# Government of India

# R F D

## (Results-Framework Document)
## for

# Department of Personnel and Training

## (2014-2015)

# 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

Development and management of government personnel by attracting the best talent, 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 efficient, effective, accountable and responsive.

## Objectives

1  Improve personnel management in government through an overarching, credible, accountable and transparent personnel policy.

2  Management of the IAS cadre

3  Management of Cadres (other than IAS) under administrative control of the Department

4  Expedite action in vigilance/disciplinary matters of all cadres

5  Strengthen Anti-corruption Institutions with a view to improve their performance

6  Formulation and implementation of the policy related to RTI

7  Formulation and implementation of the policy of reservations in government services

8  Capacity building of civil servants at all levels

9  Reforms in Civil Services Examination

10  Welfare of Central Government employees

11  Support to autonomous organizations and improvement in efficient functioning of Responsibility Centres

## 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 Indian Administative Service(IAS) and three Secretariat Services (CSS, CSSS, CSCS).

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

4     Administrative vigilance - to oversee and provide 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.

6     Formulation and implementation of policy of reservation in Services.

7     Welfare of Central Government Employees.

8     Effective Managment 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] Improve personnel management in government through an overarching, credible, accountable and transparent personnel policy. | 22.00 | [1.1] Online filing of Performance Appraisal Reports (PARs) | [1.1.1] Percentage of the officers whose PARs are generated online by 31.12.14. | % | 1.00 | 65 | 60 | 55 | 50 | 45 |
| | | [1.2] Online filing of IPRs (Immovable Property Returns) of IAS officers | [1.2.1] Operationalisation of the module | Date | 1.00 | 15/09/2014 | 15/10/2014 | 15/11/2014 | 30/11/2014 | 31/12/2014 |
| | | [1.3] Setting up of an e-module on cases having precedent values in ACC proposals | [1.3.1] Operationalisation of the e-module | Date | 1.00 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 25/03/2015 | 31/03/2015 |
| | | | [1.3.2] No. of persons trained | Number | 1.00 | 23 | 20 | 18 | 15 | 12 |
| | | [1.4] Bringing in more transparency in retention of officers in offer list at Joint Secretary level. | [1.4.1] Operationalization of the Module | Date | 1.00 | 30/11/2014 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 31/03/2015 |
| | | [1.5] Bringing in more transparency in appointment of officers at the level of Joint Secretary. | [1.5.1] Operationalization of the Module | Date | 1.00 | 30/11/2014 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 31/03/2015 |
| | | [1.6] Enhancement of Empanelment and Appraisal System (EASY) | [1.6.1] Security, audit and implementation of software | Date | 1.00 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |
| | | [1.7] Setting up of an e-Record Room | [1.7.1] Completion of scanning of files of the last ten years | Date | 1.00 | 30/09/2014 | 31/10/2014 | 30/11/2014 | 31/12/2014 | 31/01/2015 |
| | | | [1.7.2] Operationalization of the software | Date | 1.00 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |

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# 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% |
| | | [1.8] To amend AIS (Conduct) Rules, 1968 with a view to further strengthen public service values and ethics. | [1.8.1] Issuance of Notification of revised AIS (Conduct) Rules, 1968 in the Gazette of India. | Date | 1.00 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |
| | | [1.9] To amend AIS (D&A) Rules, 1969 to strengthen the safeguards to AIS officers. | [1.9.1] Issuance of Notification of revised AIS (D&A) Rules, 1969 in the Gazette of India. | Date | 1.00 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |
| | | [1.10] Preparation of consolidated guidelines on the policy of inter-cadre deputation and transfer of All India Service officers | [1.10.1] Submission of consolidated guidelines to the Competent Authority for approval. | Date | 1.00 | 31/10/2014 | 30/11/2014 | 31/12/2014 | 31/01/2015 | 28/02/2015 |
| | | [1.11] Clarification to align provisions relating to Leave Rules with Section 47 of Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 | [1.11.1] Completion of inter-ministerial consultations | Date | 1.00 | 30/09/2014 | 15/11/2014 | 31/12/2014 | 15/01/2015 | 31/01/2015 |
| | | | [1.11.2] Issue of formal orders | Date | 1.00 | 28/02/2015 | 07/03/2015 | 15/03/2015 | 25/03/2015 | 31/03/2015 |
| | | [1.12] Review of Model Calendar for DPCs to compress the time frame for conducting DPCs | [1.12.1] Issue of instructions | Date | 1.00 | 31/01/2015 | 15/02/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |
| | | [1.13] Delegation of DPCs up to Selection Grade to | [1.13.1] Completion of inter-ministerial | Date | 1.00 | 31/08/2014 | 15/09/2014 | 30/09/2014 | 15/10/2014 | 31/10/2014 |

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|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Excellent | Very Good | Good | Fair | Poor |
| | | | | | | 100% | 90% | 80% | 70% | 60% |
| | | Ministries/ Departments | consultations | | | | | | | |
| | | | [1.13.2] Finalization of note for submission to competent authority | Date | 1.00 | 28/02/2015 | 07/03/2015 | 15/03/2015 | 25/03/2015 | 31/03/2015 |
| | | [1.14] Monitoring of backlog of cases of compassionate appointment | [1.14.1] Submission of status note to the competent authority | Date | 1.00 | 31/12/2014 | 15/01/2015 | 31/01/2015 | 15/02/2015 | 28/02/2015 |
| | | [1.15] Implementation of e-Office in Training and Administration Divisions of DoPT | [1.15.1] Submission of files through e-Office Mode | % | 1.00 | 5 | 4 | 3 | 2 | 1 |
| | | [1.16] Implementation of Internship Scheme | [1.16.1] Operationalization of the online module for inviting application for the internship | Date | 0.50 | 31/01/2015 | 14/02/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |
| | | | [1.16.2] Completion of the internship by interns | Days | 0.50 | 60 | 70 | 80 | 90 | 100 |
| | | [1.17] Building confidence and morale of the bureaucracy | [1.17.1] Amendments in the Prevention of Corruption Act for protection of honest public servants- Submission of Note for official amendments in the Prevention of Corruption | Date | 1.00 | 31/10/2014 | 30/11/2014 | 31/12/2014 | 31/01/2015 | 28/02/2015 |

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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% |
| | | | (Amendment) Bill on the basis of recommendation made by Parliamentary Standing Committee | | | | | | | |
| | | [1.18] Policy Note on opening up government to draw expertise from the industry, academia and society in the services | [1.18.1] Finalization of Policy Note | Date | 1.00 | 28/02/2015 | 07/03/2015 | 15/03/2015 | 23/03/2015 | 31/03/2015 |
| [2] Management of the IAS cadre | 2.00 | [2.1] Cadre Review of IAS Cadre of five States | [2.1.1] Completion of Cadre Review | Date | 2.00 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |
| [3] Management of Cadres (other than IAS) under administrative control of the Department | 13.00 | [3.1] Cadre Review of CSS | [3.1.1] Decisions on the recommendations of the Cadre Review Committee | Date | 1.00 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |
| | | [3.2] Timely regular promotion to the grade of Under Secretary of the CSS | [3.2.1] Issuance of Select List for the year 2012 | Date | 1.00 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |
| | | [3.3] Issuance of zone for regular promotion to the grade of Section Officer of CSS | [3.3.1] Number of months from declaration of results of Limited Departmental Competitive Examinations by the UPSC for the years 2012 and 2013 | Months | 1.00 | 4 | 5 | 6 | 7 | 8 |

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| Objective | Weight | Action | Success Indicator | Unit | Weight | Target / Criteria Value | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Excellent 100% | Very Good 90% | Good 80% | Fair 70% | Poor 60% |
| | | [3.4] Filling up of physical vacancies in the grade of Section Officer existing as on 1.4.2014 | [3.4.1] Percentage of vacancies filled up | % | 1.00 | 80 | 70 | 60 | 50 | 40 |
| | | [3.5] Time bound operationalisation of modules in the web based cadre management system for: (i) intimation of death, long leave (ii) Cadre clearance for non-mandatory long-term domestic training/foreign training (iii) Cadre clearance for private foreign visits (iv) For resignation/technical resignation | [3.5.1] Application, design and development validation, user acceptance of modules for CSS | Date | 2.00 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |
| | | | [3.5.2] Application, design and development validation, user acceptance of modules for CSSS | Date | 2.00 | 28/02/2015 | 07/03/2015 | 15/03/2015 | 25/03/2015 | 31/03/2015 |
| | | [3.6] Timely promotion in the cadre of CSSS | [3.6.1] Assessment of vacancies of PSO / Sr. PPS / PPS | Date | 1.00 | 31/07/2014 | 31/08/2014 | 30/09/2014 | 31/10/2014 | 30/11/2014 |
| | | | [3.6.2] Convening of meeting of Selection Committee for promotion to PSO grade for the year | Date | 1.00 | 31/08/2014 | 30/09/2014 | 31/10/2014 | 30/11/2014 | 31/12/2014 |

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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% |
| | | | 2014 | | | | | | | |
| | | | [3.6.3] Holding of DPCs by UPSC for promotion to Sr. PPS / PPS for the year 2014 | Date | 1.00 | 31/12/2014 | 15/01/2015 | 31/01/2015 | 15/02/2015 | 28/02/2015 |
| | | | [3.6.4] Issue of promotion orders of PSO for the year 2014 | Date | 1.00 | 30/09/2014 | 31/10/2014 | 30/11/2014 | 31/12/2014 | 31/01/2015 |
| | | | [3.6.5] Issue of promotion orders of Sr. PPS / PPS for the year 2014 | Date | 1.00 | 31/01/2015 | 15/02/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |
| [4] Expedite action in vigilance/disciplinary matters of all cadres | 4.00 | [4.1] Submission to Disciplinary Authority for decision on proposals (complete as per check list) for initiation of Departmental proceedings | [4.1.1] Percentage of number of cases submitted to the Disciplinary Authority within a period of two months. | % | 2.00 | 100 | 80 | 70 | 60 | 50 |
| | | [4.2] Submission of Departmental proceeding cases for decision of the Disciplinary Authority after completion of relevant stages under the disciplinary rules | [4.2.1] Percentage of number of cases submitted to the Disciplinary Authority within a period of two months. | % | 2.00 | 100 | 80 | 70 | 60 | 50 |
| [5] Strengthen Anti-corruption Institutions with a view to improve their performance | 5.00 | [5.1] Enhancement of project cost for construction of office complex at Bandra Kurla Complex | [5.1.1] Issue of sanction with approval of the Competent Authority | Date | 1.00 | 30/11/2014 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 31/03/2015 |

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|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Excellent | Very Good | Good | Fair | Poor |
| | | | | | | | 100% | 90% | 80% | 70% | 60% |
| | | | | at Mumbai | | | | | | | |
| | | [5.2] | Creation of one post of IFA in CBI for financial autonomy | [5.2.1] Issue of sanction with approval of the Competent Authority | Date | 1.00 | 30/11/2014 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 31/03/2015 |
| | | [5.3] | Delegation of further financial powers to Director, CBI | [5.3.1] Issue of sanction with approval of the Competent Authority | Date | 1.00 | 30/11/2014 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 31/03/2015 |
| | | [5.4] | Framing Rules for Operationalization of Lokpal as per provisions of Lokpal and Lokayuktas Act, 2013 | [5.4.1] Notification of Rules under Clause (k) & (l) of Sub-Section (2) read with Sub-Section (1) of Section 59 of Lokpal and Lokayuktas Act, 2013 | Date | 1.00 | 31/12/2014 | 31/01/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |
| | | | | [5.4.2] Notification of amendments to the Lokpal Search Committee Rules based on observation made by the Supreme Court | Date | 1.00 | 31/10/2014 | 30/11/2014 | 31/12/2014 | 31/01/2015 | 28/02/2015 |
| [6] Formulation and implementation of the policy related to RTI | 9.00 | [6.1] | Facilitating access to best practices on RTI | [6.1.1] Organising four Regional and one National symposium on RTI | Number of Participants | 1.00 | 350 | 300 | 275 | 250 | 225 |
| | | | | [6.1.2] Publication of 2nd Volume of Compendium of | Date | 1.00 | 28/02/2015 | 07/03/2015 | 22/03/2015 | 25/03/2015 | 31/03/2015 |

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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% |
| | | | | | Best Practices on RTI | | | | | | | |
| | | [6.2] | Capacity building for RTI | [6.2.1] | Training the public authorities in 5 states regarding suo motu disclosure, including templates for the states. | Number | 1.00 | 125 | 110 | 100 | 90 | 80 |
| | | [6.3] | Revamping of RTI citizen portal viz. rti.gov.in to make it more informative and user friendly. | [6.3.1] | Addition of new features viz., reports on events on RTI (including photographs), updating of FAQs on RTI, providing topic based search facility for OMs and circulars, improved facility for citizens to share success stories/ best practices on RTI. | Date | 2.00 | 15/02/2015 | 28/02/2015 | 15/03/2015 | 22/03/2015 | 31/03/2015 |
| | | [6.4] | Extension of RTI ONLINE portal | [6.4.1] | Extending the facility to public authorities of attached/ subordinate offices of Ministries/ Departments and large PSUs. | Number | 1.00 | 25 | 20 | 15 | 10 | 5 |

