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| **Annual Performance Assessment Report**  **(APAR)**  **For**  **Nagaland Govt. Servants**  **(Drivers)**  For the year/period…………………………… |

**FORMAT OF ANNUAL PERFORMANCE ASSESSMENT REPORT (APAR) FOR DRIVERS**

Annual Performance Assessment Report from \_\_\_\_\_\_\_\_\_\_\_\_\_\_ to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**SECTION - I**

**Basic Information**

**(**To be filled in by the concerned section of the Administrative Department/HOD/Head of Office)

|  |  |
| --- | --- |
| 1. Name of the Employee |  |
| 2. Department/Office |  |
| 3. Date of Birth |  |
| 4. Date of entry into Government Service |  |
| 5. Grade/Post (During the period of report) |  |
| 6. Name & designation of the Officer to whom /Office  to which attached during the period under report. |  |

**7. Reporting, Reviewing authorities:**

|  |  |
| --- | --- |
| Name and Designation of the Reporting Authority |  |
| Name and Designation of the Reviewing Authority |  |

**8. Period of absence from duty:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | From | To | Type | Remarks |
| On Leave |  |  |  |  |
| Training |  |  |  |  |
| Others |  |  |  |  |

**9. Awards/Honours:**

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**Signature on behalf of**

**Administrative Head of Department/Head of Department/Head of Office**

**SECTION - II (Assessment by Reporting Authority)**

1. **State of Health**

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**2. Integrity**

(In general the remarks against the integrity column shall be made by the Reporting Authority in one of the following three options: (a) Beyond doubt. (b) Since the integrity of the employee is doubtful, a secret note is attached. (c) Not watched the employee’s work for sufficient time to form a definite judgement but nothing adverse has been reported to me about the employee)

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**3. Number of accidents, if any**

|  |  |
| --- | --- |
| Major | Minor |
|  |  |

**4. Has the employee ever been reprimanded for indifferent work or for other causes during the period under report? If yes, brief particulars may be given**

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**5. Pen picture of the employee. Please comment on the overall qualities and competence of the employee.**

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6. **Assessment**

(This assessment should rate the employee vis-à-vis his/her peers and not the general population. The reporting officer will assess the employee by assigning grades on a scale of **1 to 10**, with **1** referring to the lowest grade and **10** to the best grade)

|  |  |  |
| --- | --- | --- |
| **Sl. No.** | **Description** | **Grades** |
| 1 | Regularity and punctuality in attendance |  |
| 2 | Amenability to discipline |  |
| 3 | General Intelligence |  |
| 4 | Dedication/devotion to duty and sense of responsibility |  |
| 5. | Energy and reliability |  |
| 6. | Ability to drive the vehicle entrusted to him (fault such as rashness in driving, nervousness, lack of attention/concentration) |  |
| 7. | Care of the vehicle (capability to keep the vehicle clean and tidy and in attending to petty repairs of the vehicle) |  |
| 8. | Observance of traffic rules and regulations |  |
| 9. | Proper watch on the requirement of fuels, repairs etc |  |
| 10 | Inter-personal relations and behaviour (showing proper courtesy and good manners towards all persons using the vehicle) |  |
|  | **Total (a)** |  |

**7. Overall Grade (on a scale of 1-10)**

|  |  |
| --- | --- |
| Total (a)  ---------------------------------------  10 |  |

**Date: Signature of the Reporting Authority**

**(with seal)**

**Name : \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Designation : \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**(During the period of report)**

**SECTION – III (Assessment by the Reviewing Authority)**

**1. Do you agree with the remarks of the reporting authority?**

|  |  |
| --- | --- |
| **Yes** | **No** |

**2. In case of difference of opinion, details and reasons for the same may be given.**

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**3. Overall grade on a scale of 1 to 10:**

**Date: Signature of Reviewing Authority**

**(with seal)**

**Guidelines for filling up of Annual Performance Assessment Report with numerical grading**

1. Numerical grading are to be awarded by Reporting and Reviewing Authorities for the quality of work output, personal attributes and functional competence of the employee. These should be on a scale of 1- 10, where 1 refers to the lowest grade and 10 to the highest.
2. The columns in the APAR should be filled with due care and attention and after devoting adequate time.
3. **It is expected that any grading of 1 or 2 (against work output or attributes or overall grade) would be adequately justified while commenting on the overall qualities of officer 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 and 9-10 are expected to be rare occurrences and hence the need to justify them. In awarding a numerical grade the reporting and the reviewing authorities should rate the employee against a larger population of his/her peers that may be currently working under them.**
4. APARs graded between 8 and 10 will be rated as **‘Outstanding’**.
5. APARs graded between 6 and short of 8 will be rated as **‘Very Good’**.
6. APARs graded between 4 and 6 short of 6 will be rated as **‘Good’.**
7. APARs graded below 4 will be rated as **‘Fair/Poor’**.
8. There should be more openness in the system of assessment. The APAR, including the overall grade and integrity, has to be communicated to the officer reported upon after it has been finalized by the cadre controlling authority/custodian of APARs.

**Time schedule for preparation and completion of APAR**

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| **Activity** | **Date by which to be completed** |
| Distribution of blank APAR forms to all concerned (i.e to the employee) by the custodian | 1st April  (this may be completed even a week earlier) |
| Submission of self appraisal to the Reporting Authority by the employee. | 30th April |
| Submission of appraisal to the Reviewing Authority by the Reporting Authority. | 31st May |
| Submission of appraisal to the Accepting Authority by the Reviewing Authority. | 30th June |
| Submission of the completed APAR to the Custodian by the Accepting Authority. | 31st July |
| Disclosure to the employee by the Custodian. | 31st August |
| Receipt of comments/representation of the employee, if any. | 30 days from the date of receipt of communication or 30th September whichever is earlier |
| Forwarding of representation to the competent authority by the Custodian | 15 days from the date of receipt of representation or 15th October whichever is earlier. |
| Disposal of representation by the competent authority | Within one month from the date of receipt of representation from the custodian or 15th November whichever is earlier |
| Communication of the decision of the competent authority on the representation to the employee by the Custodian. | 30th November |
| End of the entire APAR process, after which the APAR will be finally taken on record. | 15th December |