

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

UNSTARRED QUESTION NO:275  
ANSWERED ON:14.03.2012  
REVIEW OF PERFORMANCE OF CIVIL SERVANTS  
Jindal Shri Naveen

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

- (a) the current procedure for reviewing the performance of the Civil Servants;
- (b) whether the Government has made it mandatory for the Civil Servants to retire in the public interest if they fail to clear a review after fifteen years of service;
- (c) if so, the details thereof and the reasons therefor;
- (d) whether the Government has considered the option of third party evaluation for civil servants; and
- (e) if so, the details thereof?

**Answer**

MINISTER OF THE STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS AND MINISTER OF THE STATE IN THE PRIME MINISTER'S OFFICE. (SHRI V. NARAYANASAMY)

(a): The performance of the civil servants is reviewed by the evaluation of the Annual Performance Appraisal Report (APAR) on year to year basis.

(b) & (c): In so far as Central Government Employees are concerned, Government, in public interest, may retire any Government servant after he has attained the age of 50/55 years or after completion of 30 years service by giving him notice of not less than three months in writing or three months pay and allowances in lieu of such notice.

As regards the All India Service Officers, Rule 16(3) of the All India Services (DCRB) Rule, 1958 has been amended on 31st January, 2012 in order to ensure efficiency in these Services and to weed out the officers with doubtful integrity and those who have outlived their utility. The amended rule provides that the Central Government may, in consultation with the State Government concerned, require a Member of the Service to retire from Service in public interest, after giving such Member at least three month's previous notice in writing or three month's pay and allowances in lieu of such notice; -

- (i) after the review when such Member completes 15 years of qualifying Service;
  - (ii) after the review when such Member completes 25 years of qualifying Service or attains the age of 50 years, as the case may be; or
  - (iii) if the review referred to in
    - (i) or
    - (ii) above has not been conducted, after the review at any other time as the Central Government deems fit in respect of such Member.
- (d) & (e): For the Central Government Employees, the existing guidelines provide for inclusion of an outside member in the review committee.