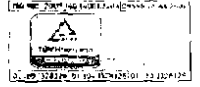




**CENTRAL WAREHOUSING CORPORATION  
(A GOVT. OF INDIA UNDERTAKING)**



No. CWC/IV-ACR Drill/CRC(Vol. II)/2013-14

Dated: - 12.08.2014

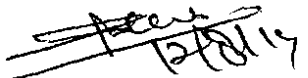
**CIRCULAR**

With the introduction of Performance Management System Scheme (PMS) in the Corporation for Group A&B officers, a new concept of writing ACRs now termed as Annual Performance Report(APR) has been implemented from the financial year 2013-14 onwards. The assessment of Key Performance Areas(KPA) at the end of the year and also the assessment of various virtues mentioned in the APR have been assigned numerical values on 100 points scale.

Now, for the purpose of promotions, it has been decided to convert the overall numerical score into various grade such as "Outstanding", "Very good", "Good", "Average" and "Below average/ Poor". The conversion of numerical scores of APR w.e.f. 2013-14 onwards into various grades are given as below:

| S.No. | Numerical Score        | Grade               |
|-------|------------------------|---------------------|
| 1     | 90 and above upto 100  | Outstanding         |
| 2     | 70 and above, below 90 | Very good           |
| 3     | 60 and above, below 70 | Good                |
| 4     | 50 and above, below 60 | Average             |
| 5     | Below 50               | Below average/ Poor |

The bench mark for promotion to various posts shall be applicable accordingly.

  
(Pawan Kant)  
General Manager(Pers.)

(Authority: Agenda item No. 197.3 of 197<sup>th</sup> meeting of Executive Committee held on 22.07.2014)


**Distribution:**

1. All Divisional Heads, CWC, CO, New Delhi
2. All Regional Managers, CWC, Regional Offices
3. All Superintending/Executive Engineers, CWC, Construction Cells

**Copy to:**

1. PPS to Chairman, PPS to MD, PA to Dir(MCP), AM to Dir(Fin), SAM to Dir(Pers.), PS to CVO, CWC, CO, New Delhi.
2. GM(MIS), CWC, CO, New Delhi - with the request to arrange uploading the circular on CWC website.

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MPTA (MIS) 12/8/14  
SEK