R F D

Results Framework Document

for

Department of Personnel and Training

(2010-2011)

Section 1:
Vision, Mission, Objectives and Functions

Vision

To create an enabling environment for the development and management of human resources of the government for efficient, effective, accountable, responsive and transparent governance.

Mission

1. Providing a dynamic framework of personnel policies and procedures for the effective functioning of the government.
2. Developing competence and innovation in government
3. Building capacity of human resources at all levels of government for efficient delivery of public services
4. Inculcating and supporting a culture of transparency accountability and zero tolerance of corruption in public affairs.
5. Institutionalizing a system for a constructive ongoing engagement with stakeholders.

Objectives

1   To improve personnel policy in order to make it pertinent for current and future needs.

2   To develop standard models/ formats to be followed by different ministries

3   Providing healthy work culture and environment

4   Secure representation of SCs, STs, OBCs and PWDs

5   To improve efficiency and transparency and extensive use of Information Technology for the same

6   Manage IAS and Central Secretariat Services for peak output

7   Build Capacity of civil servants and sensitize them

8   Delivery of services to stakeholders

9   Bring greater transparency in public affairs and make civil servants more responsive and accountable

10 Coordinated and strategic management of Human resources

Functions

1   Recruitment for All India and Central Services.

2   Placement of Successful candidates to various Services/Cadres; Officers under Central Staffing Pattern.

3   Cadre Management of Indian Administative Service(IAS) and three Secretariat Services (CSS, CSSS, CSCS).

4   Administrative vigilance - to oversee and provide necessary directions to the Governent's programme of maintaining discipline and erdicating corruption from public services.

5   Formulation and implementation of the policy related to RTI.

Section 1:
Vision, Mission, Objectives and Functions

6   Formulation and implemtation of policy of reservation in services under the Government of India.

7   Welfare of Central Government Employees.

8   Administrative Tribunals.

9   Increasing the efficiency of public services along with the well-being of the employees through Joint Consultative Machinery

10   Capacity Building/Training.

11   Framing personnel policies in respect of various service matters applicable to the Central Government employees.

Section 2:
Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
1 To improve personnel policy in order to make it pertinent for current and future needs.	12.00	Revision of Flexible Complimentary Scheme for Scientists.	Notification of Revised Scheme	Date	5.00	31/08/2010	15/09/2010	30/09/2010	15/10/2010	31/10/2010
		Up dation of Rules and Procedures for Cadre Review of Central Group 'A' services	Notification of revised Rules and procedures	Date	4.00	30/10/2010	10/11/2010	20/12/2010	15/01/2011	30/01/2011
		Revision of Central Staffing Scheme OM dated 5.1.96	Finalisation of the revised scheme	Date	2.00	30/09/2010	16/10/2010	31/10/2010	16/11/2010	30/11/2010
			ACC approval of the revised scheme	Date	1.00	28/02/2011	07/03/2011	14/03/2011	21/03/2011	31/03/2011
2 To develop standard models/ formats to be followed by different ministries	7.00	Updation and Publication of AIS manual	Updation of rules/ amendments	Date	2.00	30/08/2010	30/09/2010	30/10/2010	30/11/2010	15/12/2010
			Publication of the document	Date	1.00	01/03/2011	10/03/2011	20/03/2011	31/03/2011	31/03/2011
		Revision of Handbook on Recruitment Rules incorporating Model RRs for common categories	Publication of Handbook	Date	4.00	30/11/2010	15/12/2010	31/12/2010	15/01/2011	31/01/2011
3 Providing healthy work culture and environment	5.00	Construction of New CSOI building	Completion of prescribed milestones by 31.03.2011	percentage	3.00	100	90	80	70	60
		Upgradation of working condition.	Completion of the approved programme	percentage	2.00	100	90	80	70	60
4 Secure representation of SCs, STs, OBCs and PWDs	3.00	Filling up of backlog reserved vacancies	Issue of instructions for filling up the vacancies	Date	1.00	30/04/2010	15/05/2010	30/05/2010	15/06/2010	30/06/2010
			Review and submission of results to the Cabinet	Date	2.00	28/02/2011	07/03/2011	15/03/2011	21/03/2011	31/03/2011
5 To improve efficiency and transparency and extensive use of Information Technology for the same	13.00	Electronic Processing of Proposals for Framing/ Amendment of Recruitment Rules.	Launch of scheme	Date	1.86	31/10/2010	30/11/2010	31/12/2010	31/01/2011	28/02/2011
		Creation & Maintenance of e-Service Book system, infrastructure for Government of India	Securing SFC approval	Date	1.86	01/03/2011	07/03/2011	15/03/2011	21/03/2011	31/03/2011

