### THE GAUHATI HIGH COURT ITANAGAR PERMANENT BENCH AT YUPIA, ARUNACHAL PRADESH

Email- itanagar.bench@gmail.com

No.HC(IB)14/2010/Admn./

Dated Naharlagun, the 16<sup>th</sup>January'2023.

### <u>ORDER</u>

It is for information to all concerned that ACR for the year 2022 in respect of all the Officers and staff of this Registry will be documented as per Notification No.HC.V34/2013/656B/Estt. Dated 05.08.2014.

The A.O(J), Admn. Section/Deputy Registrar (Admn) shall provide the formats of the ACRs in respect of (1) Gazetted Officer; (2) Private Secretaries; (3) Ministerial (Group-'C') staff and (4) Non-Ministerial (Group-'C') staff and to all the concerned Officials.

All the Officers and Staff (except non-ministerial Group-'C') are directed to fill up the self appraisal (i.e. Part-I and Part-II) portion) in the concerned ACR format for the year 2022. They are further directed to specifically mention their designation, place of posting during the reporting year in order to obtain the remarks of the concerned Reporting/Reviewing /Accepting authorities.

All the Administrative Officer(Judcial)/In-Charge of the Section/In-Charge of Private Secretaries/ Controlling Officers are directed to circulate the concerned ACR formats amongst the staff working under their control/in the respective Section except the non-ministerial Group-'C' staff, in order to fill up the specific self-appraisal part.

All the A.O.(J)/controlling Officers are directed to submit the filled-in ACRs (i.e. after filling up the self-appraisal part and the column for assessment of Reporting Officer, where necessary) with a cover to the A.O(J), Administration Section/Deputy Registrar(Admn.) on or before 31<sup>st</sup> January'2023 positively for further necessary action.

Copies of ACR formats, if required, may be obtained/downloaded from the High Court website of this Bench.

Sd/- BUDI HABUNG Registrar Gauhati High Court Itanagar Permanent Bench <u>Naharlagun</u>

Dated Naharlagun, the 16th January'2023.

Memo.No.HC(IB)14/2010/Admn.(pt.)/ 44-53Copy for information to :-

- 1. The Joint Registrar (IT&Vig./Protocol/DDO), Gauhati High Court, Itanagar Permanent Bench, Yupia.
- 2. The Deputy Registrar(Admn.), Gauhati High Court, Itanagar Permanent Bench, Yupia.
- 3. The Deputy Registrar (Judicial), Gauhati High Court, Itanagar Permanent Bench, Yupia.
- 4. The Assistant Registrar (Admn.), Gauhati High Court, Itanagar Permanent Bench, Yupia.
- 5. The Librarian-cum-Research Officer, Gauhati High Court, Itanagar Permanent Bench, Yupia.
- 6. The PS to Hon'ble Mr. Justice Nani Tagia Judge, Gauhati High Court, Itanagar Permanent Bench, Yupia.
- 7. The PS to Hon'ble Mrs. Justice Mitali Thakuria Judge, Gauhati High Court, Itanagar Permanent Bench, Yupia.
- The System Analyst, Gauhati High Court, Itanagar Permanent Bench, Yupia. She is directed to upload this order alongwith formats of ACRs/APARs in the Official website of this Registry,
- The Administrative Officer (Judicial), Judicial / Administrative / Account Section, Gauhati High Court, Itanagar Permanent Bench, Yupia.
- 10. The SPA to Registrar, Gauhati High Court, Itanagar Permanent Bench, Yupia.
- 11. Office Copy.

