



Government of India

**R F D**

(Results-Framework Document)  
for

Department of Personnel and Training  
(2013-2014)

## 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 and ethical governance

### Mission

Attracting the best talent for the Government, providing excellent career-advancement opportunities, encouraging competence and innovation, adopting a dynamic framework of personnel policies and procedures, ensuring capacity building at all levels, inculcating and supporting a culture of transparency, accountability and zero tolerance of corruption in public affairs, and institutionalizing a system of continuous and constructive engagement with stake-holders to make the public services in India more responsive, effective and efficient.

### Objectives

- 1 Ensure improved Personnel Management in Government through accountable and transparent personnel policy
- 2 Capacity building of civil servants at all levels
- 3 Management of Cadres under administrative control of the Department
- 4 Formulation of policy of reservation in Services
- 5 Improving transparency and accountability through Right To Information (RTI).
- 6 Improving Public Perception of the Government by highlighting the achievements and making an example by taking effective action against delinquents
- 7 Incentivising Innovation and recognizing extraordinary performance
- 8 Strengthening and Modernization of Central Bureau of Investigation towards improvement of performance.
- 9 Transparent and efficient process of empanelment, central deputation and appointments in Central Public Sector Enterprises (CPSE)
- 10 Implementation of RFD system by RCs

### Functions

- 1 Recruitment for All India and Central Services through Civil Services Examination
- 2 Placement of successful candidates to various Services / Cadres under Central Staffing Scheme
- 3 Cadre Management of India Administrative Service (IAS) and three Secretariat Services (CSS, CSSS and CSCS).
- 4 Administrative vigilance – to oversee and provide directions to the Government's programme of maintaining discipline and eradicating corruption from Public Services

## Section 1: Vision, Mission, Objectives and Functions

- 5 Formulation and implementation of the Policy related to RTI
- 6 Formulation and implementation of policy of Reservation in Services
- 7 Welfare of Central Government employees
- 8 Effective management of Administrative Tribunals
- 9 Increasing the efficiency of Public Services for well being of the employees through Joint Consultative Machinery
- 10 Capacity Building / Trainings
- 11 Framing personnel policies in respect of 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	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
[1] Ensure improved Personnel Management in Government through accountable and transparent personnel policy	9.00	[1.1] Review of FR – 29	[1.1.1] Preparation of Draft proposal for Inter - Ministerial Consultation	Date	1.00	31/01/2014	28/02/2014	15/03/2014	25/03/2014	31/03/2014
			[1.1.2] Submission of proposal to Competent Authority	Date	1.00	15/03/2014	25/03/2014	31/03/2014	--	--
		[1.2] Clarification on Rule 11(v) and (vi) of Central Civil Services (Classification, Control and Appeal) Rules, 1965	[1.2.1] Preparation of Draft proposal for Inter - Ministerial Consultation	Date	1.00	31/01/2014	15/02/2014	28/02/2014	15/03/2014	31/03/2014
			[1.2.2] Submission of proposal to Competent Authority	Date	1.00	28/02/2014	07/03/2014	15/03/2014	21/03/2014	31/03/2014
		[1.3] To amend All India Services (Death Cum Retirement Benefits) Rules, 1958 and All India Services (Commutation of Pension) Regulations, 1959 at par with Central Civil Services (Pension) Rules, 1972.	[1.3.1] Issuance of notification of revised AIS (DCRB) Rules, 1956	Date	1.00	30/09/2013	31/10/2013	30/11/2013	31/12/2013	31/01/2014
			[1.3.2] Issuance of notification of revised AIS (Commutation of Pension) Regulations, 1959	Date	1.00	30/09/2013	31/10/2013	30/11/2013	31/12/2013	31/01/2014
		[1.4] Policy on conflict of interest in public service	[1.4.1] Submission of note to	Date	1.00	30/09/2013	31/10/2013	30/11/2013	31/12/2013	31/01/2014

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
			Committee of Secretaries							
		[1.5] Ensuring timely filling up of posts of Deputy Secretary / Director under Central Staffing Scheme.	[1.5.1] Planned vacancies for which a panel is provided not later than six weeks after date of vacancy	%	2.00	90	87.5	85	82.5	80
[2] Capacity building of civil servants at all levels	20.00	[2.1] Review of Long-term Domestic Training Programmes	[2.1.1] Submission of the Report by the Committee	Date	2.00	30/11/2013	31/12/2013	15/01/2014	31/01/2014	15/02/2014
			[2.1.2] Processing and seeking approval of the competent authority on the recommendations of the Review Committee	Date	1.00	31/01/2014	15/02/2014	28/02/2014	10/03/2014	15/03/2014
		[2.2] Broad basing of Civil-Military Interface Programme at Lal Bahadur Shastri National Academy of Administration (LBSNAA).	[2.2.1] Submission of Proposal to competent authority	Date	2.00	31/10/2013	30/11/2013	31/12/2013	15/01/2014	31/01/2014
		[2.3] Development / Creation of Learning Resource Centre for Trainer Development Programme at ISTM	[2.3.1] Submission of Proposal for development / creation of Learning Resource Centre for Trainer Development Programme at	Date	2.00	31/10/2013	30/11/2013	31/12/2013	15/01/2014	31/01/2014

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
			ISTM							
		[2.4] Special Training Programmes for sensitizing Government functionaries on issues relating to gender / disability / minorities for inclusive administration	[2.4.1] Organization of Programmes	Number	2.00	60	50	45	40	35
		[2.5] Intensive Training Programme including training programmes on 'Cash Transfer'	[2.5.1] Completion of training programmes commenced in 60 districts in 2012-13	Date	2.00	01/03/2014	15/03/2014	20/03/2014	25/03/2014	31/03/2014
			[2.5.2] Commencement of training programmes	Number	2.00	70	65	50	45	40
		[2.6] Customized Training Programme on 'Fighting Corruption'	[2.6.1] Organization of Programme	Number	2.00	1	--	--	--	--
		[2.7] Training of Personnel	[2.7.1] Coverage under Domestic Training Programmes	Number	1.00	20000	18000	17000	16000	15000
			[2.7.2] Coverage under Foreign Training Programmes	Number	2.00	300	275	250	225	200
		[2.8] Ethics and Values in Governance	[2.8.1] Organization of Training Programmes	Number	2.00	15	12	11	10	9
		[3.1] Development of web based IT system for Cadre Management of CSSS	[3.1.1] Application, design & Development of software for CSSS	Date	1.00	30/06/2013	31/07/2013	31/08/2013	30/09/2013	31/10/2013
[3] Management of Cadres under administrative control of the Department	6.00									