Section 2:
Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
		E-governance initiatives for RTI	Preparation of DPR	Date	1.86	07/09/2010	15/09/2010	30/09/2010	15/10/2010	29/10/2010
			Approval of EFC	Date	1.86	24/12/2010	31/01/2011	28/02/2011	31/03/2011	31/03/2011
			Award of consultancy	Date	0.93	15/03/2011	31/03/2011	24/04/2010	21/04/2011	30/04/2011
		Online Central Secretariat Service ACR Completion Monitoring	Development of software	Date	0.93	30/06/2010	15/07/2010	30/07/2010	16/08/2010	30/08/2010
			Validation of system by DoPT	Date	0.93	30/11/2010	10/12/2010	20/12/2010	15/01/2011	30/03/2010
		Online application system for foreign training under Domestic Funding Scheme	Operationalisation of software	Date	2.79	28/02/2011	15/03/2011	31/03/2011	15/04/2011	30/04/2011
6 Manage IAS and Central Secretariat Services for peak output	10.00	Cadre Management of IAS	Completion of cadre review which are due in 2010-11	percentage	4.00	100	90	80	70	60
		Cadre Management of CSS/CSSS/ CSCS	Notification of revised Rules/Regulations for CSS/CSCS	Date	4.00	31/12/2010	15/01/2011	31/01/2011	15/02/2011	28/02/2011
			Notification of revised Rules/Regulations for CSSS	Date	2.00	31/01/2011	15/02/2011	28/02/2011	15/03/2011	31/03/2011
7 Build Capacity of civil servants and sensitize them	12.00	Review of National Training Policy	Stakeholders consultation	Date	1.00	30/06/2010	31/07/2010	31/08/2010	15/09/2010	30/09/2010
			Finalizing Report	Date	3.00	31/12/2010	31/01/2011	28/02/2011	15/03/2011	31/03/2011
		Training for all in 10 Districts in Public Service Department.	Preparation of modules - and training of trainers	Date	2.00	31/12/2010	31/01/2011	28/02/2011	15/03/2011	31/03/2011
			Commencement of Intensive Training	No. of Distt. covered	1.00	10	9	8	7	6
		National Centre for Good Governance	Preparation of DPR	Date	2.00	30/11/2010	31/12/2010	31/01/2011	28/02/2011	15/03/2011
		Training through distance learning	Design and rollout of training modules	Number	2.00	4	3	2	1	0

