

From,

Arpita Sahu,

Addl Civil Judge, Banda

SUB: In respect of the Adverse Remarks and “average” entry ACR.

Respected Sir,

The Respected District Judge had given me a “poor” entry and some adverse remarks. I had represented against the same. The Hon’ble Administrative Judge has considered and has upgraded my entry to “average”. I humbly represent against the same.

The remark of The Hon’ble Administrative Judge is as follows

“Against the aforesaid remarks a representation has been made by the officer concerned to expunge the said remarks.

Along with the annual remarks given by the District Judge, Self-Assessment Form of the officer has been appended. In the annual remarks the District Judge has accorded the integrity of the officer to be ‘beyond doubt’. Also, her private character has not invited any adverse observation. As to her work, in terms of the number of cases fixed and decided, her conduct has found the approval of the District Judge. As to the quality of her orders as well as ability to marshal facts and appreciation of evidence, the District Judge has rated her ‘average’. On appreciation of law she has been rated ‘good’. Seen in that light, further observation that the judgments are not well reasoned, sound in law and on facts, is considered a little harsh considering that the officer is a junior officer, who has put in about three years of service. It is to be noted that there is no shortfall of units.

The officer has achieved the target of action plan cases including disposal of contested and non-contested.

Similarly, in the face of regular inspections made by her and keeping in mind the daily sitting register, the adverse observations as to lack of control and punctuality, may call for mentoring and guidance. She being the junior officer, the officer may be granted opportunity to self-improve, where required.

Although complaints are seen to be made by certain Bar members, they do not contain allegations of corrupt practices. Also, those complaints did not give rise to any formal enquiry.

On overall assessment of the material that may fall for consideration before the administrative authority excluding the complaint that may have been lodged by the officer, her annual assessment is rated as 'Average'.

The representation is accordingly disposed of."

The Hon'ble Administrative Judge has observed that my there is no shortfall of unit and that I had completed my action plan. However, it is humbly submitted that the entry 'average' is not in proportion to the completion of action plana and achieving of target.

There were many adverse remarks in my ACR. I had represented against the same. However, The Hon'ble Administrative Judge has neither considered the same nor has made any observation on it. The Hon'ble Administrative Judge has not expunged the remarks nor has affirmed it. The appraisal is thus incomplete.

The Hon'ble Administrative Judge has failed to consider that The Respected District Judge was extremely biased against me and that there is a sexual

harassment complaint pending against The Respected District Judge. Infact The Hon'ble Administrative Judge excluded the same from assessment.

The Hon'ble Administrative Judge had every knowledge of the complaint against The Respected District Judge ever since September 2022 but he himself had not taken any action against The Respected District Judge.

The Hon'ble Administrative Judge has been hand in hand in my tormentation, the facts of which have also been raised before the ICC.

The Hon'ble Administrative Judge has failed to consider that if my judgements were not allegedly well reasoned I have not received any notice/guidance on the same. it has also not been mentioned as to which of my judgements are not well reasoned.

My representation has not been considered in entirety by The Hon'ble Administrative Judge. While it has been observed that Action Plan Target was achieved, it was not given due consideration. The completion of Action Plan was mandatory as per circular of the Hon'ble High Court.

The ACR entry has to ben seen in comparative context. Other officers who had not completed Action Plan files were given "outstanding" entries.

Thus, I request your honors to reconsider my representation against the ACR entry and reappraise the ACR entry and remarks and award me an entry in proportion to my work and also expunge the adverse remarks.

I shall be obligated.

Thanks