

### AWR Evaluation Criteria for B to C and C to D

Name of Officer:

Post Held:

Being considered for:

Year of eligibility:

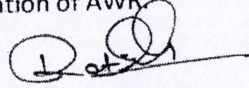
Item No	Type of Work	Maximum Mark	Basis for Award of Marks			Description			
			Description	Criteria	Mark <sup>2</sup>				
1	Field Investigations	20	Field Investigation <sup>1</sup>	>1	20	Will include Hydrogeological (Systematic/Reappraisal Surveys, NAQUIM related studies, & similar assignments), Exploratory Drilling, Geophysical studies (VES, Profiling, TEM surveys & logging etc.)			
				1	15				
				0	0				
			Ground Water Regime Monitoring /Short Term Investigation/JSA/Special Studies/ Infiltration Studies/ AR studies/others	>=2	10				
	1			5					
	0			0					
	Planning, monitoring, evaluation and reporting of scientific studies		20	Planning and monitoring of activities; Scientific inputs/materials for PQ replies & VIP references / Liaison / preparation of database / scrutiny & review of technical reports and preparation of inputs /scientific materials. <b>Note:</b> Marks will be given based on the quantum of work			20	Planning and monitoring at National/State Level (Assigned duties in Chairman/ Member/ RD/ HOO/OIC)	
							10		Other Sections and assigned part time duties to the above sections.
					Not associated		0		
Report Processing cell	20	Scrutiny & issuance of technical reports	≥ 100 %	20					
			> 90 &<100 %	15					
			> 70 &<90 %	10					
			< 70 %	05					
Laboratory Work	20	Analysis of ground water samples, data compilation & processing	100% of samples allocated	20					
			90 to < 100% of samples allocated	15					
			70 to < 90% of samples allocated	10					

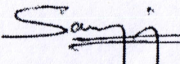
Item No	Type of Work	Maximum Mark	Basis for Award of Marks			Description
			Description	Criteria	Mark <sup>2</sup>	
				50 to <70% of samples allocated	5	
				No samples analysed	0	
	Technical evaluation / Scrutiny of proposals		Technical Evaluation & Scrutiny of proposals for GW extraction.	100% of proposals assigned	20	
				75 - 99% of proposals assigned	15	
				50 - 74 % of proposals assigned	10	
				10 - 49 % of proposals assigned.	5	
				<10% of proposals assigned	0	
	Training Programs		Coordination and organizing training programs	>5 Programs or cumulative duration of programs > 2 months	20	
				>3 - 5 Programs or cumulative duration of programs 1-2 months	15	
				> 1 - 3 Programs or cumulative duration of programs <1 month	10	
				No Programs	0	
<b>Total of Item no1 (maximum marks is 20)</b>						
2	Technical Reports	10	Technical reports/Annual reports/ State of art of reports/internal reports/ Bulletins/Brochures <b>Note:</b> Marks will be given based on the quality of the report.	>3 Reports or 1 State of Art report/ National Report.	10	
				2-3 Reports	8	
				1 Report	5	

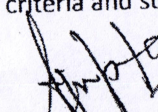
Item No	Type of Work	Maximum Mark	Basis for Award of Marks			Description
			Description	Criteria	Mark <sup>2</sup>	
3	Research Publications	5	Research publications (Journal National/International/Conference /Book edited/chapters in book)	No reports	0	
				Publication in peer reviewed journal /Book	5	
				Publication of full paper in conference /Workshop /Seminar volume/Proceedings	3	
				Publication of Abstract	2	
			No Publications	0		
4	Information Dissemination and outreach activities.	15	Awareness programs organized/Workshop/meeting with Stakeholders/ Meeting organized & associated /Network programs initiated between department /industries /stakeholders/Lectures delivered/Presentations before DM/DC/SGWCC meeting/ Others	> 3 Programs	15	
				2 – 3 Programs	10	
				1-2 Programs	5	
				No Programs	0	
5	Innovative work	15	Innovative element/Aquifer management plans/Special content in work/ Identification of new areas of demonstration of technology & follow up/ new work functions identified and natured/ Acts/ policies/Acts & model bills prepared/Major impact to the society <b>Note:</b> Marks will be given based on the quantum and quality of the work.	> 1 Spl content/ innovative work	15	
				1 innovative work /special content/Aquifer Management Plan	12	
				Follow up of technology/work used	10	
				New work functions initiated/attempted	10	
				Policies/Acts/model bills prepared/ Major impact to the society	10	
				Nil	0	