Section 2:
Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
		Evaluation of Capacity Building for Poverty Reduction (CBPR) in Maharashtra.	Evalution by third party	Date	1.00	28/02/2011	15/03/2011	31/03/2011	30/04/2011	31/05/2011
8 Delivery of services to stakeholders	8.00	Setting up of Additional Special Courts for CBI cases	Issuing sanction order for Courts	Date	1.00	31/10/2010	30/11/2010	31/12/2010	31/01/2011	28/02/2011
			Creation of posts	Date	1.00	30/11/2010	31/12/2010	31/01/2011	28/02/2011	31/03/2011
		Setting up of an independent Dte. of Prosecution for CBI and ED	Submission of proposal to Cabinet	Date	2.00	31/10/2010	30/11/2010	31/12/2010	15/01/2011	31/01/2011
		Awareness generation for RTI	Rolling out of RTI Logo	Date	2.00	30/09/2010	31/10/2010	30/11/2010	31/12/2010	31/01/2011
			Preparation of Audio-Video support of RTI Logo	Date	2.00	28/02/2011	15/03/2011	31/03/2011	30/04/2011	31/05/2011
9 Bring greater transparency in public affairs and make civil servants more responsive and accountable	13.00	Introduction of Civil Services Performance Standard and Accountability Bill	Approval of the Bill by the Department	Date	3.72	28/02/2011	15/03/2011	31/03/2011	31/05/2011	15/06/2011
		Introduction of the Whistleblower Bill	Finalization of the Bill and obtaining approval of Cabinet for its introduction in Parliament	Date	3.72	31/12/2010	31/01/2011	28/02/2011	31/03/2011	30/04/2011
		Amendment of RTI Act	Consultation with Stakeholders	Date	1.86	31/07/2010	16/08/2010	31/08/2010	15/09/2010	30/09/2010
			Finalisation of the Department's proposal	Date	1.86	28/02/2011	15/03/2011	31/03/2011	28/04/2011	05/05/2011
		Constitution of National Coordination Committee on RTI and holding of its meeting	Constitution of the Committe	Date	1.86	31/07/2010	18/08/2010	30/08/2010	15/09/2010	30/09/2010
10 Coordinated and strategic management of Human resources	4.00	Consultation with Cadre Controlling Authorities	Consultation with Cadre Controlling Authorities of Central Services	number	1.00	2	1	0	0	0
			Consultation with State Cadre Controlling Authorities	number	1.00	2	1	0	0	0

Section 2:
Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
		Seminar on Best HR practices	Holding of Seminars	Date	1.00	21/06/2010	28/06/2010	05/07/2010	12/07/2010	19/07/2010
			Consolidation of recommendations	Date	1.00	31/08/2010	30/09/2010	31/10/2010	30/10/2010	30/11/2010
* Efficient Functioning of the RFD System	5.00	Timely submission of Draft for Approval	On-time submission	Date	2.00	05/03/2010	08/03/2010	09/03/2010	10/03/2010	11/03/2010
		Timely submission of Results	On- time submission	Date	1.00	02/05/2011	03/05/2011	04/05/2011	05/05/2011	06/05/2011
		Finalize a Strategic Plan	Finalize the Strategic Plan for next 5 years	Date	2.00	10/12/2010	15/12/2010	20/12/2010	24/12/2010	31/12/2010
* Improving Internal Efficiency / Responsiveness / Service delivery of Ministry / Department	6.00	Develop RFDs for all Responsibility Centers (Subordinate Offices, Attached Offices,Autonomous Bodies)	Percentage of RCs covered	%	2.00	100	95	90	85	80
		Implementation of Sevottam	Create a Sevottam compliant to implement, monitor and review Citizen's Charter	Date	1.00	01/10/2010	05/10/2010	11/10/2010	15/10/2010	20/10/2010
			Create a Sevottam Compliant system to redress and monitor public Grievances	Date	1.00	01/10/2010	05/10/2010	11/10/2010	15/10/2010	20/10/2010
			Independent Audit of Implementation of Citizen's Charter	%	1.00	100	95	90	85	80
			Independent Audit of implementation of public grievance redressal system	%	1.00	100	95	90	85	80
* Ensuring compliance to the Financial Accountability Framework	2.00	Timely submission of ATNS on Audit Paras of C&AG	Percentage of ATNS submitted within due date (4 months) from date of presentation of Report to Parliament by CAG during the year.	%	0.50	100	90	80	70	60

* Mandatory Objective(s)

Section 2:
Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
		Timely submission of ATRs to the PAC Sectt. on PAC Reports.	Percentge of ATRs submitted within due date (6 months) from date of presentation of Report to Parliament by PAC during the year.	%	0.50	100	90	80	70	60
		Early disposal of pending ATNs on Audit Paras of C&AG Reports presented to Parliament before 31.3.2010.	Percentage of outstanding ATNs disposed off during the year.	%	0.50	100	90	80	70	60
		Early disposal of pending ATRs on PAC Reports presented to Parliament before 31.3.2010	Percentage of outstanding ATRs disposed off during the year.	%	0.50	100	90	80	70	60

* Mandatory Objective(s)

