

OFFICE OF THE PRINCIPAL ACCOUNTANT GENERAL (AUDIT-I), TAMILNADU, LEKHA PARIKSHA BHAVAN, 361, ANNA SALAI, TEYNAMPET, CHENNAI – 600 018

No. Admn. II/Genl/APAR/SPARROW/2021-22/18

परिपत्र /CIRCULAR

Sub: Implementation of Smart Performance Appraisal Report Recording Online Window (SPARROW) application in respect of Senior Audit Officers (SAOs) in IA & AD -reg.

Date: 01.06.2021

Hqrs in Circular No. 49- Staff (Disc-I)/2020 forwarded in Lr. No. 204-Staff (Disc-I)/11-2020 dated 06.11.2020 had intimated the decision to introduce the online recording of Annual Performance Appraisal Report (APAR) on **Smart Performance Appraisal Report Recording Online Window ('SPARROW')** application in respect of Senior Audit Officers in IA & AD beginning with the APAR reporting year 2020-21. The same was communicated to all SAOs through Circular Nos Admn. II/Genl/APAR/Policy file/2020-21/74 dated 12.11.2020 and Circular No. Admn. II/Genl/APAR/SPARROW/2021-22/02 dated 07.04.2021.

DoPT in OM No. 21011/02/2015-Estt.(A-ii)-part-II dated 14.04.2021 forwarded by Hqrs in Lr. No. 103-स्टाफ हकदारी (नियम)/ए.आर/ 12-2019 dated 07.05.2021 have prescribed the following time schedule for completion of the APAR process:-

Sl. No	Activity	Date by which activity to be completed
1.	Distribution of blank forms	31st May 2021
2.	Submission of self-appraisal to the Reporting Officer	30 th June 2021
3.	Forwarding of report by Reporting Officer to Reviewing Officer	31st July 2021
4.	Forwarding of report by Reviewing Officer to APAR Cell	31st August 2021

Accordingly, blank Performance Appraisal Reports (PAR) for the reporting year 2020-21 in respect of all Senior Audit Officers (Civil) under the cadre control of this Office and Senior Audit Officers (Commercial), who are posted in Offices of the PAG (Audit-I), TN and AG (Audit-II), TN & Puducherry, except those working on deputation outside IAAD have been generated in the SPARROW application. In respect of Senior Audit Officers working on deputation outside IAAD, the procedure of manual PAR will continue.

A step by step guide for logging into the SPARROW account and accessing the blank PAR for making self-appraisal is attached for the guidance of all. As a working "Official name based NIC e-mail ID" is essential for the process, all SAOs are instructed to activate their "Official name based NIC e-mail ID" at the earliest.

The above time schedule prescribed by DoPT for recording of APAR may strictly be adhered to. As per the extant instructions, if the Officer Reported Upon fails to complete the self-appraisal and transmit to the Reporting Authority concerned by the due date, the blank PAR is liable to be force forwarded to the Reporting Authority, in which case the PAR will be processed without the self-appraisal.

(vide orders of Principal Accountant General date 31.05.2021)

Encl: As stated.

Sd/-Senior Deputy Accountant General/Admn.

Copy to:-

Notice Board (s)

Sr.DAG/Admn. - O/o the AG (Audit II) TN & Pondicherry

Deputy Director/Admn. - O/o the PDA (Central), Chennai

SAO/Admn. - O/o the AG (Audit II) TN & Pondicherry

SAO/Admn. - O/o the PDA (Central), Chennai

BO/Madurai RA/Madurai RA/VOC Port Trust All RA Units

All Group Officers, O/o the PAG (Audit I) - are requested to arrange to communicate the contents of this Circular over phone/through e-mail to SAOs deployed in Sections/Field Parties/RA Units under their control.

Secy to PAG (Audit I) SAO/AMS 11 SAO/ AMS 21 SAO/ AMS 31 SAO/ AMS 41

SAO/Rep-I SAO/Rep-IA SAO/Rep-II Hindi Section

Data Manager, O/o PAG(Audit-I); for forwarding the circular to all SAOs of this office.

SAO/Admn., RTI, Chennai, with request to intimate all the SAOs on deputation from this office.

SAO/Admn., RTI, Mumbai with request to intimate all the SAOs on deputation from this office.

A step-by-step guide for writing online APAR by the officer reported upon (ORU) (prepared by O/o PAG (Audit-I), Tamil Nadu)

General Instructions

Online APAR for Senior Audit Officers has been introduced from the 2020-2021 onwards. This will be done through the Smart Performance Appraisal Report Recording Online Window (SPARROW).

The important dates for this process is given below:-

Sl. No	Activity	Date by which activity to be completed
1.	Online generation of APAR	31st May 2021
2.	Submission of self-appraisal to the Reporting Officer	30 th June 2021
3.	Forwarding of report by Reporting Officer to Reviewing Officer	31st July 2021
4.	Forwarding of report by Reviewing Officer to APAR Cell	31st August 2021
5.	Disclosure of APAR to the officer reported upon	10 th September 2021
6.	Receipt of representation, if any, on APAR	15 days from the date of disclosure.

