

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

UNSTARRED QUESTION NO:1446
ANSWERED ON:06.03.2013
TRANSPARENT ACRS PROCESS
Premajibhai Dr. Solanki Kiritbhai

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

- (a) whether the ACRs of SC/ST employees of Central Government and PSUs are graded as good and fair only;
- (b) if so, the extent to which their promotion opportunities have been affected as a result thereof;
- (c) whether the Government proposes to formulate a transparent process in ACRs especially for the SC/ST employees; and
- (d) if so, the details thereof and if not, the corrective measures taken by the Government to ensure justice to the SC/ST employees?

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): No, Madam.

(b): In view of above, question does not arise.

(c) & (d): Government instructions already provide for communicating full ACR (nomenclature now modified as Annual Performance Assessment Report (APAR)/ Performance Appraisal Report (PAR) to all officers/employees. The object is to give an opportunity to the public servant to improve the performance and to make Performance Appraisal System more consultative and transparent. All officers/employees are given the opportunity to make representation against the entries and the final grading given in the Report.