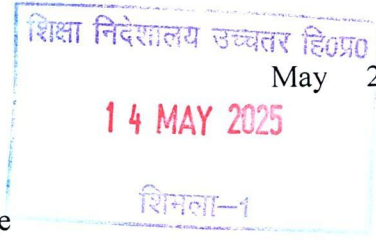


NO.EDN-H (23) -1-10/12-13 College Lecturers Voll. VII
Directorate of Higher Education
Himachal Pradesh Shimla.



Dated: Shimla, the



May 2025

To

All the Principals,
Govt. Degree Colleges/ Skt. College
Himachal Pradesh.

Subject: - Regarding timely completion of APARs and communication of adverse remarks/grading in the APARs of Assistant/ Associate Professor(s) (College cadre).

With reference to Govt. letter No. EDN-A-Kha (6)11/2023 dated 18.11.2024 on the subject cited above.

It has been observed that Annual Performance Assessment report (APAR) in respect of Assistant / Associate Professor(s) is being graded by their Reporting Officers as "Good" which is inadequate for them to be promoted as Principal (College Cadre) without specifying the reasons in the remarks column for the same.


Though, it is the prerogative of the Reporting Officer to write the APARs according to the work and conduct of the Officer/Official during the year(s) under reference, but no grading which is less than "Very Good" should be given without putting necessary remarks by the Reporting Officer. Such a practice has been viewed seriously by the Authorities.

Further, once the APARs have been completed in all respects it should be timely intimated to the persons concerned, irrespective of the grades assigned.

The Hon'ble Supreme Court of India in the case of **Abhijit Ghosh Dastidar V/S Union of India** and others in Civil Appeal No.6227 Of 2008 (Arising out of A.L.P (C) No. 26556 Of 2004) has re-iterated that non communication of the ACR would be arbitrary and violative of Article 14 of the Constitution.

Necessary directions issued from time to time by Department of Personnel, Government of Himachal Pradesh in this regard may be strictly adhered to.

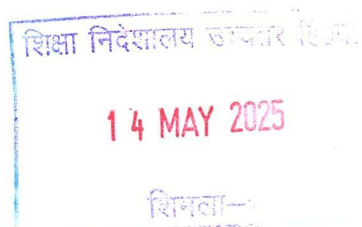
Anyone found not complying with the above said directions will be liable for Administrative action.



Joint. Director Higher Education(C)
Himachal Pradesh

Endst No. Even dated Shimla-171001 May, 2025

Copy for information and necessary action to:-

- 1 The Secretary (Hr. Education) to the Govt. of Himachal Pradesh Shimla-2 w.r.t. letter No. EDN-A-Kha (6) 11/2023 dated 28.04.2025 for information please.
- 2 Technical officer for uploading for the website please.
- 3 Guard file.




Joint. Director Higher Education(C)
Himachal Pradesh

EDN-A-Kha(6)11/2023
Government of Himachal Pradesh
Department of Higher Education

From

The Secretary (Education) to the
Government of Himachal Pradesh, Shimla-2

To

The Director of Higher Education,
Himachal Pradesh, Shimla-01.

Dated; Shimla -171002. the

11th Nov. 2024

Subject:- Regarding timely completion of APARs and communication of adverse remarks/grading in the APARs of Assistant/Associate Professor(s)/Principal(s) (College cadre).

Sir,

I am directed to refer to the subject cited above and to say that it has been observed that Annual Performance Assessment Report(APAR) in respect of Assistant/Associate Professor(s) is being graded by their Reporting Officers as 'Good' which is inadequate for them to be promoted as Principal (College Cadre) without specifying the reasons in the remarks column for the same.

Though, it is the prerogative of the Reporting Officer to write the APARs according to the work and conduct of the Officer/Official during the year(s) under reference, but no grading which is less than 'Very Good' should be given without putting necessary remarks by the Reporting Officer. Such a practice has been viewed seriously by the Authorities.

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Necessary directions issued from time to time by Department of Personnel, Government of Himachal Pradesh in this regard may be strictly adhered to.

Anyone found not complying with the above said directions will be liable for Administrative action.

Yours faithfully,



(Nishant Thakur)

Addl. Secretary (Education) to the
Government of Himachal Pradesh