

No. A. 24017/1/2022-DP&AR(GGC)
GOVERNMENT OF MIZORAM
DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS
GOOD GOVERNANCE CELL

Aizawl, the 5th January, 2023.

NOTIFICATION

The need for transforming conventional government offices functioning into more efficient and transparent e-offices, thereby eliminating a sizeable amount of paperwork's, has long been the objective of e-Governance. Toward this end, the Government of Mizoram is initiating on implementation of e-Governance as part of a series of governance reforms, aimed at improving the internal functioning of individual departments, with the ultimate objective of improving the delivery of services not only to the public at large, but also to its employees .

e-Office is a major step in realizing the objective of an open and responsive government, and amongst its many applications, electronic Annual Performance Appraisal Report (e-PAR) constitute a key component. The electronic Annual Performance Appraisal Report (e-PAR) is an online system based on the comprehensive performance appraisal dossier that is maintained for each member of the service employee by the State Government. The aim of this system is to facilitate the electronic filing of PAR by officers in a way that is not only user friendly but also allows filling it from anywhere, anytime, as per their convenience. Similar convenience will be available to the officers at different stages in the workflow, hierarchy of filling and submission process. The system is also expected to reduce delays in submission in completely filled PARs.

With the electronic system in place, the recording and movement of PAR forms becomes seamless, quick and convenient due to inbuilt alert mechanisms through different modes at appropriate stages. The system provides status check so that the officers know where their Performance Appraisal Reports (PARs) are pending as well as what are pending with them. Further, availability of APARs online makes it readily accessible to the officers concerned thereby making the system transparent and immune to inefficiencies associated with physical transit of APARs. Online filing of APARs is crucial for good governance as it eliminates the possibility of any manipulation in the physical forms and ensures timely submission and finalisation of APARs which are invaluable tools for assessing the performance of officers with a view to chalking out their career progression and training needs.

Therefore, to achieve a seamless and efficient services to its Employees under the Government of Mizoram, in the filing/recording/generation of the Performance Appraisal Report (PAR), and in line with the objectives of e-Governance, it is hereby notified that **Annual Performance Appraisal Report** will be filed/recorded/generated, only, electronically, by/for all Mizoram Civil Service (MCS) officers (as a pilot project) through **epar.mizoram.gov.in**, with effect from the **Financial/ Reporting Year 2022-2023, positively.**

Sd/-R. LALRAMNGHAKA
Secretary to the Govt. of Mizoram

Memo No. A. 24017/1/2022-DP&AR(GGC)

: Aizawl, the 5th of January, 2023.

Copy to:

1. Secretary to Chief Minister, Mizoram.
2. P.S to Deputy Chief Minister, Mizoram.
3. P.S to Speaker/Ministers/Ministers of State/Deputy Chief Whip, Mizoram.
4. P.S to Vice Chairman, State Planning Board.
5. Sr. P.P.S to Chief Secretary, Government of Mizoram for information.
6. Secretary, MLA/MIC/MPSC/SEC, Mizoram.
7. Chief Electoral Officer, Mizoram
8. All Administrative Heads, Government of Mizoram for strict compliance.
9. Chief Controller of Accounts, A&T, Mizoram
10. Resident Commissioner, New Delhi/ Jt. Resident Commissioner, Kolkatta/Dy. Resident Commissioner, Mizoram Houses Bengaluru, Guwahati, Mumbai, Shillong, Silchar.
11. All Heads of Department, Government of Mizoram.
12. CEO, Mizoram State e- Governance Society.
13. Controller, Printing & Stationaries, Government of Mizoram with 6(six) spare copies for publication in the Mizoram Gazette.
14. Under Secretary, DP&AR (CSW) for information and necessary action.
15. Under Secretary, Pol & Cabinet Department.
16. All Officers concerned.
17. Website Manager, DP&AR (GGC) for uploading in website.
18. Guard File No. 6.



(PAUL L KHUMA)

Deputy Secretary to the Govt. of Mizoram