

CONFIDENTIAL REPORT FORM FOR SUPERINTENDENT/ASSISTANT INCHARGE**GOVERNMENT OF PAKISTAN****PAKISTAN TOBACCO BOARD**

Name of Ministry/Division/Department/Office

ANNUAL REPORT FOR PERIOD FROM _____ TO _____
SPECIAL

PART-I

Name _____ Date of birth _____

Designation _____ BPS _____ Basic Pay _____

Date of entry in Govt. service _____ Date of appointment to the present BPS _____

Qualification _____

Training course, attended if any _____

Nature of duties on which employed _____

PART-II

A	Performance	A1	A	B	C	D	Remarks
1.	Regularity and punctuality in attendance						
2.	Knowledge of procedures and regulations						
3.	Capacity for ensuring prompt disposal of work						
4.	Submission of cases in proper order						
5.	Ability to: (a) difficult cases						
	(b) simple case						
6.	Maintaining discipline in the Section						
7.	Standard of work: (a) Quality						
	(b) Output						
B	Superintendence of work						
8.	Capacity to train/help and advice less experienced staff						
9.	Allocation of work so that no man is unduly burdened						
10.	Maintenance of Record (including recording and indexing)						
11.	Maintenance of tidiness in premises						
C	Personal Traits						
12.	Intelligence						
13.	Perseverance and devotion to duty						
14.	Cooperation and tact						
15.	Amenability to discipline						
16.	Integrity						
17.	Trustworthiness in confidential and secret matters						

Note: The rating should be recorded by initialling the appropriate box: 'A1' Very Good, 'A' Good, 'B' Average, 'C' Below Average, 'D' Poor.

**PART-III
GENERAL ASSESSMENT**

(Appraise in the present grade by initialling the appropriate column below)

Very Good	Good	Average	Below average	Poor	Special aptitude, if any

**PART-IV
SUITABILITY FOR PROMOTION**

(Initial the appropriate box below)

- (a) Recommended for accelerated promotion.

- (b) Fit for promotion.

- (c) Recently promoted/appointed, consideration for promotion premature.

- (d) Not yet fit for promotion.

- (e) Unfit for further promotion.

PEN-PICTURE

Date _____

Signature, Name and Designation
of Reporting Officer

Official Stamp

**PART-V
REMARKS OF THE COUNTERSIGNING OFFICER**

Date _____

Signature, Name and Designation

Official Stamp

A. INSTRUCTIONS FOR MINISTRIES, DEPARTMENTS, ETC.

1. The reports will be initialed by the Branch/Section Officer and will be countersigned by the next higher officer, both being concerned with the work of the person reported upon.
2. When an adverse remark is made in the confidential report of the official reported upon, a copy of the whole report should be furnished to him at the earliest opportunity, and in any case within one month from the date the report is countersigned with a memorandum a copy of which should be signed and returned by him in acknowledgement of the report and be in turn placed in the character roll for record. A serious view should be taken of any failure on the part of the officials concerned to furnish a copy of the report containing adverse remarks to the person reported upon.
3. The officials making representation against adverse remarks recorded in their confidential reports should not make any personal remark or remark against the integrity of the reporting officers. Violation of this rule will be considered a misconduct and will also render the representation liable to be summarily rejected.
4. When the report is built upon the individual opinion of the reporting and countersigning officers, it is only the opinion as accepted by the letter which should be communicated.
5. Remarks in case where the reporting/countersigning officer suspends judgment, should not be communicated.
6. Any remarks to be effect that the persons reported upon has or has not taken steps to remedy the defects pointed out to him in a previous year, should also be communicated.
7. The adviser remark should be communicated by the Senior Officer –in- Charge of establishment matters in the Ministry\Division\Department \Office concerned.
8. Annual Confidential report containing adverse remarks should not be taken into consideration until they have been communicated following ruleA-2 above and a decision taken on the representation, if any, of the person reported upon.

B. INSTRUCTION FOR THE OFFICER RESPONSIBLE FOR THE CUSTODY OF CHARACTER ROLLS

1. Arrange for the completion of the routine part of the form and send it to the reporting officer concerned.
2. On receipt of the completed form from the reporting officer, submit it, along with relevant character roll, to the countersigning officer concerned.
3. Go through each report carefully in order to see if there are any adverse remarks underlined in red ink. If so, arrange to have them communicated to the person concerned immediately with the direction that this representation, if any, should be submitted within a fortnight of the receipt of these remarks by him.
4. Arrange to obtain a decision on the representation, if any, and communicate it to the official concerned within one month. Place a copy of the decision in the dossier.
5. Keep the duplicate as well as original copies of the confidential reports in your office.
6. If an official has been receiving adverse remarks for two successive years from the same reporting officer, take up the question of placing him under another reporting officer.

C. INSTRUCTION FOR THE REPORTING OFFICER

1. while reporting on your subordinates:-
 - (i) Be as objective as possible.
 - (ii) Be as circumspect as possible.
 - (iii) Be clear and direct, not ambiguous or evasive in your remarks.
 - (iv) Avoid exaggeration and gross understatement.
2. State whether any of the defects reported have already been brought to the notice of the person concerned and also whether he has not taken steps to remedy them.
3. Fill this form in duplicate and affix your signature in both, at the end of the general remarks.
4. After marking relevant entries, send the form to the officer responsible for custody of the character roll in your office.

D. INSTRUCTION FOR THE COUNTERSIGNING OFFICERS

1. Weigh the remarks of the reporting officer against (a) your personal knowledge, if any, of the person reported upon, (b) the previous report in his character roll and then give your own remarks at the end of the report.
2. If you consider that a particular remark of the reporting officer is wrong and should be expunged, score it out in red ink, initial the scoring and add any other remark which you may consider appropriate. If you do not wholly agree with a remark, give your own remark either against the relevant entry or at the end of the report.
3. See whether any adverse remarks were communicated to the person and should be expunged, score it out in red ink, initial the scoring and add any other remark which you may consider appropriate. If you do not wholly agree with a remark either against the relevant entry or at the end of the report.
4. Underline in red ink remarks which, in your opinion, are adverse and should be communicated to the person reported upon. Please see also instruction 2 and 4 to 6A. Instruction for Ministries, Departments, etc.
5. After countersigning the form, return it to the officer responsible for the custody of the character roll.