

**GOVERNMENT OF INDIA  
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
LOK SABHA**

UNSTARRED QUESTION NO:955  
ANSWERED ON:09.03.2005  
WRITING OF CONFIDENTIAL REPORT  
Dangawas Shri Bhanwar Singh; Meghwal Shri Kailash

**Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:**

- (a) whether there is a tradition of writing of annual confidential report regarding the performance of the officers and staff working under the Central and the State Governments and their Subordinate Institutions and the Offices in the country;
- (b) if so, since when it is continuing and the basis thereof;
- (c) whether controversies have erupted from time to time regarding justification of confidential reports;
- (d) if so, the details thereof;
- (e) whether any qualitative and objective changes have been brought about in independent India as compared to the characteristics and nature of the administrative system prevailing in the country during the British rule;
- (f) if so, the relevance of confidential report in the present context;
- (g) whether there is any proposal under the consideration to amend or scrap the system of confidential report; and
- (h) if so, the details thereof?

**Answer**

MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS AND MINISTER OF STATE IN THE MINISTRY OF PARLIAMENTARY AFFAIRS. (SHRI SURESH PACHOURI)

- (a): Yes, Sir.
- (b): It is being continued for a long time to assess the performance of Government servants for use as a tool for human resource development.
- (c): No, Sir.
- (d): Does not arise.
- (e) & (f): Yes, Sir. It is relevant in the present context as it is aimed to meet the goal of optimising the achievement of Government policies and programmes.
- (g) & (h): Yes, Sir. S. Nath Committee has recommended to replace the Annual Confidential Report by a Performance Appraisal Report to be used as a tool for career planning and training rather than a mere judgement exercise.