The basic details in the APAR are filled from the form submitted by the officers reported upon (ORU) and records available in the Administration wing of the respective office.

The details of the Reporting Officer and Reviewing Officer have been filled on the basis of the information provided by the respective Offices/Groups/Sections.

As the process is online, the dates of completion of each activity are to be strictly adhered to. In case the self-appraisal is not received within the due date, the APAR will be force forwarded to the Reporting Officer without self-appraisal and this will be reflected adversely in the APAR.

The following are prerequisites before proceeding with filling up the APAR through SPARROW:-

- (i) A working Official name based NIC e-mail ID, password & mobile number linked with the official name based NIC e-mail ID for receiving OTP (for logging into SPARROW application).
- (ii) Aadhaar Number and mobile number linked with the Aadhaar number for receiving OTP (for e-signature).
- (iii) Any documents you would like to furnish with your APAR like details of Paras, appreciation letter etc. These documents are to be saved in a single pdf document with size not more than 3 Mb.

Please use PC or Laptop to fill up your APAR due to ease of operation and ensure completion of all details in the APAR before submission. There may be minor changes in the actual website as compared to the screenshots provided in this guide due to regular upgradation of the website.

An official may have one or more APARs or GAP Sheets/Non reporting certificate (NRC) during a year depending on the period worked under a Reporting Officer/Reviewing Officer. The official has to fill each of the APARs in the same manner as shown below:-.

Please follow the steps shown below for the process of Self-Appraisal and submission:-

 The link for the website to be file the online APAR is https://parichay.nic.in/Accounts/NIC/index.html?service=SPARROWIAAD

On accessing the link the following screen will appear:-



2. The website uses two step authentication i.e password and OTP.
Enter your Official name based NIC e-mail ID and password. Click 'Next'. The following screen will appear:-



3. Select the option – OTP on Mobile and click next. You will receive a 6 digit OTP to the mobile number linked with your Official name based NIC e-mail ID and the following screen will appear:-

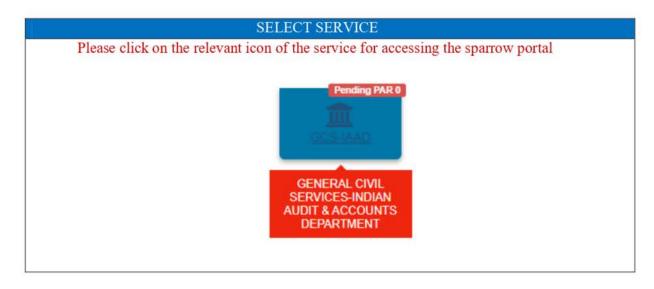


4. Enter the 6 digit OTP and click next.

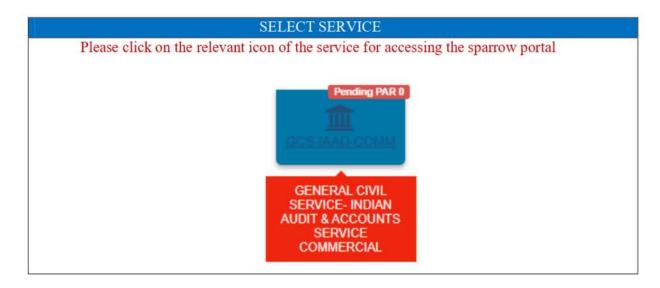
(If you tick the "Don't ask me again on this Device" the user device will be remembered and the user will not be asked to perform 2 step authentication when login from this device for the next 12 to 24 hours. However, this may not always work due to the security settings in different systems and networks and you may have to use the two step authentication for each and every login.).

A pop-up appears "Successfully logged into Parichay, redirecting to SPARROW" after which a screen will appear as shown below:

For Officers of Civil Audit Cadre



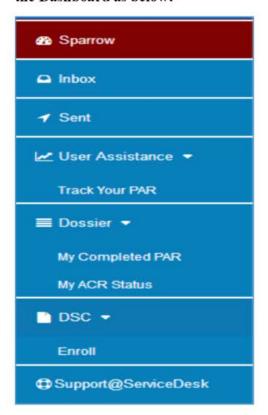
For Officers of Commercial Audit Cadre



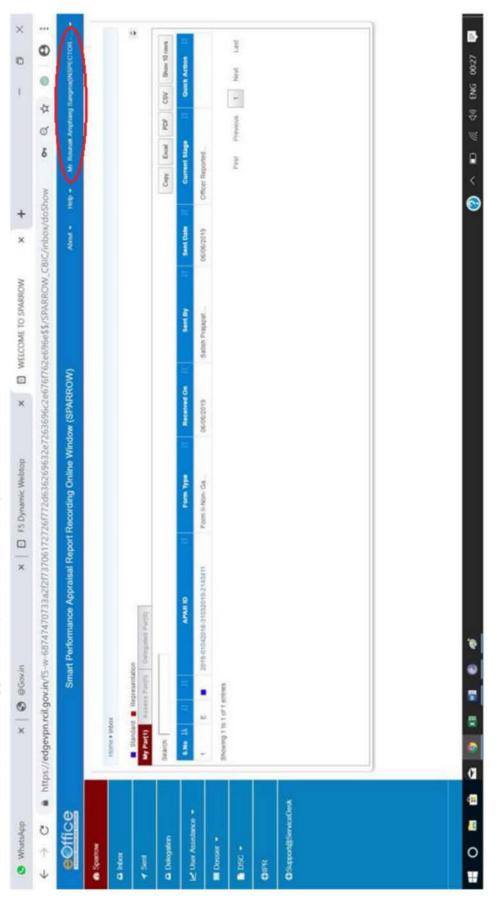
The number of pending APARs will also be reflected.

Select the appropriate service i.e CGS-IAAD for SAO (Civil) and CGA-IAAD-COMM for SAO (Commercial). On clicking on the CGS-IAAD/ CGA-IAAD-COMM icon. A pop will appear "Are you sure you want to redirect to CGS-IAAD/ CGA-IAAD-COMM instance". Click Ok, a screen showing the dashboard will appear as shown in the next page.

The standard menus for a User without special role in SPARROW will appear on the left side of the Dashboard as below:-



A window with the Dashboard appears with your name on the right corner as shown in the screenshot below:-



In the Inbox tab, on clicking the My Par, all the PARs generated by the Custodian shall be listed with their corresponding APAR-IDs (shown in blue colour). A table as shown below appears:-

Sent Date Current Stage	30/05/2021 Officer Reported
Sent by	Kumar(Sr. PS) 30/05/2021
Received on	30/05/2021
Form Type	FormII with GEM 30/05/2021
APAR ID	2021-01042020-31032021- 1234567
Status	WOR
	Щ

Shows that the APAR is Standard (initial stage for filling Self-Appraisal)

Shows that the APAR is in the Representation Stage.

During Self-Appraisal ensure that the appears.

Status - WOR shows the status of the ORU i.e in this case the officer is "Working".

APAR ID: An APAR ID is allotted for each APAR in the format: Year - Period of APAR(from) - Period of APAR (to) - running Sl. Number for the officer. Clicking on the APAR ID will the open the form for further action. If there is more than one APAR ID, it shows that there is more than one APAR pending.

the ORU in connection with the Government e-Marketplace. In case the ORU has worked on GEM, he/she may fill the necessary details. If the Form Type: FormII with GEM – The form has been introduced from the APAR cycle 2020-2021 and contains details of the duties performed by ORU has not worked on GEM, fill the relevant columns as "Not Applicable"

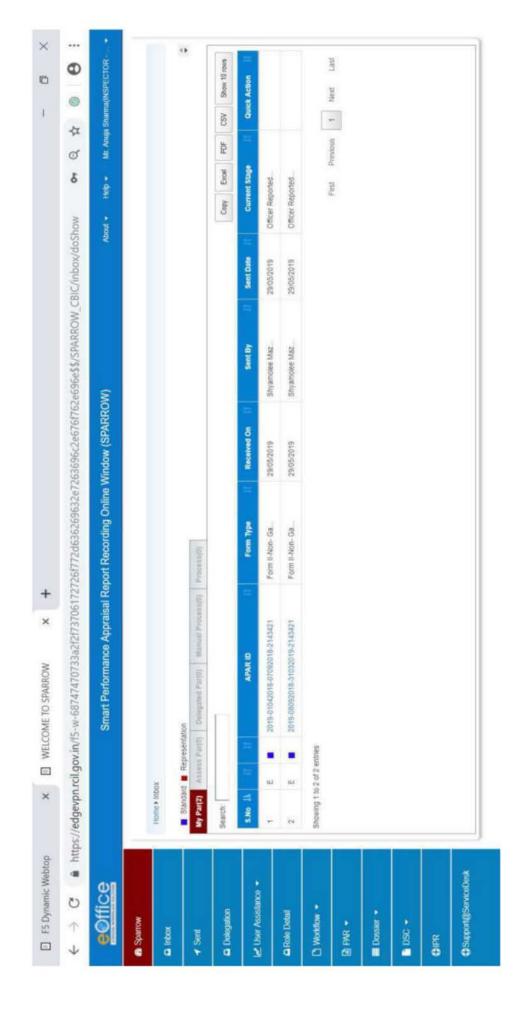
Received on: Shows the date of Generation of APAR

Sent by: Shows the name of the official who has sent the APAR to the ORU (usually the PAR custodian or PAR Manager).

