मुख्यालय पुलिस महानिदेशक, उत्तर प्रदेश ।

संख्या–डीजी–1– पीएआर–6–93/2016 दिनांकःजुलाई 29 ,2017

सेवा में,

1–समस्त अपर पुलिस महानिदेशक, उ0प्र0।
2–समस्त पुलिस महानिरीक्षक, उ0प्र0।
3–समस्त पुलिस उप महानिरीक्षक, उ0प्र0।
4–समस्त वरिष्ठ पुलिस अधीक्षक/पुलिस अधीक्षक/ सेनानायक, पी0ए0सी0
5–समस्त सहायक पुलिस अधीक्षक, उ0प्र0।

विषयः– अखिल भारतीय सेवायें(कार्य निष्पादन मूल्यांकन रिपोर्ट) नियमावली–2007 में संशोधन।

कृपया गृह मंत्रालय, भारत सरकार, नई दिल्ली के परिपत्र संख्या–11059/01/2016-AIS-III दिनांक 20.7.2017 व उसके साथ संलग्न कार्मिक, लोक शिकायत एवं पेंशन मंत्रालय की अधिसूचना दिनांक 19.6.2017 की प्रति संलग्न कर प्रेषित की जा रही है जिसमें अखिल भारतीय सेवायें (कार्य निष्पादन मूल्यांकन रिपोर्ट) नियमावली में संशोधन निर्गत किये गये हैं।

2– अनुरोध है कि संलग्न नियमावली में संशोधित नियमों के अन्तर्गत कार्य निष्पादन मूल्यांकन हेतु Smart Performance Appraisal Report Recording Online Window (SPARROW) system के अन्तर्गत समय से स्वमूल्यांकन व प्रतिवेदक/समीक्षक/स्वीकर्ता स्तर पर मन्तव्य अंकित किये जाने के सम्बन्ध में कार्यवाही सुनिश्चित करने का कष्ट करें।

संलग्नक–यथोपरि।

(पद्मजा चौहान)
पुलिस महानिरीक्षक, कार्मिक
उ0प्र0, लखनऊ।

प्रतिलिपिः

1–प्रतिलिपि समस्त पुलिस महानिदेशक, उ0प्र0 को सादर सूचनार्थ।

2–सचिव, उ0प्र0 शासन, गृह(पुलिस सेवायें) अनुभाग–2 लखनऊ को संलग्नक सहित सूचनार्थ एवं आवश्यक कार्यवाही हेतु।

By Speed Post

F.No. 11059/01/2016-AIS-III
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel and Training

North Block, New Delhi
Dated the 20th July, 2017

To,

The Chief Secretaries of all the States / UTs

Subject: Amendment to AIS (PAR) Rules, 2007– reg.

I am directed to refer to the subject noted above and to say that this Department, vide notification number G.S.R. No. 596(E) dated 16.6.2017, has amended the AIS(PAR) Rules, 2007 (copy enclosed). The amended rules have come into force with effect from 16.06.2017. The said amendments inter alia, provide:-

(i) mandatory filing of PAR electronically, in order to avoid delays and bring more transparency, with provision for exemption in certain cases.

(ii) to further clarify the provisions relating to writing of PAR on relinquishment of charge in order to distinguish between cases of superannuation and demitting office.

(iii) to seek comments of reporting/ reviewing authority even after relinquishing charge/ demitting office on the representation of the officer reported upon.

(iv) to introduce concept of Competent Authority to decide the representation of the officer reported upon and to define the procedure to be followed.

(v) procedure to be followed on the representation of the officer reported upon by Referral Board in the cases where the Competent Authority has not seen the work of the officer.

(vi) PARs not recorded as per the provisions of AIS(PAR)Rules, 2007 to be treated as non est.

2. Since, AIS(PAR) Amendment Rules, 2017 have come into force with effect from 16.6.2017, it is hereby clarified that all the provisions of the amended rules (except those related to consideration of representation of the officer reported upon) shall be applicable for those PARs where the officer to be reported upon has submitted his or her assessment on or after 16.06.2017.

3. Further, the amended AIS (PAR) rules provides for a "competent authority" to consider the representation of the officer reported upon against PAR as explained in newly substituted sub-rules 7 to 7(C). Accordingly, representation against PARs written even prior to 16.6.2017 under AIS(PAR) Rules, 2007, will now be considered by the competent authority as provided in the amended rules, wherever applicable.

4. The aforesaid amended PAR Rules may please be brought to the notice of all the concerned for strict compliance.

Encl: As stated.

Rajesh

(Rajesh Kumar Yadav)
Under Secretary (Services)
Tele: 011-23094714

Cont'd....02

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS

(Department of Personnel and Training)

NOTIFICATION

New Delhi, the 15th June, 2017

G.S.R. 596(E).—In exercise of the powers conferred by sub-section (1) of section 3 of the All India Services Act, 1951 (61 of 1951), the Central Government, after consultation with the State Governments, hereby makes the following rules further to amend the All India Services (Performance Appraisal Report) Rules, 2007, namely:-

1. (1) These rules may be called the All India Services (Performance Appraisal Report) Amendment Rules, 2017.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. In the All India Services (Performance Appraisal Report) Rules, 2007 (hereinafter referred to as the said rules), in rule 2, after clause (b), the following clause shall be inserted, namely:-

"(ba) "competent authority" means the authority as mentioned in sub-rules (7A) and (7B) of rule 9 to decide the representation of the officer reported upon against performance appraisal report disclosed to the member of Service.".

