



INDIAN COUNCIL OF AGRICULTURAL RESEARCH
KRISHI BHAWAN: NEW DELHI

F. No. GAC-21-23/2009-CDN

Date the 13th May, 2014

ENDORSEMENT

Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions, Government of India, New Delhi has issued O. M. No. 22011/5/2013-Estt.(D) dated 9th 2014 regarding Procedure to be observed by Departmental Promotion Committees (DPCs) – Assessment of entries and gradings in ACRs/APARs. The above mentioned O.M. is being uploaded on the ICAR Web-Site www.icar.org.in for information and further necessary action.


(J.N. Bhagat)
Under Secretary (GAC)

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भारतीय कृषि अनुसंधान परिषद
कृषि भवन - नई दिल्ली

फा०सं०सा.प्र.स.- 21-23/2009-समन्वय

दिनांक 13.5.2014

पृष्ठांकन

कार्मिक और प्रशिक्षण विभाग कार्मिक लोक शिकायत और पेंशन मंत्रालय भारत सरकार नई दिल्ली द्वारा ओ.एम. सं 22011/5/2013 - ईसटीटी(डी) दिनांक 9.5.2014 द्वारा विभागीय पदोन्नति समिति (डीपीसी) प्रक्रिया द्वारा ऐसीआर/एपीएआर में प्रविष्टियों और ग्रेडिंग का आकलन की प्रक्रिया के बारे में जारी किया है। यह का.जा. भा.कृ.अ.प. की वेबसाइट www.icar.org.in पर सूचना एवं अनुपालन हेतु अपलोड कर दिया गया है।

(जे. एन. भगत)

अवर सचिव (जीएसी)

वितरण:

1. भा.कृ.अ.प. के संस्थानों/परियोजना निदेशालयों/राष्ट्रीय अनुसंधान केन्द्रों/परियोजना समन्वयकों/अनुसंधान परियोजना समन्वयकों/क्षेत्रीय परियोजना समन्वयकों के सभी निदेशक/ब्यूरों के सभी निदेशक।
2. महानिदेशक., भा.कृ.अ.प. के वरिष्ठ प्रधान निजी सचिव/सचिव, भा.कृ.अ.प. के प्रधान निजी सचिव/ वित्त सलाहकार (डायर) के प्रधान निजी सचिव।
3. अध्यक्ष, कृ.वै.च.मं./राष्ट्रीय निदेशक एनएआईपी/परियोजना निदेशक (डीकेएमए), पूसा, नई दिल्ली
4. श्री हंस राज, आईएसओ, (डीकेएमए), कृषि अनुसंधान भवन-1 को आईसीएआर की वेबसाइट पर डालने करने हेतु।
5. भा.कृ.अ.प. के सभी अधिकारी/अनुभाग कृषि भवन/कृषि अनुसंधान भवन-1/2, एनएससी कॉम्पलेक्स।
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7. सचिव (कर्मचारी पक्ष) सीजेएससी भा.कृ.अ.प., कृषि अनुसंधान भवन-2
8. गार्ड फाइल/अतिरिक्त प्रतियां

SP. No. 10(R)

(45)

No.22011/5/2013-Estt.(D)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training

North Block, New Delhi
Dated the 9th May, 2014

OFFICE MEMORANDUM

Subject:- Procedure to be observed by Departmental Promotion Committees (DPCs) - Assessment of entries and gradings in ACRs/APARs - Reg.

The undersigned is directed to invite reference to this Department's OM No.22011/5/86-Estt.D dated 10th April 1989 as modified from time to time wherein detailed guidelines on Departmental Promotion Committees (DPCs) has been provided. As per extant instructions and rulings of Hon'ble Supreme Court in various court cases, the Departmental Promotion Committees enjoy full discretion to devise their own methods and procedures for objective assessment of the suitability of the candidates who are to be considered by them. Para 6.2.1 of the OM dated 10th April 1989 provides that the Confidential Rolls (now APARs) are the basic inputs on the basis of which assessment is to be made by each DPC. The evaluation of CRs (now APARs) should be fair, just and non-discriminatory.

2. In terms of this Department's OM No.35034/7/97-Estt.(D) dated 8th February 2002, the DPC is required to determine the merits of those being assessed for promotion with reference to the prescribed bench-mark and accordingly grade the officers as 'fit' or 'unfit' only. Only those who are graded 'fit' i.e. who meet the prescribed bench-mark by the DPC shall be included and arranged in the select panel in order to their inter-se seniority in the feeder grade. Those officers who are graded 'unfit' in terms of prescribed bench-mark by the DPC shall not be included in the select panel. There is no supersession in promotion among those who are graded 'fit' by the DPC.

3. Further, all the Ministries/ Departments have time and again been advised by this Department to ensure compliance of instructions on mandatory provisions regarding proper disposal of representations on adverse remarks/below bench-mark gradings contained in the APARs in a quasi-judicial manner as prescribed in this Department's OM No.21011/1/2005-Estt(A) (Pt.II) dated 14.05.2009, OM

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25/5/14
 Dr. No. ...
 Section ...
 Date ...

Sh. Sh.
 12/5

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6. The Registrar, Central Administrative Tribunal, Principal Bench, New Delhi.
7. The Comptroller and Audit General of India, New Delhi.
8. The Union Public Service Commission.
9. The Staff Selection Commission, New Delhi.
10. All attached offices under the Ministry of Personnel, Public Grievances and Pensions.
11. National Commissions for SCs/STs/OBCs, New Delhi.
12. Secretary, National Council (JCM), 13, Ferozeshah Road, New Delhi
13. Establishment Officer & A.S.(10 copies)
14. All Officers and Sections in the Department of Personnel and Training.
15. NIC(DOP&T) for placing this Office Memorandum on the Website of DOP&T
16. Establishment.(D) Section (20 Copies).



(Pushpender Kumar)

Under Secretary to the Government of India

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