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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% |
| | | [6.5] Strengthening suo motu disclosure by Public Authorities | [6.5.1] Third Party Audit of Proactive disclosure package of DOPT | Date | 2.00 | 31/07/2014 | 31/08/2014 | 30/09/2014 | 31/10/2014 | 30/11/2014 |
| | | | [6.5.2] Action taken on aforesaid audit report and publication of Action Taken Report on DOPT website | Date | 1.00 | 31/12/2014 | 31/01/2015 | 15/02/2015 | 28/02/2015 | 15/03/2015 |
| [7] Formulation and implementation of the policy of reservations in government services | 4.00 | [7.1] Issue of revised guidelines for implementing reservation for PwDs in Central Government | [7.1.1] Finalization of guidelines and submission to Competent Authority | Date | 2.00 | 31/10/2014 | 30/11/2014 | 31/12/2014 | 31/01/2015 | 28/02/2015 |
| | | [7.2] Reduction of backlog vacancies in reserved posts | [7.2.1] Submission of Cabinet Note for information of the Cabinet | Date | 2.00 | 31/12/2014 | 15/01/2015 | 01/02/2015 | 15/02/2015 | 28/02/2015 |
| [8] Capacity building of civil servants at all levels | 14.00 | [8.1] Organization of short-term training programme | [8.1.1] Capacity building of officers and staff of DoPT up to Under Secretary level | Number | 1.00 | 350 | 325 | 300 | 275 | 250 |
| | | [8.2] Building leadership qualities through Basic Leadership Skill (BLS) module at ISTM for CSS Officers | [8.2.1] Roll out of Basic Leadership Skill (BLS) module at ISTM for CSS officers. | Date | 1.00 | 31/12/2014 | 15/01/2015 | 31/01/2015 | 15/02/2015 | 01/03/2015 |
| | | [8.3] Setting up of a learning resource centre at ISTM for Trainers Development Programme | [8.3.1] Operationalisation of Learning Resource Centre | Date | 1.00 | 31/12/2014 | 15/01/2015 | 31/01/2015 | 15/02/2015 | 01/03/2015 |

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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% |
| | | | [8.3.2] Review, Revision and updation of TOT module | Date | 1.00 | 28/02/2015 | 10/03/2015 | 20/03/2015 | 25/03/2015 | 31/03/2015 |
| | | [8.4] Strengthening of Capacity of State ATIs | [8.4.1] Developing five year strategic action plan under SHRM project. for 8  State ATIs of  Assam, Meghalaya, West Bengal, Bihar, Rajasthan, Himachal Pradesh, Karnataka and Maharashtra | Date | 1.00 | 31/12/2014 | 15/01/2015 | 31/01/2015 | 15/02/2015 | 01/03/2015 |
| | | [8.5] Setting up of National Centre for Good Governance (NCGG) by upgradation, renaming and shifting of National Institute of Administrative Research to National Capital Region, with expanded mandate. | [8.5.1] Operationalisation of NCGG by setting up its Head Office in New Delhi and starting its activities. | Date | 1.00 | 30/09/2014 | 31/12/2014 | 31/01/2015 | 15/02/2015 | 01/03/2015 |
| | | | [8.5.2] Obtaining approval on Rs 95 crore Plan Scheme  of NCGG from   SFC | Date | 1.00 | 31/12/2014 | 15/01/2015 | 31/01/2015 | 15/02/2015 | 01/03/2015 |
| | | [8.6] Shift towards competency-based human resource management | [8.6.1] Completing preparatory work for Capacity Building of DOPT Officers based on | Date | 1.00 | 31/01/2015 | 15/02/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |

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|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Excellent | Very Good | Good | Fair | Poor |
| | | | | | | | 100% | 90% | 80% | 70% | 60% |
| | | | | competency Framework | | | | | | | |
| | | [8.7] | Specialized Capacity Building Programmes at University of California, Berkley under DFFT Scheme | [8.7.1] Organization of Programmes | Number | 2.00 | 40 | 35 | 30 | 25 | 20 |
| | | [8.8] | Training of Civil Servants | [8.8.1] Coverage under Domestic Training Programmes | Number | 1.00 | 24000 | 23000 | 22000 | 21000 | 20000 |
| | | | | [8.8.2] Coverage under Foreign Training Programmes | Number | 1.00 | 325 | 300 | 275 | 250 | 225 |
| | | [8.9] | Capacity Building Training programme for State Civil Service Officers and State Secretariat Service Officers of the North Eastern States at various ATIs / CTIs / Other Institutes | [8.9.1] Capacity building of Officers of North Eastern States | Number | 2.00 | 75 | 70 | 65 | 60 | 55 |
| [9] Reforms in Civil Services Examination | 8.00 | [9.1] | Implementation of the recommendations of Nigavekar Committee: Projection of 'Service Profile' of various Civil Services participating in Civil Services Examination (CSE), | [9.1.1] Finalization and uploading of Service Profiles on DoPT's web-site. | Date | 2.00 | 31/10/2014 | 30/11/2014 | 31/12/2014 | 31/01/2015 | 28/02/2015 |
| | | [9.2] | Rationalisation of Physical Requirements and Functional Classification for physically handicapped | [9.2.1] Notification of finalized Physical Requirements and Functional Classification (PR | Date | 2.00 | 31/05/2014 | 30/06/2014 | 31/07/2014 | 31/08/2014 | 30/09/2014 |

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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% |
| | | candidates for allocation of services on the basis of Civil Services Examination. | & FC). | | | | | | | |
| | | [9.3] Digitisation of medical reports of candidates who appear for medical examination before Central Standing Medical boards (CSMB) and Appellate Medical Boards in Hospitals. | [9.3.1] Developing software for feeding data in the medical report format by the hospitals | Date | 1.00 | 30/09/2014 | 31/10/2014 | 30/11/2014 | 31/12/2014 | 31/01/2015 |
| | | | [9.3.2] Uploading of software in the computers of designated hospitals and training of staffs of hospitals by NIC for its implementation | Date | 1.00 | 31/10/2014 | 30/11/2014 | 31/12/2014 | 31/01/2015 | 28/02/2015 |
| | | [9.4] Preparation of clarificatory guideline/note on various aspects concerning Civil Services Examination (CSE) Rules and placing the same on DoPT's web site for greater understanding of prospective candidates. | [9.4.1] Finalization of clarificatory guidelines for submission to the Competent Authority. | Date | 2.00 | 31/05/2014 | 30/06/2014 | 31/07/2014 | 31/08/2014 | 30/09/2014 |
| [10] Welfare of Central Government employees | 3.00 | [10.1] Updation of Compendium on welfare programmes / instructions for Central | [10.1.1] Finalisation and release of compendium | Date | 2.00 | 31/01/2015 | 28/02/2015 | 15/03/2015 | 25/03/2015 | 31/03/2015 |

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

| Objective | Weight | Action | Success Indicator | Unit | Weight | Target / Criteria Value | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Excellent 100% | Very Good 90% | Good 80% | Fair 70% | Poor 60% |
| | | Government employees | | | | | | | | |
| | | [10.2] Coaching and Camps during summer for children of Government employees. | [10.2.1] Holding of coaching and Camps | Date | 1.00 | 20/06/2014 | 30/06/2014 | 15/07/2014 | 31/07/2014 | 15/08/2014 |
| [11] Support to autonomous organizations and improvement in efficient functioning of Responsibility Centres | 1.00 | [11.1] Strengthening of Central Information Commission (CIC) | [11.1.1] Provision of additional space for office accommodation of CIC. | Date | 1.00 | 31/01/2015 | 15/02/2015 | 28/02/2015 | 15/03/2015 | 31/03/2015 |
| * Efficient Functioning of the RFD System | 3.00 | Timely submission of Draft RFD for 2015-2016 for Approval | On-time submission | Date | 2.0 | 05/03/2015 | 06/03/2015 | 09/03/2015 | 10/03/2015 | 11/03/2015 |
| | | Timely submission of Results for 2013-2014 | On-time submission | Date | 1.0 | 01/05/2014 | 02/05/2014 | 03/05/2014 | 06/05/2014 | 07/05/2014 |
| * Enhanced Transparency / Improved Service delivery of Ministry/Department | 3.00 | Rating from Independent Audit of implementation of Citizens' / Clients' Charter (CCC) | Degree of implementation of commitments in CCC | % | 2.0 | 100 | 95 | 90 | 85 | 80 |
| | | Independent Audit of implementation of Grievance Redress Management (GRM) system | Degree of success in implementing GRM | % | 1.0 | 100 | 95 | 90 | 85 | 80 |
| * Reforming Administration | 8.00 | Update departmental strategy to align with revised priorities | Date | Date | 2.0 | 01/11/2014 | 02/11/2014 | 03/11/2014 | 04/11/2014 | 05/11/2014 |
| | | Implement agreed milestones of approved Mitigating Strategies for Reduction of potential risk of corruption (MSC). | % of Implementation | % | 1.0 | 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 | Very Good | Good | Fair | Poor |
| | | | | | | 100% | 90% | 80% | 70% | 60% |
| | | Implement agreed milestones for implementation of ISO 9001 | % of implementation | % | 2.0 | 100 | 95 | 90 | 85 | 80 |
| | | % of Responsibility Centres with RFD in RFMS | Responsibility Centres covered | % | 1.0 | 100 | 95 | 90 | 85 | 80 |
| | | Implement agreed milestones of approved Innovation Action Plans (IAPs). | % of implementation | % | 2.0 | 100 | 90 | 80 | 70 | 60 |
| * Improve compliance with 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 31.3.2014. | 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 31.3.2014 | 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 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| [1] Improve personnel management in government through an overarching, credible, accountable and transparent personnel policy. | [1.1] Online filing of Performance Appraisal Reports (PARs) | [1.1.1] Percentage of the officers whose PARs are generated online by 31.12.14. | % | 0 | 0 | 60 | 0 | 0 |
| | [1.2] Online filing of IPRs (Immovable Property Returns) of IAS officers | [1.2.1] Operationalisation of the module | Date | -- | -- | 15/10/2014 | -- | -- |
| | [1.3] Setting up of an e-module on cases having precedent values in ACC proposals | [1.3.1] Operationalisation of the e-module | Date | -- | -- | 31/01/2015 | -- | -- |
| | | [1.3.2] No. of persons trained | Number | 0 | 0 | 20 | 0 | 0 |
| | [1.4] Bringing in more transparency in retention of officers in offer list at Joint Secretary level. | [1.4.1] Operationalization of the Module | Date | -- | -- | 31/12/2014 | -- | -- |
| | [1.5] Bringing in more transparency in appointment of officers at the level of Joint Secretary. | [1.5.1] Operationalization of the Module | Date | -- | -- | 31/12/2014 | -- | -- |
| | [1.6] Enhancement of Empanelment and Appraisal System (EASY) | [1.6.1] Security, audit and implementation of software | Date | 17/12/2012 | 17/09/2013 | 31/01/2015 | -- | -- |
| | [1.7] Setting up of an e-Record Room | [1.7.1] Completion of scanning of files of the last ten years | Date | -- | -- | 31/10/2014 | -- | -- |

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# Section 3:
# Trend Values of the Success Indicators

| Objective | Action | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | | | | | | | | |
| | | [1.7.2] Operationalization of the software | Date | -- | -- | 31/01/2015 | -- | -- |
| | [1.8] To amend AIS (Conduct) Rules, 1968 with a view to further strengthen public service values and ethics. | [1.8.1] Issuance of Notification of revised AIS (Conduct) Rules, 1968 in the Gazette of India. | Date | -- | -- | 31/01/2015 | -- | -- |
| | [1.9] To amend AIS (D&A) Rules, 1969 to strengthen the safeguards to AIS officers. | [1.9.1] Issuance of Notification of revised AIS (D&A) Rules, 1969 in the Gazette of India. | Date | -- | -- | 31/01/2015 | -- | -- |
| | [1.10] Preparation of consolidated guidelines on the policy of inter-cadre deputation and transfer of All India Service officers | [1.10.1] Submission of consolidated guidelines to the Competent Authority for approval. | Date | -- | -- | 30/11/2014 | -- | -- |
| | [1.11] Clarification to align provisions relating to Leave Rules with Section 47 of Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 | [1.11.1] Completion of inter-ministerial consultations | Date | -- | -- | 15/11/2014 | -- | -- |
| | | [1.11.2] Issue of formal orders | Date | -- | -- | 07/03/2015 | -- | -- |

