

**GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS**

**LOK SABHA  
UNSTARRED QUESTION NO.3758  
TO BE ANSWERD ON 09.08.2017**

**PERFORMANCE OF EMPLOYEES**

**3758. SHRI SATAV RAJEEV  
DR. J.JAYAVARDHAN**

**Will the Minister of RAILWAYS be pleased to state:**

**(a) whether the Government is planning to advocate a system of reward and punishment for railway officials depending on the performance and if so, the details thereof;**

**(b) whether the Government has fixed any criteria to determine the performance of the employees/officers and if so, the details thereof;**

**(c) whether the Government will consult Railway Unions before introducing this system and if so, the details thereof; and**

**(d) the time by which this system will be introduced?**

**ANSWER**

**MINISTER OF STATE IN THE MINISTRY OF RAILWAYS**

**( SHRI RAJEN GOHAIN )**

**(a): Performance of employees is assessed through Annual Performance Appraisal Report (APAR), benchmark gradings of which are seen for promotions and career progression. Minister and senior officers announce various individual/group awards depending on specific performance/achievements of Railway officials.**

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**(b): Yes, Madam. Performance of employees is assessed through APAR grading numerical scores, which are used during promotions/career progression/other career events.**

**(c): No, Madam. Since this system is already in place as per statutory/administrative instructions, there is no requirement of consulting Railway Unions.**

**(d): Does not arise.**

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