6012023

Deputy Registrar (Admn.) Gauhati High Court Itanagar Permanent Bench Naharlagun

# **THE GAUHATI HIGH COURT**

### (THE HIGH COURT OF ASSAM, NAGALAND, MIZORAM AND ARUNACHAL PRADESH)

### ANNUAL PERFORMANCE APPRAISAL REPORT FOR GAZETTED OFFICERS OF THE GAUHATI HIGH COURT

[JOINT REGISTRAR/DEPUTY REGISTRAR/ASSISTANT REGISTRAR/SPECIAL OFFICER (TRANSLATION WING)/LIBRARIAN-CUM-RESEARCH OFFICER/SECRETARY TO HCJ/CHIEF TRANSLATION/SYSTEM ANALYST/FINANCE & ACCOUNTS OFFICER/ADMINISTRATIVE OFFFICER (JUDICIAL)/PROTOCOL OFFICER/COURT OFFICER/SENIOR GRADE TRANSLATOR/PROGRAMMER/COURT MASTER/ASSISTANT PROTOCOL OFFICER AND OTHER GAZETTED OFFICERS]

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

Designation \_\_\_\_\_

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

Page 1 of 6

# ANNUAL PERFORMANCE APPRAISAL REPORT FOR THE YEAR / PERIOD\_\_\_\_\_

## PERSONAL DATA

# PART-I

1. Name of Officer	:		
2. Designation	:		
3. Date of Birth (DD/MM/YYY)	۲:		
(In words			)
4. Educational Qualification	:		
5. Date of continuous appoint	ment to the present por	t:	
<ol> <li>Present post and date of ap Post</li> </ol>	pointment thereto: Date	Section/Court	
<ol> <li>Period of absence from duty (Leave/Training)</li> </ol>	y during the year:		

**PART-II** (To be filled in by the Officer reported upon) [The resume is to be furnished within the space provided limited to 150 words and is required to be signed. Mention any special achievements during the year/period. In the event of shortfall in achievement, furnish reasons]



# PART-III - ASSESSMENT OF THE REPORTING OFFICER:

# (A) Assessment of Work out put:

<ol> <li>Does the Reporting Officer agree with each and every significant statement contained in the resume (Part-II)</li> </ol>	:
2. Accomplishment of work allotted as per subject allotted	:
3. Quality of output	:
4. Analytical ability	:
5. Overall Grading on "Work Output"	:
(B) Assessment of personal attributes :	
1. Attitude to work	:
3. Sense of responsibility	:
4. Maintenance of Discipline	:
5. Communication skills	:
6. Capacity to work in team spirit	:
7. Inter personal relations	:
8. Overall bearing and personality	:
9. Overall Grading on "Personal Attributes"	:

### (C) Assessment of function competency

1.	Knowledge of Rules/Regulations/Procedure in the Area of function and ability to apply them correctly	:
2.	Strategic planning ability	:
3.	Decision making ability	:
4.	Coordination ability	:
5.	Ability to motivate and develop subordinates	:
6.	Initiative	:
7.	Overall Grading an "Functional Competency"	:
	PART-IV GENERAL	
1.	(Relations with the public (wherever applicable)	:
2. 9	State of Health	:
3. 1	Integrity	:

4. Regularity and Punctuality in attendance

5. Has the Officer any special characteristics and/or any outstanding merits or abilities which would justify his/her selection for special assignments, if so please mention these characteristics briefly.

6. Overall Grading: [Outstanding /Very Good/ Good/ Average/Below Average]

Signature of the Reporting Officer

:

Name in Block Letters:

Designation :

Date:

### PART-V

### **REMARKS OF THE REVIEWING OFFICER:**

1. Do you agree with the assessment made by the reporting officer with respect to the work output and the various achievements/significant failures of the officer reported upon (Ref Part-III and Part-IV)

VEC	
YES	NO

2. [In case of disagreement, please specify the reasons, is there anything you wish to modify or add]

3. Overall Grading by the Reviewing Officer: [Outstanding/Very Good/Good/Average/ Below Average]

Signature of the Reviewing Officer:

Name in Block Letters:

Designation :

Date:

### PART-VI

# **REMARKS OF THE ACCEPTING OFFICER:**

1. Do you agree with the assessment made by the Reporting officer and Reviewing Officer with respect to the work output and the various achievements/significant failures of the Officer reported upon.

