

**No.62 /02/2026-1HR-I**  
**HARYANA GOVERNMENT**  
**HUMAN RESOURCES DEPARTMENT**

To

Dated, Chandigarh the 21<sup>st</sup> May, 2026

1. All the Administrative Secretaries to Government Haryana.
2. All the Head of Departments in the State of Haryana.
3. All the Mnaging Directoers of Boards/Corporations in the State of Haryana.
4. All the Divisional Commissioners in Haryana.
5. The Registrar General, Punjab and Haryana High Court, Chandigarh.
6. The Registrar of all the Universities in the State of Haryana.
7. All the Deputy Commissioners in the State of Haryana.

**Subject: Implementation of Revised ACR Framework and Digital Performance Monitoring System.**

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Sir/Madam,

I am directed to invite your kind attention towards the decision of the State Government regarding strengthening of the Annual Confidential Report (ACR) system. After consideration, it has been decided to develop the department-specific, quantifiable, and work-linked ACR formats. Further, all departments are required to identify and submit to NIC, a list of officers/officials at whose level the maximum number of ACRs are pending. Besides this, it has been decided that manual ACRs shall be discontinued from April, 2027 onward.

2. Further, it has also been decided that NIC (or a designated technical team) shall develop a digital platform to capture employee work outputs and automatically link them with ACRs integrated with HRMS and shall also develop a dedicated section on the Chief Secretary's website to display performance-based ranking of employees (top to bottom performers) based on defined parameters. The performance display system (Honour Board) shall be implemented at the State, District, and block levels.

3. The aforesaid information be furnished to NIC (or a designated technical team) at the earliest.

4. These instructions may please be brought to the notice of all concerned for strict immediate compliance.

Yours faithfully,



Superintendent, Human Resourecs-I  
*for* Chief Secretary to Government Haryana

Dated:- 21<sup>st</sup> May, 2026

Endst. No. 62/02/2026-1HR-I

A copy along with a copy of minutes of meeting is forwarded to State Information Officer, NIC, Haryana with the request to take immediate necessary action in the matter.



Superintendent, Human Resourecs-I  
*for* Chief Secretary to Government Haryana