

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

**LOK SABHA**  
**UNSTARRED QUESTION NO. 1523**  
(TO BE ANSWERED ON 19.12.2018)

**NON-TRANSPARENT PERFORMANCE APPRAISAL**

**1523. SHRI GANESH SINGH:**

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

- (a) whether the system of performance appraisal is non-transparent, except in respect of communicating “adverse” entries;
- (b) if so, the details thereof;
- (c) whether it gives feedback to officers about their areas of strength/ potential and also does not motivate officers through recognition of good work accomplished and if so, the details thereof along with the action taken in this regard;
- (d) whether the monitoring system for the timely writing of the reports is extremely weak resulting that there is considerable delay in the writing of annual reports and if so, the details thereof along with the reasons therefor; and
- (e) whether the evaluations of Reviewing Officers and Accepting Authorities are often not available on account of their having demitted office, in which case the reports are deprived of valuable inputs and if so, the details thereof since last five years?

**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): No, Madam. The system of Annual Performance Assessment Report (APAR)/Performance Appraisal Report (PAR) for Central Government employees, including officers belonging to All India Services, is transparent. Government instructions provide for disclosure of full APAR/PAR to the officer reported upon, for representation, if any.
- (b): Does not arise, in view of (a) above.
- (c): The APAR/PAR does give feedback to officers about their areas of strength/potential. The APAR/PAR also motivates the officer, through recognition of good work accomplished, and also to improve on some areas of work, wherever required.
- (d): No, Madam. The instructions provide timelines for preparation and maintenance of APAR/PAR. Some online systems for generation and recording of APARs have also been set up.
- (e): Instructions are in place for Reviewing Officers and Accepting Authorities to record their comments even after demitting office, within a stipulated time.

No such centralized data is maintained.

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