(Ref Part-III, Part-IV and Part-V)

YES	NO
-----	----

- [In case of disagreement, please specify the reasons, is there anything you wish to modify or add]
- 3. Overall Grading by the Accepting Officer:[Outstanding/Very Good/Good/Average/Below Average]

Signature of the Reviewing Officer:

Name in Block Letters:

Designation :

#### Guidellnes reporting Alling up of APAR



Juddalines, regarding Alling in gl APAR

The de

- The columns in the APAR should be filled in with dise care and attention and after devoting adequate thus,
- Assass the employed on his/her performance in his/her present position and for the period reported upon.
- 3. The report should contain a full appreciation and assessment of the particulars indicated in the form with any additional biformation considered necessary. The assessment should be as objective as possible. Personal liking and disliking should not form the basis of any opinion, but, at the same time, suffices to shield defects should also be avoided.
- The reporting and reviewing authority should be one under whom the officer/employee has rendered at least three months of continuous service.
- In acce of differences of rating between the Reporting and Reviewing Authorities, the rating of Accepting Authority will be the fluid.
- If there is no Reviewing Authority or Accepting Authority os mantioned in the orders, the remarks recorded by the Reporting Authority will be final.
- The reporting/reviewing and accepting of the APAR should be completed ordinarily within three months i.e. by 31" March. The year of reporting will be 1" Jonnary to 31" December (yearly basis).
- The remarks with substance of entries in APAR be ordinarily communicated to the person concurned within one month of its acceptance by the Accepting Anthonity. The employee may represent to the authority within a month against adverse remarks.

9. The Assom Survices (Confidential Rolls) Rules, 1990 be applicable in other matters.

### THE GAUHATI HIGH COURT

### [THE HIGH COURT OF ASSAM, NAGALAND, MIZORAM AND ARUNACHAL PRADESH]

### ANNUAL PERFORMANCE APPRISAL REPORT FOR MINISTERIAL STAFF (GRADE-III)

[Senior Administrative Assistant Programmer/Jr.Grade Translator /Junior Administrative Assistant/Asstt. Protocol Officer / Library Assistant /Sr. Grade Typist/ Typist/Computer Operator etc.]

Report for the yea	r /period		8
PART-I 1. Name of Officer		ONAL DATA	2
2. Designation:			
2. Date of birth (D)	D/MM/YYYY)		
(In words			)
3. Educational Qu	alification:		
4. Date of continue	ous appointment to the j	present post:	
5. Present post and	l date of appointment th in which he/she is poste	ereto	
Post	Date	Section	
6. Period of absend	ce from duty during the	year:	

(Leave /Training)

**<u>PART-II</u>** (To be filled in by the Officer reported upon) [To be filled in by the Officer reported upon) [The resume to be furnished with the space provided limited to 100 words and is required to be signed) Mention any special achievements during the year/period. In the event of shortfall in achievement furnish reasons.]

1. Brief description of duties:

Date:

Signature of the Officer reported upon

#### PART-III

#### ASSESSMENT BY THE REPORTING OFFICER

:

•

(If any of the items mentioned below does not apply, the Reporting Officer should mention this fact against the relevant items)

- 1. Regularity & punctuality in attendance
- 2 Maintenance of records including : files & prescribed registers etc.
- 3 Intelligence, keenness & industry
- Energy, promptness and accuracy in : dealing with his allotted job
- 5. Skill in noting & drafting
- 6 Communication skill
- 7. Integrity (tick mark whichever is : applicable)
  - a) Beyond doubt
  - b) Nothing adverse
  - c) Doubtful
  - d) Lack of integrity (mention in brief)
- 8. Capacity to work in team spirit
- Behaviour towards his/her superiors/ :colleagues
- 10. Is he/she amenable to discipline?
- 11. Has he/she done any outstanding : work during the period under report which deserves appreciation ?
- 12. Has he/she been reprimanded for : indifferent work during the period under report? If so, brief particulars thereof.
- 13. Remarks as to defects in his/her : character which may militate against his efficiency and suitability.
- Whether any complaint/ departmental enquiry is pending, if so, a brief description thereof.
- 15 State of Health
- 16 General assessment-(Give an overall assessment of the officer/staff with reference to any striking qualities not covered by the above entries, sense of responsibilities in discharging duties etc.)
- 17. Grading

: Outstanding/Very Good/Good/Satisfactory/ Average / Below Average/Poor

Signature with designation of the Reporting Officer: Name: Designation:

Date:

#### PART-IV

#### **REMARKS OF THE REVIEWING OFFICER:**

1. Do you agree with the assessment made by the reporting officer with respect to the work output and the various achievements/significant failures of the officer reported upon

(Ref Part-II and III)

YES /

2. [In case of disagreement, please specify the reasons, is there anything you wish to modify or add]

3. Overall Grading by the Reviewing Officer: [Outstanding/Very Good/ Good/ Average/ Below Average]

Signature of the Reviewing Officer:

NO

Name in Block Letters:

Date:

Designation:

#### PART-V

#### **REMARKS OF THE ACCFEPTING OFFICER:**

1. Do you agree with the assessment made by the Reporting Officer and Accepting Officer with respect to the work output and the various achievements/significant failures of the officer reported upon.

(Ref Part-III, Part IV and Part-V)

YES / NO

2. [In case of disagreement, please specify the reasons, is there anything you wish to modify or add]

3. Overall Grading by the Accepting Officer: [Outstanding/Very Good/Good/ Average / Below Average]

Signature of the Accepting Authority:

Name in Block Letters

Date:

Designation:

#### Guidelines regarding filling up of APAR

- 1. The columns in the APAR should be filled in with due care and attention and after devoting adequate time.
- 2. Assess the employee on his/her performance in his/her present position and for the period reported upon.
- 3. The report should contain a full appreciation and assessment of the particulars indicated in the form with any additional information considered necessary. The assessment should be as objective as possible. Personal liking and disliking should not form the basis of any opinion, but, at the same time, softness to shield defects should also be avoided.
- The reporting and reviewing authority should be one under whom the officer/employee has rendered at least three months of continuous service.
- 5. In case of differences of rating between the Reporting and Reviewing Authorities, the rating of Accepting Authority will be the final.
- 6. If there is no Reviewing Authority or Accepting Authority **d**s mentioned in the orders, the remarks recorded by the Reporting Authority will be final.
- The reporting/reviewing and accepting of the APAR should be completed ordinarily within three months i.e. by 31<sup>st</sup> March. The year of reporting will be 1<sup>st</sup> January to 31<sup>st</sup> December (yearly basis).
- 8. The remarks with substance of entries in APAR be ordinarily communicated to the person concerned within one month of its acceptance by the Accepting Authority. The employee may represent to the authority within a month against adverse remarks.
- 9. The Assam Services (Confidential Rolls) Rules, 1990 be applicable in other matters.

### THE GAUHATI HIGH COURT

(THE HIGH COURT OF ASSAM, NAGALAND, MIZORAM AND ARUNACHAL PRADESH)

### ANNUAL PERFORMANCE APPRISAL REPORT FOR NON-MINISTERIAL STAFF (GRADE-III) AND (GRADE-IV)

[Telephone Operator/Record Assistant/Electrical Assistant/Fax Operator/Head Usher/Head Chauffeur/Chauffeur/Photocopier Operator/Senior Chef/Court Keeper/Usher/Head Lawn Attendant/Court Attendant/Chef/Darwan/Lawn Attendant/Farash/Pump Man/Room Attendant/Lift Operators/Sanitation Attendant and other non-ministerial Grade-III and Grade-IV staff]

Report for the year/period \_

### PERSONAL DATA

### PART-I

. Name of Staff:		
. Designation:		
. Date of Birth (DD/MM/YYYY)		
(In words	)	
4. Educational Qualification:		
5. Date of continuous appointment to the present post:		
. Present post and date of appointment thereto:		
Post Date Section		
. Section in which the incumbent is presently working:		
3. Period of absence from duty during the year		
(Leave/Training)		

### PART-II

### ASSESSEMT BY THE REPORTING OFFICER

(If any of the items mentioned below does not apply, the Reporting Officer should mention this fact against the relevant items)

