

**From:**  
**Neelam Dhaka**  
**ADJ Court No-05**  
**Bulandshahr**

**To**  
**The Administrative Judge-(2020-21)**  
**Bulandshahr**  
**Hon'ble High Court of Allahabad**  
**at Allahabad**

Through-  
District Judge,  
Bulandshahr

**Subject:- Prayer for upgradation of ACR Entry**

Respected Sir,

It is very distressing that I am caught in predicament where a subordinate had to comment and challenge the remarks of a superior, but it a vital and demand of necessity for future career prospects.

The undersigned most humbly wishes to bring into your notice that undersigned has joined HJS (Direct Recruitment 2018 Part-2) on 28<sup>th</sup> August 2019 and that the work done in year 2019-20 by the undersigned was 94.72% and that then district Judge Mr Subhash chand now elevated to Hon'ble High Court Allahabad appreciated my work and graded me "Outstanding" for the year 2019-20, where as in the year in question 2020-21 the percentage of work done by me is 140.69% which is more than prescribed quota , but the then District Judge Mr. Ajay Krishan Vishvesha graded me as mere "Good", inspite of his endorsing all the parameters in the ACR as superlative. These parameters of the undersigned and other officers of the Bulandshahr Judgeship are same.

In **Sukhdev Singh Vs Union of India and Others Civil Appeal No 5892/06** the Hon'ble Supreme Court has opined" In our opinion, the view taken in Dev Dutt That every entry in ACR of a public servant 'must be communicated to him/her within a reasonable period is legally sound and helps in achieving threefold objectives. First, the communication of every entry in ACR to a public servant helps him/her to work harder and achieve more that helps him in improving his work and give better results. Second and equally important, on being made aware of the entry in the ACR, the public servant may feel dissatisfied with the same. Communication of enables him/her to make representation for upgradation the remarks entered in the ACR. Third, communication of every entry in the ACR bring transparency in recording the remarks relating to a public servant and the system becomes more conforming to the principles of natural justice."

As per the above citation, though the ACR was communicated to me on 31.07.2021 but regarding transparency, It is pertinent to mention here that I was never issued any D.O. by the then District Judge Mr Ajay Krishan Vishvesha, for my behaviour, conduct and Judicial work. Neither did he indicate otherwise

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also, as to where and on what criteria outside the prescribed parameters set in the format, I was falling short.

After receiving the ACR and comparing it with other officer's Grades, I fail to understand, on the very same parameters when a few selected Judicial officers were graded as "Very Good" and "Outstanding", why I was graded as mere "GOOD". No justification, reason/remark for this discrimination was mentioned in the ACR.

The kind of discrimination brings down the moral of the officers and creates a very unhealthy unproductive environment.

It is also significantly detrimental to my future career prospects.

I Most humbly pray that considering above grounds and keeping in view my future career prospects, my ACR may please be upgraded.

The undersigned once again humbly prays that the grounds and circumstances enumerated above for upgrading the entry may please be considered sympathetically and objectively and also in light of Letter No- C-671/CF(B)/2020-21: Dated: Allahabad: July 17,2021

The undersigned would be highly obliged

With Regards,

Thanking You

Forwarded  
BULANDSHAHAR JUDGESHIP  
No. 2558/I Dated 26/0/21  
District Judge,  
Bulandshahr  
26/8/2021

Yours Sincerely  
*Neelam*  
Neelam Dhaka  
UP2653  
ADJ Court No-05  
Bulandshahr

From,

**Ashish Garg, H.J.S.,**  
Registrar General,  
High Court of Judicature at  
**Allahabad.**

E-mail/Through Registered Post

To,

**All the District & Sessions Judges/ Presiding Officers of Land Acquisition, Rehabilitation and Resettlement Authorities/ Commercial Courts/ Motor Accident Claim Tribunals & Principal Judges, Family Court**  
Subordinate to the High Court of Judicature at  
**Allahabad.**

**No.C- 671 /CF(B)/2021; Dated: Allahabad: July 17 , 2021.**

**Subject: Exemption/relaxation in the QUOTA/UNITS prescribed for the Judicial Officers for the Assessment Year 2020-21 keeping in view the pandemic of COVID-19.**

Madam/Sir,

With reference to the subject captioned above, I am directed to say that the Hon'ble Court, after consideration and detailed deliberation in the matter, has been pleased to order that the exemption should be allowed from giving out-turn for the period for which the Court has directed closure of the subordinate courts or the normal functioning of the courts has been kept in abeyance except the performance of urgent work, such period is to be excluded by the officers while calculating the number of working days. Further, in case officers find shortfall in their out-turn because of the irregular working of the courts during the pandemic period in Assessment Year 2020-21, the sympathetic view be taken by the Assessing Authorities and they may ignore the shortfall treating the same as no adverse.

The contents of this letter may kindly be brought to the notice of all the officers working under your administrative control for their guidance and compliance.

With regards,

Yours faithfully,

Sd/-  
**(Ashish Garg)**  
Registrar General

No.C- 671 (i)/CF(B)/2021 of date;

Copy forwarded for information and necessary action to:

1. The Senior Registrar, High Court, Lucknow Bench, Lucknow.
2. J.R./D.R./A.R.-cum-P.S. to Hon'ble Judges, High Court, Allahabad and Lucknow Bench, Lucknow with the request to place this letter before the Hon'ble Judges for their Lordship's kind perusal.
3. The Director, Institute of Judicial Training and Research, Vineet Khand, Gomti Nagar, Lucknow.
4. The Member-Secretary, U.P. State Legal Services Authority, 3<sup>rd</sup> Floor, Jawahar Bhawan Annexe, Lucknow.

By order of the Court,

Sd/-  
**(Ashish Garg)**  
Registrar General