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# Section 3:
# Trend Values of the Success Indicators

| Objective | Action | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | [1.12]Review of Model Calendar for DPCs to compress the time frame for conducting DPCs | [1.12.1] Issue of instructions | Date | -- | -- | 15/02/2015 | -- | -- |
| | [1.13]Delegation of DPCs up to Selection Grade to Ministries/ Departments | [1.13.1] Completion of inter-ministerial consultations | Date | -- | -- | 15/09/2014 | -- | -- |
| | | [1.13.2] Finalization of note for submission to competent authority | Date | -- | -- | 07/03/2015 | -- | -- |
| | [1.14]Monitoring of backlog of cases of compassionate appointment | [1.14.1] Submission of status note to the competent authority | Date | -- | -- | 15/01/2015 | -- | -- |
| | [1.15]Implementation of e-Office in Training and Administration Divisions of DoPT | [1.15.1] Submission of files through e-Office Mode | % | -- | -- | 4 | 6 | 8 |
| | [1.16]Implementation of Internship Scheme | [1.16.1] Operationalization of the online module for inviting application for the internship | Date | -- | -- | 14/02/2015 | -- | -- |
| | | [1.16.2] Completion of the internship by interns | Days | -- | -- | 70 | -- | -- |
| | [1.17]Building confidence and morale of the bureaucracy | [1.17.1] Amendments in the Prevention of Corruption Act for protection of honest public servants- | Date | -- | -- | 30/11/2014 | -- | -- |

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# Section 3:
# Trend Values of the Success Indicators

| Objective | Action | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | | Submission of Note for official amendments in the Prevention of Corruption (Amendment) Bill on the basis of recommendation made by Parliamentary Standing Committee | | | | | | |
| | [1.18]Policy Note on opening up government to draw expertise from the industry, academia and society in the services | [1.18.1] Finalization of Policy Note | Date | -- | -- | 15/03/2015 | -- | -- |
| [2]   Management of the IAS cadre | [2.1]  Cadre Review of IAS Cadre of five States | [2.1.1]  Completion of Cadre Review | Date | -- | -- | 31/01/2015 | -- | -- |
| [3]   Management of Cadres (other than IAS) under administrative control of the Department | [3.1]  Cadre Review of CSS | [3.1.1]  Decisions on the recommendations of the Cadre Review Committee | Date | -- | -- | 31/01/2015 | -- | -- |
| | [3.2]  Timely regular promotion to the grade of Under Secretary of the CSS | [3.2.1]  Issuance of Select List for the year 2012 | Date | -- | -- | 31/01/2015 | 31/12/2016 | 30/11/2017 |
| | [3.3]  Issuance of zone for regular promotion to the grade of Section Officer of CSS | [3.3.1]  Number of months from declaration of results of Limited Departmental Competitive Examinations by the | Months | -- | -- | 5 | 4 | 3 |

# Section 3:
# Trend Values of the Success Indicators

| Objective | Action | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | | UPSC for the years 2012 and 2013 | | | | | | |
| | [3.4] Filling up of physical vacancies in the grade of Section Officer existing as on 1.4.2014 | [3.4.1] Percentage of vacancies filled up | % | -- | -- | 70 | 75 | 80 |
| | [3.5] Time bound operationalisation of modules in the web based cadre management system for:<br>(i) intimation of death, long leave<br>(ii) Cadre clearance for non-mandatory long-term domestic training/foreign training<br>(iii) Cadre clearance for private foreign visits<br>(iv) For resignation/technical resignation | [3.5.1] Application, design and development validation, user acceptance of modules for CSS | Date | -- | -- | 31/01/2015 | -- | -- |
| | | [3.5.2] Application, design and development validation, user acceptance of modules for CSSS | Date | -- | -- | 07/03/2015 | -- | -- |
| | [3.6] Timely promotion in the cadre of CSSS | [3.6.1] Assessment of vacancies of PSO / Sr. PPS / PPS | Date | -- | -- | 31/08/2014 | 31/08/2015 | 31/08/2016 |

# Section 3:
# Trend Values of the Success Indicators

| Objective | Action | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | | [3.6.2] Convening of meeting of Selection Committee for promotion to PSO grade for the year 2014 | Date | -- | -- | 30/09/2014 | 30/09/2015 | 30/09/2016 |
| | | [3.6.3] Holding of DPCs by UPSC for promotion to Sr. PPS / PPS for the year 2014 | Date | -- | -- | 15/01/2015 | 15/01/2016 | 15/01/2017 |
| | | [3.6.4] Issue of promotion orders of PSO for the year 2014 | Date | -- | -- | 31/10/2014 | 31/10/2015 | 31/10/2016 |
| | | [3.6.5] Issue of promotion orders of Sr. PPS / PPS for the year 2014 | Date | -- | -- | 15/02/2015 | 15/02/2015 | 15/02/2016 |
| [4] Expedite action in vigilance/disciplinary matters of all cadres | [4.1] Submission to Disciplinary Authority for decision on proposals (complete as per check list) for initiation of Departmental proceedings | [4.1.1] Percentage of number of cases submitted to the Disciplinary Authority within a period of two months. | % | -- | -- | 80 | -- | -- |
| | [4.2] Submission of Departmental proceeding cases for decision of the Disciplinary Authority after completion of relevant stages under the disciplinary rules | [4.2.1] Percentage of number of cases submitted to the Disciplinary Authority within a period of two months. | % | -- | -- | 80 | -- | -- |

# Section 3:
# Trend Values of the Success Indicators

| Objective | | Action | | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|---|---|
| [5] | Strengthen Anti-corruption Institutions with a view to improve their performance | [5.1] | Enhancement of project cost for construction of office complex at Bandra Kurla Complex at Mumbai | [5.1.1] Issue of sanction with approval of the Competent Authority | Date | -- | -- | 31/12/2014 | -- | -- |
| | | [5.2] | Creation of one post of IFA in CBI for financial autonomy | [5.2.1] Issue of sanction with approval of the Competent Authority | Date | -- | -- | 31/12/2014 | -- | -- |
| | | [5.3] | Delegation of further financial powers to Director, CBI | [5.3.1] Issue of sanction with approval of the Competent Authority | Date | -- | -- | 31/12/2014 | -- | -- |
| | | [5.4] | Framing Rules for Operationalization of Lokpal as per provisions of Lokpal and Lokayuktas Act, 2013 | [5.4.1] Notification of Rules under Clause (k) & (l) of Sub-Section (2) read with Sub-Section (1) of Section 59 of Lokpal and Lokayuktas Act, 2013 | Date | -- | -- | 31/01/2015 | -- | -- |
| | | | | [5.4.2] Notification of amendments to the Lokpal Search Committee Rules based on observation made by the Supreme Court | Date | -- | -- | 30/11/2014 | -- | -- |
| [6] | Formulation and implementation of the policy related to RTI | [6.1] | Facilitating access to best practices on RTI | [6.1.1] Organising four Regional and one National symposium on RTI | Number of Participants | -- | -- | 300 | 350 | 400 |

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

| Objective | Action | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | | [6.1.2] Publication of 2nd Volume of Compendium of Best Practices on RTI | Date | -- | 27/02/2014 | 07/03/2015 | 29/02/2016 | 28/02/2017 |
| | [6.2] Capacity building for RTI | [6.2.1] Training the public authorities in 5 states regarding suo motu disclosure, including templates for the states. | Number | -- | -- | 110 | 125 | 150 |
| | [6.3] Revamping of RTI citizen portal viz. rti.gov.in to make it more informative and user friendly. | [6.3.1] Addition of new features viz., reports on events on RTI (including photographs), updating of FAQs on RTI, providing topic based search facility for OMs and circulars, improved facility for citizens to share success stories/ best practices on RTI. | Date | -- | -- | 28/02/2015 | -- | -- |
| | [6.4] Extension of RTI ONLINE portal | [6.4.1] Extending the facility to public authorities of attached/ subordinate offices of Ministries/ Departments and large PSUs. | Number | -- | -- | 20 | 30 | 40 |

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# Section 3:
# Trend Values of the Success Indicators

| Objective | Action | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | | | | | | | | |
| | [6.5] Strengthening suo motu disclosure by Public Authorities | [6.5.1] Third Party Audit of Proactive disclosure package of DOPT | Date | -- | -- | 31/08/2014 | 15/08/2015 | 31/07/2016 |
| | | [6.5.2] Action taken on aforesaid audit report and publication of Action Taken Report on DOPT website | Date | -- | -- | 31/01/2015 | 15/01/2015 | 31/12/2016 |
| [7] Formulation and implementation of the policy of reservations in government services | [7.1] Issue of revised guidelines for implementing reservation for PwDs in Central Government | [7.1.1] Finalization of guidelines and submission to Competent Authority | Date | -- | -- | 30/11/2014 | -- | -- |
| | [7.2] Reduction of backlog vacancies in reserved posts | [7.2.1] Submission of Cabinet Note for information of the Cabinet | Date | -- | -- | 15/01/2015 | 31/12/2015 | 31/12/2016 |
| [8] Capacity building of civil servants at all levels | [8.1] Organization of short-term training programme | [8.1.1] Capacity building of officers and staff of DoPT up to Under Secretary level | Number | -- | -- | 325 | -- | -- |
| | [8.2] Building leadership qualities through Basic Leadership Skill (BLS) module at ISTM for CSS Officers | [8.2.1] Roll out of Basic Leadership Skill (BLS) module at ISTM for CSS officers. | Date | -- | -- | 15/01/2015 | -- | -- |
| | [8.3] Setting up of a learning resource centre at ISTM for | [8.3.1] Operationalisation of Learning Resource Centre | Date | -- | -- | 15/01/2015 | -- | -- |

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# Section 3:
# Trend Values of the Success Indicators

| Objective | Action | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | Trainers Development Programme | | | | | | | |
| | | [8.3.2] Review, Revision and updation of TOT module | Date | -- | -- | 10/03/2015 | -- | -- |
| | [8.4] Strengthening of Capacity of State ATIs | [8.4.1] Developing five year strategic action plan under SHRM project. for 8 State ATIs of Assam, Meghalaya, West Bengal, Bihar, Rajasthan, Himachal Pradesh, Karnataka and Maharashtra | Date | -- | -- | 15/01/2015 | -- | -- |
| | [8.5] Setting up of National Centre for Good Governance (NCGG) by upgradation, renaming and shifting of National Institute of Administrative Research to National Capital Region, with expanded mandate. | [8.5.1] Operationalisation of NCGG by setting up its Head Office in New Delhi and starting its activities. | Date | -- | -- | 31/12/2014 | -- | -- |
| | | [8.5.2] Obtaining approval on Rs 95 crore Plan Scheme of NCGG from SFC | Date | -- | -- | 15/01/2015 | -- | -- |
| | [8.6] Shift towards competency-based human resource management | [8.6.1] Completing preparatory work for Capacity Building of DOPT Officers based on competency Framework | Date | -- | -- | 15/02/2015 | -- | -- |

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# Section 3:
# Trend Values of the Success Indicators

| Objective | Action | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | | | | | | | | |
| | [8.7] Specialized Capacity Building Programmes at University of California, Berkley under DFFT Scheme | [8.7.1] Organization of Programmes | Number | -- | -- | 35 | -- | -- |
| | [8.8] Training of Civil Servants | [8.8.1] Coverage under Domestic Training Programmes | Number | -- | -- | 23000 | 24000 | 25000 |
| | | [8.8.2] Coverage under Foreign Training Programmes | Number | -- | -- | 300 | 325 | 350 |
| | [8.9] Capacity Building Training programme for State Civil Service Officers and State Secretariat Service Officers of the North Eastern States at various ATIs / CTIs / Other Institutes | [8.9.1] Capacity building of Officers of North Eastern States | Number | -- | -- | 70 | 80 | 90 |
| [9] Reforms in Civil Services Examination | [9.1] Implementation of the recommendations of Nigavekar Committee: Projection of 'Service Profile' of various Civil Services participating in Civil Services Examination (CSE), | [9.1.1] Finalization and uploading of Service Profiles on DoPT's web-site. | Date | -- | -- | 30/11/2014 | -- | -- |
| | [9.2] Rationalisation of Physical Requirements and Functional | [9.2.1] Notification of finalized Physical Requirements and Functional | Date | -- | -- | 30/06/2014 | -- | -- |

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

| Objective | Action | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | Classification for physically handicapped candidates for allocation of services on the basis of Civil Services Examination. | Classification (PR & FC). | | | | | | |
| | [9.3] Digitisation of medical reports of candidates who appear for medical examination before Central Standing Medical boards (CSMB) and Appellate Medical Boards in Hospitals. | [9.3.1] Developing software for feeding data in the medical report format by the hospitals | Date | -- | -- | 31/10/2014 | -- | -- |
| | | [9.3.2] Uploading of software in the computers of designated hospitals and training of staffs of hospitals by NIC for its implementation | Date | -- | -- | 30/11/2014 | -- | -- |
| | [9.4] Preparation of clarificatory guideline/note on various aspects concerning Civil Services Examination (CSE) Rules and placing the same on DoPT's web site for greater understanding of prospective | [9.4.1] Finalization of clarificatory guidelines for submission to the Competent Authority. | Date | -- | -- | 30/06/2014 | -- | -- |

