

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

UNSTARRED QUESTION NO:3253
ANSWERED ON:09.12.2009
APPRAISAL OF CIVIL SERVICES PERFORMANCE
Singh Shri Sushil Kumar

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

- (a) whether the in-house appraisal of civil servants fail to reward the performers;
- (b) if so, the details thereof and the reasons therefor;
- (c) whether there is any proposal for a third party evaluation for civil servants;
- (d) if so, the details thereof; and
- (e) the measures taken by the Government for making the appraisal of civil servants more objective?

Answer

MINISTER OF THE STATE (Independent Charge) IN THE MINISTRY OF SCIENCE AND TECHNOLOGY; MINISTER OF THE STATE (Independent Charge) IN THE MINISTRY OF EARTH SCIENCE; MINISTER OF THE STATE IN THE PRIME MINISTER'S OFFICE; MINISTER OF THE STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS; AND MINISTER OF THE STATE IN THE MINISTRY OF PARLIAMENTARY AFFAIRS. (SHRI PRITHVIRAJ CHAVAN)

(a) & (b): No, Sir. Appraisal of performance of civil servants is a tool to determine their suitability to hold posts of higher responsibility and particular assignment as well as the areas which need to be strengthened for their better performance. A new system of Annual Performance Appraisal Report (APAR) has been introduced with a view to improve the standard of assessment of an officer's performance and capabilities and to determine the needs of capacity building, suitability for holding posts of higher responsibilities etc.

(c) & (d): The annual performance appraisal of a civil servant is assessed by the Authorities who directly supervise his/her performance and there is no provision for a third party evaluation in the present system.

(e): The new system has full transparency since the report is disclosed to the officer reported upon and officer has an option to give his comments on the APAR.