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|  | **PONDICHERRY UNIVERSITY**  (A Central University)  **Bharat Ratna Dr.B.R. Ambedkar Administrative Building**  **R. Venkataraman Nagar, Kalapet, Puducherry – 605 014** |

**ANNUAL PERFORMANCE ASSESSMENT REPORT**

**FOR DRIVER**

**NAME :**

**DESIGNATION :**

**PLACE OF WORK :**

**REPORT FOR THE YEAR/**

**PERIOD ENDING :**

**-02-**

**PART-I PERSONAL DATA**

1. Name :

2. Date of Birth :

1. Present Post & Date of

Appointment :

4. Regular or Adhoc :

5. Scale of Pay :

6. (a) Academic & Professional Qualification : X / XII onwards

|  |  |  |  |
| --- | --- | --- | --- |
| ***Examination Passed*** | ***Year of Passing*** | ***University / Institute*** | ***Percentage of Marks*** |
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**-03-**

(b) Qualification acquired during last one year:

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| --- | --- | --- | --- |
| ***Examination Passed*** | ***Year of Passing*** | ***University/Institute*** | ***Percentage of Marks*** |
|  |  |  |  |
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7. Experience (in chronological order):-

|  |  |  |  |
| --- | --- | --- | --- |
| **Section / Department** | **Duration** | **Designation and pay scale** | **Type of Vehicle driven / Other experiences  (if employed in other duties)** |
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8. Period of long absence from duty, if any   
(more than one month on leave, training   
etc. during the year/period under report).: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**-04-**

9. Training:

|  |  |  |  |
| --- | --- | --- | --- |
| ***Programme Attended*** | ***Duration*** | ***Institute*** | ***Title of the Programme*** |
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*SC ST OBC Others*

10. Category :

(Please tick)

**PART-II**

(a) Major / special achievements, if any during the period of report :

(b) Constraints faced, if any, during the period of report :

**Place: Signature :**

**Date: Name :**

**-05-**

**PART-III ASSESSMENT OF THE REPORTING OFFICER**

(i) Brief description of duty :

(ii) The assessment may be indicated in respect of each of the following factors in a scale of 1 to 10 in the respective boxes provided.

**(1-Poor; 10-Exceptionally brilliant)**

**Marks & Grading to be incorporated**

|  |  |
| --- | --- |
| ***Marks*** | ***Grading*** |
| Between 1 and short of 4 | Average |
| Between 4 and short of 6 | Good |
| Between 6 and short of 8 | Very Good |
| Between 8 and short of 10 | Outstanding |

(iii) Length of service under Reporting Officer

During the period of report : \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(iv) Do you agree with the submission of the officer indicated in Part II (Self Appraisal)

Is there anything you wish to modify or add? If so, kindly record the same.

**-06-**

**[Please read the instructions given at the end of the form carefully   
before filling the entries]**

1. State of Health :

2. Regularity and Punctuality in Attendance :

3. Reliability:

1. Technical Knowledge :

5. Behaviour with passengers / students :

6. Intelligence:

7 Interest in proper maintenance of the vehicle:

8 Ability to attend minor repairs, etc.

9. Sense of responsibility :

10. Amenability to Discipline :

11. Devotion to duty :

12. Professional skill :

13. Capability and willingness to take additional   
responsibilities / put in extra hours of work :

14. Interpersonal Relationship :

**-07-**

15. Integrity :

(In case there is any doubt the integrity of an employee, the column in the ACR form should be left blank and a secret note may be recorded and followed up. This is for the reason that if as a result of follow up action, the doubts are cleared, the employee’s integrity should be certified and if the doubts are confirmed, this should be recorded in the ACR and communicated to the employee concerned)

*Nothing adverse came to notice*

*Under Verification*

*Couldn’t be Certified*

16. Training need, if any :

17. Overall Rating by Reporting Officer

(in a scale of 1 to 10 points)

(1 – Poor; 10 – Exceptionally brilliant) :

Fit Not Yet Fit

18. Fitness for Promotion :

19.Has the worker been reprimanded for  
 indifferent work or for other causes during  
 the period under report? If so, please give  
 brief particulars :

20. Has the worker done any outstanding or  
 notable work meriting commendation?  
 Briefly mention them :

21. General remarks on his work and conduct :

…………….. ..…………………. ………………… …….……..

**Signature Name Designation Date**

**-08-**

**REMARKS OF THE REVIEWING OFFICER**

Yes No

Do you agree with the overall rating given

By the Reporting Officer

If not, what should be his overall rating   
in a Scale of 1 to 10 points

(1-Poor, 10-Exceptionally brilliant)

**General Remarks, if any:**

Particularly with reference to   
outstanding merits/abilities/ :  
contributions, if any

…………….. ..…………………. ………………… …….……..

