

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI  
SERVICES DEPARTMENT: BRANCH- IV  
B-WING, 7th LEVEL, DELHI SECRETARIAT  
I.P. ESTATE, NEW DELHI-110002

No.F.2(1)/2010/S-IV/CC/538-557

Dated: 12/03/2020

**Office Memorandum**

**Sub: Incorporation of "Summary of Health Report" in APAR in respect of Grade-I, II, III and IV of DASS Cadre, Stenographer Cadre and Adhoc DANICS officers aged 40 years and above.**

The scheme of Annual Medical Health Check-up for all serving employees of Govt. of NCT of Delhi aged 40 years and above has been introduced vide Services Department's OM No. F.4(1)/2017/Misc./S-IV/081452118/Suptcod/6087-6093 dated 27.11.2019, inter-alia, stipulating modalities for implementation of the scheme, making it mandatory by way of Incorporating in APAR of the employee concerned.

The Regime of examination/investigation, empanelment of Private/Government Hospitals, finalization of packaged rates and preparation of health report by the respective empanelled hospitals was circulated by Directorate General of Health Services vide O.M. No. F.No.1(12)/H&FW/DGHS/4436-4686 dated 05.11.2019.

2. Accordingly, in terms of the Services Department's Circular vide F.No. 4(1)/2017/Misc./S-IV/Suptcod/3910 dated 05.08.2019, the "Summary of Health Report" prepared by the hospital concerned required to be annexed with the respective APAR of the Officer/Official concerned.

3. The updated forms of APAR in respect of employees of DASS and Stenographer Cadre are hosted at <http://services.delhi.gov.in/content/forms>. The updated form is applicable w.e.f. the reporting period 2019-2020.

4. It is reiterated that all employees, aged 40 years and above, serving in various departments under Govt. of NCT of Delhi are required to undergo the mandatory Annual Health Check-up as per the prescribed schedule. The Departments concerned are to ensure the attachment of the 'Summary of Health Report' so prepared by the hospitals, at the time of filing of personal data i.e part-1 of the APAR form in respect of employee concerned. It is clarified that for employees aged 40 years and above, the Reporting Officer is not required to comment in the column 'State of Health', however, in respect of employees below 40 years, the Reporting Officer will continue to record the specific comments with regard to State of Health of the employee being reported upon.

Contd....2....

6. All Principal Secretaries/Secretaries/HODs are requested to bring the above instructions to the notice of all concerned including reporting and reviewing officer.

This issue with the approval of Competent Authority.

  
(Anju Mangla)

Deputy Secretary-IV (Services)

To


The all Principal Secretaries/Secretaries and Head of Departments/All Local Bodies/ Autonomous Bodies/ Public Sector Undertakings, Govt. of NCT of Delhi.

No.F.2(1)/2010/S-IV/CC/538-551

Dated: 12/03/2020

Copy to:-

1. Under Secretary (Delhi), UTS-II, MHA, Govt. of India, North Block, New Delhi.
2. P.S to Pr. Secretary to Hon'ble Lt. Governor, Delhi.
3. S.O. to Chief Secretary, Govt. of NCT of Delhi.
4. P.S. to Secretary (Services).
5. P.A. to Spl. Secretray -I/II (Services).
6. P.A. to Dy. Secretary -I/II/III (Services).
7. Section Officer (Services- I/II/III/ACP cell).
8. Section Officer (Co-ordination), Services Department, with the request to upload the amended forms of APAR on the Department's website.

  
(Anju Mangla)

Deputy Secretary-IV (Services)

**Annual Performance Appraisal Report**

**for**

**Officers of Grade I DASS**

**Name of Officer** \_\_\_\_\_

**Report for the year/period** \_\_\_\_\_

\_\_\_\_\_

Department : .....

## FORM

### Annual Performance Appraisal Report of Officers of Grade -I (DASS)

Report for the year /Period ending : .....

#### PERSONAL DATA

##### PART - 1A

(To be filled by the Administrative Section concerned of the Department/Office )

1. Name of the Officer : .....
2. Present Establishment : .....
3. Date of Birth (DD/MM/YYYY) : .....  
(in words) : .....
4. Date of continuous appointment to the present grade Date ..... Grade .....
5. Present post and date of appointment thereto Post ..... Date.....
6. Period of absence from duty (on leave, training etc.) during the year (if he/she has undergone training, Specify)
7. Date of prescribed annual medical Health check up (for officers over 40 years of age) (Attach copy of summary of health report)

##### PART - 1B

1. Name and designation of the Reporting Officer: .....
2. Name and designation of the Reviewing Officer: .....
3. Signature with date (Officer reported upon) : .....

