

GOVERNMENT OF INDIA
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(DEPARTMENT OF PERSONNEL & TRAINING)

LOK SABHA
UNSTARRED QUESTION NO. 722
(TO BE ANSWERED ON 07.02.2018)

APPRAISAL SYSTEM

722. SHRI K. ASHOK KUMAR:

Will the **PRIME MINISTER** be pleased to state:

- (a) whether the Government has adopted a new mechanism of empanelling bureaucrats under the 360 degree appraisal system;
- (b) if so, the details thereof;
- (c) whether the feedback in this process is obtained informally, making the process susceptible to being manipulated and if so, the details thereof;
- (d) whether the feedback received from subordinates and stakeholders may be biased and lacks objectivity, particularly if the officer had to discipline his subordinates or he was unable to meet the unjustified demands of stakeholders; and
- (e) if so, the corrective steps considered to be taken in this regard?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE
(DR. JITENDRA SINGH)**

(a) to (e): The empanelment process takes into account the overall service record, vigilance status and suitability of the officers concerned. A structured system of appraisal involving a Multi Source Feedback from various stakeholders including from seniors, peers and juniors, etc. has been introduced in the process of empanelment of officers in a transparent and objective manner for holding senior level positions in the Government of India.