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
			[3.1.2] Data collection, Validation, user acceptance of software, training and workshops	Date	1.00	31/12/2013	31/01/2014	28/02/2014	15/03/2014	31/03/2014
		[3.2] Launch of Training programme for Lower Division Clerk (LDC) of CPCS through use of ICT	[3.2.1] Preparation of module	Date	1.00	31/12/2013	31/01/2014	28/02/2014	15/03/2014	31/03/2014
			[3.2.2] Implementation of the Training Programmes in 5 Ministries / Departments	Date	1.00	28/02/2014	15/03/2014	31/03/2014	--	--
		[3.3] Timely promotion for CSS and CPCS	[3.3.1] Sending proposals for convening DPC to UPSC / conveying zone of consideration after issue of Select List for previous year, within six months.	%	2.00	80	75	70	65	60
[4] Formulation of policy of reservation in Services	7.00	[4.1] To issue guidelines for smooth functioning of Persons with Disabilities (PwDs) in their duties in Government Services.	[4.1.1] Holding of a stakeholder workshop for seeking views of PwDs	Date	1.00	30/09/2013	31/10/2013	30/11/2013	31/12/2013	31/01/2014
			[4.1.2] Preparation of guidelines	Date	2.00	28/02/2014	15/03/2014	31/03/2014	--	--
		[4.2] Review of instructions for ex-servicemen reservation	[4.2.1] Submission of draft compendium for approval to competent	Date	2.00	28/02/2014	31/03/2014	--	--	--

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
			authority							
		[4.3] Shifting of data collection from Manual to Online on representation of Reserved Candidates	[4.3.1] Obtaining online information.	Number	2.00	40	36	32	28	24
[5] Improving transparency and accountability through Right To Information (RTI).	9.00	[5.1] Facilitating access to best practices on Right To Information (RTI).	[5.1.1] Holding of four Regional and one National Workshop on RTI	Date	1.00	31/01/2014	28/02/2014	31/03/2014	--	--
			[5.1.2] Publication of a Compendium of Best Practices on RTI	Date	1.00	31/03/2014	--	--	--	--
		[5.2] Capacity building for RTI	[5.2.1] Training of State Public Information Officers (SPIOs) / Appellate Authorities (AAs) in 5 states	Number	1.00	5	4	3	2	1
		[5.3] Publication of Guide book on RTI	[5.3.1] Issue of Guide Book	Date	1.00	30/11/2013	15/12/2013	31/12/2013	15/01/2014	31/01/2014
		[5.4] Compendium of OM/ notification issued on RTI	[5.4.1] Issue of Compendium	Date	1.00	31/10/2013	30/11/2013	31/12/2013	28/02/2014	31/03/2014
		[5.5] Effective use of Right To Information–Monitoring Information System (RTI–MIS) to facilitate implementation of RTI Act in the Department.	[5.5.1] Training of Central Public Information Officers (CPIOs) to upload replies	Date	1.00	30/09/2013	31/10/2013	30/11/2013	31/12/2013	31/01/2014
			[5.5.2] Operationalizing system of	Date	1.00	31/12/2013	31/01/2014	28/02/2014	15/03/2014	31/03/2014



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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
			uploading replies to all important RTI applications							
		[5.6] Digitization and uploading of important files of RTI Division	[5.6.1] Operationalizing system of uploading important files on website	Date	1.00	31/12/2013	31/01/2014	28/02/2014	15/03/2014	31/03/2014
		[5.7] Strengthening of suo motu disclosure by Public Authorities	[5.7.1] Notification of the guidelines	Date	1.00	30/06/2013	31/12/2013	31/01/2014	28/02/2014	--
[6] Improving Public Perception of the Government by highlighting the achievements and making an example by taking effective action against delinquents	4.00	[6.1] Publication of an updated Handbook for Disciplinary Authorities by Institute of Secretariat Training and Management (ISTM).	[6.1.1] Review of contents of the draft Handbook prepared by ISTM in consultation with Establishment Division.	Date	2.00	30/06/2013	31/07/2013	31/08/2013	30/09/2013	31/10/2013
			[6.1.2] Publication / placing in public domain of Handbook by ISTM.	Date	2.00	30/09/2013	31/10/2013	30/11/2013	31/12/2013	31/01/2014
[7] Incentivising Innovation and recognizing extraordinary performance	5.00	[7.1] Review of incentive increment for excellence in National and International Sports	[7.1.1] Preparation of draft proposal for inter-ministerial consultation	Date	3.00	31/07/2013	31/08/2013	15/09/2013	--	--
			[7.1.2] Submission to Competent Authority	Date	2.00	15/03/2014	25/03/2014	31/03/2014	--	--
[8] Strengthening and Modernization of Central Bureau of Investigation towards improvement of performance.	10.00	[8.1] Creation of Posts in CBI	[8.1.1] Submission of proposal to D/o Expenditure	Date	2.00	30/11/2013	31/12/2013	31/01/2014	28/02/2014	15/03/2014