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# Section 3:
# Trend Values of the Success Indicators

| Objective | Action | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | candidates. | | | | | | | |
| [10] Welfare of Central Government employees | [10.1]Updation of Compendium on welfare programmes / instructions for Central Government employees | [10.1.1] Finalisation and release of compendium | Date | -- | -- | 28/02/2015 | -- | -- |
| | [10.2]Coaching and Camps during summer for children of Government employees. | [10.2.1] Holding of coaching and Camps | Date | -- | -- | 30/06/2014 | 30/06/2015 | 30/06/2016 |
| [11] Support to autonomous organizations and improvement in efficient functioning of Responsibility Centres | [11.1]Strengthening of Central Information Commission (CIC) | [11.1.1] Provision of additional space for office accommodation of CIC. | Date | -- | -- | 15/02/2015 | -- | -- |
| * Efficient Functioning of the RFD System | Timely submission of Draft RFD for 2015-2016 for Approval | On-time submission | Date | -- | 04/03/2013 | 06/03/2015 | -- | -- |
| | Timely submission of Results for 2013-2014 | On-time submission | Date | -- | 28/04/2014 | 02/05/2014 | -- | -- |
| * Enhanced Transparency / Improved Service delivery of Ministry/Department | Rating from Independent Audit of implementation of Citizens' / Clients' Charter (CCC) | Degree of implementation of commitments in CCC | % | -- | -- | 95 | -- | -- |
| | Independent Audit of implementation of Grievance Redress Management (GRM) | Degree of success in implementing GRM | % | -- | -- | 95 | -- | -- |

* Mandatory Objective(s)

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

| Objective | Action | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | system | | | | | | | |
| * Reforming Administration | Update departmental strategy to align with revised priorities | Date | Date | -- | -- | 02/11/2014 | -- | -- |
| | Implement agreed milestones of approved Mitigating Strategies for Reduction of potential risk of corruption (MSC). | % of Implementation | % | -- | -- | 90 | -- | -- |
| | Implement agreed milestones for implementation of ISO 9001 | % of implementation | % | -- | -- | 95 | -- | -- |
| | % of Responsibility Centres with RFD in RFMS | Responsibility Centres covered | % | -- | -- | 95 | -- | -- |
| | Implement agreed milestones of approved Innovation Action Plans (IAPs). | % of implementation | % | -- | -- | 90 | -- | -- |
| * Improve compliance with 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 | -- | -- |
| | 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 | -- | -- |

* Mandatory Objective(s)

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

| Objective | Action | Success Indicator | Unit | Actual Value for FY 12/13 | Actual Value for FY 13/14 | Target Value for FY 14/15 | Projected Value for FY 15/16 | Projected Value for FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | | | | | | | | |
| | Early disposal of pending ATNs on Audit Paras of C&AG Reports presented to Parliament before 31.3.2014. | Percentage of outstanding ATNs disposed off during the year. | % | -- | -- | 90 | -- | -- |
| | Early disposal of pending ATRs on PAC Reports presented to Parliament before 31.3.2014 | Percentage of outstanding ATRS disposed off during the year. | % | -- | -- | 90 | -- | -- |

* Mandatory Objective(s)

# Section 4:
# Acronym

| SI.No | Acronym | Description |
|---|---|---|
| 1 | ACC | Appointments Committee of the Cabinet |
| 2 | AIS | All India Services |
| 3 | AIS (D and A) | All India Services (Discipline and Appeal) |
| 4 | APAR | Annual Performance Appraisal Report |
| 5 | APMS | ACC Proposals Monitoring System |
| 6 | ATIs | Administrative Training Institutes |

# Section 4:
# Acronym

| SI.No | Acronym | Description |
|---|---|---|
| 7 | ATN | Action Taken Note |
| 8 | ATR | Action Taken Report |
| 9 | AVMS | ACC Vacancy Monitoring System |
| 10 | BLS | Basic Leadership Skill |
| 11 | CAG | Comptroller and Auditor General |
| 12 | CBI | Central Bureau of Investigation |

# Section 4:
# Acronym

| SI.No | Acronym | Description |
|---|---|---|
| 13 | CCA | Cadre Controlling Authority |
| 14 | CCAs | Cadre Controlling Authorities |
| 15 | CCC | Citizens / Clients Charter |
| 16 | CSE | Civil Services Examination |
| 17 | CSMB | Central Standing Medical Board |
| 18 | CSS | Central Secretariat Service |

# Section 4:
# Acronym

| SI.No | Acronym | Description |
|---|---|---|
| 19 | CSSS | Central Secretariat Stenographer Service |
| 20 | CTIs | Central Training Institutes |
| 21 | CVC | Central Vigilance Commission |
| 22 | DFFT | Domestic Funding of Foreign Training |
| 23 | DOPT | Department of Personnel and Training |
| 24 | DPC | Departmental Promotion Committee |

# Section 4:
# Acronym

| SI.No | Acronym | Description |
|---|---|---|
| 25 | DPE | Department of Public Enterprises |
| 26 | EASY | Empanelment and Appraisal SYstem |
| 27 | FAQs | Frequently Asked Questions |
| 28 | GRM | Grievance Redress Management |
| 29 | HC | High Court |
| 30 | IAP | Innovation Action Plan |

# Section 4:
# Acronym

| SI.No | Acronym | Description |
|---|---|---|
| 31 | IAS | Indian Administrative Service |
| 32 | ICT | Information and Communication Technology |
| 33 | IFA | Integrated Financial Adviser |
| 34 | IFD | Integrated Finance Division |
| 35 | IPR | Immovable Property Returns |
| 36 | ISO | International Organization for Standardization |

# Section 4:
# Acronym

| SI.No | Acronym | Description |
|---|---|---|
| 37 | ISTM | Institute of Secretariat Training and Management |
| 38 | LDCE | Limited Departmental Competitive Examination |
| 39 | MHA | Ministry of Home Affairs |
| 40 | MoF | Ministry of Finance |
| 41 | MOS(PP) | Minister of State (Personnel and Pensions) |
| 42 | MSC | Mitigating Strategies for Reduction of Potential Risk of Corruption (MSC) |

# Section 4:
# Acronym

| SI.No | Acronym | Description |
|-------|---------|-------------|
| 43 | NCGG | National Centre for Good Governance |
| 44 | NIC | National Informatics Centre |
| 45 | PAC | Public Accounts Committee |
| 46 | PAR | Performance Appraisal Reports |
| 47 | PESB | Public Enterprises Selection Board |
| 48 | PM | Prime Minister |

# Section 4:
# Acronym

| SI.No | Acronym | Description |
|---|---|---|
| 49 | PPS | Principal Private Secretary |
| 50 | PR and FC | Physical Requirement and Functional Classification |
| 51 | PSO | Principal Staff Officer |
| 52 | PSUs | Public Sector Undertakings |
| 53 | PwD | Persons with Disabilities |
| 54 | RFD | Results Framework Document |

# Section 4:
# Acronym

| SI.No | Acronym | Description |
|---|---|---|
| 55 | RFMS | Results Framework Monitoring System |
| 56 | RTI | Right to Information |
| 57 | SC | Supreme Court |
| 58 | SCSC | Search Cum Selection Committee |
| 59 | SHRM | Strengthening Human Resource Management |
| 60 | SJE | Social Justice and Empowerment |

