

Government of Odisha
General Administration and Public Grievance Department

No. GAD-SC-GCS-0121-2020- 19255 /Gen. Bhubaneswar, dated, the 24th August, 2020.

From :

Sri Sanjeev Chopra, IAS
Principal Secretary to Government.

To :

All Departments of the Government
All Heads of Department
All R.D.Cs
All collectors.

Sub: **Scrutiny of CCRs/PARs for consideration of promotion.**

Sir,

With a view to ensure timely holding the meeting of Departmental Promotion Committee/Selection committee/ Selection Boards, instructions have been issued in paragraph-4 of G.A. & P.G. Department Circular No. 20162/Gen., dtd. 18.07.2005 that on the ground of non-availability of CCRs of a few officers coming under the zone of consideration, the meeting shall not be deferred. In case the suitability of some officers coming under the zone of consideration cannot be adjudged due to non-availability of relevant CCRs, their cases are deferred and by keeping equal number of vacancies in the higher grade set apart & unfilled for subsequent consideration of their cases in special DPC/review DPC after obtaining CCRs of the affected officers since the initiation/writing of CCRs in their respect were beyond their control.

In the meantime the procedures of initiation/writing of CCRs have been modified by the introduction of the Self Appraisal Report system through HRMS, where the onus of initiation of PARs for self, rests on the Group-A and Group-B officers concerned. Moreover, Electronic filing of PAR in respect of Group-A and Group-B officers of State Government has been implemented from the Assessment year 2014-15 in G.A. & P.G. Department Circular No. 34337/SE, dtd. 26.12.2014 and made mandatory from the Assessment year 2015-16. The HRMS system does not accept PARs initiated or assessed beyond the scheduled date. As such there is no further justification to continue the practice of keeping equal number of vacancies in the higher grade unfilled for subsequent consideration of suitability of the officers coming under the zone of consideration on the ground of non-availability of CCRs in their respect.

Accordingly, it has been decided by the Government that, henceforward vacancies shall not be kept unfilled due to non-availability of PARs/CCRs of officers/employees, finding place in the zone of consideration, by the respective Departmental Promotion Committee/ Selection Committee/ Selection Boards and the case shall be dealt as per the relevant instructions of the Government in vogue at the particular time of consideration of promotion.

G.A. & P.G. Department (erstwhile G.A. Department) Circular No. 20162/Gen., dated 18.7.2005 stands modified to the above extend.


24.08.2020
Principal Secretary to Government

Memo No. 19256/Gen., Dated the 24th August, 2020.

Copy forwarded to Registrar, Odisha High Court/ Special Secretary, Odisha Public Service Commission, Cuttack/ Secretary, Odisha Staff Selection Commission, Bhubaneswar/ Secretary, Odisha Sub-ordinate Staff Selection Commission, Bhubaneswar for information and necessary action.

The Director, Odisha Bhasa Pratisthan, Sanskruti Bhawan, State Museum Campus, Bhubaneswar-14 is requested to take action w.r.t. this Department Memo No. 30208/Gen., dated 24.10.2019.

*Copy
24.8.2020*

Special Secretary to Government

Memo No. 19257/Gen., Dated the 24th August, 2020.

Copy forwarded to all Branches of G.A. & P.G. Department / Guard file (10 copies)/ G.A. & P.G. Department Library (10 copies) for information and necessary action.

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24.8.2020*

Special Secretary to Government