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
		[8.2] Amendment of Recruitment Rules for the Senior Police Posts (Dy. SP to Director, CBI)	[8.2.1] Notification of amended Recruitment Rules.	Date	2.00	31/10/2013	30/11/2013	31/12/2013	31/01/2014	28/02/2014
		[8.3] Amendment of Recruitment Rules for the posts of Chief Information Officer (CIO), Asst. Library and Information Officer (ALIO), Lecturer (Criminology)	[8.3.1] Notification of amended Recruitment Rules.	Date	2.00	31/08/2013	15/10/2013	31/12/2013	31/01/2014	28/02/2014
		[8.4] Amendment of Recruitment Rules for Executive Posts of CBI (Constables to Inspectors)	[8.4.1] Notification of amended Recruitment Rules.	Date	2.00	31/08/2013	15/10/2013	31/12/2013	31/01/2014	28/02/2014
		[8.5] Implementation of Scheme for Modernization of Training Centres of CBI	[8.5.1] Issue of Sanction	Date	2.00	31/10/2013	30/11/2013	31/12/2013	31/01/2014	28/02/2014
[9] Transparent and efficient process of empanelment, central deputation and appointments in Central Public Sector Enterprises (CPSE)	10.00	[9.1] Upgradation of EASY by developing & commissioning of Citizen-Interface module.	[9.1.1] Development of the interface	Date	2.00	31/10/2013	30/11/2013	15/12/2013	31/12/2013	15/01/2014
			[9.1.2] Testing by stakeholders	Date	2.00	31/12/2013	15/01/2014	31/01/2014	15/02/2014	28/02/2014
			[9.1.3] Security audit & implementation	Date	2.00	28/02/2014	15/03/2014	31/03/2014	--	--
		[9.2] Issue of comprehensive guidelines relating to appointment / confirmation / extension	[9.2.1] Submission of Draft Guidelines for approval of Competent	Date	2.00	30/11/2013	31/12/2013	31/01/2014	28/02/2014	31/03/2014

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
		/ termination / additional charge arrangements in Board Level Posts in Central Public Sector Enterprises (CPSEs).	Authority							
		[9.3] Compiling and bringing out a Hand Book of ACC Orders related to Foreign / Captive Posts of Government of India and Foreign Assignments.	[9.3.1] Collecting / culling out of ACCs orders pertaining to Foreign / Captive Posts of Government of India and Foreign Assignments from various sources.	Date	2.00	30/11/2013	31/12/2013	31/01/2014	28/02/2014	31/03/2014
[10] Implementation of RFD system by RCs	5.00	[10.1] Finalization of RFDs of Responsibilities Centers	[10.1.1] Timely Submission by all Responsibility Centres	Date	5.00	15/05/2013	15/06/2013	15/07/2013	15/08/2013	15/09/2013
* Efficient Functioning of the RFD System	3.00	Timely submission of Draft RFD 2014-15 for Approval	On-time submission	Date	2.0	05/03/2014	06/03/2014	07/03/2014	08/03/2014	11/03/2014
		Timely submission of Results for 2012-13	On-time submission	Date	1.0	01/05/2013	02/05/2013	03/05/2013	06/05/2013	07/05/2013
* Transparency/Service delivery Ministry/Department	3.00	Independent Audit of implementation of Citizens'/Clients' Charter (CCC)	% of implementation	%	2.0	100	95	90	85	80
		Independent Audit of implementation of Public Grievance Redressal System	% of implementation	%	1.0	100	95	90	85	80
* Administrative Reforms	6.00	Implement mitigating strategies for reducing potential risk of corruption	% of implementation	%	1.0	100	95	90	85	80

\* Mandatory Objective(s)

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Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
		Implement ISO 9001 as per the approved action plan	% of implementation	%	2.0	100	95	90	85	80
		Implement Innovation Action Plan (IAP)	% of milestones achieved	%	2.0	100	95	90	85	80
		Identification of core and non-core activities of the Ministry/Department as per 2nd ARC recommendations	Timely submission	Date	1.0	27/01/2014	28/01/2014	29/01/2014	30/01/2014	31/01/2014
* Improving Internal Efficiency/Responsiveness.	2.00	Update departmental strategy to align with 12th Plan priorities	Timely updation of the strategy	Date	2.0	10/09/2013	17/09/2013	24/09/2013	01/10/2013	08/10/2013
* Ensuring compliance to the Financial Accountability Framework	1.00	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.	%	0.25	100	90	80	70	60
		Timely submission of ATRs to the PAC Sectt. on PAC Reports.	Percentage of ATRS submitted within due date ( 6 months) from date of presentation of Report to Parliament by PAC .during the year.	%	0.25	100	90	80	70	60
		Early disposal of pending ATNs on Audit Paras of C&AG Reports presented to Parliament before 31.3.2012.	Percentage of outstanding ATNs disposed off during the year.	%	0.25	100	90	80	70	60
		Early disposal of pending ATRs on PAC Reports presented to Parliament before 31.3.2012	Percentage of outstanding ATRS disposed off during the year.	%	0.25	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 11/12	Actual Value for FY 12/13	Target Value for FY 13/14	Projected Value for FY 14/15	Projected Value for FY 15/16
[1] Ensure improved Personnel Management in Government through accountable and transparent personnel policy	[1.1] Review of FR – 29	[1.1.1] Preparation of Draft proposal for Inter - Ministerial Consultation	Date	--	--	28/02/2014	--	--
		[1.1.2] Submission of proposal to Competent Authority	Date	--	--	25/03/2014	--	--
	[1.2] Clarification on Rule 11(v) and (vi) of Central Civil Services (Classification, Control and Appeal) Rules, 1965	[1.2.1] Preparation of Draft proposal for Inter - Ministerial Consultation	Date	--	--	15/02/2014	--	--
		[1.2.2] Submission of proposal to Competent Authority	Date	--	--	07/03/2014	--	--
	[1.3] To amend All India Services (Death Cum Retirement Benefits) Rules, 1958 and All India Services (Commutation of Pension) Regulations, 1959 at par with Central Civil Services (Pension) Rules, 1972.	[1.3.1] Issuance of notification of revised AIS (DCRB) Rules, 1956	Date	--	--	31/10/2013	--	--
		[1.3.2] Issuance of notification of revised AIS (Commutation of Pension) Regulations, 1959	Date	--	--	31/10/2013	--	--

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 11/12	Actual Value for FY 12/13	Target Value for FY 13/14	Projected Value for FY 14/15	Projected Value for FY 15/16
	[1.4] Policy on conflict of interest in public service	[1.4.1] Submission of note to Committee of Secretaries	Date	--	--	31/10/2013	--	--
	[1.5] Ensuring timely filling up of posts of Deputy Secretary / Director under Central Staffing Scheme.	[1.5.1] Planned vacancies for which a panel is provided not later than six weeks after date of vacancy	%	--	--	87.5	--	--
[2] Capacity building of civil servants at all levels	[2.1] Review of Long-term Domestic Training Programmes	[2.1.1] Submission of the Report by the Committee	Date	--	--	31/12/2013	--	--
		[2.1.2] Processing and seeking approval of the competent authority on the recommendations of the Review Committee	Date	--	--	15/02/2014	--	--
	[2.2] Broad basing of Civil-Military Interface Programme at Lal Bahadur Shastri National Academy of Administration (LBSNAA).	[2.2.1] Submission of Proposal to competent authority	Date	--	--	30/11/2013	--	--
	[2.3] Development / Creation of Learning Resource Centre for Trainer Development Programme at ISTM	[2.3.1] Submission of Proposal for development / creation of Learning Resource Centre for Trainer	Date	--	--	30/11/2013	--	--

