

appointed as Joint Secretary in the Ministries/Departments of Civil Aviation, Commerce, Economic Affairs, Environment, Forest and Climate Change, Financial Services, New and Renewable Energy, Road Transport and Highways and Shipping. One candidate has not accepted the offer of appointment.

(c) No, Sir.

360 degree evaluation of civil servants

602. SHRI NARAIN DASS GUPTA: Will the PRIME MINISTER be pleased to state:

- (a) whether Government has introduced a 360 degree evaluation of civil servants;
- (b) if so, the details thereof;
- (c) whether it is a fact that a number of civil servant associations have objected to the introduction of a 360 degree evaluation of civil servants, if so, the details thereof;
- (d) whether the civil servants inducted in Government through lateral entry shall also have a 360 degree evaluation for performance appraisal; and
- (e) if so, the details thereof and if not, the reasons therefor?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL PUBLIC GRIEVANCES AND PENSIONS (DR. JITENDRA SINGH): (a) and (b) A system of 360 degree appraisal involving a Multi-Source Feedback from various stakeholders including from seniors, peers and juniors, etc. has been introduced in the process of empanelment of officers for holding senior level positions in the Government of India. Apart from Multi-Source Feedback, the empanelment process takes into account the overall service record, vigilance status and suitability of the officers concerned.

(c) No such representation has been received.

(d) and (e) The candidates who have been appointed as Joint Secretary under lateral recruitment policy have signed a Contract Agreement with Government. As per this Agreement, the performance of Joint Secretary appointed under lateral recruitment policy will be evaluated annually.