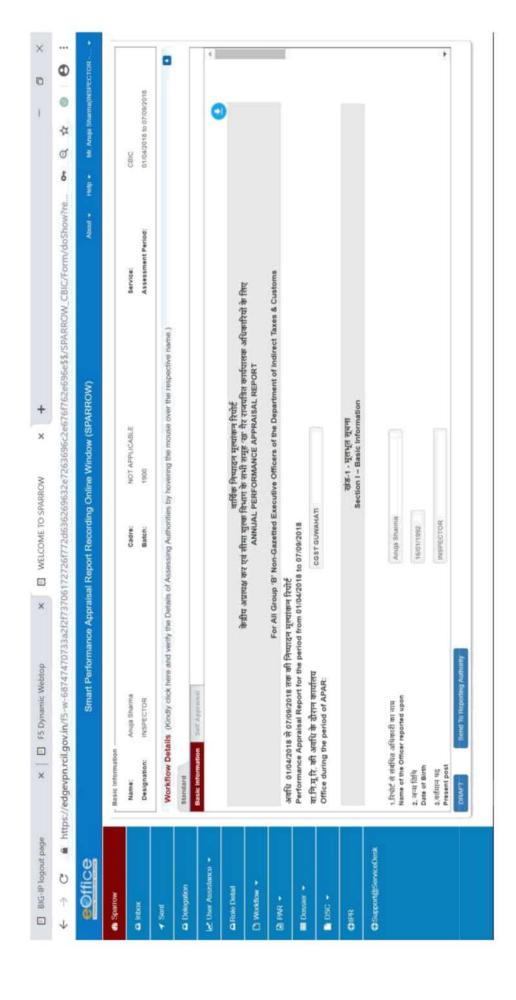
Sent Date: Shows the date the APAR has been sent by the PAR custodian or PAR Manager.

Current Stage: Shows the current stage of the APAR (Officer Reported/Reporting Officer/Reviewing Office etc.)

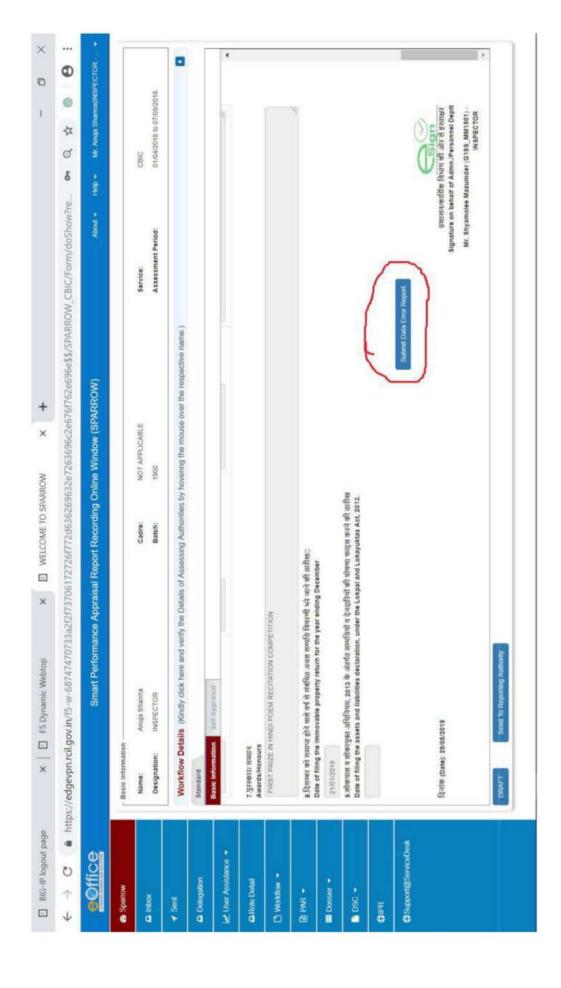
The no. of PARs will depend upon the no. of workflows created. Some officers will have one PAR only (as shown in the above screenshot), some may have two or three (the following screenshot shows two PARs).



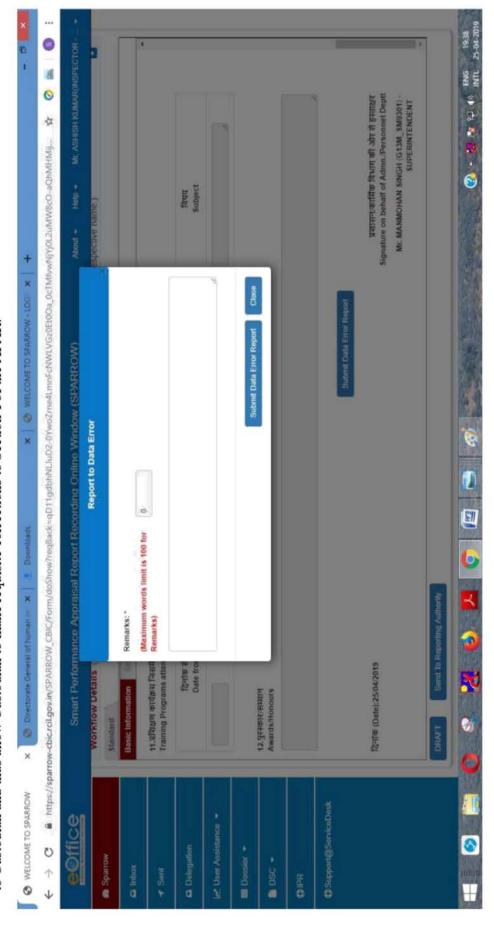
Information tab shown in the screenshot below). The Officer Reported Upon should check all his/her details filled in the Section-I such as Name, Employee code, Date of Birth, leave details and trainings attended etc. which would be auto populated as they have been filled by clicking the APAR-ID for the relevant period. This would open Section I of the APAR as filled and generated by the Custodian (Basic This Officer Reported upon (Ms Anuja Sharma for the above screenshot) will select the first PAR for the period 01/04/2018 to 07/09/2018 by Custodian as shown in the screenshot below.