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 11/12	Actual Value for FY 12/13	Target Value for FY 13/14	Projected Value for FY 14/15	Projected Value for FY 15/16
		Development Programme at ISTM						
	[2.4] Special Training Programmes for sensitizing Government functionaries on issues relating to gender / disability / minorities for inclusive administration	[2.4.1] Organization of Programmes	Number	--	--	50	--	--
	[2.5] Intensive Training Programme including training programmes on 'Cash Transfer'	[2.5.1] Completion of training programmes commenced in 60 districts in 2012-13	Date	--	--	15/03/2014	--	--
		[2.5.2] Commencement of training programmes	Number	--	--	65	--	--
	[2.6] Customized Training Programme on 'Fighting Corruption'	[2.6.1] Organization of Programme	Number	--	--	--	--	--
	[2.7] Training of Personnel	[2.7.1] Coverage under Domestic Training Programmes	Number	--	--	18000	--	--
		[2.7.2] Coverage under Foreign Training Programmes	Number	--	--	275	--	--
	[2.8] Ethics and Values in Governance	[2.8.1] Organization of Training Programmes	Number	--	--	12	--	--

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 11/12	Actual Value for FY 12/13	Target Value for FY 13/14	Projected Value for FY 14/15	Projected Value for FY 15/16
[3] Management of Cadres under administrative control of the Department	[3.1] Development of web based IT system for Cadre Management of CSSS	[3.1.1] Application, design & Development of software for CSSS	Date	--	--	31/07/2013	--	--
		[3.1.2] Data collection, Validation, user acceptance of software, training and workshops	Date	--	--	31/01/2014	--	--
	[3.2] Launch of Training programme for Lower Division Clerk (LDC) of CPCS through use of ICT	[3.2.1] Preparation of module	Date	--	--	31/01/2014	--	--
		[3.2.2] Implementation of the Training Programmes in 5 Ministries / Departments	Date	--	--	15/03/2014	--	--
	[3.3] Timely promotion for CSS and CSSS	[3.3.1] Sending proposals for convening DPC to UPSC / conveying zone of consideration after issue of Select List for previous year, within six months.	%	--	--	75	--	--
[4] Formulation of policy of reservation in Services	[4.1] To issue guidelines for smooth functioning of Persons with Disabilities (PwDs) in their duties in Government Services.	[4.1.1] Holding of a stakeholder workshop for seeking views of PwDs	Date	--	--	31/10/2013	--	--



### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 11/12	Actual Value for FY 12/13	Target Value for FY 13/14	Projected Value for FY 14/15	Projected Value for FY 15/16
		[4.1.2] Preparation of guidelines	Date	--	--	15/03/2014	--	--
	[4.2] Review of instructions for ex-servicemen reservation	[4.2.1] Submission of draft compendium for approval to competent authority	Date	--	--	31/03/2014	--	--
	[4.3] Shifting of data collection from Manual to Online on representation of Reserved Candidates	[4.3.1] Obtaining online information.	Number	--	--	36	--	--
[5] Improving transparency and accountability through Right To Information (RTI).	[5.1] Facilitating access to best practices on Right To Information (RTI).	[5.1.1] Holding of four Regional and one National Workshop on RTI	Date	--	--	28/02/2014	--	--
		[5.1.2] Publication of a Compendium of Best Practices on RTI	Date	--	--	--	--	--
	[5.2] Capacity building for RTI	[5.2.1] Training of State Public Information Officers (SPIOs) / Appellate Authorities (AAs) in 5 states	Number	--	--	4	--	--
	[5.3] Publication of Guide book on RTI	[5.3.1] Issue of Guide Book	Date	--	--	15/12/2013	--	--
	[5.4] Compendium of OM/ notification issued on RTI	[5.4.1] Issue of Compendium	Date	--	--	30/11/2013	--	--
	[5.5] Effective use of Right To Information-	[5.5.1] Training of Central Public Information	Date	--	--	31/10/2013	--	--

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 11/12	Actual Value for FY 12/13	Target Value for FY 13/14	Projected Value for FY 14/15	Projected Value for FY 15/16
	Monitoring Information System (RTI-MIS) to facilitate implementation of RTI Act in the Department.	Officers (CPIOs) to upload replies						
		[5.5.2] Operationalizing system of uploading replies to all important RTI applications	Date	--	--	31/01/2014	--	--
	[5.6] Digitization and uploading of important files of RTI Division	[5.6.1] Operationalizing system of uploading important files on website	Date	--	--	31/01/2014	--	--
	[5.7] Strengthening of suo motu disclosure by Public Authorities	[5.7.1] Notification of the guidelines	Date	--	--	31/12/2013	--	--
[6] Improving Public Perception of the Government by highlighting the achievements and making an example by taking effective action against delinquents	[6.1] Publication of an updated Handbook for Disciplinary Authorities by Institute of Secretariat Training and Management (ISTM).	[6.1.1] Review of contents of the draft Handbook prepared by ISTM in consultation with Establishment Division.	Date	--	--	31/07/2013	--	--
		[6.1.2] Publication / placing in public domain of Handbook by ISTM.	Date	--	--	31/10/2013	--	--
[7] Incentivising Innovation and recognizing extraordinary performance	[7.1] Review of incentive increment for excellence in National and International Sports	[7.1.1] Preparation of draft proposal for inter-ministerial consultation	Date	--	--	31/08/2013	--	--