Section 3:
Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 08/09	Actual Value for FY 09/10	Target Value for FY 10/11	Projected Value for FY 11/12	Projected Value for FY 12/13
1 To improve personnel policy in order to make it pertinent for current and future needs.	Revision of Flexible Complimentary Scheme for Scientists.	Notification of Revised Scheme	Date	--	--	15/09/2010	--	--
	Up dation of Rules and Procedures for Cadre Review of Central Group 'A' services	Notification of revised Rules and procedures	Date	--	--	10/11/2010	--	--
	Revision of Central Staffing Scheme OM dated 5.1.96	Finalisation of the revised scheme	Date	--	--	16/10/2010	--	--
		ACC approval of the revised scheme	Date	--	--	07/03/2011	--	--
2 To develop standard models/ formats to be followed by different ministries	Updation and Publication of AIS manual	Updation of rules/ amendments	Date	--	--	30/09/2010	--	--
		Publication of the document	Date	--	--	10/03/2011	--	--
	Revision of Handbook on Recruitment Rules incorporating Model RRs for common categories	Publication of Handbook	Date	--	--	15/12/2010	--	--
3 Providing healthy work culture and environment	Construction of New CSOI building	Completion of prescribed milestones by 31.03.2011	percentage	--	--	90	--	--
	Upgradation of working condition.	Completion of the approved programme	percentage	--	--	90	--	--
4 Secure representation of SCs, STs, OBCs and PWDs	Filling up of backlog reserved vacancies	Issue of instructions for filling up the vacancies	Date	--	--	15/05/2011	--	--
		Review and submission of results to the Cabinet	Date	--	--	07/03/2011	--	--
5 To improve efficiency and transparency and extensive use of Information Technology for the same	Electronic Processing of Proposals for Framing/ Amendment of Recruitment Rules.	Launch of scheme	Date	--	--	30/11/2010	--	--
	Creation & Maintenance of e-Service Book system, infrastructure for	Securing SFC approval	Date	--	--	07/03/2011	--	--

Section 3:
Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 08/09	Actual Value for FY 09/10	Target Value for FY 10/11	Projected Value for FY 11/12	Projected Value for FY 12/13
	Government of India							
	E-governance initiatives for RTI	Preparation of DPR	Date	--	--	15/09/2010	--	--
		Approval of EFC	Date	--	--	31/01/2011	--	--
		Award of consultancy	Date	--	--	31/03/2011	--	--
	Online Central Secretariat Service ACR Completion Monitoring	Development of software	Date	--	--	15/07/2010	--	--
		Validation of system by DoPT	Date	--	--	10/12/2010	--	--
	Online application system for foreign training under Domestic Funding Scheme	Operationalisation of software	Date	--	--	15/03/2011	--	--
6 Manage IAS and Central Secretariat Services for peak output	Cadre Management of IAS	Completion of cadre review which are due in 2010-11	percentage	--	--	90	--	--
	Cadre Management of CSS/CSSS/ CSCS	Notification of revised Rules/Regulations for CSS/CSCS	Date	--	--	15/01/2011	--	--
		Notification of revised Rules/Regulations for CSSS	Date	--	--	15/02/2011	--	--
7 Build Capacity of civil servants and sensitize them	Review of National Training Policy	Stakeholders consultation	Date	--	--	31/07/2010	--	--
		Finalizing Report	Date	--	--	31/01/2011	--	--
	Training for all in 10 Districts in Public Service Department.	Preparation of modules - and training of trainers	Date	--	--	31/01/2011	--	--
		Commencement of Intensive Training	No. of Distt. covered	--	--	9	--	--
	National Centre for Good Governance	Preparation of DPR	Date	--	--	31/12/2010	--	--

