

F. No. 18(1)/2013-GM  
Government of India  
Ministry of Heavy Industries and Public Enterprises  
Department of Public Enterprises

Public Enterprises Bhavan,  
Block No.14, CGO Complex,  
Lodi Road, New Delhi-110003  
Dated the 13<sup>th</sup> October, 2017

**OFFICE MEMORANDUM**

**Subject : Annual Performance Appraisal Reports (APARs) of Chief Executives of Central Public Sector Enterprises (CPSEs) for the year 2016-17**

The undersigned is directed to refer to this Department's O.M. of even no. dated 27<sup>th</sup> January, 2017 (copy enclosed) vide which guidelines have been issued for recording the CAPEX performance of a CPSE in the APAR of the concerned Chief Executive from the year 2017-18 onwards.

2. It has been further decided that CAPEX achievement by a CPSE having CAPEX as a parameter in its MoU for 2016-17 should be kept in mind by the Reporting Authority in the APAR of 2016-17 of concerned Chief Executive.

3. All Ministries/Departments are requested to ensure compliance of the above provisions in respect of CPSEs under their administrative jurisdiction.

4. This issues with the approval of Hon'ble Minister of Heavy Industries and Public Enterprises.

Encl : As stated

  
(B.N. Mishra)  
Director  
Tel : 2436-3066

To Secretary of all administrative Ministry/Department (by name)

Copy to:-

1. Prime Minister's Officer (Shri Brijesh Pandey, Deputy Secretary),  
South Block, New Delhi – w.r.t. PMO ID No. 340/312/C/12/2016-ES.I dated  
02.01.2017
2. Secretary, Department of Personnel & Training, North Block New Delhi.
3. Secretary, Public Enterprises Selection Board, Block No. 14, CGO complex,  
Lodhi Road, New Delhi
- ✓ 4. Chief Executives of CPSEs

1. The first part of the report is a general introduction to the subject of the study. It discusses the importance of the study and the objectives of the research.

## 2. THE STUDY AREA

The study area is defined as the geographical area in which the study is conducted. It is important to define the study area clearly to ensure that the results of the study are valid and reliable.

The study area is divided into two main parts: the urban area and the rural area. The urban area is defined as the area within the city limits, while the rural area is defined as the area outside the city limits.

The study area is further divided into three sub-areas: the central business district (CBD), the inner city, and the outer city. The CBD is the area in the center of the city, the inner city is the area immediately surrounding the CBD, and the outer city is the area further out from the center.

The study area is also divided into four quadrants: the north-east quadrant, the north-west quadrant, the south-east quadrant, and the south-west quadrant. This division is used to analyze the spatial distribution of the study area.

The study area is further divided into five zones: the central zone, the inner zone, the outer zone, the north zone, and the south zone. This division is used to analyze the spatial distribution of the study area.

The study area is further divided into six zones: the central zone, the inner zone, the outer zone, the north zone, the south zone, and the east zone. This division is used to analyze the spatial distribution of the study area.

1. The first part of the report is a general introduction to the subject of the study. It discusses the importance of the study and the objectives of the research.

2. The second part of the report is a description of the study area. It discusses the geographical location of the study area and the characteristics of the study area.

3. The third part of the report is a description of the study area. It discusses the geographical location of the study area and the characteristics of the study area.

4. The fourth part of the report is a description of the study area. It discusses the geographical location of the study area and the characteristics of the study area.

5. The fifth part of the report is a description of the study area. It discusses the geographical location of the study area and the characteristics of the study area.

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Public Enterprises Bhavan,  
Block No.14, CGO Complex,  
Lodi Road, New Delhi-110003  
Dated the 27<sup>th</sup> January, 2017

**OFFICE MEMORANDUM**

**Subject : Annual Performance Appraisal Reports (APARs) of top management incumbents of Central Public Sector Enterprises (CPSEs)**

The undersigned is directed to state that the procedure and guidelines for writing Annual Performance Appraisal Reports (APARs) of top management incumbents of Central Public Sector Enterprises (CPSEs) have been laid down vide this Department's DO letter no. 5(1)/2000-GM dated 5<sup>th</sup> April, 2010 and O.M. of even no. dated 2<sup>nd</sup> March, 2015 (available on DPE's website – [www.dpe.gov.in](http://www.dpe.gov.in)).

2. The Government has been focussing on increased capital investment in CPSEs to ensure productive deployment of surpluses with CPSEs to enhance economic growth in the country. CPSEs operating in different sectors of the Indian economy are being assigned annual targets for capital expenditure (CAPEX) in their MoUs and the progress of actual CAPEX vis-à-vis annual targets is being monitored to ensure timely achievement of assigned targets.

3. It has been decided that from 2017-18 onwards, the achievement of CAPEX against targets would be reflected in the APARs of Chief Executives of such CPSEs which have CAPEX as a parameter in the MoU in the following manner.

Under Section II, Item No. 2 (Annual work plan) of APAR, Chief Executives of CPSEs (CMD/MD/Chairman) will have to mention the CAPEX target assigned in the MoU for the year and actual achievement during the year. The reporting/reviewing authority will take into account the achievement of CAPEX against the target while reviewing the performance of the Chief Executive during the year.

4. All Ministries/Departments are requested to ensure strict compliance with the provisions of this Office Memorandum in respect of CPSEs under their administrative jurisdiction.

5. This issues with the approval of the Minister of Heavy Industries & Public Enterprises.


Sd/-  
(B.N. Mishra)  
Director  
Tel : 2436-0624

To Secretaries of all administrative Ministries/Departments (by name)

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Copy to :-

- (i) Prime Minister's Office (Shri Brijesh Pandey, Deputy Secretary), South Block, New Delhi – w.r.t. PMO ID No. 340/31/C/12/2016-ES.I dated 2.1.2017
- (ii) Secretary, Department of Personnel & Training, North Block, New Delhi.
- (iii) Secretary, Public Enterprises Selection Board, Block No. 14, CGO Complex, Lodi Road, New Delhi.
- (iv) Chief Executives of CPSEs

  
(B.N. Mishra)  
Director