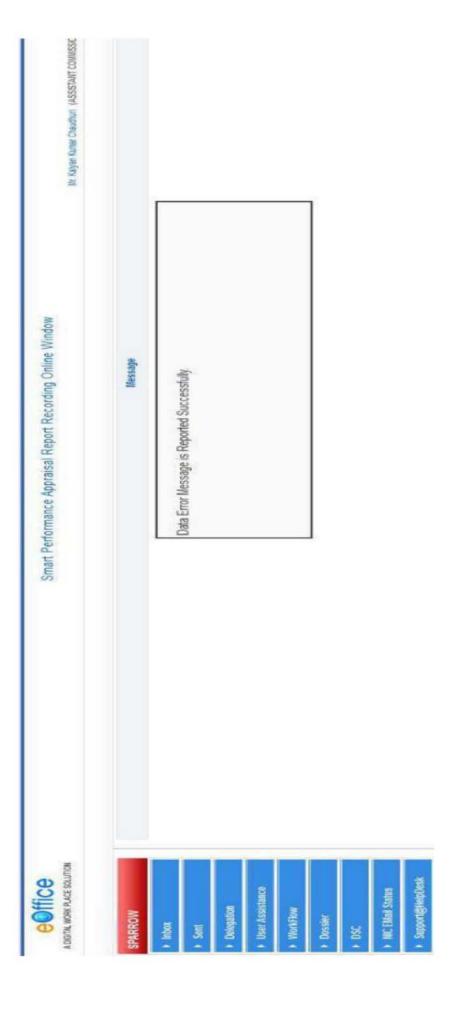
Inadvertent errors might have occurred in some cases. If any such significant error(s) is noticed in Section I, then please send it back to the Custodian by clicking on Submit Data Error Report tab as highlighted below. After correction, it will be sent again to you.



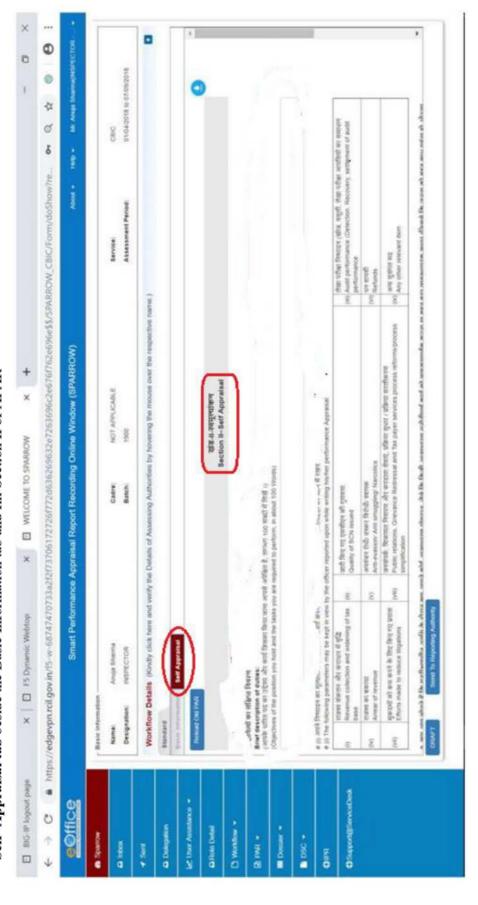
If you click Submit Data Error Report, following screen will open up which will have a text box. The officer should give the nature of errors/details which are to be corrected clearly in the text box and click Submit Data Error Report button. This will send Section-I of the PAR to Custodian and thus allow Custodian to make requisite corrections to Section-I of the APAR.



After clicking Submit Data Error Report, a message would appear with text "Data Error Message is Reported Successfully" which means that the report has been sent to Custodian to make relevant changes.

