

CUSTOMS EXCISE & SERVICE TAX APPELLATE TRIBUNAL

ANNUAL PERFORMANCE ASSESSMENT REPORT (APAR) IN
RESPECT OF REGISTRAR/ DEPUTY REGISTRAR/ ASSISTANT
REGISTRAR/ ACCOUNTS OFFICER

PERIOD : FROM _____ TO _____

Name _____ Designation _____ APAR period ending _____

ANNUAL PERFORMANCE ASSESSMENT REPORT (APAR)
IN RESPECT OF REGISTRAR/ DEPUTY REGISTRAR/ ASSISTANT REGISTRAR/
ACCOUNTS OFFICER

Annual performance Assessment Report for the period from _____ to _____

PART I – PERSONAL DATA

(To be filled in by the Administrative/Personnel Division)

1. Name of the officer reported upon:
2. Date of Birth:
3. Educational Qualification
4. Date of joining Govt. service:
5. Present Designation
6. Date of appointment to present post:
7. Section/ Branch in which served during the year under report and period of service

Section

Period

8. Period of absence from duty

Name _____ Designation _____ APAR period _____



9. Training Programme attended during the period under report

(Please Note: You should send additional qualifications acquired/training Programme attended/publications/special assignments undertaken to the cadre controlling authority, once in 5 years, so that the records available with the cadre controlling authority remain updated).

Date from	Date to	Institute	Course/Training attended

10. Rewards/Punishments received during the period under report

Signature of Admn Section:

Place :
Date:

Compiled by:

Name

Designation

APAR period



PART II- SELF APPRAISAL

1. Brief Description of duties
(Objectives of the position you hold and the tasks you are required to perform)

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2. Annual work plan and achievement:

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

Targets/Objectives/Goals	Achievements	Shortfalls(if any)

(2)

Name _____ Designation _____ APAR period _____

3. Please state, briefly, the target set and the quantum of work done in regard to recording indexing and weeding out of files, maintenance of Guard files, Sectional Note Books and other registers, furnishing of O & M and other returns etc.

4. Please state briefly the shortfalls with reference to the targets/ objectives/ goals referred to in item 2. Please specify constraints, if any, in achieving the targets

Name _____

Designation _____

APAR period _____

5. During the period under report, do you believe that you have made any exceptional contribution, e.g. successful completion of an extraordinarily challenging task or major systemic improvement? If so, please give a brief description :

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6. Date of filing the property return for the year ending December

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7. Have you completed APARs of officers/officials working under you in respect of the previous year within stipulated time?

Yes/No

Signature of officer reported upon-----

Place:

Date:

Name _____

Designation _____

APAR period _____

PART III – REMARKS OF THE REPORTING OFFICER

1. Please state whether you agree with the responses relating to the accomplishments of the work plan and demonstrated performance as filled out in PART II, if not, please furnish factual details.

2. Please comment on the claim(if made) of exceptional contribution by the officer reported upon,

3.

Attitude towards SC/ST/Weaker sections of Society	
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4. State of health

5. Integrity (please see note attached at the end of this form):

Name

Designation

APAR period

6. Pen picture by Reporting Officer. Please comment on the overall qualities of the officer including areas of strengths and lesser strengths requiring improvement.

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7. NUMERICAL GRADING

A. ASSESSMENT OF WORK OUTPUT (weightage to this section is 40%)

	Reporting Authority (A)	Reviewing Authority (A1)	Initial of Reviewing Authority
i) Accomplishment of planned work/work allotted			
ii) Quality of output			
iii) Accomplishment of exceptional work/ unforeseen tasks performed			
Overall Grading on 'Work Output' Total Score (X) Average Score = $X/3=Y$ Weightage 40% = $Y \times 0.4 = A/A1$			

Name

Designation

APAR period


B) ASSESSMENT OF PERSONAL ATTRIBUTES (weightage to this section would be 30%)