## Section 4:
## Acronym

| SI.No | Acronym | Description |
|-------|---------|-------------|
| 61 | SO | Section Officer |
| 62 | SQ | Seniority Quota |
| 63 | Sr. PPS | Senior Principal Private Secretary |
| 64 | UPSC | Union Public Service Commission |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 1 | [1.1.1] Percentage of the officers whose PARs are generated online by 31.12.14. | Online filing of Performance Appraisal Reports (PARs) | A system to bring in greater probity and transparency in writing of PARs and filing of IPRs. | Percentage (%) | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 2 | [1.2.1] Operationalisation of the module | Online filing of IPRs (Immovable Property Returns) of IAS officers | A system to bring in greater probity and transparency in writing of PARs and filing of IPRs. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 3 | [1.3.1] Operationalisation of the e-module | Setting up of an e-module on cases having precedent values in ACC proposals | A system to ensure easy retrieval of the record thereby assuring uniformity in processing of cases | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 4 | [1.3.2] No. of persons trained | To train officer in operations of e-module | A system to ensure easy retrieval of the record thereby assuring uniformity in processing of cases | Number | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 5 | [1.4.1] Operationalization of the Module | Bringing in more transparency in retention of officers in the offer list at Joint Secretary level | A system to ensure transparency in retention and appointment of officers to the posts of JS through e-mail and SMS alerts. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|-------|-------------------|-------------|------------|-------------|------------------|
| 6 | [1.5.1] Operationalization of the Module | Bringing in more transparency in appointment of officers at the level of Joint Secretary | A system to ensure transparency in retention and appointment of officers to the posts of JS through e-mail and SMS alerts. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 7 | [1.6.1] Security, audit and implementation of software | Enhancement of Empanelment & Appraisal System (EASY) | A system to bring transparency in the empanelment and appraisal system | Date | This is a new success indicator / activity. Therefore, no trend values are available |
| 8 | [1.6.1] Security, audit and implementation of software | Enhancement of Empanelment & Appraisal System (EASY) | A system to bring transparency in the empanelment and appraisal system | Date | Action will be finalised in the FY 14-15 hence no projected values. |
| 9 | [1.7.1] Completion of scanning of files of the last ten years | Setting up of e-record room | A system to facilitate easy retrieval and safe custody of the old record | Date | New activity and hence no actual values for FY 12/13 and FY 13/14 and It will be finalised in the FY 14-15 hence no trend values. |
| 10 | [1.7.2] Operationalization of the software | Setting up of e-record room | A system to facilitate easy retrieval and safe custody of the old record | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 11 | [1.8.1] Issuance of Notification of revised AIS (Conduct) Rules, 1968 in the Gazette of India. | To amend AIS (Conduct) Rules, 1968 with a view to further strengthen public service values and ethics. | Already exists under AIS (Conduct) Rules, 1968. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 12 | [1.9.1] Issuance of Notification of revised AIS (D&A) Rules, 1969 in the Gazette of India. | To amend AIS (D&A) Rules, 1969 to strengthen the safeguards to All India Services officers | Already exists under AIS (D&A) Rules, 1969 | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 13 | [1.10.1] Submission of consolidated guidelines to the Competent Authority for approval. | Consolidation of all the guidelines and instructions available on inter cadre deputation/ Cadre transfer of AIS officers to be done at one place | Cadre change policy and inter-cadre deputation guidelines for AIS officers are available through various O.M.s, guidelines etc. | Date | This is required to consolidate all the guidelines and instructions available on inter cadre deputation/ Cadre transfer of AIS officers at one place and take away the obsolete or overlapping instructions from circulation so as to ensure faster and smoother decision making process. Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 14 | [1.11.1] Completion of inter-ministerial consultations | Review of provisions relating to Leave etc. is necessitated in the light of various juridical pronouncements having a bearing on application of the Section 47 of The Persons with | The definition of disabilities is given in the Section 2(i) of Persons with Disabilities (Equal Opportunities, Protection of Rights and Full | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 14 | [1.11.1] Completion of inter-ministerial consultations | Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 to Central Government employees. | Participation) Act, 1995. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 15 | [1.11.2] Issue of formal orders | Review of provisions relating to Leave etc. is necessitated in the light of various juridical pronouncements having a bearing on application of the Section 47 of The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 to Central Government employees. | The definition of disabilities is given in the Section 2(i) of Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 16 | [1.12.1] Issue of instructions | The Model Calendar for Departmental Prom-otion Committees issued by this Department vide The time schedule prescribed in the Model Calendar for Departmental Promotion Committees issued by this Department vide O.M. No.22011/9/98-Estt.(D) dated 8th September 1998 is to be reviewed so that the process for promotion by 'Selection' becomes faster. | The Model Calendar for Departmental Promotion Committees provides for an indicative time schedule for various events involved in pre/post DPC related actions. UPSC has introduced Single Window System for accepting complete proposals. This Department has also issued instructions on timely completion of APARs indicating time-line for various stages in | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 16 | [1.12.1] Issue of instructions | The Model Calendar for Departmental Prom-otion Committees issued by this Department vide The time schedule prescribed in the Model Calendar for Departmental Promotion Committees issued by this Department vide O.M. No.22011/9/98-Estt.(D) dated 8th September 1998 is to be reviewed so that the process for promotion by 'Selection' becomes faster. | completion of the APARs. This necessitates review of time schedule prescribed in the Model Calendar. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 17 | [1.13.1] Completion of inter-ministerial consultations | Promotion of officers through Departmental Promotion Committees (DPC), up to the level of Selection Grade, which is done through UPSC is proposed to be delegated to the concerned Departments through Inter ¬Ministerial Consultation by amendment to the UPSC (Exemption from Consultation) Regulations, 1968. | As per extant instructions, in DPCs, UPSC has to be consulted if the post for which selection is to be made is having the maximum pay which is of and above the level of Junior Administrative Grade (JAG). Group of Ministers (GoM) on Administrative Reforms Commission (ARC) has accepted the recommendation of the ARC that for promotion of officers up to the level of selection grade may be delegated to the | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|-------|-------------------|-------------|------------|-------------|------------------|
| 17 | [1.13.1] Completion of inter-ministerial consultations | Promotion of officers through Departmental Promotion Committees (DPC), up to the level of Selection Grade, which is done through UPSC is proposed to be delegated to the concerned Departments through Inter ¬Ministerial Consultation by amendment to the UPSC (Exemption from Consultation) Regulations, 1968. | concerned departments. This will be carried out through this action point. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 18 | [1.13.2] Finalization of note for submission to competent authority | Promotion of officers through Departmental Promotion Committees (DPC), up to the level of Selection Grade, which is done through UPSC is proposed to be delegated to the concerned Departments through Inter ¬Ministerial Consultation by amendment to the UPSC (Exemption from Consultation) Regulations, 1968. | As per extant instructions, in DPCs, UPSC has to be consulted if the post for which selection is to be made is having the maximum pay which is of and above the level of Junior Administrative Grade (JAG). Group of Ministers (GoM) on Administrative Reforms Commission (ARC) has accepted the recommendation of the ARC that for promotion of officers up to the level of selection grade  may be delegated to the concerned departments. This will be carried out | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 18 | [1.13.2] Finalization of note for submission to competent authority | Promotion of officers through Departmental Promotion Committees (DPC), up to the level of Selection Grade, which is done through UPSC is proposed to be delegated to the concerned Departments through Inter ¬Ministerial Consultation by amendment to the UPSC (Exemption from Consultation) Regulations, 1968. | through this action point. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values |
| 19 | [1.14.1] Submission of status note to the competent authority | The policy of compassionate appointment applicable to all Ministries/Departments will be monitored by seeking periodical reports on backlog of cases of compassionate appointment. | The Scheme for compassionate appointment in Central Government Departments/Ministries is an exception to the general rule that appointments in the public services should be made strictly on the basis of open invitation of applications and merit.  Under the Scheme, a dependent family member of a deceased Government employee is given appointment on compassionate grounds in order to enable the aggrieved family to tide | Date | Introduced for the first time in the FY 14-15  hence no trend values are possible. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 19 | [1.14.1] Submission of status note to the competent authority | The policy of compassionate appointment applicable to all Ministries/Departments will be monitored by seeking periodical reports on backlog of cases of compassionate appointment. | over the financial crisis caused due to the death or untimely retirement on medical grounds of the sole earning member. | Date | Introduced for the first time in the FY 14-15 hence no trend values are possible. |
| 20 | [1.15.1] Submission of files through e-Office Mode | It has been decided to gradually introduce paperless office procedures through e submission of files/notes | e-submission of files will ensure speedy decision making and transparency and will promote environment friendly (paperless) office practices | Percentage of files covered has been taken as unit | Introduced for the first time in FY 14-15 hence no actual values for the previous financial years. |
| 21 | [1.16.1] Operationalization of the online module for inviting application for the internship | | | | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 22 | [1.16.2] Completion of the internship by interns | | | | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 23 | [1.17.1] Amendments in the Prevention of Corruption Act for protection of honest public servants-Submission of Note for official amendments in the Prevention of Corruption (Amendment) Bill on the basis of recommendation made by Parliamentary Standing Committee | The pending Bill seeks to incorporate amendments, inte-alia, to section 13 and section 19 of the PC Act in order to protect honest public servants from being prosecuted for things done in bona fide discharge of official | | | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 23 | | functions. The Parliamentary Standing Committee has made a number of the recommendations for improvements in the Bill which are now being processed for taking final decisions and for moving official amendments in the Bill. | | | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 24 | [1.18.1] Finalization of Policy Note | 6th CPC recommended for lateral entry (SAG and above posts) requiring technical/specialized knowledge; To open up Government to draw expertize from the industry, academia and society in the services as included in BJP Manifesto; 2nd ARC has recommended that with a view to widening the pool of candidates for selection to senior positions, candidates for selection to senior positions, candidates outside the Government system should be allowed to complete for certain posts at senior levels. | | | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 25 | [2.1.1] Completion of Cadre Review | The Cadre Restructuring Committee report is a composite document. Its various recommendations are to be examined and to be approved by the competent authorities viz. | As defined in IAS cadre Rules 1954 and IAS Pay Rules 2007. | Date | No trend value as the action point is introduced for the first time and it is one time activity. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 25 | [2.1.1] Completion of Cadre Review | MoS (PP), MoF, PM and The Cabinet as the case may be. | As defined in IAS cadre Rules 1954 and IAS Pay Rules 2007. | Date | No trend value as the action point is introduced for the first time and it is one time activity. |
| 26 | [3.1.1] Decisions on the recommendations of the Cadre Review Committee | Reviewing the cadre structure of CSS alongwith the feeder cadre to harmonise functional needs with legitimate career expectations of its members. | The Committee on the Cadre Review submitted its report in the month of December 2013. | Date | This is the third cadre review of CSS. Introduced in RFD for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values |
| 27 | [3.2.1] Issuance of Select List for the year 2012 | Substantive appointment in the grade of US is made on the basis of Select List. | Select List is issued on the recommendations of DPC convened by the UPSC | Date | On account of litigation, issue of Select Lists in the grade of US went in arrears. Introduced for the first time so no actual values for the previous financial years. |
| 28 | [3.3.1] Number of months from declaration of results of Limited Departmental Competitive Examinations by the UPSC for the years 2012 and 2013 | 50% of the vacancies in the grade of SO is filled on the basis of LDCE | LDCE is conducted by UPSC | Months | LDCE is a combined examination for the grades of SO and PS and it is for several services together. Introduced in RFD for the first time so no actual values for the previous financial years. |
| 29 | [3.4.1] Percentage of vacancies filled up | There are two modes of recruitment to the grade of Section Officer. 50% vacancies are filled up through LDCE through UPSC and 50% through Seniority Quota. | While LDCE is conducted by the UPSC, zone for promotion under seniority quota is issued by DoPT. DPC for SQ is conducted by the respective | Percentage of Vacancies being filled up is taken as the unit of measure. | LDCE and SQ are the modes of recruitment for the grade of SO. Introduced in RFD for the first time so no actual values for the previous financial years. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 29 | [3.4.1] Percentage of vacancies filled up | There are two modes of recruitment to the grade of Section Officer. 50% vacancies are filled up through LDCE through UPSC and 50% through Seniority Quota. | Ministries/ Departments | Percentage of Vacancies being filled up is taken as the unit of measure. | LDCE and SQ are the modes of recruitment for the grade of SO. Introduced in RFD for the first time so no actual values for the previous financial years. |
| 30 | [3.5.1] Application, design and development validation, user acceptance of modules for CSS | Web Based Cadre Management system is a internet based system. | It was launched to have accurate and real time data to facilitate in the cadre management activities. | Date | Web Based Cadre Management system was launched for CSS and CSSS in 2013. The improvements proposed will enhance its utility. |
| 31 | [3.5.2] Application, design and development validation, user acceptance of modules for CSSS | Web Based Cadre Management system is a internet based system | It was launched to have accurate and real time data to facilitate in the cadre management activities | Date | Web Based Cadre Management system was launched for CSS and CSSS in 2013. The improvements proposed will enhance its utility. |
| 32 | [3.6.1] Assessment of vacancies of PSO / Sr. PPS / PPS | Assessment of vacancies arising due to promotions/ retirements/ VRS/ death etc.<br><br>Preparation of the proposals for submission to UPSC/Selection Committee after obtaining the approval of the competent authority.<br><br>Collection of ACRs/ APARs/ vigilance clearance from | Issuance of promotion orders of the concerned officers and place them in the next higher grade. | Date | To ensure that all the necessary actions have been taken in time. Introduced for the first time so no actual values for the previous financial years. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 32 | [3.6.1] Assessment of vacancies of PSO / Sr. PPS / PPS | respective cadre units.<br><br>Sending the final proposals along with APARs/ vigilance clearance to UPSC.<br><br>Seeking approval of the competent authority to the recommendations of the Selection Committee/ DPC<br><br>Convening the meeting of the Placement Committee and issuance of promotion orders. | Issuance of promotion orders of the concerned officers and place them in the next higher grade. | Date | To ensure that all the necessary actions have been taken in time. Introduced for the first time so no actual values for the previous financial years. |
| 33 | [3.6.2] Convening of meeting of Selection Committee for promotion to PSO grade for the year 2014 | Assessment of vacancies arising due to promotions/ retirements/ VRS/ death etc.<br><br>Preparation of the proposals for submission to UPSC/Selection Committee after obtaining the approval of the competent authority.<br><br>Collection of ACRs/ APARs/ vigilance clearance from respective cadre units.<br><br>Sending the final proposals along with APARs/ vigilance clearance to UPSC. | Issuance of promotion orders of the concerned officers and place them in the next higher grade. | Date | To ensure that all the necessary actions have been taken in time. Introduced for the first time so no actual values for the previous financial years. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 33 | [3.6.2] Convening of meeting of Selection Committee for promotion to PSO grade for the year 2014 | Seeking approval of the competent authority to the recommendations of the Selection Committee/ DPC<br><br>Convening the meeting of the Placement Committee and issuance of promotion orders. | Issuance of promotion orders of the concerned officers and place them in the next higher grade. | Date | To ensure that all the necessary actions have been taken in time. Introduced for the first time so no actual values for the previous financial years. |
| 34 | [3.6.3] Holding of DPCs by UPSC for promotion to Sr. PPS / PPS for the year 2014 | Assessment of vacancies arising due to promotions/ retirements/ VRS/ death etc.<br><br>Preparation of the proposals for submission to UPSC/Selection Committee after obtaining the approval of the competent authority.<br><br>Collection of ACRs/ APARs/ vigilance clearance from respective cadre units.<br><br>Sending the final proposals along with APARs/ vigilance clearance to UPSC.<br><br>Seeking approval of the competent authority to the recommendations of the Selection Committee/ DPC | Issuance of promotion orders of the concerned officers and place them in the next higher grade. | Date | To ensure that all the necessary actions have been taken in time. Introduced for the first time so no actual values for the previous financial years. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 34 | [3.6.3] Holding of DPCs by UPSC for promotion to Sr. PPS / PPS for the year 2014 | Convening the meeting of the Placement Committee and issuance of promotion orders. | Issuance of promotion orders of the concerned officers and place them in the next higher grade. | Date | To ensure that all the necessary actions have been taken in time. Introduced for the first time so no actual values for the previous financial years. |
| 35 | [3.6.4] Issue of promotion orders of PSO for the year 2014 | Assessment of vacancies arising due to promotions/ retirements/ VRS/ death etc.<br><br>Preparation of the proposals for submission to UPSC/Selection Committee after obtaining the approval of the competent authority.<br><br>Collection of ACRs/ APARs/ vigilance clearance from respective cadre units.<br><br>Sending the final proposals along with APARs/ vigilance clearance to UPSC.<br><br>Seeking approval of the competent authority to the recommendations of the Selection Committee/ DPC<br><br>Convening the meeting of the Placement Committee and | Issuance of promotion orders of the concerned officers and place them in the next higher grade. | Date | To ensure that all the necessary actions have been taken in time. Introduced for the first time so no actual values for the previous financial years. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 35 | [3.6.4] Issue of promotion orders of PSO for the year 2014 | issuance of promotion orders. | Issuance of promotion orders of the concerned officers and place them in the next higher grade. | Date | To ensure that all the necessary actions have been taken in time. Introduced for the first time so no actual values for the previous financial years. |
| 36 | [3.6.5] Issue of promotion orders of Sr. PPS / PPS for the year 2014 | Assessment of vacancies arising due to promotions/ retirements/ VRS/ death etc.<br><br>Preparation of the proposals for submission to UPSC/Selection Committee after obtaining the approval of the competent authority.<br><br>Collection of ACRs/ APARs/ vigilance clearance from respective cadre units.<br><br>Sending the final proposals along with APARs/ vigilance clearance to UPSC.<br><br>Seeking approval of the competent authority to the recommendations of the Selection Committee/ DPC<br><br>Convening the meeting of the Placement Committee and | Issuance of promotion orders of the concerned officers and place them in the next higher grade. | Date | To ensure that all the necessary actions have been taken in time. Introduced for the first time so no actual values for the previous financial years. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 36 | [3.6.5] Issue of promotion orders of Sr. PPS / PPS for the year 2014 | issuance of promotion orders. | Issuance of promotion orders of the concerned officers and place them in the next higher grade. | Date | To ensure that all the necessary actions have been taken in time. Introduced for the first time so no actual values for the previous financial years. |
| 37 | [4.1.1] Percentage of number of cases submitted to the Disciplinary Authority within a period of two months. | Submission of proposal for issue of Charge sheet. | To expedite the disposal of Disciplinary Proceedings. | Percentage of cases | Being taken up in RFD 2014-2015 for the first time and hence no trend values. |
| 38 | [4.2.1] Percentage of number of cases submitted to the Disciplinary Authority within a period of two months. | Submission of proposal for final decision in disciplinary cases after completion of all stages. | To expedite the disposal of Disciplinary Proceedings. | Percentage of Cases | Being taken up in RFD 2014-2015 for the first time and hence no trend values. |
| 39 | [5.1.1] Issue of sanction with approval of the Competent Authority | Timely approval of the enhancement of the project cost from Rs. 49.54 crore to Rs. 99.19 crore so that the construction work, which has since been stalled, could be started and the building could be constructed soon. This would enable CBI to accommodate all of its six branches located in Mumbai and create a savings of Rs. 3,67,38, 228/- per annum in terms of rent being paid instantly. | The scheme has started under the name 'Construction of Office Complex at BKC' at Mumbai at a total outlay of Rs. 49.54 crore during 2010 and was scheduled to be completed by the end of March, 2013. The scheme has already delayed and is urgently to be completed soon to avoid any disincentives of price hike and like things, | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 39 | [5.1.1] Issue of sanction with approval of the Competent Authority | Timely approval of the enhancement of the project cost from Rs. 49.54 crore to Rs. 99.19 crore so that the construction work, which has since been stalled, could be started and the building could be constructed soon. This would enable CBI to accommodate all of its six branches located in Mumbai and create a savings of Rs. 3,67,38, 228/- per annum in terms of rent being paid instantly. | and moreover, to enable CBI to function successfully from one roof. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 40 | [5.2.1] Issue of sanction with approval of the Competent Authority | In the light of Hon'ble Supreme Court's direction in case No. WP (Crl) of 120 of 2012, M L Sharma Vs. Principal Secretary and Others, a tripartite agreement was signed among AS&FA(H), Director (CBI) and Secretary(P) in the meeting held on 10.01.2014 to make CBI more independent in terms of financial powers. Creation of one post of IFA in CBI is one of the agreed item arrived at and signed in the meeting. | A full-fledged IFA exclusively for CBI will advise and assist Director, CBI on all matters falling within the latter's delegated financial powers and will be the overall in-charge of the Budget and Accounts Sections of CBI. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 41 | [5.3.1] Issue of sanction with approval of the Competent Authority | In the light of Hon'ble Supreme Court's direction in case No. WP (Crl) of 120 of 2012, M L Sharma Vs. Principal Secretary and Others, a tripartite agreement was signed among AS&FA(H), Director (CBI) and Secretary(P) in the meeting held on 10.01.2014 to make CBI more independent in terms of financial powers. Items like delegation of power to Director, CBI in regards with purchase of laptops/mobile phones/ smart-devices, out-sourcing of services, pre-mature condemnation of vehicles, rent rates and taxes, payment of honorarium to IO/PO are yet to be conveyed to Director, CBI with the approval of D/o Expenditure. | Delegating these powers would make CBI more independent in taking these issues and will help it in enhancement of investigation rates. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 42 | [5.4.1] Notification of Rules under Clause (k) & (l) of Sub-Section (2) read with Sub-Section (1) of Section 59 of Lokpal and Lokayuktas Act, 2013 | The Rules are aimed at giving effect to the mandate contained in Section 44 and 45 of the Lokpal and Lokayuktas Act, 2013 regarding declaration of assets and liabilities by public servants. | The rules will provide for the form of Annual Returns/Information regarding assets and liabilities to be filed by all public servants under section 44 and the minimum value for which the competent authority may condone or exempt any public servant from | Date | This is subject to concurrence by the IFD of DOPT. Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 42 | [5.4.1] Notification of Rules under Clause (k) & (l) of Sub-Section (2) read with Sub-Section (1) of Section 59 of Lokpal and Lokayuktas Act, 2013 | The Rules are aimed at giving effect to the mandate contained in Section 44 and 45 of the Lokpal and Lokayuktas Act, 2013 regarding declaration of assets and liabilities by public servants. | furnishing information in respect of assets under section 45 of the Lokpal & Lokayuktas Act, 2013. | Date | This is subject to concurrence by the IFD of DOPT. Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 43 | [5.4.2] Notification of amendments to the Lokpal Search Committee Rules based on observation made by the Supreme Court | The proposed amendments are aimed at enhancing the powers of the Search Committee in conformity with the spirit of the relevant provision of the Act. | | | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 44 | [6.1.1] Organising four Regional and one National symposium on RTI | A platform for sharing experiences about RTI by way of success stories and best practices as well as panel discussions on relevant topics. | Regional and national symposium on RTI, having various stakeholders as participants, involving open discussions and experience sharing. | No. of participants | This is subject to clearance of proposal by Scheme Monitoring Committee. Introduced for the first time so no actual values for the previous financial years is possible. |
| 45 | [6.1.2] Publication of 2nd Volume of Compendium of Best Practices on RTI | Compilation of the best practises shared during such workshops as well as received independently from citizens. It will encourage public authorities to adopt best practices on implementation of the RTI Act. | A number of public authorities adopt innovative practices for more effective implementation of RTI Act. Few such best practices would be compiled and published. | Date | It is hoped that sufficient number of good presentations on best practises on RTI would be made during the symposiums. Introduced for the first time so no actual values for the previous financial years is possible. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 46 | [6.2.1] Training the public authorities in 5 states regarding suo motu disclosure, including templates for the states. | Capacity building of public authorities for more effective suo motu disclosure, as envisaged in section 4 of the RTI Act and as provided in DOPT guidelines. | Section 4 of RTI Act provides for suo motu disclosure of infor-mation. DOPT has also issued detailed guide-lines in this regard. Public authorities are required to be trained for ensuring good quantity and quality of suo motu disclosure. | No. of trainees | This is subject to clearance of proposal by Scheme Monitoring Committee and the willingness of public authorities. Introduced for the first time so no actual values for the previous financial years is possible. |
| 47 | [6.3.1] Addition of new features viz., reports on events on RTI (including photographs), updating of FAQs on RTI, providing topic based search facility for OMs and circulars, improved facility for citizens to share success stories/ best practices on RTI. | Addition of new features and revamping of the existing site viz rti.gov.in to make it more user friendly and informative, for the benefit of all stake holders | Rti.gov.in is the government portal for knowledge sharing about RTI. It is required to be updated and made more user friendly. | Date | The website is developed and maintained by NIC, under supervision of DOPT. Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 48 | [6.4.1] Extending the facility to public authorities of attached/ subordinate offices of Ministries/ Departments and large PSUs. | Identifying public authorities and pursuing them to get aligned to the RTI ONLINE portal. It will further facilitate citizens to file RTI applications online to more public authorities, by effective use of IT tools. | RTI Online is a portal that enables citizens to file RTI application/ appeals online. RTI fees can also be paid online. Presently, this facility is limited to main Ministries / Departments of Central Govt. | No. of public authorities | This is subject to the willingness of the public authorities and their adequate training. Introduced for the first time so no actual values for the previous financial years is possible. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 49 | [6.5.1] Third Party Audit of Proactive disclosure package of DOPT | An independent audit of the proactive disclosure package of DOPT, as to whether it is as per the DOPT guidelines on suo motu disclosure, to ensure the quality and quantity of such disclosure. | Section 4 of RTI Act provides for suo motu disclosure of information. DOPT has also issued detailed guidelines in this regard, which include audit of proactive disclosure package. | Date | Introduced for the first time so no actual values for the previous financial years is possible. |
| 50 | [6.5.2] Action taken on aforesaid audit report and publication of Action Taken Report on DOPT website | The Department is required to take corrective action on deficiencies regarding suo motu disclosure, if any, as mentioned in the said audit report and publish the same on its website. | Action is required to be taken as per the said audit report. | Date | Introduced for the first time so no actual values for the previous financial years is possible. |
| 51 | [7.1.1] Finalization of guidelines and submission to Competent Authority | To ensure proper implementation of reservation benefits to PWDs. | To sensitise the implementing organisations in proper implementation of benefits to persons with disability. | Date | Success of the RFD item would depend upon the response from Departments/Ministries. |
| 52 | [7.2.1] Submission of Cabinet Note for information of the Cabinet | To ensure filling up the existing reserved vacancies. | To apprise the achievement made in filling up the backlog reserved vacancies. | Date | Success of the RFD item would depend upon the response from Departments/Ministries. |
| 53 | [8.1.1] Capacity building of officers and staff of DoPT up to Under Secretary level | Organization of short-term training programme at ISTM for officers and staff of DoPT upto Under Secretary level | Keeping in view the objective of National Training Policy relating to providing Training to All at the time of their entry | Number of officers has been taken as the unit | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 53 | [8.1.1] Capacity building of officers and staff of DoPT up to Under Secretary level | Organization of short-term training programme at ISTM for officers and staff of DoPT upto Under Secretary level | into service and at appropriate intervals in the course of their career, it has been decided to organize training programmes for all the officers of DoPT upto the level of Under Secretary. | Number of officers has been taken as the unit | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 54 | [8.2.1] Roll out of Basic Leadership Skill (BLS) module at ISTM for CSS officers. | ISTM conducts a training programme (level D and E) for CSS officers who have been recently promoted or are likely to be promoted as Under Secretary or Deputy Secretary. The basic leadership skill module will be rolled out for these officers | On the basis of positive feed-back received from the trainees of foundation course at LBSNAA, Mussoorie where basic leadership skill module was introduced last year in collaboration with UNDP it has been decided to introduce the same module for CSS officers undergoing Mid-career training programme at ISTM. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 55 | [8.3.1] Operationalisation of Learning Resource Centre | The LRC will function as a Repository of learning resources, e-learning modules and hub for identifying the current international best practices in training skills and techniques, customizing these training methods and best practices according to Indian context and | The setting up of LRC is under implementation of the provisions of National Training Policy, 2012. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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# Section 4:
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| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|-------|-------------------|-------------|------------|-------------|------------------|
| 55 | [8.3.1] Operationalisation of Learning Resource Centre | revising the existing modules of trainers development programme. | The setting up of LRC is under implementation of the provisions of National Training Policy, 2012. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 56 | [8.3.2] Review, Revision and updation of TOT module | The LRC will function as a Repository of learning resources, e-learning modules and hub for identifying the current international best practices in training skills and techniques, customizing these training methods and best practices according to Indian context and revising the existing modules of trainers development programme. | The setting up of LRC is under implementation of the provisions of National Training Policy, 2012. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 57 | [8.4.1] Developing five year strategic action plan under SHRM project. for 8 State ATIs of Assam, Meghalaya, West Bengal, Bihar, Rajasthan, Himachal Pradesh, Karnataka and Maharashtra | Provide technical assistance to select ATIs in the process of analyzing the situation and identifying the training gaps, stake holder consultation and deciding the priorities for preparing five year strategic plan including action plan of the ATIs) | It has been observed that most of the ATIs have been functioning on the reactive – response basis without any medium/long term strategic plan. This has led to ad-hoc arrangement of training programmes on the basis of annual calendars. For achieving the target of training for all, especially capacity building of employees working at | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|-------|-------------------|-------------|------------|-------------|------------------|
| 57 | [8.4.1] Developing five year strategic action plan under SHRM project. for 8 State ATIs of Assam, Meghalaya, West Bengal, Bihar, Rajasthan, Himachal Pradesh, Karnataka and Maharashtra | Provide technical assistance to select ATIs in the process of analyzing the situation and identifying the training gaps, stake holder consultation and deciding the priorities for preparing five year strategic plan including action plan of the ATIs) | cutting edge level , it is imperative to have a long term strategic plan prepared on the basis of priorities and resources. Capacity development of employees is mission critical for the achievement of targets under important public service programmes. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 58 | [8.5.1] Operationalisation of NCGG by setting up its Head Office in New Delhi and starting its activities. | The National Centre for Good Governance is to be set up as an apex level Institute for research and training to deal with entire gamut of governance issues. It will be a national level multi-disciplinary Institute devoted to action, research and analytical studies for supporting good governance strategy, action plan and their implementation with its jurisdiction all over India. | The National Centre for Good Governance will function as a national repository on information on best practices, initiative and methodologies that promote good governance, e-governance initiatives, change management and capacity building within the government. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 59 | [8.5.2] Obtaining approval on Rs 95 crore Plan Scheme of NCGG from SFC | The National Centre for Good Governance is to be set up as an apex level Institute for research and training to deal with entire gamut of governance issues. It will be a national level multi-disciplinary Institute devoted to | The National Centre for Good Governance will function as a national repository on information on best practices, initiative and methodologies that | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 59 | [8.5.2] Obtaining approval on Rs 95 crore Plan Scheme of NCGG from SFC | action, research and analytical studies for supporting good governance strategy, action plan and their implementation with its jurisdiction all over India. | promote good governance, e-governance initiatives, change management and capacity building within the government. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 60 | [8.6.1] Completing preparatory work for Capacity Building of DOPT Officers based on competency Framework | The Department would complete the competency mapping of all unique positions along with the job descriptions to arrive at Competency-based framework for all positions to bridge the gap between the knowledge possessed and required by the officers. This will help the officers to perform their duties effectively and efficiently. The competency framework is being implemented in line with the recommendations of National Training Policy 2012. | The competency framework will be used to ensure that all civil servants have the requisite knowledge, skills and attitude to perform effectively, the functions they are entrusted with. The competency framework will significantly influence the training and capacity building programmes in government as the development of individual public servants will be determined by the competency required for ably handling the present and future jobs. | Date | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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# Section 4:
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| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 61 | [8.7.1] Organization of Programmes | DoPT has collaborated with University of California, Berkley, USA for developing two customized training programmes for senior civil servants. These are two weeks programme on negotiation for public leaders and ethics & governance. | The DFFT Review Committee has recomm-ended for developing customized training programmes for enhancing competencies of senior civil servants in various areas in collaboration with internationally reputed training institutes.  This customized training programme is in compliance to the recommendations of the DFFT Review Committee. | Number of officers' undergone capacity building programme has been taken as a unit. | Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 62 | [8.8.1] Coverage under Domestic Training Programmes | Short-term training programmes for officers of State Government through State ATIs on various thematic areas for developing professional and specialized skills related to priority areas of Government of India. | Skills and knowledge of officers of Central/State Governments are developed by exposing to them to foreign train-ing programmes/In-service Training Programmes/State Category Training Programmes/Trainer Development Programmes etc. in the areas concerning them  with a view to helping them discharging their | Number of officers' undergone capacity building programme has been taken as a unit. | No actual values for the FY 2012-13 as the SI was introduced in FY 2013-14. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|-------|-------------------|-------------|------------|-------------|------------------|
| 62 | [8.8.1] Coverage under Domestic Training Programmes | Short-term training programmes for officers of State Government through State ATIs on various thematic areas for developing professional and specialized skills related to priority areas of Government of India. | duties more efficiently | Number of officers' undergone capacity building programme has been taken as a unit. | No actual values for the FY 2012-13 as the SI was introduced in FY 2013-14. |
| 63 | [8.8.2] Coverage under  Foreign Training Programmes | Organizing long/short-term training programmes for officers of IAS, State Civil Services, CSS/CSSS and officers of other Group A services working under Central Staffing Scheme. | Skills and knowledge of officers of Central/State Governments are developed by exposing to them to foreign train-ing programmes/In-service Training Programmes/State Category Training Programmes/Trainer Development Programmes etc. in the areas concerning them  with a view to helping them discharging their duties more efficiently | Number of officers' undergone capacity building programme has been taken as a unit. | No actual values for the FY 2012-13 as the SI was introduced in FY 2013-14. |
| 64 | [8.9.1] Capacity building of Officers of North Eastern States | Organizing Capacity Building Training programme for State Civil Service Officers and State Secretariat Service Officers of the North Eastern States at various ATIs/CTIs/Other Institutes | Officers of North Eastern States are sensitized on national and developmental issues including good governance, public service delivery, project appraisal & management | Number of officers' undergone capacity building programme has been taken as a unit. | Organizing Capacity Building Training programme for State Civil Service Officers and State Secretariat Service Officers of the North Eastern States at various ATIs/CTIs/Other Institutes. Introduced for the first time in |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 64 | [8.9.1] Capacity building of Officers of North Eastern States | Organizing Capacity Building Training programme for State Civil Service Officers and State Secretariat Service Officers of the North Eastern States at various ATIs/CTIs/Other Institutes | and public private partnership etc. It also provides a national perspective on governance and development to these officers. | Number of officers' undergone capacity building programme has been taken as a unit. | the FY 14-15 hence no trend values are possible. |
| 65 | [9.1.1] Finalization and uploading of Service Profiles on DoPT's web-site. | Candidates selected through CSE do not indicate their preference for services, participating in CSE, in order of priority, as per their preferences and aptitudes due to lack of understanding and clarity about service conditions and career prospects of different services. | To upload service profiles of different services participating in CSE to help prospective candidates to prioritize their preferences about various services in terms of their service conditions, career prospects etc. | Date | This will help candidates to indicate their preferences for various services in detailed application form keeping in tune with their aptitude and strength. Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 66 | [9.2.1] Notification of finalized Physical Requirements and Functional Classification (PR & FC). | PR & FC for various services participating in CSE have been laid down by M/o SJ&E in consultation with respective CCAs.