Section 3:
Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 08/09	Actual Value for FY 09/10	Target Value for FY 10/11	Projected Value for FY 11/12	Projected Value for FY 12/13
	Training through distance learning	Design and rollout of training modules	Number	--	--	3	--	--
	Evaluation of Capacity Building for Poverty Reduction (CBPR) in Maharashtra.	Evalution by third party	Date	--	--	15/03/2011	--	--
8 Delivery of services to stakeholders	Setting up of Additional Special Courts for CBI cases	Issuing sanction order for Courts	Date	--	--	30/11/2010	--	--
		Creation of posts	Date	--	--	31/12/2010	--	--
	Setting up of an independent Dte. of Prosecution for CBI and ED	Submission of proposal to Cabinet	Date	--	--	30/11/2010	--	--
	Awareness generation for RTI	Rolling out of RTI Logo	Date	--	--	31/10/2010	--	--
		Preparation of Audio-Video support of RTI Logo	Date	--	--	15/03/2011	--	--
9 Bring greater transparency in public affairs and make civil servants more responsive and accountable	Introduction of Civil Services Performance Standard and Accountability Bill	Approval of the Bill by the Department	Date	--	--	15/03/2011	--	--
	Introduction of the Whistleblower Bill	Finalization of the Bill and obtaining approval of Cabinet for its introduction in Parliament	Date	--	--	31/01/2011	--	--
	Amendment of RTI Act	Consultation with Stakeholders	Date	--	--	16/08/2010	--	--
		Finalisation of the Department's proposal	Date	--	--	15/03/2011	--	--
	Constitution of National Coordination Committee on RTI and holding of its meeting	Constitution of the Committe	Date	--	--	18/08/2010	--	--

Section 3:
Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 08/09	Actual Value for FY 09/10	Target Value for FY 10/11	Projected Value for FY 11/12	Projected Value for FY 12/13
10 Coordinated and strategic management of Human resources	Consultation with Cadre Controlling Authorities	Consultation with Cadre Controlling Authorities of Central Services	number	--	--	1	--	--
		Consultation with State Cadre Controlling Authorities	number	--	--	1	--	--
	Seminar on Best HR practices	Holding of Seminars	Date	--	--	28/06/2010	--	--
		Consolidation of recommendations	Date	--	--	30/09/2010	--	--
* Efficient Functioning of the RFD System	Timely submission of Draft for Approval	On-time submission	Date					
	Timely submission of Results	On- time submission	Date					
	Finalize a Strategic Plan	Finalize the Strategic Plan for next 5 years	Date					
* Improving Internal Efficiency / Responsiveness / Service delivery of Ministry / Department	Develop RFDs for all Responsibility Centers (Subordinate Offices, Attached Offices,Autonomous Bodies)	Percentage of RCs covered	%					
	Implementation of Sevottam	Create a Sevottam compliant to implement, monitor and review Citizen's Charter	Date					
		Create a Sevottam Compliant system to redress and monitor public Grievances	Date					
		Independent Audit of Implementation of Citizen's Charter	%					
		Independent Audit of implementation of public	%					

* Mandatory Objective(s)

Section 3:
Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 08/09	Actual Value for FY 09/10	Target Value for FY 10/11	Projected Value for FY 11/12	Projected Value for FY 12/13
		grievence redressal system						
* Ensuring compliance to the Financial Accountability Framework	Timely submission of ATNS on Audit Paras of C&AG	Percentage of ATNS submitted within due date (4 months) from date of presentation of Report to Parliament by CAG during the year.	%					
	Timely submission of ATRs to the PAC Sectt. on PAC Reports.	Percentge of ATRs submitted within due date (6 months) from date of presentation of Report to Parliament by PAC during the year.	%					
	Early disposal of pending ATNs on Audit Paras of C&AG Reports presented to Parliament before 31.3.2010.	Percentage of outstanding ATNs disposed off during the year.	%					
	Early disposal of pending ATRs on PAC Reports presented to Parliament before 31.3.2010	Percentage of outstanding ATRs disposed off during the year.	%					

* Mandatory Objective(s)

Section 4:
Description and Definition of Success Indicators
and Proposed Measurement Methodology