1. Regularity & punctuality in attendance	:
2. Intelligence, keenness & Industry	:
<ol><li>Energy, Skill, promptness and accuracy In dealing with his allotted job</li></ol>	:
4. Communication skill	:
<ul> <li>5. Integrity (Tick whichever is applicable)</li> <li>a) Beyond doubt</li> <li>b) Nothing adverse</li> <li>c) Doubtful</li> <li>d) Lack of integrity (mention in brief)</li> </ul>	:
6. Capacity to work in team spirit	:
7. Behavior towards his/her superiors/colleagues	:
8. Has he/she been reprimanded for indifferent work during the period under report ? If so, brief particulars thereof	ж •
<ol><li>Whether any complaint/department enquiry is pending, if so, a brief description thereof</li></ol>	:
10. State of Health	:
<ol> <li>General assessment (Give an overall assessment of the staff with reference to any striking qualities not covered by the above entries, sense of responsibilitie in discharging duties, etc.)</li> </ol>	

12. Grading

Outstanding / Very Good/ Good/Average/ Below Average

Date:

Signature with designation of the Reporting Officer

Name :

Designation :

### PART-III

### REMARKS OF THE REVIEWING OFFICER:

1. Do you agree with the assessment made by the reporting officer with respect to the work output and the various achievements/significant failures of the officer reported upon.

(Ref Part-II)

YES NO

2. [In case of disagreement, please specify the reasons, is there anything you wish to modify or add]

3. Overall Grading by the Reviewing Officer: [Outstanding/Very Good/Good/Average/Below Average]

Signature of the Reviewing Officer :

Name in Block Letters

Date:

Designation:

### PART-IV

### REMARKS OF THE ACCEPTING OFFICER:

1. Do you agree with the assessment made by the Reporting Officer and Reviewing Officer with respect to the work output and the various achievements/significant failures of the Officer reported upon.

(Ref Part-II and III) YES NO

- 2. [In case of disagreement, please specify the reasons, is there anything you wish to modify of add]
- 3. Overall Grading by the Accepting Officer: [Outstanding/Very Good/Good/Average/Below Average]

Signature of the Accepting Authority :

Name in Block Letters:

Designation:

Date:

#### Guidellass renording filling up al APAR

- The columns in the APAR should be filled in with due care and attention and after devailing inlegitute time.
- 2. Assess the employee on his/her performance in his/her present position and for the period reported upon.
- 3. The report should contain a full appreciation and assessment of the particulars indicated in the farm with any additional information considered necessary. The assessment should be as objective as possible. Personal liking and disliking should not form the basis of any opinion, but, at the same time, softness to shield defacts should also be avoided.
- The reporting and reviewing authority should be one under whom the officer/employee has rendered at least three months of continuous service.
- 5. In case of differences of rating between the Reporting and Reviewing Authorities, the rating of Accepting Authority will be the final.
- 6. If there is no Reviewing Authority or Accepting Authority is mentioned in the orders, the remarks recorded by the Reporting Authority will be final.
- 7. The reporting/reviewing and accepting of the APAR should be completed ordinarily within three months i.e. by 31" March. The year of reporting will be 1" January to 31" December (yearly busis).
- B. The remarks with substance of entries in APAR be ordinarily communicated to the person concerned within one month of its acceptance by the Accepting Authority. The employee may represent to the authority within a month against adverse remarks.

υ.

9. The Assam Services (Confidential Rolls) Rules, 1990 he applicable in other matters.

4.

# THE GAUHATI HIGH COURT

# (THE HIGH COURT OF ASSAM, NAGALAND, MIZORAM AND ARUNACHAL PRADESH)

# ANNUAL PERFORMANCE APPRAISAL REPORT FOR PRIVATE SECRETARY/STENOGRAPHER

[Senior Private Secretary/Private Secretary/Senior Personal Assistant]

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

#### PERSONAL DATA

### PART-I

1. Name of Staff:		
2. Designation:		
3. Date of Birth (DD/MM/YYYY)		
(In words		)
4. Educational Qualification:		
5. Date of continuous appointment to the pres	ent post:	
6. Present post and date of appointment there		
Post	_ Date	Section
7. Period of absence from duty during the year	ar	
(Leave/Training)		

**<u>PART-II</u>** [To be filled in by the Officer reported upon] [The resume to be furnished with the space provided limited to 100 words and is required to be signed. Mention any special achievements during the year/period. In the event of shortfall in achievement, furnish reasons.]

