

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

UNSTARRED QUESTION NO:561
ANSWERED ON:03.08.2011
PERFORMANCE BASED PROMOTION
Sudhakaran Shri K.

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

- (a) whether the Government has decided to implement the policy of performance based promotion in All India Services and Public Undertakings;
- (b) if so, the details thereof;
- (c) if not, the reasons therefor;
- (d) whether the Government proposes to induct Defence Officers for imparting training to Officers in the Police Services; and
- (e) if so, the details thereof?

Answer

Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office (SHRI V. NARAYANASAMY)

(a), (b) & (c): In terms of respective Promotion Guidelines for IAS, IPS and IFS, promotion in All India Services is based on assessment of the Annual Confidential Reports/Annual Performance Appraisal, Reports which reflect the performance of the officers.

The Government has not issued any guidelines on the policy of performance based promotions in Central Public Sector Enterprises (CPSEs) as the matters of promotion of below Board level employees are dealt by the Board of Directors of the concerned undertakings. However, each CPSE is required to develop a Performance Management System (PMS) which is expected to assist the management of CPSEs to frame a policy of promotion of executives based on performance measured objectively.

(d): There is no such proposal.

(e): Does not arise.