1.	To improve personnel policy in order to make it pertinent for current and future needs.	12	(i) Revision of Flexible Compliment ary Scheme for Scientists	Notification of Revised Scheme	
			(ii) Updation of Rules and Procedures for Cadre Review of Central Group 'A' services	Notification of revised Rules and Procedures	The activity has been divided into clearly identifiable steps. The revision of the scheme is a time bound activity and hence time lines have been taken as the success indicators. These actions are considered essential for improving personnel policy.
			(iii) Revision of Central Staffing Scheme OM dated 5.1.1996	(i) Finalisation of the revised scheme	
				(ii) ACC approval of the revised scheme	
2.	To develop standard models/ formats to be followed by different	7	Updation and Publication of AIS manual	(i) Updation of rules/ amendments	
				(ii) Publication of the document	The updation of rules is a time bound

	ministries		Revision of Handbook on Recruitment Rules incorporating Model RRs for common categories	Publication of Handbook	activity and hence time lines have been taken as the success indicators. This will help developing standard models/formats to be followed by different Ministries.
3.	Providing healthy work culture and environment	5	(i) Construction of New CSOI building	Completion of prescribed milestones by 31.3.2011.	The Objective, "Providing Healthy work culture is aimed at providing better physical infrastructure and appropriate enabling comforts in the form of renovation of DOP&T Offices and construction of new CSOI building."
			(ii) Upgradation of Working Condition	Completion of the approved programme	
4.	Secure representation of SCs, STs, OBCs and	3	Filling up of backlog reserved vacancies	(i) Issue of instructions for filling up the vacancies	The activity has been divided into clearly

				(ii) Review and submission of results to the Cabinet	identifiable steps. The number of receipts of information from different ministries is a suitable measurement methodology. By filling up the backlog reserved vacancies representation of SCs/STs/OBCs and PWDs can be secured.
	PWDs				
5.	To improve efficiency and transparency and extensive use of Information Technology for the same	14	(i) Electronic Processing of Proposals for Framing/ Amendment of Recruitment Rules.	Launch of Scheme	The activity has been divided into clearly identifiable steps completion of each indicating completion of a part of the project. Hence time lines have been taken as the success indicators.
			(ii) Creation &Maintenance of e-Service Book system, infrastructure for Government of India	Securing SFC approval	
			(iii) E-governance initiatives for RTI	(i) Preparation of DPR	
				(ii) Approval of EFC	
				(iii) Award of consultancy	

No.	Objective	Weight	Action	Success Indicator	Remarks
			(iv) Online Central Secretariat Service ACR Completion Monitoring	(i) Development of software	
				(ii) Validation of system by DoPT	
			(v) Online application system for foreign training under Domestic Funding Scheme	Operationalisation of Software	
6.	Manage IAS and Central Secretariat Services for peak output	10	Cadre Management of IAS	Completion of cadre review which are due in 2010-11	Cadre management of IAS and other Central Services are essential to have required review in place in order to achieve peak output..
			Cadre Management of CSS/CSSS/ CSCS	(i) Notification of revised rules / regulations for CSS/CSCS	
				(ii) Notification of revised rules / regulations for CSSS	
7.	Build Capacity of civil servants and sensitize them 12		Review of National Training Policy	(i) Stakeholders consultation	The activity has been divided into clearly identifiable steps. Evolution of a National training Policy is a time
		(ii) Finalizing Report		Training for All in 10 Districts in Public Service Department	
		(i) Preparation of modules –and training of trainers	(ii) Commencement of Intensive Training		

		National Centre for Good Governance	Preparation of DPR	Training through distance learning	bound activity and hence time lines have been taken as the success indicators. Also one of the critical programmes of capacity building is to be evaluated by an external
		Design &rollout of training modules	Evaluation of CBPR	Evaluation by the third party	
		8.	Delivery of services to stakeholders	8	
Setting up of Additional Special Courts for CBI cases	(i)Issuing Sanction Order for Courts (ii) Creation of Posts				Setting up an institution is a time bound activity and hence time lines have been taken as the success indicators. However obtaining proposals from state governments requires number as a suitable measurement methodology.
Setting up of an independent Dte. of Prosecution for CBI and ED	Submission of proposal to Cabinet				
Awareness generation for RTI	Rolling out of RTI Logo	Preparation of audio video support of RTI Logo	9.	Bring greater transparency in public affairs and make civil servants more responsive and accountable	
	14	Introduction of Civil Services Performance Standard and Accountability Bill			