	Reporting Authority (B)	Reviewing Authority (B1)	Initial of Reviewing Authority
i) Attitude to work/Sense of responsibility			
ii) Initiative and drive			
iii) Maintenance of Discipline			
iv) Communication skills			
v) Leadership qualities			
vi) Team spirit			
vii) Co-ordination capacity			
viii) Capacity to work in time limit			
ix) Inter-personal relations			
Overall Grading on 'personal attributes' Total score(X) Average Score=X/9=Y Weightage 30%=Yx 0.3 =B/B1			

C) ASSESSMENT OF FUNCTIONAL COMPETENCY (weightage to this section would be 30%)

	Reporting Authority (C)	Reviewing Authority (C1)	Initial Reviewing Authority
i) Knowledge of Rules/Regulations/procedures in the area of function and ability to apply them correctly.			
ii) Strategic planning and coordination ability			
iii) Analytical and Decision making ability			
iv) Ability to motivate and develop subordinates- Supervisory ability			
Overall Grading on 'Functional Competency' Total Score(X) Average Score=X/4=Y Weightage 30%=Y x0.3=C/ C1			

Name _____

Designation _____

APAR Period _____



Overall Numerical grading on the basis of weightage given
in 7(A+B+C) above (On a score of 1-10)

Signature of Reporting Authority-----

Name and Designation of
Reporting Authority
(with official seal)

Place :

Date:

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PART-IV- REMARKS OF THE REVIEWING OFFICER

1. Do you agree with the assessments made by the reporting officer in PART III? Do you agree with the assessment of the reporting officer in respect of extraordinary achievements of the officer reported upon? (In case you do not agree with any of the numerical assessments of attributes please record your assessment in the column provided for you in that part and initials your entries).

Yes	No
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2. In case of difference of opinion, details and reasons for the same may be given.

3. Comments , if any, on the pen picture written by the Reporting Authority

4. Overall Numerical grading on the basis of weightage given in 7(A1+B1+C1) above (On a score of 1-10)

Signature of Reviewing Authority-----

Name and Designation of _____
Reviewing Authority
(with official seal)

Place :

Date:

INSTRUCTIONS

1. The Confidential Report 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 officer should, therefore undertake the duty of filling out the form with a high sense of responsibility.
2. Performance appraisal through confidential reports should be used as a tool for human resource development. Reporting officers should realize that the objective is to develop an officer so that the/she realizes his/her true potential. It is not meant to be 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. All 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 IV. The government shall enter the remarks in the confidential roll of the reporting officer.
5. Every answer shall be given in a narrative form. 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. Please use unambiguous and simple language. Please do not use omnibus expressions like 'outstanding', 'very good', 'good', 'average', 'below average' while giving your comments against any of the attributes.
6. The reporting officer shall, in the beginning of the year, assign targets to each of the officers with respect 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 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 both the officers concerned.
7. Although performance appraisal 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, behavior and potential.
9. Assessment should be confined to the appraisee's performance during the period report only.
10. Some posts of the same rank may be more exacting than other. The degree of stress and strain in any post may also vary from time to time. These facts should be borne in mind during appraisal and should be commented upon appropriately.
11. The item relating to 'public relations' need to be filled in the reporting officer only where the duties of the officer reported upon are such that he/she comes in contact with members of the public.

NOTE

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

- i) If the officer's integrity is beyond doubt, it may be so stated.
- ii) If there is any doubt or 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's work for sufficient time to form a definite judgment or that he has heard nothing against the officer, as the case may be.
 - b) If, as a result of the follow up action the doubts or suspicion are cleared, the officer's integrity should be certified and an entry made accordingly in the confidential report.
 - c) If the doubts or suspicions are confirmed, this 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 as (b) and (c) above.

(Ministry of Home Affairs O.M. No.51/4/64 - Estt.(A) dated 21-06-1965)

Annexure-I

Guidelines regarding filling up of APAR with numerical grading

- (i) The columns in the APAR should be filled 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.