

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

LOK SABHA
UNSTARRED QUESTION NO. 5600
(TO BE ANSWERED ON 06.04.2022)

MULTI SOURCE FEEDBACK

5600. SHRI PRADYUT BORDOLOI:

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

- (a) whether the Multi Source Feedback (MSF) forms part of the Central Staffing Scheme, 1996;
- (b) if so, the details of the MSF standards and guidelines;
- (c) whether the Government has considered the recommendation(s) of the Standing Committee Report on Personnel, Public Grievances and Pensions, Law and Justice which severely indicted the MSF as the same has been found to be opaque, non-transparent, highly subjective and judgmental;
- (d) if so, the details thereof; and
- (e) if not, the reasons therefor?

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): Central Staffing Scheme, inter-alia, provides for empanelment for holding senior management posts. Empanelment process is governed by empanelment guidelines. A structured system of appraisal involving Multi Source Feedback (MSF) from various stakeholders including seniors, peers, juniors, etc. has also been put in place in the process of empanelment. Apart from MSF, empanelment process takes into account the service record, vigilance status and overall suitability of the officers concerned. The Government has considered the recommendation(s) of the Standing Committee and an Action Taken Report has been submitted in the matter.