Any amendment to the existing PR& FC would require consultation with CCAs and M/o SJ&E. | To rationalise PR & FC for various services participating in CSE to ensure that all the services where job requirements are by and large same, have same PR & FC | Date | This will ensure that no candidate of PH category goes without service allocation. Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 67 | [9.3.1] Developing software for feeding data in the medical report format by the hospitals | Accuracy of the data entry and prevention of duplication of effort are important factors in speeding up of medical examination process. | Medical examination data of the candidates are to be fed in the computer instead of doing manually. | Date | This would prevent duplicity of effort for entering the same set of data by the DoPT as the same would be captured by the hospital and fed into the computer at the time of medical examination of the candidates.<br>Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 68 | [9.3.2] Uploading of software in the computers of designated hospitals and training of staffs of hospitals by NIC for its implementation | The CSE rules containing modified PR & FC will be required to be approved by the competent authority before these are notified. | CSE Rules are notified by DoP&T and PR & FC is part of the CSE Rules. | Date | For lack of clarity of various provisions of CSE Rules, large number of telephonic queries and grievances are received in the Department. Development of FAQs will minimize unnecessary queries as FAQs will contain clarification with reference to various provisions of CSE rules. Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 69 | [9.4.1] Finalization of clarificatory guidelines for submission to the Competent Authority. | Consolidation of all the guidelines and instructions available on inter cadre deputation/ Cadre transfer of AIS officers to be done at one place | Cadre change policy and inter-cadre deputation guidelines for AIS officers are available through various O.M.s, guidelines etc, | Date | This is required to consolidate all the guidelines and instructions available on inter cadre deputation/ Cadre transfer of AIS officers at one place and take away the obsolete or overlapping instructions from circulation so as to ensure faster and smoother decision making process. Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 70 | [10.1.1] Finalisation and release of compendium | The compendium was last revised in 2001, since then number of amendments have been issued in respect of various welfare programmes for Central Government employees, thus need to put them in one place. Further, a number of changes have occurred in various welfare programmes like facilities of Grih Kalyan Kendra, Kendriya Bhandar, Resident Welfare Association which need to be rewritten. Updated compendium will impart knowledge on various welfare programmes available | Provision of an overview of the facilities and activities pertaining to staff welfare leading to improvement in the working and living conditions of the employees leading to efficiency and high moral amongst them. | Date | The Ministry recognizes that welfare of employees is one of the prime task of personal management. The Central Government is the largest single employer of the country and bears the major responsibility of looking after the welfare of employees. Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
|---|---|---|---|---|---|
| 70 | [10.1.1] Finalisation and release of compendium | for the Central Government Employees. | Provision of an overview of the facilities and activities pertaining to staff welfare leading to improvement in the working and living conditions of the employees leading to efficiency and high moral amongst them. | Date | The Ministry recognizes that welfare of employees is one of the prime task of personal management. The Central Government is the largest single employer of the country and bears the major responsibility of looking after the welfare of employees. Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |
| 71 | [10.2.1] Holding of coaching and Camps | To encourage children of Government Employees to participate in sports activities | Inculcating sportsmen spirit amongst the wards of the Central Government Employees. Building team spirit cooperation and developing leadership qualities amongst them. | Date | Sports is an essential ingredient for personality development. The Ministry recognizes the same and makes efforts in this regard. Introduced for the first time so actual values for the previous financial years. |
| 72 | [11.1.1] Provision of additional space for office accommodation of CIC. | Hiring of additional space at August Kranti Bhawan from HUDCO for office accommodation of CIC. | Central Information Commission is presently working at hired accommodation at August Kranti Bhawan. The present office space is found to be insufficient for smooth functioning of CIC. | Date | This is subject to concurrence by the IFD of DOPT. Introduced for the first time in the FY 14-15 and will be finalised in the FY 14-15 hence no trend values. |

