

F.No. A.28011/2/2020-Admn
Government of India
Department of Water Resources, RD & GR

Shram Shakti Bhawan, Rafi Marg
New Delhi, dated 17th February, 2020

Subject: Timely completion of Annual Performance Appraisal Reports (APARs) in SPARROW portal for year 2019-20- detailed instructions/ timelines.

The creation of workflow and generation of APARs for the year ending 31st March, 2020 will shortly become due. The time-schedule prescribed by DOPT for completion of APARs is given in the enclosed Annexure. All officers are requested to kindly intimate the name of their respective Reporting and Reviewing Officers as per the proforma enclosed to this Section latest by 28.02.2020, positively, so that the APAR in SPARROW portal can be sent accordingly.

2. As per DOPT's O.M. No. 21011/02/2009-Estt. (A) dated 16.2.2009, it has been decided that the time-limits prescribed in the Annexure should be adhered to as far as possible. In case the APAR is not initiated by the Reporting Officer for any reason beyond 30th June of the year in which the financial year ended, he shall forfeit his right to enter any remarks in the APAR of the officer to be reported upon and he shall submit all APARs held by him for reporting to the Reviewing Officer. Similarly, the Reviewing Officer shall also forfeit his right to enter any remarks in the APAR beyond 31st August of the year in which the financial year ended. The names of those Group A and B Reporting Officers and Group A Reviewing Officers who have failed to initiate/ review the APARs even by 30th June or 31st August, as the case may be, will be brought to the notice of the Secretary in respect of the Department and Head of Organizations in respect of attached/ subordinate offices. The Secretary in the Department/ Head of the Organization in the case of attached/ subordinate offices may direct to call for the explanation of the concerned officers for not having performed the public duty of writing the APARs within the due date and in the absence of proper justification, direct that a written warning for delay in completing the APAR be placed in the APAR folder of the defaulting officer concerned.

3. Moreover, DoPT has also decided vide its O.M. No. 21011/1/2009-Estt(A)-Part dated 01.02.2012 that Group 'A' Officers of Central Civil Services/ Posts of and above the age of 40 years will be covered by the Annual Medical Check-up scheme. Hence, all Group 'A' Officers above **the age of 40 years are advised to undergo the Annual Medical Check-up** and upload a copy of the summary of the Medical Report before submitting the same to Reporting Officer.

4. All the officers are requested to keep the following points in mind at the time of writing of the APARs:-

- (a) All the columns have been properly filled in.
- (b) The Reporting Officers should ensure that the column pertaining to filing of Immovable Property Return is duly filled in by the officer reported upon, failing which the APAR of the officer should be returned for completion of the same.
- (c) The numerical grading with reference to prescribed weight age should be calculated properly.



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(d) If the final grading in the APAR has been up-graded/ down-graded by the Reviewing Officer, then the grading for each attribute under Sections (A), (B) & (C) in Part-3 of the APAR should be clearly indicated and duly initialed by him.

5. All the Officers are, therefore, requested to complete all the APARs within the time-schedule given by DoP&T.

Encl: As above



(A.K. Kaushik)

Under Secretary to the Govt. of India
Tel. No.23738126

To

1. All Wing Heads in the Department of Water Resources, RD & GR.
2. All Officers/ Sections/ Units in the Department of Water Resources, RD & GR.
3. The Under Secretary (CSMRS), Olof Palme Marg, Hauz Khas, New Delhi.
4. APAR Section/CM&V/E-IX Section, CWC, Sewa Bhawan, R.K. Puram, New Delhi.
5. For uploading on the circular page of Administration Section in the intranet (mowr.nic.in).

**Time schedule for preparation/ completion of APAR
(Reporting year – Financial year)**

Sl. No.	Activity	Date by which to be completed
1.	The creation of workflow and generation of APARs in SPARROW portal to all concerned (i.e. to officer to be reported upon where self-appraisal has to be given and to reporting officers where self-appraisal is not to be given)	31 st March (This may be completed even a week earlier)
2.	Submission of self-appraisal to reporting officer by officer to be reported upon (where applicable)	15 th April
3.	Submission of report by reporting officer to reviewing officer	30 th June
4.	Report to be completed by Reviewing Officer and to sent to CR Section/ Administration Section or accepting authority, wherever provided	31 st July
5.	Appraisal by accepting authority, wherever provided	31 st August
6.	(a) Disclosure to the officer reported upon where there is no accepting authority (b) Disclosure to the officer reported upon where there is accepting authority	01 st September 15 th September
7.	Receipt of representation in SPARROW portal, if any, on APAR	15 days from the date of receipt of communication
8.	Forwarding of representations to the competent authority (a) where there is no accepting authority for APAR (b) where there is accepting authority for APAR	21 st September 06 th October
9.	Disposal of representation by the competent authority	Within one month from the date of receipt of representation.
10.	Communication of the decision of the competent authority on the representation by the APAR Cell	15 th November
11.	End of entire APAR process, after which the APAR will be finally taken on record	30 th November

PROFORMA[illegible]