

From,  
Neelam Dhaka  
Additional district and session judge  
court no. 5 Bulandshahr

To,  
Hon'ble Administrative Judge-(2021-22)  
Bulandshahr  
Hon'ble High Court of Judicature  
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 has to comment and challenge the remarks of a superior, but it is 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 is elevated to Hon'ble High Court Allahabad and gave me outstanding for the year of 2019-2020 , where as in the year of 2020-21 the percentage work done by me is 140.69% which is more than prescribed quota and I was given "Very Good" by Hon'ble Administrative Judge.

Again in the year 2021-2022 , the percentage of work done by me is 101.4% which is more than prescribed quota and but then District Judge Mr. Yashwant kumar Mishra graded me as "Good" inspite her endorsing all the parameter in the ACR as Superlative. These parameters of undersigned and other officers of 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 entry enables him/her to make representation

for upgradation in the remarks entered in the ACR. Third, communication of every entry in the ACR brings 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 29.06.2022 but regarding transparency, it is pertinent to mention here that I was never issued any D.O. by the then District Judge Mr. Yashwant kumar Mishra for my behavior, conduct and Judicial work. Neither did she indicate otherwise 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 Grade, I fail to understand, on the very same parameters when a few selected Judicial officers were graded as "Very Good", why I was graded as mere GOOD. No justification, reason/remark for this discrimination was mentioned in the ACR.

This 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.

The undersigned would be highly obliged.

With regards,  
Thanking you.

Yours sincerely

Date: 03.07.2022

  
(Azeem Dhaka)  
Additional district and session  
Judge court no. 5 Bulandshahr