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 11/12	Actual Value for FY 12/13	Target Value for FY 13/14	Projected Value for FY 14/15	Projected Value for FY 15/16
		[7.1.2] Submission to Competent Authority	Date	--	--	25/03/2014	--	--
[8] Strengthening and Modernization of Central Bureau of Investigation towards improvement of performance.	[8.1] Creation of Posts in CBI	[8.1.1] Submission of proposal to D/o Expenditure	Date	--	--	31/12/2013	--	--
	[8.2] Amendment of Recruitment Rules for the Senior Police Posts (Dy. SP to Director, CBI)	[8.2.1] Notification of amended Recruitment Rules.	Date	--	--	30/11/2013	--	--
	[8.3] Amendment of Recruitment Rules for the posts of Chief Information Officer (CIO), Asst. Library and Information Officer (ALIO), Lecturer (Criminology)	[8.3.1] Notification of amended Recruitment Rules.	Date	--	--	15/10/2013	--	--
	[8.4] Amendment of Recruitment Rules for Executive Posts of CBI (Constables to Inspectors)	[8.4.1] Notification of amended Recruitment Rules.	Date	--	--	15/10/2013	--	--
	[8.5] Implementation of Scheme for Modernization of Training Centres of CBI	[8.5.1] Issue of Sanction	Date	--	--	30/11/2013	--	--
[9] Transparent and efficient process of empanelment,	[9.1] Upgradation of EASY by developing &	[9.1.1] Development of the interface	Date	--	--	30/11/2013	--	--

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 11/12	Actual Value for FY 12/13	Target Value for FY 13/14	Projected Value for FY 14/15	Projected Value for FY 15/16
central deputation and appointments in Central Public Sector Enterprises (CPSE)	commissioning of Citizen-Interface module.							
		[9.1.2] Testing by stakeholders	Date	--	--	15/01/2014	--	--
		[9.1.3] Security audit & implementation	Date	--	--	15/03/2014	--	--
	[9.2] Issue of comprehensive guidelines relating to appointment / confirmation / extension / termination / additional charge arrangements in Board Level Posts in Central Public Sector Enterprises (CPSEs).	[9.2.1] Submission of Draft Guidelines for approval of Competent Authority	Date	--	--	31/12/2013	--	--
	[9.3] Compiling and bringing out a Hand Book of ACC Orders related to Foreign / Captive Posts of Government of India and Foreign Assignments.	[9.3.1] Collecting / culling out of ACCs orders pertaining to Foreign / Captive Posts of Government of India and Foreign Assignments from various sources.	Date	--	--	31/12/2013	--	--
[10] Implementation of RFD system by RCs	[10.1] Finalization of RFDs of Responsibilities Centers	[10.1.1] Timely Submission by all Responsibility Centres	Date	--	--	15/06/2013	--	--

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 11/12	Actual Value for FY 12/13	Target Value for FY 13/14	Projected Value for FY 14/15	Projected Value for FY 15/16
* Efficient Functioning of the RFD System	Timely submission of Draft RFD 2014-15 for Approval	On-time submission	Date	--	--	06/03/2014	--	--
	Timely submission of Results for 2012-13	On-time submission	Date	--	--	02/05/2013	--	--
* Transparency/Service delivery Ministry/Department	Independent Audit of implementation of Citizens'/Clients' Charter	% of implementation	%	--	--	95	--	--
	Independent Audit of implementation of Public Grievance Redressal System	% of implementation	%	--	--	95	--	--
* Administrative Reforms	Implement mitigating strategies for reducing potential risk of corruption	% of implementation	%	--	--	95	--	--
	Implement ISO 9001 as per the approved action plan	% of implementation	%	--	--	95	--	--
	Implement Innovation Action Plan (IAP)	% of milestones achieved	%	--	--	95	--	--
	Identification of core and non-core activities of the Ministry/Department as per 2nd ARC recommendations	Timely submission	Date	--	--	15/10/2013	--	--
* 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.	%	--	--	90	--	--

\* Mandatory Objective(s)

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 11/12	Actual Value for FY 12/13	Target Value for FY 13/14	Projected Value for FY 14/15	Projected Value for FY 15/16
	Timely submission of ATRs to the PAC Sectt. on PAC Reports.	Percentage of ATRS submitted within due date ( 6 months) from date of presentation of Report to Parliament by PAC .during the year.	%	--	--	90	--	--
	Early disposal of pending ATNs on Audit Paras of C&AG Reports presented to Parliament before 31.3.2012.	Percentage of outstanding ATNs disposed off during the year.	%	--	--	90	--	--
	Early disposal of pending ATRs on PAC Reports presented to Parliament before 31.3.2012	Percentage of outstanding ATRS disposed off during the year.	%	--	--	90	--	--

\* Mandatory Objective(s)

## Section 4: Acronym

Sl.No	Acronym	Description
1	AAs	Appellate Authorities
2	ACC	Appointments Committee of the Cabinet
3	AIS (DCRB)	All India Services (Death cum Retirement Benefit)
4	ALIO	Assistant Library and Information Officer
5	CBI	Central Bureau of Investigation
6	CIO	Chief Information Officer

## Section 4: Acronym

Sl.No	Acronym	Description
7	CoS	Committee of Secretaries
8	CPIOs	Central Public Information Officers
9	CPSEs	Central Public Sector Enterprises
10	CSCS	Central Secretariat Clerical Service
11	CSS	Central Secretariat Service
12	CSSS	Central Secretariat Stenographer Service



## Section 4: Acronym

Sl.No	Acronym	Description
13	DPC	Departmental Promotion Committee
14	EASY	Empanelment and Appraisal SYstem
15	ICT	Information Communication Technology
16	ISTM	Institute of Secretariat Training and Management
17	IT	Information Technology
18	LBSNAA	Lal Bahadur Shastri National Academy of Administration

## Section 4: Acronym

Sl.No	Acronym	Description
19	LDC	Lower Division Clerk
20	OBC	Other Backward Castes
21	OM	Office Memorandum
22	PwDs	Persons with Disabilities
23	RTI	Right to Information
24	RTI-MIS	Right to Information - Monitoring Information System

## Section 4: Acronym

Sl.No	Acronym	Description
25	SC	Scheduled Castes
26	SPIOs	State Public Information Officers
27	ST	Scheduled Tribes
28	UPSC	Union Public Service Commission

