

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

UNSTARRED QUESTION NO:1080  
ANSWERED ON:02.08.2006  
CHANGES IN SYSTEM OF WRITING ACRS  
Chavda Shri Harisinh Pratapsinh; Rana Shri Kashi Ram

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

- (a) whether the Government proposes to make changes in the system of writing of Annual Confidential Reports (ACRs) for officers belonging to higher categories;
- (b) if so, the details thereof;
- (c) whether the Government had constituted any Committee to review the existing system of writing Confidential Reports;
- (d) if so, whether the said Committee has submitted any report in this regard;
- (e) if so, the salient features thereof; and
- (f) the time by which the recommendations of the said Committee are likely to be implemented?

**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) & (b): Yes, Sir. It is proposed to make changes in the system of writing of Annual Confidential Reports (ACRs) and to replace with the system of performance appraisal report for officers belonging to the All India Services. The broad contours of the system include use of the performance appraisal for career planning and training, preparation of work plan, health check up, numerical grading, integrity certificate, maintenance of comprehensive Personal Dossier, disclosure of the report and constitution of the Referral Board to decide representations from officers on performance assessment etc.

(c) to (f): A group was constituted under the Chairmanship of Lt.Gen.(Retd.) Surinder Nath, former Chairman, Union Public Service Commission to review the system of Performance Appraisal, Promotion, Empanelment and placement for the All India Services and other Group 'A' Services in 2002. The Group submitted its report in July, 2003. The major recommendations of the Group relate to the use of performance appraisal for the overall development of the officers and for his/her placement in an area where his/her abilities and potential can be used to best advantage.

The performance appraisal system for All India Services is scheduled to be implemented from the assessment year 2007-08.