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

Dated: Shimla, the September, 2025

To

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

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

In continuation of this Directorate letter of even number dated 21.01.2025 & 14.05.2025 and in compliance with the Under Secretary (Hr. Education) to the Government of Himachal Pradesh office letter No. EDN-A-Kha(6)11/2023-Loose dated 11.09.2025 (Photocopy enclosed along with Govt./previous letter of even number dt.11.11.2024) on the subject cited above.

In this context, you are hereby directed to comply with the instructions of the Government regarding timely completion of APARs and the communication of any adverse remarks/grading in the APARs of Assistant/Associate Professor(s) (College Cadre) in letter and spirit.

Encls : As above.

Joint Director Higher Education(C)
Himachal Pradesh

Endst No. Even dated Shimla-171001 September , 2025
Copy for information and necessary action to:-

1 The Secretary (Hr. Education) to the Govt. of Himachal Pradesh Shimla- 171001 w.r.t his office letter no. as referred above please.
2 The Technical Officer for uploading the same on official website please.
3 Guard file.

शिक्षा निदेशालय उच्चतर शिक्षा
26 SEP 2025
शिमला-1

Joint Director Higher Education(C)
Himachal Pradesh

(1)

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.

Further, once the APARs has 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 S.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.

Yours faithfully,

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