Administrative Officer  
(Name, Designation and Signature)

**PART-2****(SELF APPRAISAL)**

To be filled in by the Officer reported upon

(Please read the instructions carefully before filling the entries)

1. Brief description of duties.

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2. Please specify targets/objectives/goals (in quantitative or other terms) of work you set for yourself or that were set for you, eight to ten items of work in the order of priority and your achievement against each target (if applicable).  
(Example : Annual Action Plan for your Division)

Targets/Objectives/Goals	Achievements

- 3 (A) Please state briefly the shortfalls with reference to the targets/objectives/goals referred to in item 2. Please specify constraints in achieving the targets.

- (B) Please also indicate items in which there have been significantly higher achievements and your contribution thereto.

4. Please state whether the annual return on immovable property for the preceding calendar year was filled within the prescribed date i.e. 31<sup>st</sup> January of the year following the calendar year. If not, the date of filing the return should be given.

5. Have you undergone the prescribed annual Health Check up? : \_\_\_\_\_ (Yes/No)

Place: \_\_\_\_\_

Date: \_\_\_\_\_

Signature of Officer reported upon

### PART-3 (ASSESSMENT BY THE REPORTING OFFICER)

Numerical grading is to be awarded by reporting and reviewing authority which should be on a scale of 1-10, where 1 refers to the lowest grade and 10 to the highest.

(Please read carefully the guidelines before filing the entries)

#### (A) Assessment of work output (weightage to this Section would be 40%)

	Reporting Authority	Revised Grades by Reviewing Authority (if does not agree with column no.2)	Initial of Reviewing Authority
i) Accomplishment of planned work/work allotted as per subjects allotted.			
ii) Quality of output			
iii) Analytical ability			
iv) Accomplishment of exceptional work/unforeseen tasks performed			
Overall Grading on "Work Output"			

#### (E) Assessment of personal attributes (weightage to this Section would be 30%)

	Reporting Authority	Revised Grades by Reviewing Authority (if does not agree with column no.2)	Initial of Reviewing Authority
i) Attitude to work			
ii) Sense of responsibility			
iii) Maintenance of Discipline			
iv) Communication skills			
v) Leadership qualities			
vi) Capacity to work in team spirit			
vii) Capacity to adhere to time-schedule			
viii) Inter-personal relations			
ix) Overall bearing and personality			
Overall Grading on "Personal Attributes"			

**(C) Assessment of functional competency (weightage to this Section would be 30%)**

	Reporting Authority	Revised Grades by Reviewing Authority (if does not agree with column no.2)	Initial of Reviewing Authority
i) Knowledge of Rules/ regulations/Procedures in the area of function and ability to apply them correctly			
ii) Strategic planning ability			
iii) Decision making ability			
iv) Coordination ability			
v) Ability to motivate and develop subordinates			
vi) Initiative			
Overall Grading on 'Functional Competency'			

**Note :** The overall grading will be based on addition of the mean value of each group of indicators in proportion to weightage assigned .

**PART-4**

**GENERAL**

1. Relations with the public (wherever applicable)  
(Please comment on the Officer's accessibilities to the public and responsiveness to their needs)

2. Training  
(Please give recommendations for training with a view to further improving the effectiveness and capabilities of the Officer)



3. State of Health ( Summary of Medical report to be attached )\*

\*(in case age is 40 years and above)

4. Integrity  
(Please comment on the integrity of the officer)

5. Pen picture by Reporting Officer (in about 100 words) on the overall qualities of the officer including area of strengths and lesser strengths, extraordinary achievements, significant failures (ref. 3(A) & 3(B) of Part-2) and attitude towards weaker sections.

6. Overall numerical grading on the basis of weightage given in Section A, B and C in Part-3 of the Report.

Signature of the Reporting Officer

Place: .....

Date: .....

Name in Block Letters: .....