**Signature Name Designation Date**

*(In cases of overall grading being 9 and above or 2 and below, and / or adverse remarks)*

**REGISTRAR**

**GUIDELINES REGARDING FILLING UP OF APAR**

1. The APAR is an important document. It provides the basic and vital inputs for assessing the performance of an officer and for his/her further advancement in his/her career. The officer reported upon, the Reporting Authority, the Reviewing Authority and the Accepting Authority should, therefore, undertake the duty of filling out the form with a high sense of responsibility. The columns in the APAR should be filled with due care and attention and after devoting adequate time.
2. **The APAR is to be written within the prescribed time frame which is detailed below. The right to write the APAR will lapse after that time frame.**
3. **If any APAR, duly completed in all respects, of the previous financial year is not received in the concerned Office up to 31st December of the next financial year or received thereafter, that APAR will not be kept in the APAR Dossier of the concerned officer and the period of such missing APARs will be treated as NO APAR YEAR for that officer.**
4. Performance appraisal through APAR should be used as a tool for human resource development. Reporting Officer should realize that the objective is to develop an officer so that he/she realizes his/her true potential. It is not meant to be a fault-finding process but the developmental one. The Reporting Officer and the Reviewing Officer should not shy away from reporting shortcomings in performance, attitudes or overall personality of the officer reported upon.
5. Numerical gradings are to be awarded by reporting and reviewing authorities of the officer reported upon. These should be on a scale of 1-10, where 1 refers to the lowest grade and 10 to the highest,
6. It is expected that any grading of 1 or 2 (against work output or attributes or overall grade) should be supported with adequate justification in the pen-picture by way of specific failures and similarly, any grade of 9 or 10 should be supported with sufficient justification in respect of specific accomplishments. Grades of 1-2 or 9-10 are expected to be• rare occurrences and hence the need to justify them. In awarding a numerical grade the reporting and reviewing authorities should rate the official against a larger population of his/her peers that may be currently working under them.
7. It is expected that any grading of 1 or 2 (against work output or attributes or overall grade) would be adequately justified in the pen-picture by way of specific failures and similarly, any grade of 9 or 10 would be justified with respect to specific accomplishments. Grades of 1-2 or 9-10 are expected to be rare occurrences and hence the need to justify them. In awarding a numerical grade the reporting and reviewing authorities should rate the officer against a larger population of his/her peers that may be currently working under them.
8. **APARs graded between 8 and 10 will be rated as “Outstanding” and will be given a score of 9 for the purpose of calculating average scores for empanelment/promotion.**

**APARs graded between 6 and short of 8 will be rated as “Very Good” and will be given a score of 7.**

**APARs graded between 4 and short of 6 will be rated as “Good” and given a score of 5.**

**APARs graded below 4 will be given a score of “Zero”**

1. For grant of financial up gradation under the MACP Scheme the prescribed

Benchmark shall be **Very Good** for all levels as per O.M.No.35034/3/2015-Estt.(D) dated 22.10.2019.

1. All columns in the APAR should be filled-in without exception. If any of the columns are left unfilled for no reason, APAR would be incomplete and liable to be returned.
2. **Integrity:** It is noticed in a number of APARs that the column relating to integrity is left unfilled. The following procedure should be followed in filling up the column relating to Integrity:
3. If the Official's integrity is beyond doubt, it may be so stated.
4. If there is any doubt or suspicion, the column should be left blank and action taken as under:
5. A separate secret note should be recorded and followed up. A copy of the note should also be sent together with the Performance Assessment Report to the next superior officer who will ensure that the follow up action is taken expeditiously. Where it is not possible either to certify the integrity or to record the secret note, the Reporting Officer should state either that he had not watched the officer's work for sufficient time to form a definite judgment or that he has heard nothing against the officer, as the case may be.
6. If, as a result of the follow up action, the doubt or suspicions are cleared, the officer's integrity should be certified and an entry made accordingly in the Performance Assessment Report.
7. If the doubts or suspicions are confirmed the fact should also be recorded and duly communicated to the officer concerned.
8. If as a result of the follow up action, the doubts or suspicions are neither cleared nor confirmed, the officer's conduct should be watched for a further period and thereafter action taken as indicated at (b) and (c) above.
9. Assessment should be confined to the appraiser's performance during the period of report only.
10. The Reporting Officer should avoid cryptic, vague or non-committal remarks.
11. No column should be left blank. Also it is not correct to give abstract comments commonly by bracketing two columns. Each column has been designed for the Reporting Officer to given his comments on each aspect separately.
12. The Reporting / Reviewing Officer should not give contradictory gradings in the APAR. For eg. When the Reporting / Reviewing Officer has chosen to award a good [above 5] overall grading, then he / she should not choose to tick "not fit for promotion" without reasons reduced in writing in the APAR. Similarly when the overall grading is adverse, "Fit for promotion" would be inconsistent with the grading awarded in the body of the APAR.

**Time schedule for filling up of APAR:**

After the expiry of the first week of the time-schedule (15th April), if the self appraisal is not received by that time, Reporting Officer should take it upon himself to remind the officer to be reported upon in writing, asking him to submit his self-appraisal.

If no self-appraisal is received by the stipulated date, the reporting officer can obtain another blank APAR form and proceed to write the report on the basis of his experience of the work and conduct of the officer reported upon. While doing so, he can also point out the failure of the officer reported upon to submit his self-appraisal within the stipulated time.

The controlling officer has been directed to call for explanation of the concerned officers for not having perform the public duty of not writing the APAR within due date and his absence of justification direct that a written warning for delay in completing the APAR be placed in the APAR folder of the defaulting officer concerned.

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