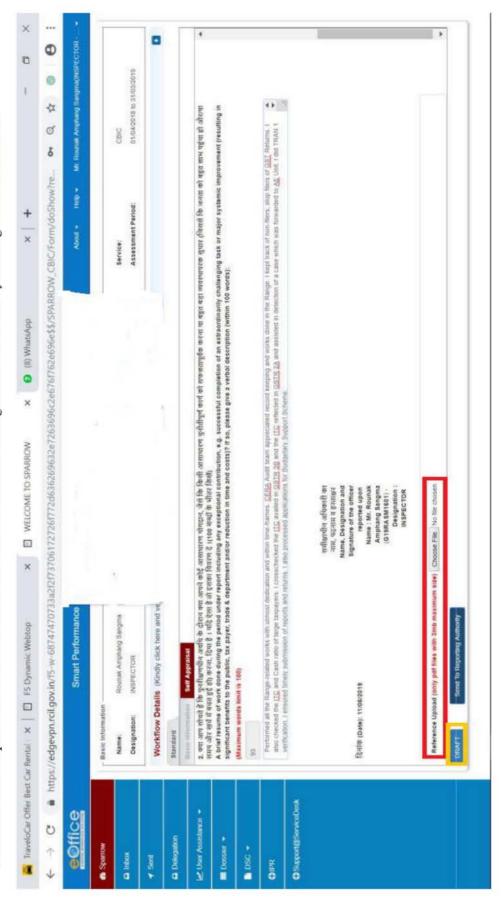


After sending the error report or in case all the information filled in is correct, the officer can start writing his self-appraisal by clicking on the Self- Appraisal tab beside the Basic Information tab and fill Section II of APAR

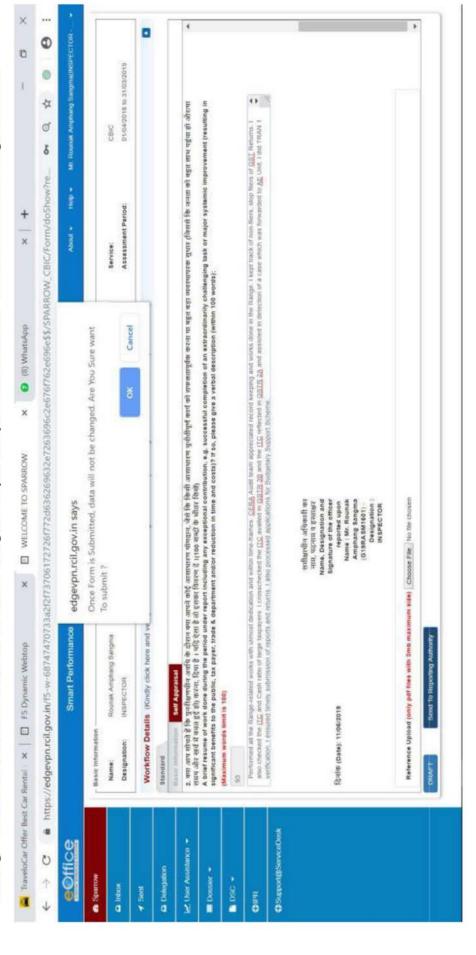


After filling all the details in Section-II, the officer can also upload any supporting documents in pdf format up to 3 MB by clicking the option found on the bottom left corner of the working window - References to upload (only PDF files with maximum 3 Mb size) Choose File button.

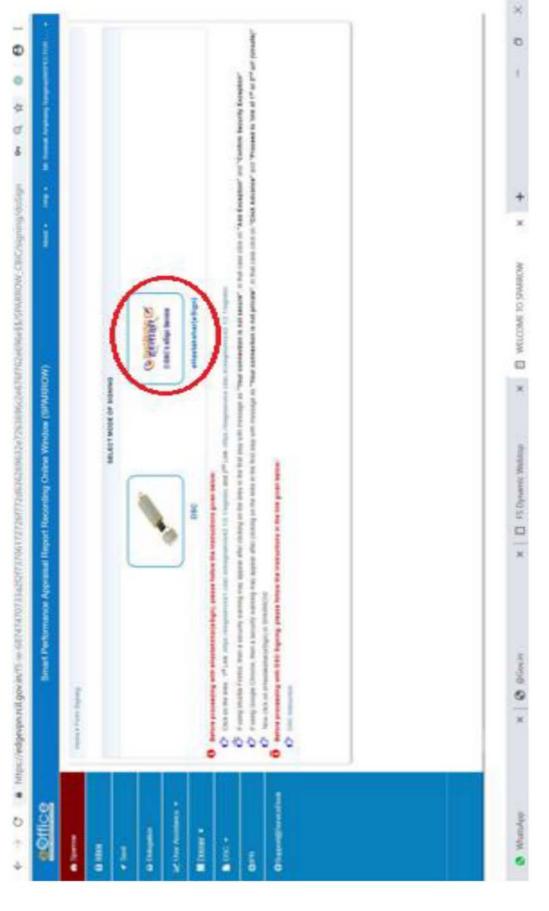
The officer has an option to save the document and come back later to change/amend the same by clicking Save as Draft tab.