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

| SI.No | Success indicator | Description | Definition | Measurement | General Comments |
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| | | | | | |

# 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 | National Informatics Center (NIC) | [9.3.1] Developing software for feeding data in the medical report format by the hospitals | To ensure speed, accuracy and save in timeliness for completion of medical report including appeal and findings of appellate medical board | This would prevent duplicity of effort for entering the same set of data by the DoPT as the same would be captured by the hospital and fed into the computer at the time of medical examination. It will speed up process of service allocation. | To co-ordinate with all Hospitals, NIC and M/o H&amp;FW by holding regular meetings and follow up action. | The Process will be delayed |
| | | | | [9.3.2] Uploading of software in the computers of designated hospitals and training of staffs of hospitals by NIC for its implementation | To ensure speed, accuracy and save in timeliness for completion of medical report including appeal and findings of appellate medical board | This would prevent duplicity of effort for entering the same set of data by the DoPT as the same would be captured by the hospital and fed into the computer at the time of medical examination. It will speed up process of service allocation. | To co-ordinate with all Hospitals, NIC and M/o H&amp;FW by holding regular meetings and follow up action. | The Process will be delayed |
| | | Departments | All Organisations | [3.2.1] Issuance of Select List for the year 2012 | Communication of Minutes of DPC for the Select List 2012 by August 2014. Only there-after, proposal for USSL-2013 can be finalized. There-after, Min/ Deptts should furnish APARs, vig. clearance and other requi-site infor-mation in respect of | In order to finalise the DPC proposal | All relevant information should be furnished within specified period | DPC proposal will get delayed and it will lead to delay in regular promotion of officers |

# 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. |
|---|---|---|---|---|---|---|---|---|
| | | Departments | All Organisations | [3.2.1] Issuance of Select List for the year 2012 | officers in the zone of consi-deration by 30.11.14. | In order to finalise the DPC proposal | All relevant information should be furnished within specified period | DPC proposal will get delayed and it will lead to delay in regular promotion of officers |
| | | | | [3.6.3] Holding of DPCs by UPSC for promotion to Sr. PPS / PPS for the year 2014 | Timely subm-ission of APARs/ Vigilance clearance and other relevant information/ documents of the concerned officers by the 42 cadre units. | All the requisite information/documents are necessary for the consideration of DPC without which promotion cannot be carried out | Full adherence to the prescribed time limit and active cooperation | The process will be delayed. |
| | | | | [7.1.1] Finalization of guidelines and submission to Competent Authority | Concerned Ministries / Departments like Department of Disability Affairs, Ministry of Home Affairs, Ministry of Finance, Department of Public Enterprises, etc. should give timely response on the draft guidelines. | In order to finalise the guidelines | Not Applicable | It will cause delay in finalizing the guidelines. |
| | | | | [7.2.1] Submission of Cabinet Note for information of the Cabinet | The Ministries/Departments having backlog vacancies for reserved community should take timely action for Filling up | To reduce the backlog reserved vacancies. | Timely action for filling up of backlog vacancies by November, 2014 | Backlog reserved vacancies will not be reduced |

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# 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. |
|---|---|---|---|---|---|---|---|---|
| | | | | [7.2.1] Submission of Cabinet Note for information of the Cabinet | of backlog vacancies for reserved communities. | To reduce the backlog reserved vacancies. | Timely action for filling up of backlog vacancies by November, 2014 | Backlog reserved vacancies will not be reduced |
| | | | Department Of Health and Family Welfare | [10.1.1] Finalisation and release of compendium | Timely supply of write up on various welfare programmes. | In order to get required data. | Full adherence to the prescribed time limit. | It will delay updation of compendium on welfare programmes |
| | | | | [10.2.1] Holding of coaching and Camps | Timely supply of write up on various welfare programmes. | In order to get required data. | Full adherence to the prescribed time limit. | It will delay updation of compendium on welfare programmes |
| | | | | [9.3.1] Developing software for feeding data in the medical report format by the hospitals | To ensure speed, accuracy and save in timeliness for completion of medical report including appeal and findings of appellate medical board. | This would prevent duplicity of effort for entering the same set of data by the DoPT as the same would be captured by the hospital and fed into the computer at the time of medical examination. It will speed up process of service allocation. | To co-ordinate with all Hospitals, NIC and M/o H&amp;FW by holding regular meetings and follow up action. | The Process will be delayed. |
| | | | | [9.3.2] Uploading of software in the computers of designated hospitals and training of staffs of hospitals by NIC for its implementation | To ensure speed, accuracy and save in timeliness for completion of medical report including appeal and findings of appellate medical board. | This would prevent duplicity of effort for entering the same set of data by the DoPT as the same would be captured by the hospital and fed into the computer at the time of medical examination. It will speed up process of service allocation. | To co-ordinate with all Hospitals, NIC and M/o H&amp;FW by holding regular meetings and follow up action. | The Process will be delayed. |