1. Brief description of duties:

Signature of the Officer reported upon

:

:

:

#### PART-III

### ASSESSEMT BY THE REPORTING OFFICER

(Please read carefully the instruction given at the end of the form before the entries)

- 1. Does the Reporting Officer agree with each and every : Significant statement contained in the resume of the work done by the Officer
- 2. State of Health
- 3. Regularity & punctuality in attendance
- 4. Proficiency and accuracy in stenographic work
- 5. Communication skill
- 6. Intelligence, keenness & industry
- Trustworthiness in handling secret and top secret matters and papers
- 8. Maintenance of engagement diary and timely submission: of necessary papers for meetings, interviews, etc.
- General assistance in ensuring the matters requiring attention are not lost sight of
- 10. Initiative and tact in dealing with the telephone calls : and visitors.
- 11. Ability to draft notes, letters, minutes, briefs and ability to prepare summary, etc (in case such items of works have been performed by the Officer)
- 12. (a) Has the Officer any special characteristics and/ or any outstanding merits or abilities, which would justify his/her selection for special assignments. If so, please mention these characteristics briefly
  - (b) Recommendations regarding suitability for other Spheres of work
     (This should be substantiated)
- 13. Has he/she been reprimanded for indifferent work or : for other causes during the period under report? If so, brief particulars.
- 14. General assessment of personality, character and : temperament including relations with fellow employee, amenability to discipline, etc.
- 15. Integrity

16. Grading: (An Officer should not be graded outstanding unless exceptional qualities and performance have been noticed. Grounds for giving such a grading should be clearly brought out)

Date:

: Outstanding / Very Good/ Good/Average/ Below Average

Signature with designation of the Reporting Officer

Name :

Designation :

Page 3 to 5

### PART-IV

# **REMARKS OF THE REVIEWING OFFICER: (if applicable)**

 Do you agree with the assessment made by the reporting officer with respect to the work output and the various achievements/significant failures of the officer reported upon (Ref Part-II and Part-III)

VEC	NO
YES	110

- 2. [In case of disagreement, please specify the reasons, is there anything you wish to modify or add]
- 3. Overall Grading by the Reviewing Officer: [Outstanding/Very Good/Good/Average/Below Average]

Signature of the Reviewing Officer :

Name in Block Letters

Date:

Designation:

### PART-V

# REMARKS OF THE ACCEPTING OFFICER:

 Do you agree with the assessment made by the reporting officer and reviewing officer with respect to the work output and the various achievements/significant failures of the Officer reported upon (Ref Part-II, Part-III and Part-IV)

YES NO

- 2. [In case of disagreement, please specify the reasons, is there anything you wish to modify of add]
- 3. Overall Grading by the Accepting Officer: [Outstanding/Very Good/Good/Average/Below Average]

Signature of the Accepting Authority :

Name in Block Letters:

Designation: Date:

#### Guldellues cenardlug Alling up of APAR



Outdollnes regarding Alling up of APAR

1

11.

- 1. The columns in the APAR should be filled in with dise care and attention and after devoting adequate, thus,
- 2. Assass the employee on his/her performance in his/her present position and for the period reported upon.
- 3. The report should contain a full appreciation and assessment of the particulars indicated in the form with my additional biformation considered necessary. The assessment should be as objective as possible. Personal liking and disliking should not form the basis of any opinion, but, at the same time, softness to shield defects should also be avoided.
- The reporting and reviewing authority should be one under whom the officer/employee has rendered at least three months of continuous service.
- 5. In acres of diffurences of rating between the Reporting and Reviewing Authorities, the rating of Accepting Authority will be the final.
- If there is no Reviewing Authority or Accepting Authority as manifored in the orders, the remarks recorded by the Reporting Authority will be final.
- The reporting/reviewing and accepting of the APAR should be completed ordinarily within three months i.e. by 31" March. The year of reporting will be 1" January to 31" December (yearly basis).
- 8. The remarks with substance of entries in APAR be ordinarily communicated to the person concerned within one month of its acceptance by the Accepting Authority. The employee may represent to the authority within a month against adverse remarks.
- 9. The Assom Survices (Confidential Rolls) Rules, 1990 be applicable in other matters.