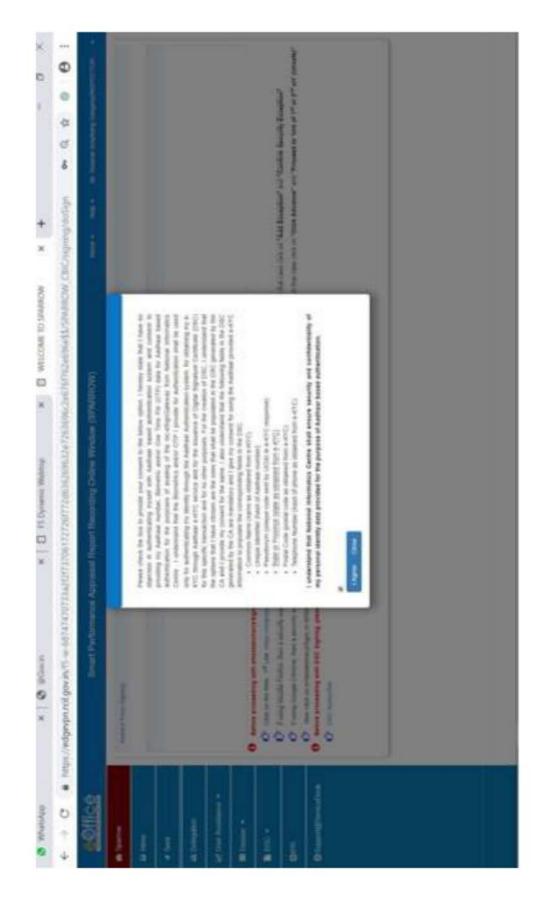
Send to Reporting Authority. (ii) In case of NRC/GAP Sheet, the officer may send the NRC to the Custodian/APAR Cell by clicking on the Alternatively, (i) the officer may send the PAR to Reporting officer after completing Section II of APAR for which the officer should click on send to Custodian/APAR cell button. After clicking this button a confirmation screen for submitting the Section II of APAR will appear with warning- "Once the form is submitted, data will not be changed. Are you sure you want to submit?" as shown in the following screenshot.

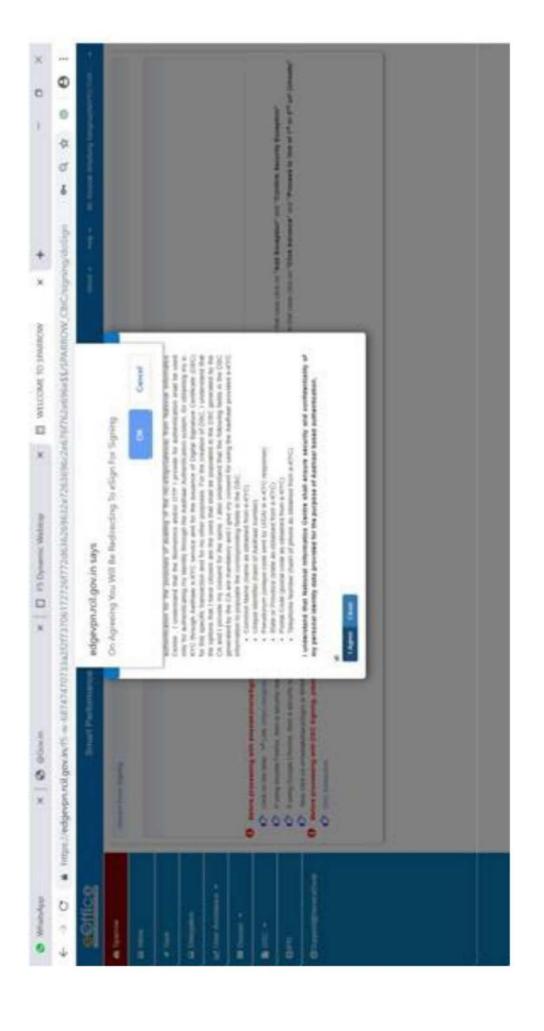


On clicking OK, a window will appear asking you to select mode of signing. Click on the e-Hasthkshar(e-Sign) icon.



Agree to the terms and conditions it as shown in the following screenshots. On agreeing, you will be get a pop up stating that you will be redirected to eSign for signing. Click on OK.