Approval of the Bill by the Department					Introduction of the Whistleblower Bill
Finalization of the Bill and obtaining approval of Cabinet for its introduction in Parliament		The activity has been divided into clearly identifiable steps for introduction of a Bill. Hence time lines have been taken as the success indicators with the objective to make civil servants more responsible and accountable.			Amendment of RTI Act
(i) Consultation with stakeholders					
(ii) Finalisation of the Department proposal			Constitution of National Coordination Committee on RTI and holding of its meeting	Constitution of the Committee	10.
Coordinated and strategic management of Human resources	4		Consultation with cadre controlling authorities	(i) Consultation with Cadre Controlling Authorities of Central Services.	
		Number of Meetings with cadre controlling authorities is an indicator of		(ii) Consultation with State Cadre Controlling Authorities	

		stakeholder engagement, hence number has been used as a measurement methodology	Seminar on Best HR practices	(i) Holding of seminar	

Section 5:
Specific Performance Requirements from other Departments

Department /Ministry	Relevant Success Indicator	What do you need?	Why do you need?	How much do you need?	What happens if you don't get it?
Competent Authority	Completion as per Time Schedule- Approval of proposals is essential for major policy decisions.	Timely Approval	In order to achieve the target the approvals are required within a specific time frame.	Full Adherence to the prescribed time schedule	If approvals are delayed the whole process will get delayed and if the approvals are not received the policy will not get implemented.
Cabinet Secretariat	Completion as per Time Schedule- Approval of various proposals by GOM, Cabinet, ACC and COS is required.	Timely Approval	In order to achieve the target the approvals are required within a specific time frame.	Full Adherence to the prescribed time schedule	If approvals are delayed the whole process will get delayed and if the approvals are not received the policy will not get implemented.
UPSC	Completion as per Time Schedule- Approval of establishment matters is essential for implementation of various policies	Timely Approval	In order to achieve the target the approvals are required within a specific time frame.	Full Adherence to the prescribed time schedule	Without the relevant approvals requisite policy decisions cannot be implemented.

CVC	Completion as per Time Schedule- Approval of vigilance matters.	Timely Approval	In order to achieve the target the approvals are required within a specific time frame.	Full Adherence to the prescribed time schedule	Without the relevant approvals requisite policy decisions cannot be implemented.
Planning Commission	Completion as per Time Schedule- Approval of Plan outlays and proposals of SFC/EFC	Timely allocation of fund	To fund the Plan schemes	Allocations consistent with projected requirements	Without the relevant approvals requisite plan schemes cannot be implemented.
Department of Expenditure, MOF	Completion as per Time Schedule- Approvals for budget, SFC/EFC, creation of posts and cadre reviews	Funds and expenditure approval	To fund the Plan schemes, non-plan expenditure and expenditure on establishment matters	Allocation and approvals as per requirement	Without the relevant approvals requisite expenditure cannot be incurred.
Ministry of Law	Completion as per Time Schedule- Vetting, Opinion and advice on legal aspects.	Timely Approval	In order to adhere to the legal requirements	Quick disposal of the cases referred to them	Without the vetting /opinion obtained, requisite policy decisions cannot be implemented.
Cadre Controlling Authorities	Completion as per Time Schedule- Information within the given time frame	Timely Information	Information is required to facilitate policy decisions	Full Adherence to the prescribed time frame	Without the relevant information, requisite policy decisions cannot be taken.

State Governments	Completion as per Time Schedule-Proposals within the given time frame	Timely Proposals	Proposals are required to implement projects	Full Adherence to the prescribed time frame	Without the relevant proposals requisite projects cannot be implemented.
NIC, HQ	Securing SFC approval	Timely submission of budget estimates for preparation of Feasibility Report and DPR	NIC HQ is the technical partner to this project and they only are competent to indicate the cost for software etc.	Full Adherence to the prescribed time frame	The activity can not be completed
Performance Management Division	Compliance of ATF observations	1.The software should accept dates upto 31.03.2011 and beyond that the dates column should not insist for compulsorily feeding the date. 2. The whole no. must be accepted but it accepts percentage only, which leads to weight appearing in fraction	For adherence to ATF observation	Full	The final document shows dates beyond 31.03.2011 for the document meant for the period 01.04.2010 to 31.03.2011.