

Copy of Punjab Government Circular letter No. 4091-ASII-60/20836, dated 8th June, 1960 from the Chief Secretary to Government Punjab to all Heads of Departments, etc. etc.

Subject :—Efficiency Bars.

Sir,

I am directed to point out that doubt had arisen as to the policy to be followed in deciding the question of allowing a Government servants to cross the efficiency bar when he is subject to an enquiry or some other departmental proceedings. The point at issue was whether at the time of examining the question of allowing an officer/official to cross the efficiency bar :

(a) his conduct and record upto the date on which he was due to cross the bar should be kept in view.

(b) whether subsequent developments are also to be taken into account.

2. The question has been considered and it has been decided that in a case where the question of crossing the efficiency bar has not been decided before the due date the decision on it should be based on consideration of the officer/official's record and conduct up to the date on which the crossing of the efficiency bar became due. It may be added that allowing the officer to cross the efficiency bar with effect from the due date, notwithstanding his subsequent conduct, will not have any effect on the punishment which may have to be awarded to him for any misconduct after the date from which he is allowed to cross the bar. It would, however, be advisable to inform the officer at the time when he is allowed to cross the efficiency bar, should be the decision, that the fact that he has been allowed to cross the bar is independent of the action which may be taken against him on the basis of disciplinary proceedings.

3. The analogy of this decision will not ipso facto apply to cases of confirmation or promotions. In such a case, where an officer/official is due for confirmation or promotion from a particular date, his work and conduct subsequent to that date and prior to the date of decision may also for good reasons, constitute an important relevant factor in deciding or deferring the matter.