3. In the said rules, after rule 4, the following rule shall be inserted, namely:-

"4A (1) The performance appraisal report shall be generated and written by the officer reported upon electronically in the form as specified in Schedule 2.

(2) The comments of the reporting, reviewing and accepting authority shall be recorded electronically in case he is a government servant.

(3) The political executives may record their comments manually and the performance appraisal report so recorded shall be uploaded electronically as per time frame specified in Schedule 2:

Provided that in certain cases, with the approval of the Government and for reasons to be recorded in writing, performance appraisal report may be generated and written manually by the officer reported upon and any of the reporting authorities, that is, reporting or reviewing or accepting authority as per the guidelines specified by the Central Government from time to time :

Provided further that prior approval of the Central Government in consultation with Department of Personnel and Training shall be taken in cases where permanent exemption from electronic filing of performance appraisal report is sought on the grounds of national security, etc. for a particular class of posts.".

4. In the said rules, in rule 5,-

(i) for sub-rule (2), the following sub-rule shall be substituted, namely :-

"(2) Subject to the provisions of sub-rule (4), a performance appraisal report shall also be written when either the reporting or reviewing or accepting authority who is a government servant or the member of the Service reported upon relinquishes charge (other than retirement) of the post, and, in such a case, the report shall be written within the time frame as specified in Schedule 2 for completion of performance appraisal report in paragraph 9 of general guidelines for filling of the performance appraisal report form." ;

(ii) for the first and second provisos to sub rule (3), the following provisos shall be substituted, namely :-

"Provided that only one report shall be written on a member of the Service for a particular period during the course of the financial year:

Provided further that if the member of Service occupies more than one post, the Government shall identify **the post (substantive or additional charge) to report or review, well in advance** of the relevant assessment year." ;

(iii) after sub-rule (3), the following sub-rule shall be inserted, namely:-

"(3A) In general one person shall write the performance appraisal reports in the capacity of reporting, reviewing or accepting authority for a given period of time :

Provided that if more than one person supervises the performance of the member of Service for a given period of time, the Government shall identify **the persons to report or review well in advance** of the relevant assessment year." ;

(iv) sub-rule (7) shall be omitted.

5. In the said rules, in rule 6, sub-rule (4) shall be omitted.

6. In the said rules, in rule 7, sub-rule (2) shall be omitted.

7. In the said rules, after rule 7, the following rules shall be inserted, namely: -

"7A. Restriction on reporting authority, etc. in certain cases. - Notwithstanding anything contained in rules 5, 6 and 7, it shall not be competent for the reporting authority, reviewing authority or accepting authority to write a performance appraisal report where the authority reporting the performance appraisal report is a government servant, after one month of his retirement from service; and in other cases, after one month of the date on which he demits office.

Explanation.- For the purposes of this rule,-

(a) a Minister shall not be deemed to have demitted the office if he continues to be a Minister in the Council of Ministers with a different portfolio or in the Council of Ministers immediately reconstituted after the previous Council of Ministers of which he was a Minister with the same or a different portfolio provided the Prime Minister or the Chief Minister, as the case may be, continues in office.

(b) a Minister shall be deemed to have demitted the office where pursuant to fresh elections, a new Council of Ministers has been reconstituted, even if the Minister who was in the earlier Council of Ministers finds a place in the new Council of Ministers with the same or different portfolio.

7B. Treating performance appraisal report as non-est. - The performance appraisal report, not recorded in terms of the provisions of these rules and instructions issued thereunder, shall be treated as non-est:

Provided that all the performance appraisal reports filed manually without approval of the Government to do so shall be treated as non-est.".

8. In the said rules, in rule 9, –

(i) for sub-rule (1), the following sub-rule shall be substituted, namely:-

"(1) The full annual performance appraisal report, including the overall grade and assessment of integrity, shall be disclosed electronically to the officer reported upon, after finalisation by the accepting authority except in the cases where it is generated manually, to enable the officer reported upon to represent his case." ;

(ii) for sub-rule (4), the following sub-rule shall be substituted, namely: -

"(4) The accepting authority shall within fifteen days from the date of receipt of comments from the officer reported upon forward the same to the reviewing and the reporting authority and call for their views on the comments and the comments of reporting and reviewing authority are required to be sought even if they have retired or demitted or relinquished office, and in case the comments of reporting and reviewing authority are not received within fifteen days from the date of receipt, it shall be presumed that reporting and reviewing authority have no comments to offer." ;

(iii) for sub-rule (7), the following sub-rules shall be substituted, namely: -

"(7) If the accepting authority is of a level below the Minister in the State or in the Central Government, then the competent authority to decide the representation shall be one level higher than the accepting authority and in such cases the accepting authority shall forward the comments of the officer reported upon along with the views of the reporting authority, reviewing authority and his own views to the competent authority within fifteen days of receipt of the views of the reviewing authority, and the comments of the accepting authority are required to be sought even if he has retired or demitted or relinquished office.

(7A) The competent authority shall consider the comments of the officer reported upon, the views of the reporting authority, reviewing authority and accepting authority and after due consideration, the competent authority may accept them and modify the performance appraisal report with a speaking order and the final grading shall be communicated to the officer reported upon within fifteen days of receipt of the views of the accepting authority.

(7B) If the accepting authority is the Minister in the State (including the Chief Minister) or the Minister in the Centre, then the competent authority to decide the representation will be the accepting authority himself and in such cases the accepting authority shall consider the comments of the officer reported upon, the views of the reporting authority and the reviewing authority and after due consideration may