

A.60011/281/2025-GSW-DPAR
GOVERNMENT OF MIZORAM
DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS
(GENERAL SERVICE WING)

Dated Aizawl, the 2nd July, 2025

To

The Secretary,
Mizoram Public Service Commission,
Aizawl, Mizoram.

Subject : *PAR Outstanding Grading Justification - regd.*

Ref: *No.A.32013/12/2024-MPSC (P) dated 05.06.2025*

Sir,

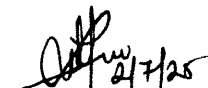
With reference to the subject mentioned above, I am directed to convey that the Departmental Promotion Committee may invoke the provisions contained in Para 12(c) (6) of the Office Memorandum No. A.32012/1/2011-P&AR (GSW) dated 28.02.2018.

In accordance with this provision, in cases where the grading recorded in the ACR/APAR is **not supported by adequate justification**, the DPC may duly record **"No justification attached"** in its minutes. Further, the DPC is empowered to **ignore or appropriately moderate/downgrade such grading**, after due assessment of the overall record of the officer concerned.

It is essential that the DPC records clear and reasoned justification for any such action taken in its proceedings to ensure transparency and adherence to prescribed norms.

Furthermore, instructions are being issued to all Cadre Controlling Authorities to ensure that such instances are not repeated in the future and that all ACRs/PARs are accompanied by appropriate and substantiated justifications, thereby avoiding any procedural discrepancies during DPC assessments.

Yours faithfully,


(LALZIKPUII)

Under Secretary to the Govt. of Mizoram