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# 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. |
|---|---|---|---|---|---|---|---|---|
| | | | All Organisations | [9.2.1] Notification of finalized Physical Requirements and Functional Classification (PR & FC). | Before finalisation of PR &amp; FC for various services parti-cipating in CSE, consultation with respective CCAs and M/o SJ&amp;E is required | To ensure that amendment in PR &amp; FC conforms to the requirement of PwD Act and also by making it broad based, it is aimed to allocate services to all recommended PH candidates as per their eligibility. | To co-ordinate with all CCAs by holding regular meet-ings and follow up action, for making PR&amp;FC of their service broad based and more accommodative. | Modified PR &amp; FC will not be notified with CSE Rules, 2014 |
| | | | | [5.4.1] Notification of Rules under Clause (k) & (l) of Sub-Section (2) read with Sub-Section (1) of Section 59 of Lokpal and Lokayuktas Act, 2013 | Inputs on the commonproforma for declaration of assets and liabilities by public servants from different cadre authorities such as MHA, Railways, Lok Sabha Secretariat, Rajya Sabha Secretariat, Ministry of Environment &amp; Forests, etc. | This is required for harmonizing the provisions of various rules relating to declaration of assets and liabilities by public servants such as Central Civil Services (Conduct) Rules, 1964; All India Services (Conduct) Rules, 1968; Railway Services (Conduct) Rules, 1966, etc., with the provisions of Lokpal and Lokayuktas Act, 2013 | | Apropriate deadline will be given to Ministries / Departments for giving response. thereafter, Rules will be finalized. |
| | | Ministry | Ministry of Environment and Forests | [1.8.1] Issuance of Notification of revised AIS (Conduct) Rules, 1968 in the Gazette of India. | Comments are required from these Cadre controlling Authorities on the proposed amendments. | AIS Act, 1951 provides that amendments in AIS Rules may be carried out after consultation with State Governments. | Full adherence to the prescribed time limit. | Target will not be achieved in time. |
| | | | Ministry of Law and Justice | [1.9.1] Issuance of Notification of revised AIS (D&A) Rules, 1969 in the Gazette of India. | Vetting of draft notification. | To make notification in legal format. | Full adherence to the prescribed time limit | Target will not be achieved in time. |

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# 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. |
|---|---|---|---|---|---|---|---|---|
| | | | Ministry of Finance | [1.11.1] Completion of inter-ministerial consultations | Comments of the D/o. Expnd. on the Note submitt-ed for Inter - Ministerial Con-sultation are req. | Concurrence of the D/o. Expenditure is required in view of the financial implications | Full adherence to the prescribed time limit | Review would be delayed, thereby delaying the process. |
| | | | Ministry of Social Justice and Empowerment | [1.11.1] Completion of inter-ministerial consultations | Timely inputs from the Deptt of Disability Affairs under the M/o. Social Justice &amp;amp; Empowerment | Comments of the D/o. Disability Affairs are req. to ensure adher-ence to Govt policy on disabl-ed persons | Full adherence to the prescribed time limit | The review process would be delayed |
| | | | Ministry of Finance | [1.11.1] Completion of inter-ministerial consultations | Comments of the D/o. Expnd. on the Note submitt-ed for Inter - Ministerial Con-sultation are req | Concurrence of the D/o. Expenditure is required in view of the financial imlications | Full adherence to the prescribed time limit | Review would be delayed, thereby delaying the rocess. |
| | | | | [1.11.2] Issue of formal orders | Timely inputs from the D/o. Expenditure | Concurrence of the D/o. Expnd. is required in view of the financial implications | Full adherence to the prescribed time limit | The process of review would get delayed. |
| | | | | [3.1.1] Decisions on the recommendations of the Cadre Review Committee | Timely approvals | In order to decide on the recommendations of the Cadre Review Committee | Approval of MoF is required for creation of posts.<br><br>For some other recommendations, approval of PM/ Cabinet would be required depending upon the level of approval required. uired for creation of | Decision making will get delayed |

# 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. |
|---|---|---|---|---|---|---|---|---|
| | | | | [3.1.1] Decisions on the recommendations of the Cadre Review Committee | Timely approvals | In order to decide on the recommendations of the Cadre Review Committee | posts. | Decision making will get delayed |
| | | | | [5.3.1] Issue of sanction with approval of the Competent Authority | Concurrence of D/o Expenditure is required. | Concurrence of D/o Expenditure is required | 70% | Approval could not be conveyed in time and the target date will have to be extended |
| | | | | [5.1.1] Issue of sanction with approval of the Competent Authority | Department of Expenditure will have to apprise the revised EFC for the enhanced cost.  Approval of Hon&#039;ble PM is required thereafter Concurrence of Department of Expenditure on the proposal and Cabinet Secretariat on the Cabinet Note is required. | As per the existing rules, theri approval is a must before the same is conveyed to CBI | 70% | Approval could not be conveyed in time and the target date will have to be extended |
| | | | Ministry of Social Justice and Empowerment | [9.2.1] Notification of finalized Physical Requirements and Functional Classification (PR & FC). | Before finalisation of PR &amp; FC for various services parti-cipating in CSE, consultation with respective CCAs and M/o SJ&amp;E is required | To ensure that amendment in PR &amp; FC conforms to the requirement of PwD Act and also by making it broad based, it is aimed to allocate services to all recommended  PH candidates as per their eligibility. | To co-ordinate with all CCAs by holding regular meet-ings and follow up action, for making PR&amp;FC of their service broad based and more accommodative. | Modified PR &amp; FC will not be notified with CSE Rules, 2014 |

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# 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. |
|---|---|---|---|---|---|---|---|---|
| | | | Ministry of Finance | [5.2.1] Issue of sanction with approval of the Competent Authority | Concurrence of Department of Expenditure on the proposal and Cabinet Secretariat on the Cabinet Note is required. | As per the existing rules, theri approval is a must before the same is conveyed to CBI | 70% | Approval could not be conveyed in time and the target date will have to be extended |
| | | others | Others | [1.18.1] Finalization of Policy Note | Timely inputs | 1. EO Division in DoPT for the posts under Central Staffing Scheme. 2. AIS Division in DoPT with reference to the posts to be filled from AIS officers. 3. Cadre Review Division in DoPT for inputs on position of Organized Group &#039;A&#039; Services. 4. Cabinet Secretariat with reference to posts in the grade of Additional Secretary and above. 5. Ministry of Law for legality of provisions in the policy note. | Full adherence to the prescribed time limit | Finalization of policy note will be delayed |
| State Government | All States | Departments | All organisation | [1.8.1] Issuance of Notification of revised AIS (Conduct) Rules, 1968 in the Gazette of India. | Comments are required from these Cadre controlling Authorities on the proposed amendments. | AIS Act, 1951 provides that amendments in AIS Rules may be carried out after consultation with State Governments. | Full adherence to the prescribed time limit | Target will not be achieved in time. |

# 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 12/13 | FY 13/14 | FY 14/15 | FY 15/16 | FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| 1 Reduction in corruption cases or Reduction in pendency of departmental inquiries | CBI is responsible to achieve this objective | No of cases disposed off from enquiry (as per published data available in Annual Report for the respective years) | Number | 1048 | 1070 | | | |
| | | Conviction Rate | Percentage | 67 | 68.62 | | | |
| 2 Transparency through RTI Act | Ministries / Departments of the Central Government and CIC SICs | Number of RTI applications filed with Central Public Authorities | Number | 811350 | 850000 | 900000 | 900000 | 900000 |
| 3 To ensure reduction of backlog reserved vacancies | The Ministries/Departments having backlog vacancies for reserved community | 20% reduction in estimated 16141 backlog reserved vacancies which existed as on 31.3.2012 | Number | | | 3228 | 3228 | 3228 |
| 4 Improvement in quality of services (through examination reforms, training and emphasis on ethics) | CCAs, M/o. SJ&E, M/o. HFW, Government Hospitals, NICT | Finalization and uploading of Service Profiles on DoPT's web-site.<br><br>(This objective and action point has been introduced for the first time in 2014-15, and, is to be completed in 2014-15 itself. Hence no values before or after can be made available) | Date | | | 31/01/2015 | | |
| 5 Service allocation to all candidates recommended by UPSC against vacancies reserved for PH category | DoP&T, CCAs and M/o. Social Justice & Empowerment | Notification of finalized Physical Requirements and Functional Classification (PR & FC). [This objective and action point has been introduced for the first time in 2014-15 and is proposed | Date | | | 30/06/2014 | | |

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# 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 12/13 | FY 13/14 | FY 14/15 | FY 15/16 | FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | | to be completed in 2014-15 itself and hence no values can be attributed before or after 2014-15] | | | | | | |
| 6  Speedy, accurate and transparent service allocation preventing duplicacy of work | DoP&T, NICT, M/o Health and Hospitals | Developing software for feeding data in the medical report format by the hospitals. [This objective and action point has been introduced for the first time in 2014-15 and is to be completed in this year itself. Hence no values can be attributed before or after this year] | Date | | | 30/09/2014 | | |
| | | Uploading of software in  the computers of  designated hospitals   and training of staffs of hospitals by NIC for its implementation. [This objective and action point has been introduced for the first time in 2014-15 and is to be completed in this year itself. Hence no values can be attributed before or after this year] | Date | | | 31/10/2014 | | |
| 7  Increased level of awareness amongst prospective candidates of CSE in indicating preferences for various | DoP&T and CCAs | Finalization and uploading of Service Profiles on DoPT's web-site. | Date | | | 30/11/2014 | | |

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# 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 12/13 | FY 13/14 | FY 14/15 | FY 15/16 | FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| services | | | | | | | | |
| 8 All existing provisions on inter cadre deputation and change of cadre are consolidated in a single order resulting in smoother decision making process. as overlapping instructions go out of circulation | DoP&T | Submission of consolidate guidelines to the Competent Authority for approval. | Date | | | 30/11/2014 | | |
| 9 Capacity built through various training programmes | All Ministries in the Government of India. State ATIs/Central ATIs | Capacity building of officers and staff of DoPT up to Under Secretary level | Number | | | 350 | | |
| | | Roll out of Basic Leader-ship Skill (BLS) module at ISTM for CSS Officers | Date | | | 31/12/2014 | | |
| | | Operationalisation of Learning Resource Centre | Date | | | 31/12/2014 | | |
| | | Review, Revision and updation of TOT module | Date | | | 28/02/2015 | | |
| | | Developing five year strategic action plan under SHRM project for 8 State ATIs of Assam, Meghalaya, West Bengal, Bihar, Rajasthan, Hima-chal Pradesh, Karnataka and Maharashtra | Date | | | 31/12/2014 | | |

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# 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 12/13 | FY 13/14 | FY 14/15 | FY 15/16 | FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| | | Operationalisation of NCGG by setting up its Head Office in New Delhi and starting its activities. | Date | | | 30/09/2014 | | |
| | | Obtaining approval on Rs 95 crore Plan Scheme of NCGG from SFC | Date | | | 31/12/2014 | | |
| | | Completing preparatory work for Capacity Building of DOPT Officers based on competency Framework | Date | | | 31/01/2015 | | |
| | | Organization of Programmes | Number | | | 40 | | |
| | | Coverage under Domestic Training Programmes | Number | | 20000 | 24000 | 25000 | 26000 |
| | | Coverage under Foreign Training Programmes | Number | | 300 | 325 | 350 | 375 |
| | | Capacity building of Officers of North Eastern States | Number | | | 75 | 80 | 90 |
| 10 -- | | Amendments in the Prevention of Corruption Act for protection of honest public servants- Submission of Note for official amendments in the Prevention of Corruption (Amendment) Bill on the basis of recommendation made by Parliamentary Standing Committee | Date | | | 30/11/2014 | | |

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# 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 12/13 | FY 13/14 | FY 14/15 | FY 15/16 | FY 16/17 |
|---|---|---|---|---|---|---|---|---|
| 11 Strengthening Anti-corruption institutions with emphasis on improvement of performance | | Notification of amendments to the Lokpal Search Committee Rules based on observation made by the Supreme Court | Date | | 30/11/2014 | | | |