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
1	[1.1.1] Preparation of Draft proposal for Inter - Ministerial Consultation	Review of provisions of FR 29 is necessitated in light of changes in the CCS (CCA) Rules, 1965. Under FR 29, there is no requirement of specifying the period for which the penalty of reduction of pay to a lower pay scale would be effective. Under CCS (CCA) Rules, 1965, such penalty may be imposed only for a specified period. The two Rules are required to be reconciled by amending FR 29.		Date	
2	[1.1.2] Submission of proposal to Competent Authority	Review of provisions of FR 29 is necessitated in light of changes in the CCS (CCA) Rules, 1965. Under FR 29, there is no requirement of specifying the period for which the penalty of reduction of pay to a lower pay scale would be effective. Under CCS (CCA) Rules, 1965, such penalty may be imposed only for a specified period. The two Rules are required to be reconciled by amending FR 29.		Date	

## Section 4:

### Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
3	[1.2.1] Preparation of Draft proposal for Inter - Ministerial Consultation	Clarification on Rule 11 (v) and 11 (vi) of CCS (CCA) Rules, 1965, are required in view of introduction of pay bands and Grade Pay in the Revised Pay Rules subsequent to the Sixth Pay Commission.		Date	
4	[1.2.2] Submission of proposal to Competent Authority	Clarification on Rule 11 (v) and 11 (vi) of CCS (CCA) Rules, 1965, are required in view of introduction of pay bands and Grade Pay in the Revised Pay Rules subsequent to the Sixth Pay Commission.		Date	
5	[1.3.1] Issuance of notification of revised AIS (DCRB) Rules, 1956	It will bring the AIS (DCRB) Rules 1958, and, the AIS (Commutation of Pension) Regulations in consonance with CCS (Pension) Rules, 1972.		Date	
6	[1.3.2] Issuance of notification of revised AIS (Commutation of Pension) Regulations, 1959	It will bring the AIS (DCRB) Rules 1958, and, the AIS (Commutation of Pension) Regulations in consonance with CCS (Pension) Rules, 1972.		Date	
7	[1.4.1] Submission of note to Committee of Secretaries	It will help in bringing out clarity on the concept of 'Conflict of Interest' in Public Service.		Date	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
8	[1.5.1] Planned vacancies for which a panel is provided not later than six weeks after date of vacancy	It will help in timely processing of the cases for filling of the vacant posts		%	
9	[2.1.1] Submission of the Report by the Committee	Keeping in view the Training Objective as contained in the National Training Policy which inter alia states that "the success of training will lie in actual improvement in the performance of civil servants", review of Long-term Domestic Training Programmes is being undertaken so as to make the same meaningful with the present environment as also to streamline the programme by addressing difficulties / bottlenecks by the host training institutions.		Date	
10	[2.1.2] Processing and seeking approval of the competent authority on the recommendations of the Review Committee	Keeping in view the Training Objective as contained in the National Training Policy which inter alia states that "the success of training will lie in actual improvement in the performance of civil servants", review of Long-term Domestic Training Programmes is being undertaken so as to make the same		Date	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
10	[2.1.2] Processing and seeking approval of the competent authority on the recommendations of the Review Committee	meaningful with the present environment as also to streamline the programme by addressing difficulties / bottlenecks by the host training institutions.		Date	
11	[2.2.1] Submission of Proposal to competent authority	Feedback received at the end of different Joint Civil Military Training Programmes has consistently highlighted the need to ensure representation from the judiciary, political executive, civil society, corporate world and senior officers working in MoD and MEA. Factoring the need to scale up the participation of various stakeholders, broad-basing of Civil Military Programme at LBSNAA is being conceived.		Date	
12	[2.3.1] Submission of Proposal for development / creation of Learning Resource Centre for Trainer Development Programme at ISTM	In para 7 of the National Training Policy, the need to identify the current international best practices in training skills and techniques and develop a cadre of trainers in such skills / techniques was emphasized upon and the need was also felt for setting up a Learning Resource Centre.		Date	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
13	[2.4.1] Organization of Programmes	Taking note of the fact that the training requires development of right mix of knowledge, skill and attitude, special programmes for sensitizing Government functionaries on issues relating to gender/ disability / minorities for inclusive administration has been considered to be of paramount importance.		Number	
14	[2.5.1] Completion of training programmes commenced in 60 districts in 2012-13	In order to bring the attitudinal change, besides imparting required knowledge and skill in the functional areas, the programme is being conducted for the officers at the cutting edge levels in the districts chosen by the States.		Date	
15	[2.5.2] Commencement of training programmes	In order to bring the attitudinal change, besides imparting required knowledge and skill in the functional areas, the programme is being conducted for the officers at the cutting edge levels in the districts chosen by the States.		Number	



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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
16	[2.6.1] Organization of Programme	India's commitment to tackle the menace of corruption, in general, and its commitment by way of depositing Instrument of Ratification of the United Nations Convention Against Corruption in May 2011, in particular, necessitates exposure of officers at the middle and higher level to the practices being adopted in countries abroad to tackle the menace of corruption. With this in view, a Customized Programme for CVOs is proposed to be organized in France this year which will give them exposure to the methodology being adopted in countries abroad for fighting corruption. Depending on the feedback on learning, more such programmes shall be organized in time to come for officers at the middle and senior levels.		Number	
17	[2.7.1] Coverage under Domestic Training Programmes	Skills and knowledge of officers of Central/State Governments are developed by exposing them to foreign training programmes/in-service training programmes / State Category Training Programmes / Trainer		Number	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
17	[2.7.1] Coverage under Domestic Training Programmes	Development Programmes, etc, in the areas concerning them with a view to helping them discharge their duties more efficiently.		Number	
18	[2.7.2] Coverage under Foreign Training Programmes	Skills and knowledge of officers of Central/State Governments are developed by exposing them to foreign training programmes/in-service training programmes / State Category Training Programmes / Trainer Development Programmes, etc, in the areas concerning them with a view to helping them discharge their duties more efficiently.		Number	
19	[2.8.1] Organization of Training Programmes	Considering the need for inculcating ethical values in governance, the Training Division developed a Training Module through IC Centre for Governance, Panchgani. 28 Trainers have been certified for imparting training in various training institutions. Services of such trainers and others will be taken for imparting training to the officers at various levels on this important subject matter.		Number	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
20	[3.1.1] Application, design & Development of software for CSSS	It will result in better management of CSSS Cadre.		Date	
21	[3.1.2] Data collection, Validation, user acceptance of software, training and workshops	It will result in better management of CSSS Cadre.		Date	
22	[3.2.1] Preparation of module	Training to LDCs will enhance their capability to function more effectively.		Date	
23	[3.2.2] Implementation of the Training Programmes in 5 Ministries / Departments	Training to LDCs will enhance their capability to function more effectively.		Date	
24	[3.3.1] Sending proposals for convening DPC to UPSC / conveying zone of consideration after issue of Select List for previous year, within six months.	Timely promotion for CSS and CSSS proposal exclude those cases wherein UPSC/SSC has to conduct the examination and where litigation is involved.		%	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
25	[4.1.1] Holding of a stakeholder workshop for seeking views of PwDs	It will aid in enhancing the efficiency and output by PwDs in the discharge of their duties, and, thus assist in their amalgamation in the mainstream.		Date	
26	[4.1.2] Preparation of guidelines	It will aid in enhancing the efficiency and output by PwDs in the discharge of their duties, and, thus assist in their amalgamation in the mainstream.		Date	
27	[4.2.1] Submission of draft compendium for approval to competent authority	It will help in effective implementation of the policy of rehabilitation of ex-servicemen. Compendium will be useful for various stakeholders		Date	
28	[4.3.1] Obtaining online information.	The collection of data will become faster		Number	
29	[5.1.1] Holding of four Regional and one National Workshop on RTI	It will help in adoption of best practices on RTI.		Date	