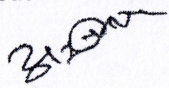
Item No	Type of Work	Maximum Mark	Basis for Award of Marks			Description
			Description	Criteria	Mark <sup>2</sup>	
6	Data Analytics etc.	10	Data analytics/ Database creation & maintenance/ scientific inputs for evaluation	100 %	10	Data analytics/ Database creation & maintenance/ scientific inputs for evaluation
				80-99%	8	
				60-79%	6	
				50-59%	5	
				<50%	0	
7	Other Achievements	5	Awards/Memberships of scientific committees/ institutions /Academics/Training course/ programs attended & successfully completed	Winner of scientific Awards	3	Awards/Memberships of scientific committees/ institutions /Academics/Training course/ programs attended & successfully completed
				Invited membership of Scientific Societies	3	
				Successful completion of training Programs	3	
				Membership in technical committees <sup>3</sup>	3	
				No awards/ trainings/ memberships	0	
9	Assessment of scientific output/APAR grading	20	APAR Grading	Outstanding (8-10)	20	
				Very Good (6 to <8)	15	
				Good (4 to <6)	10	
				Average / Below Average	0	
10	Total					

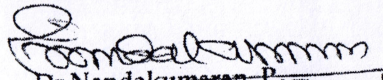
After detailed deliberation and work pattern of CGWB, Committee recommends the above criteria and sub categories wise distribution of marks for evaluation of AWR

  
Dr. Ratikanta Nayak  
Scientist D

  
S G Bhartariya  
Scientist D

  
Sourabh Gupta  
Scientist D

  
Anoop Nagar  
Member HQ

  
Dr. Nandakumar  
Chairman  
19.10.2

## NUMBER OF WORKS CARRIED OUT IN A FSP/AAP YEAR

Category of work (Weightage)	Type of work	Counts
Field assignments/ HQ duties/ Lab/ CGWA (20 marks)	Annual assignments	
	• RHS/GWMS	1
	• Aquifer Mapping	1
	• Drilling activity - Exploration/PZ construction	1
	• Geophysical investigations (VES/TEM/Profiling)	1
	• Geochemical analysis	1
	• Aquifer rejuvenation	1
	• Technical section work/ RODC/ RP/ CGWA works	1
	• GW modeling studies	1
	• Training Institute	1
	Other Assignments	
	• Groundwater regime monitoring	1 time – 1 count
	• Short term investigation	2 surveys – 1 count
	• Special studies short duration (JSA/state govt)	2 studies – 1 count
• DDO /S&V	1 count	
Technical Reports (10 marks)	• RHS/GWMS/Aq Mapping report	1
	• Geophysical /Geochemical report	1
	• GW bulletin (NHS)	2 reports – 1 count
	• GW Year book/Annual report	1
	• State reports (HG/GP/Chem)	1
	• Special studies (PDS)/GWRA/other reports	1
	• BDRs	5 BDRs – 1 count
	• Short term investigation report	3 STI – 1 count
	• District Brochures	1
Publication (5 marks)	• Publication in peer reviewed journal /Book	1
	• Publication in conference /workshop with volume	2 publication – 1 count
	• Abstract publication	2 publication – 1 count
Information Dissemination and outreach activities. (15 marks)	• Awareness programs organized/PIP/MAP/WMTTP Meeting /Others	1
	• Meeting with Stakeholders/ Network meetings between department /industries	3 meetings – 1 count
	• Lectures delivered/Presentations before DM/DC/SGWCC meeting	1
Innovative work (15 marks)	• Number of new works attempted	1
	• New plans prepared (Aquifer management plans)	1

Category of work (Weightage)	Type of work	Counts
	<ul style="list-style-type: none"> <li>• Identification of new areas of demonstration of technology &amp; follow up</li> </ul>	1
	<ul style="list-style-type: none"> <li>• new work functions identified and natured</li> </ul>	1
	<ul style="list-style-type: none"> <li>• new policy/act prepared</li> </ul>	1
Data Analytics etc. (10 marks)	<ul style="list-style-type: none"> <li>• Data analytics/ analysis</li> </ul>	1
	<ul style="list-style-type: none"> <li>• Database creation &amp; maintenance/</li> </ul>	1
	<ul style="list-style-type: none"> <li>• Scientific inputs for evaluation</li> </ul>	1
Other Achievements (5 marks)	<ul style="list-style-type: none"> <li>• Awards and recognition</li> </ul>	1
	<ul style="list-style-type: none"> <li>• Training course/programs successfully completed</li> </ul>	1
	<ul style="list-style-type: none"> <li>• Memberships of scientific committees</li> </ul>	1
Assessment of scientific output/APAR grading (20 marks)		

Approved AWR Evaluation Criteria