Designation: .....  
(During the period of Report)

**PART-5 (REMARKS OF THE REVIEWING OFFICER )**

1. Length of service under the Reviewing Officer

2. Do you agree with the assessment made by the reporting officer with respect to the work output and the various attributes in Part-3 and Part4? Do you agree with the assessment of reporting officer in respect of extraordinary achievements/significant failures of the officer reported upon? (Ref. Part-3(A)(iv) and Part-4(5))

1. In case of disagreement please specify the reasons. Is there anything you wish to modify or add?

2. Pen Picture by Reviewing Officer. Please comment (in about 100 words) on the overall qualities of the officer including area of strengths and lesser strength and his attitude towards weaker sections.

5. Overall numerical grading on the basis of weightage given in Section-A, Section-B and Section-C in Part-3 of the Report.

Signature of the Reviewing Officer

Place:.....

Name in Block Letters:.....

Date:.....

Designation:.....  
( During the period of Report)

Guidelines regarding filling up of APAR with numerical grading

1. The Annual Performance Assessment Report is an important documents, it provides the basic and vital inputs for assessing the performance of an official and for his/ her further advancement in his/ her career. The official reported upon, the Reporting Officer and the Reviewing Officer should, therefore, undertake the duty of filling out the form with a high sense of responsibility.
2. Reporting Officer should realize that the objective is to develop an official so that he / she realizes his / her true potential. It is not meant to be a fault finding process but a 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.
3. The items should be filled with due care and attention and after devoting adequate time. Any attempt to fill the report in a casual or superficial manner will be easily discernible to the higher authorities.
4. If the Reviewing Officer is satisfied that the Reporting Officer had made the report without due care and attention he / she shall record a remark to that effect in item 2 of Part-V. The Government shall enter the remarks in the APAR of the Reporting Officer.
5. Every answer shall be given in a narrative form except where numerical grading is to be awarded. The space provided indicates the desired length of the answer. Words and phrases should be chosen carefully and should accurately reflect the intention of the officer recording the answer. Unambiguous and simple language may be used.
6. The Reporting Officer shall, in the beginning of the year, assign targets to each of the officers will report to whom he is required to report upon for completion during the year. In the case of an officer taking up a new post in the course of the reporting year, such targets/ goals shall be set at the time of assumption of the new charge. The tasks/ targets set should clearly be known and understood by the both the officers concerned.
7. Although performance assessment is a year end exercise, in order that it may be a tool for human resource development, the Reporting Officer should at regular intervals review the performance and take necessary corrective steps by way of advice etc.
8. It should be the endeavour of each appraiser to present the truest possible picture of the appraisee in regard to his / her performance, conduct, behaviour and potential.
9. Assessment should be confined to the appraisee's performance during the period of report only.
10. Some post of the same rank may be more exacting than others. The degree of stress and strains in any post may also vary from time to time. These facts should be borne in mind during assessment and should be commented upon appropriately.
11. Guidelines regarding filling up of APAR with numerical grading:-
  - (i) The columns in the APAR should be filled in with due care and attention and after devoting adequate time.
  - (ii) 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.
  - (iii) 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.
  - (iv) APARs graded between 6 and short of 8 will be rated as 'Very Good' and will be given a score of 7.
  - (v) APARs graded between 4 and 6 short of 6 will be rated as 'Good' and given a score of 5.
  - (vi) APARs graded below 4 will be given a score of 'Zero'.

**Note**

The following procedure should be followed in filling up the item relating to integrity:-

- (i) If the officer / officials integrity is beyond doubt, it may be so stated.
- (ii) If there is any doubt of suspicion, the item should be left blank and action taken as under :-
  - (a) A separate secret note should be recorded and followed up. A copy of the note should also be sent together with the Confidential 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 has not watched the officer/ official's work for sufficient time to form a definite judgment or that he has heard nothing against the officer/ official, as the case may be.
  - (b) If, as a result of follow-up action the doubts or suspicions are cleared, the officer's / official's integrity should be certified and an entry made accordingly in the Confidential Report.
  - (c) If the doubts or suspicions are confirmed, the fact should also be recorded and duly communicated to the officer concerned.
  - (d) 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.

( Ministry of Home Affairs O.M. No. 51/484-Estt.(a) dated 21-06-1965 )

**CERTIFICATE FOR DISCLOSURE OF  
PERFORMANCE ASSESSMENT REPORT**

1. Name and designation of the officer reported upon:
2. Year/Period of Assessment::
3. Date of Disclosure of APAR to the officer reported upon:
4. Whether representation received from the officer reported upon: 

Yes	No
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5. If yes, date of disclosure to the officer reported upon after consideration of his/her representation:

Signature of the forwarding authority

Date: \_\_\_\_\_