## Section 4:

### Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
30	[5.1.2] Publication of a Compendium of Best Practices on RTI	The publication of a Compendium of Best Practices on RTI will aid the CPIOs/AAs in the effective and timely discharge of RTI applications/ appeals by adoption of the best practices.		Date	
31	[5.2.1] Training of State Public Information Officers (SPIOs) / Appellate Authorities (AAs) in 5 states	Training of SPIOs & AAs will enhance efficiency in implementation of provisions of the RTI Act		Number	
32	[5.3.1] Issue of Guide Book	It will provide a 'Ready Reckoner' to enhance the understanding of RTI Act by a commoner.		Date	
33	[5.4.1] Issue of Compendium	It will be helpful for the Public Authorities in effective implementation of the RTI Act.		Date	
34	[5.5.1] Training of Central Public Information Officers (CPIOs) to upload replies	It will enable the public to view the status of their applications		Date	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
35	[5.5.2] Operationalizing system of uploading replies to all important RTI applications	It will enable the public to view the status of their applications		Date	
36	[5.6.1] Operationalizing system of uploading important files on website	Public may not require to use the RTI Act to have access to such information.		Date	
37	[5.7.1] Notification of the guidelines	As envisaged under Section 4(1)(b) of the RTI Act, all Public Authorities are required to disclose on the official websites the information as specified in the said Section. These guidelines will assist in bringing about greater transparency and accountability.		Date	
38	[6.1.1] Review of contents of the draft Handbook prepared by ISTM in consultation with Establishment Division.	The publication of the Handbook will help Disciplinary Authorities and Inquiry Officers in handling Regular Departmental Proceedings effectively and expeditiously.		Date	
39	[6.1.2] Publication / placing in public domain of Handbook by ISTM.	The publication of the Handbook will help Disciplinary Authorities and Inquiry Officers in handling Regular Departmental Proceedings effectively and		Date	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
39	[6.1.2] Publication / placing in public domain of Handbook by ISTM.	expeditiously.		Date	
40	[7.1.1] Preparation of draft proposal for inter-ministerial consultation	The increments to sports persons are given as incentives for achieving excellence in National and International sports. The incentive has continued at the same rate since the Fifth Pay Commission. The proposal envisages reviewing the rate of these increments in the wake of revision of pay scales after recommendations of the Sixth Pay Commission.		Date	
41	[7.1.2] Submission to Competent Authority	The increments to sports persons are given as incentives for achieving excellence in National and International sports. The incentive has continued at the same rate since the Fifth Pay Commission. The proposal envisages reviewing the rate of these increments in the wake of revision of pay scales after recommendations of the Sixth Pay Commission.		Date	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
42	[8.1.1] Submission of proposal to D/o Expenditure	Creation of posts in CBI will help the Agency to handle the cases timely.		Date	
43	[8.2.1] Notification of amended Recruitment Rules.	Amendment in the Recruitment Rules will enable the Department / CBI to fill up the posts expeditiously by bringing the RRs in conformity with the guidelines formulated after implementation of 6th Central Pay Commission.		Date	
44	[8.3.1] Notification of amended Recruitment Rules.	Amendment in the Recruitment Rules will enable the Department / CBI to fill up the posts expeditiously by bringing the RRs in conformity with the guidelines formulated after implementation of 6th Central Pay Commission.		Date	
45	[8.4.1] Notification of amended Recruitment Rules.	Amendment in the Recruitment Rules will enable the Department / CBI to fill up the posts expeditiously by bringing the RRs in conformity with the guidelines formulated after implementation of 6th Central Pay Commission.		Date	



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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
46	[8.5.1] Issue of Sanction	A fund of Rs.4.47 Crores was allocated in BE 2012-2013 and then Rs.1.50 Crore in RE 2012 – 2013 in this Head. Government Sanction was conveyed on 17.10.2012 for strengthening of Training Centres at a total cost of Rs.2.97 Crore. A fund of Rs.1.50 Crore was re-appropriated to FTE on 31.08.2012		Date	
47	[9.1.1] Development of the interface	Providing a Citizen Interface Module would assist in bringing in Public transparency.		Date	
48	[9.1.2] Testing by stakeholders	Providing a Citizen Interface Module would assist in bringing in Public transparency.		Date	
49	[9.1.3] Security audit & implementation	Providing a Citizen Interface Module would assist in bringing in Public transparency.		Date	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
50	[9.2.1] Submission of Draft Guidelines for approval of Competent Authority	Guidelines will enable DoPT to process Board Level appointments / Extensions / confirmations expeditiously.		Date	
51	[9.3.1] Collecting / culling out of ACCs orders pertaining to Foreign / Captive Posts of Government of India and Foreign Assignments from various sources.	Hand Book will make process of foreign assignments more transparent and quicker.		Date	
52	[10.3.1] Timely Submission by all Responsibility Centres	It will ensure timely submission of RFDs of the Responsibility Centres by stipulated timelines.		Date	

## Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
Central Government		Responsibility Centre / Attached office	UNION PUBLIC SERVICE COMMISSION	<p>[8.2.1] Notification of amended Recruitment Rules.</p> <p>[8.3.1] Notification of amended Recruitment Rules.</p> <p>[8.4.1] Notification of amended Recruitment Rules.</p>	<p>Consultation with UPSC / DoLA mandatory for amending RRs in respect of Group 'A' and Group 'B' posts.</p> <p>Consultation with UPSC / DoLA mandatory for amending RRs in respect of Group 'B' posts, while it is mandatory with DoLA only in case of Group 'C' posts.</p>	To notify the amended RRs on time.	Full adherence to the prescribed time limit.	Recruitment Rules will not be amended on time.
		Departments	All Organization	<p>[3.1.2] Data collection, Validation, user acceptance of software, training and workshops</p> <p>[3.2.2] Implementation of the Training Programmes in 5 Ministries / Departments</p> <p>[3.3.1] Sending proposals for convening DPC to</p>	<p>Timely supply of data from Ministries / Departments.</p> <p>Time bound imparting of training to LDCs by the 5 selected Ministries / Departments</p> <p>Obtaining APARs and Vigilance Clearances in</p>	<p>In order to get required data</p> <p>To familiarize them with the changing work environment and to improve their efficiency</p> <p>To process and finalize the proposals for DPC which are to be sent to UPSC</p>	Full adherence to the prescribed time limit	<p>It will delay the development of software for Cadre Management of CSSS</p> <p>Implementation would not achieve its desired results</p> <p>Promotions would get delayed</p>

Section 5 :  
Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				UPSC / conveying zone of consideration after issue of Select List for previous year, within six months.	respect of employees under zone of consideration	To process and finalize the proposals for DPC which are to be sent to UPSC		Promotions would get delayed
				[4.3.1] Obtaining online information.	Timely supply of data from Ministries / Departments.	In order to collect the required information		It will delay the shifting of process of information collection from manual format to online format
			Department of Expenditure	[7.1.1] Preparation of draft proposal for inter-ministerial consultation	Inputs from Department of Expenditure	In order to review the incentive increment to sportspersons	Full adherence to the prescribed time limit.	Review will be delayed
				[8.1.1] Submission of proposal to D/o Expenditure [1.2.1] Preparation of Draft proposal for Inter - Ministerial Consultation	Timely inputs from Department of Expenditure Timely inputs from Deptt. of Expenditure	In order to create posts in the CBI In order to finalize clarifications on CCS (CCA) Rules, 1965	Full adherence to the prescribed time limit	Posts will not be created Whole process will be delayed
			Department of Legal affairs	[8.4.1] Notification of amended Recruitment Rules.	Consultation with UPSC / DoLA mandatory for amending RRs in respect of Group 'B' posts, while it is mandatory with DoLA only in case of Group 'C' posts.	To notify the amended RRs on time.	Full adherence to the prescribed time limit.	Recruitment Rules will not be amended on time.

Section 5 :  
Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
			Department of Expenditure	[1.1.1] Preparation of Draft proposal for Inter - Ministerial Consultation	Timely inputs from Deptt. of Expenditure.	In order to Review FR-29		Whole process will be delayed
			Department of Legal affairs	[8.2.1] Notification of amended Recruitment Rules.  [8.3.1] Notification of amended Recruitment Rules.	Consultation with UPSC / DoLA mandatory for amending RRs in respect of Group 'A' and Group 'B' posts.	To notify the amended RRs on time.		Recruitment Rules will not be amended on time.
		Ministry	Ministry of Law and Justice	[1.2.1] Preparation of Draft proposal for Inter - Ministerial Consultation	Timely inputs from Ministry of Law	In order to finalize clarifications on CCS (CCA) Rules, 1965		Whole process will be delayed
				[1.1.1] Preparation of Draft proposal for Inter - Ministerial Consultation	Timely inputs from Ministry of Law	In order to Review FR – 29	Full adherence to the prescribed time limit	

## Section 6: Outcome/Impact of Department/Ministry

Outcome/Impact of Department/Ministry	Jointly responsible for influencing this outcome / impact with the following department (s) / ministry(ies)	Success Indicator	Unit	FY 11/12	FY 12/13	FY 13/14	FY 14/15	FY 15/16
1 Improvement through RTI Act	Ministries / Departments of the Central and State Governments, CIC and SICs	Effective proactive public disclosure under Section 4 of RTI Act, 2005 and its evaluation by CIC or third party.	Date			31/01/2014		
		Implementation of online filing of RTI applications and MIS in major PAs	Date			31/01/2014		
2 Training of Personnel	Ministries / Departments of the Central Government State ATIs/Central ATIs	Development and application of module for Competency Based Capacity Building in two Ministries / Departments of Central Govt.	Date			31/01/2014		
		Sensitization of functionaries on issues relating to gender/disability/ minorities for inclusive administration. Enhanced coverage over time.	Number		25	60	70	80
		Intensive Training Programmes covering increased number of districts over time.	Number		50	60		250
		Customized Training Programmes organised on 'Fighting Corruption'	Number			1		
		Coverage of personnel under Domestic/Foreign Training Programmes	Number			20300	22325	25350

## Section 6: Outcome/Impact of Department/Ministry

Outcome/Impact of Department/Ministry	Jointly responsible for influencing this outcome / impact with the following department (s) / ministry(ies)	Success Indicator	Unit	FY 11/12	FY 12/13	FY 13/14	FY 14/15	FY 15/16
3 Promotion of Ethics and Values in Governance	Ministries / Departments of the Central & State Governments	Organization of Training Programmes on 'Ethics and Values in Governance'	Number			15	20	25
4 Improvement in administrative Vigilance	CBI, IFD/MHA, D/o. Expenditure	Approval of the Competent Authority for creation of posts in CBI	Date			30/11/2013		
		Approval of the Competent Authority for implementation of Scheme for Modernization of Training Centres of CBI	Date			31/10/2013		
5 Improvement in administrative Vigilance	CBI, UPSC, Legislative Department, M/o. Law	Approval of the Competent Authority for Amendment to Recruitment Rules for various posts of CBI.	Date			31/10/2013		
6 Improving Public Perception of Government by highlighting the achievements and making an example by taking effective action against delinquents	ISTM	Publication / placing in public domain of Handbook by ISTM.	Date			31/10/2013		