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Department of Personnel and Training

Estt (A)

Reference the preceding note of Ministry of Corporate Affairs (F.No.A-42011/184/2011-APAR(Pt) Dy. No.36536/12/CR)

2. Advice of DOP&T has been sought as to whether the appeal against rejection of representation (against below bench mark APAR) which was considered vide DoP&T OM dated 13.04.2010.

3. In this connection it may be stated that prior to the reporting period 2008-09 only adverse comments in the ACR were to be conveyed for representation, if any for consideration by the competent authority. This Department's OM 21011/1/2010-Estt.A dated 13.4.2010 has stated that if an employee is to be considered for promotion in a future DPC and his ACRs prior to the period 2008-09 which would be reckonable for assessment of his fitness in such future DPCs contain final grading which are below the benchmark for his next promotion, before such ACRs are placed before the DPC, the concerned employee will be given a copy of the relevant ACR for his representation, if any, within 15 days of such communication. It is for the concerned Ministry/Department to ensure that the representation of the officer reported upon is considered and decided by the Competent Authority as per the extant instructions.

4. This DOPT OM dated 13.4.2010 has not provided for a second representation on the decision of the Competent Authority on the representation given on below bench mark ACRs.



(Prem Chand)

US (Estt. Desk-II)

Dir(E)US (ACR)

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