

37

No. 35014/2/80-Estt(A)
Government of India
Ministry of Home Affairs
Department of Personnel & A.R.

4

New Delhi-1, the 30 October, 1980.

OFFICE MEMORANDUM

Subject:- 25th Ordinary Meeting of the National Council(JCM) - Item relating to crossing of Efficiency Bar.

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The undersigned is directed to say that the question of crossing of Efficiency Bar by Government servants in whose cases the due dates for crossing the Efficiency Bar fall after the expiry of the penalty of withholding of increments has been raised by the Staff Side in the meeting of the National Council held on 18/19th July, 1980. The Staff Side pointed out that, in many cases, the Government servants are not allowed to cross the Efficiency Bar which falls due after the expiry of the penalty of withholding of increments, as a result of which they suffer unintended punishment. In this connection, it is clarified that the existing instructions already provide that the suitability of a Government servant to cross the Efficiency Bar should be considered with reference to the totality of the record of performance available up-to-date at the time of consideration. In the circumstances, for a Government servant in whose case crossing of Efficiency Bar becomes due after the expiry of the penalty of withholding of increments, the totality of his record of performance up-to-date should be taken into account and the fact that a punishment was imposed on him in the recent past should not be the sole basis for deciding on his suitability to cross the Efficiency Bar.

2. Ministry of Finance etc. are requested to bring the above clarifications to the notice of all concerned for their guidance.

B. S. NIM
(B.S. NIM)
DEPUTY SECRETARY TO THE GOVT. OF INDIA.

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(B.S.M.M)
DEPUTY SECRETARY TO THE GOVT. OF INDIA.