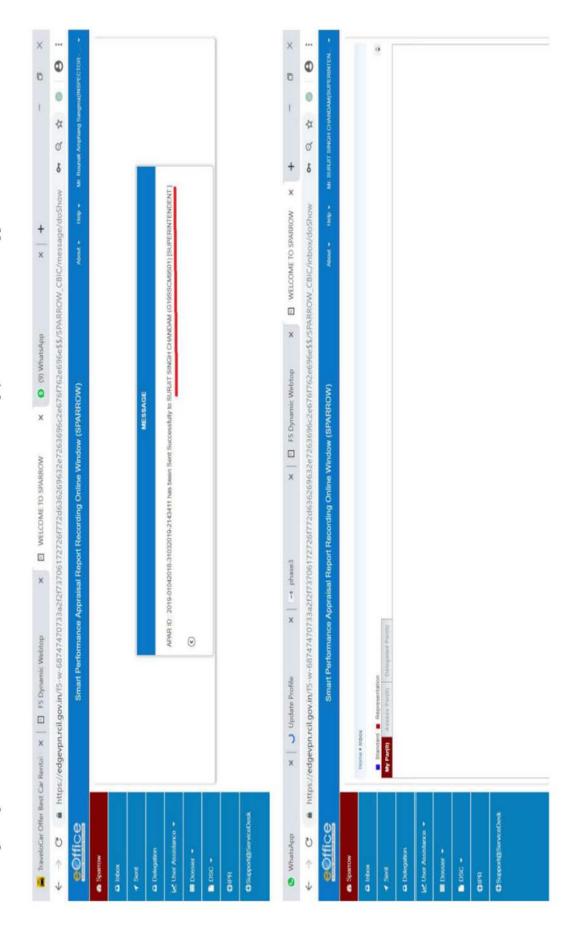


In the next screen fill your Aadhaar number and fill the OTP which will be received in your mobile linked with Aadhaar card and click the submit button as shown in the screenshot below.

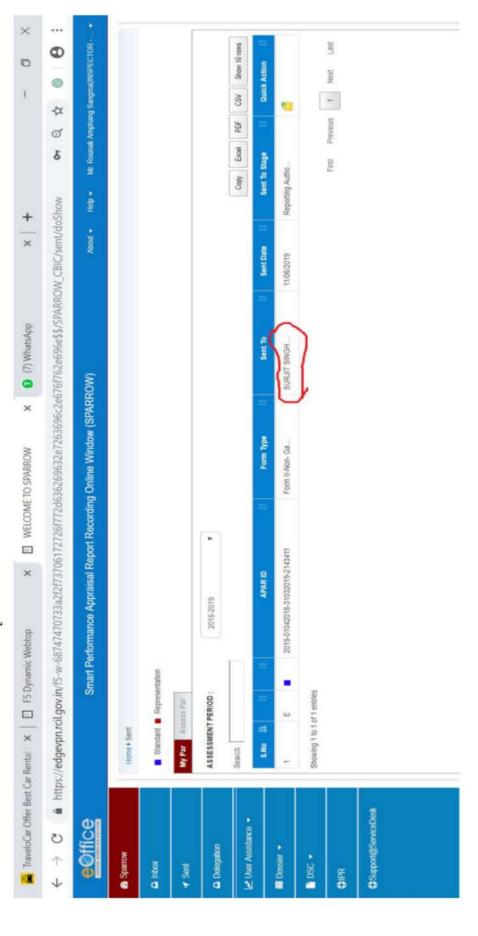




After successful submission of your APAR, a message will pop up showing the successful submission will appear. It will show the name of the reporting officer to whom the PAR has been sent. The inbox now will be empty. The dashboards will appear like this.



You can see the status of your PAR by clicking on the Sent button available on the left panel. The name of the Reporting Officer will be visible and the date of submission of your PAR.



The ORU portion of the APAR is now complete.

After the Reporting Officer and Reviewing Officer fills the APAR, it is sent to the APAR custodian. If everything is complete, the APAR will be closed by the APAR custodian and the completed APAR will be available in the Inbox of the ORU. The ORU can view it, save it or print it. This step is the automatic disclosure of APAR to the ORU. Hard copies of completed APAR will not be provided. Fill up the APAR well in time to avoid last minute rush and to clear any difficulties encountered in filling up the APAR. In case the self-appraisal is not received within the due date, the APAR will be force forwarded to the Reporting Officer without self-appraisal and this will be reflected adversely in the APAR. The ORU will not be able to fill up the self-appraisal after the APAR is force forwarded to the Reporting

- In case ORU's Official name based NIC e-mail ID is inactive, forgot password, unable to receive OTP or change the linked mobile number, he/she may immediately contact the EDP section of his/her Office for resolving the same.
- If Aadhaar number is not linked to any of your mobile numbers, kindly link the same immediately in order to be able to e-sign the Д

In case of any other problem regarding online filling up of APAR, kindly contact any of the following officials:-

Sl. No	Sl. No Name (Shri/Ms)	Designation Post	Post	Contact number e-mail ID	e-mail ID
1.	P. SREENIVAS	AAO	AAO/Admn.II, O/o PAG(Audit-I), TN	044-24316464 9941258878	sreenivasp.tmn.au@cag.gov.in
2.	SNEHALATHA GOPINATH	Sr. PS	Sr.PS to PAG (Audit-I), TN 044-24316411	044-24316411	snehalathag.tmn.au@cag.gov.in
 3.	K. NALINI VIJAYALAKSHMI PS	PS	PS to AG, (Audit-II), TN & Puducherry	044-24316554	nvlakshmik.chn.pdac@cag.gov.in
4	K. VISWANATH	SAO	Secy to PAG, (Audit-I), TN 044-24316412	044-24316412	viswak.tmn.sca@cag.gov.in
5.	S. MANONMANI	SAO	SAO/Admn., O/o PAG(Audit-I), TN	044-24316457	manos.tmn.sca@cag.gov.in