

**Government of West Bengal
Public Works Department
Establishment Branch
Khadya Bhavan, Kolkata - 700087**

No. 2384–E/E-1/2M-73/2018

MEMORANDUM

Date:- 04/07/2019

The Government has introduced an online system of Self Appraisal Report (SAR) in r/o Group-A officers vide Memo No. 2861-F(Y) dated 06.05.2018 and the new system of attribute has moved the markings of merit “4 basis point” to “10 basis point”.

Now, the Governor is pleased to revise the guideline towards consideration of promotion & the benefit of higher scale in respect of engineer officers of Civil, Electrical & Mechanical wings & the officers in West Bengal General Service in the Architect wing under PWD, on the basis of APR/ online SAR ratings, in the following manner:

No of old & new formats of APR/SAR to be consider	Minimum rating required for Promotion /movement to pay Scale no. (pre-revised)						
	16	17	18	19	20(Non-functional)	20 (Functional)	21
5 APRs	1.8	1.8	2.2	2.6	2.8	3.2	3.4
4 APRs + 1 SAR	2.34	2.34	2.86	3.38	3.64	4.16	4.42
3 APRs + 2 SARs	2.88	2.88	3.52	4.16	4.48	5.12	5.44
2 APRs + 3 SARs	3.42	3.42	4.18	4.94	5.32	6.08	6.46
1 APRs + 4 SARs	3.96	3.96	4.84	5.72	6.16	7.04	7.48
5 SARs	4.5	4.5	5.5	6.5	7.0	8.0	8.50

This issues with the concurrence of the Finance (Audit) Department vide their U.O. No. Group P1/2019-2020/0091 dt. 21/06/2019.

This supersedes all the orders previously issued from this department in this regard.

This will take effect from the date of issuance of the order.

Sd/-

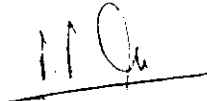
Principal Secretary to the
Government of West Bengal
Public Works Department

P.T.O.

No. 2384 /1(20)-E

Date: 04.07.19

1. The P.S. to MIC, PWD
2. The Additional Chief Secretary, Finance Department.
3. The Principal Secretary, P&AR Department.
4. The Principal Secretary, P.W.D.
5. The Chairman, Public Service Commission, West Bengal (Copy of new SAR enclosed)
6. The Secretary, Public Service Commission, West Bengal (Copy of new SAR enclosed)
7. The Secretary, Housing Department.
8. The E-in-C & E.O. Secy., P.W.D.
9. The Chief Engineer, _____ Dte.
10. The Chief Engineer (Electrical), P.W.Dte.
11. The C.G.A. & E.O. Chief Engineer, P.W.Dte.
12. The additional Chief Engineer (Civil/Elec.), _____ Dte.
13. The Additional C.G.A.
14. The Superintending Engineer, _____ Circle, P.W.Dte./P.W.(Rds.) Dte./Housing Dte.
15. The Senior Architects.
16. The _____ Department.
17. The Joint Secretary, (Administration/ Works/Roads/Project & co-ordination)
18. The Departmental Promotion Committee, P.W.D.
19. HRBC/HIDCO/KMC/Wakf Board.
20. The Guard file.


Joint Secretary (Personnel)
Public Works Department, Govt. of W.B.