

No. 42/13/2023-3Trg
HARYANA GOVERNMENT
CHIEF SECRETARY OFFICE
TRAINING DEPARTMENT

Dated, Chandigarh the 06th June, 2025

To

All the Administrative Secretaries to Govt. Haryana State.

Subject:- LongTerm Domestic Training Programme "Senior Leadership Programme" (SLP) and Advanced Programme for Public Human Resource Management (APPHRM)- by Indian Institute of Management, Lucknow – 2025-26.

Sir/ Madam,

I am directed to refer on the subject noted above and to inform that a copy of the letter No. T-13017/4/2025-LTDP dated 29.05.2025 received from Shri Uma Magesh, Under Secretary, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, 3rd Floor Block-IV, Old JNU Campus, New Mehrauli Road, New Delhi-110067 has been uploaded on the Chief Secretary Haryana Website (<http://csharyana.gov.in>).

The necessary action may be taken in view of Govt. Instruction No. 22/38/2010-4Trg, dated 21.12.2022.

Yours faithfully,


Superintendent, Training

Endst. No. 42/13/2023-3Trg.

Dated, Chandigarh the 06th June, 2025

A copy is forwarded to Shri Uma Magesh, Under Secretary, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, 3rd Floor Block-IV, Old JNU Campus, New Mehrauli Road, New Delhi-110067 w.r.t. their letter No. No. T-13017/4/2025-LTDP dated 29.05.2025 for information.


Superintendent Training

Long Term Domestic Training Programmes "Senior Leadership Programme" (SLP) and Advanced Programme for Public Human Resource Management (APPHRM) - by Indian Institute of Management, Lucknow – 2025-26.

1 message

Mukesh Kumar <mukesh.kr07@gov.in>

29 May 2025 at 16:51

To: "Dr. Sameer Sharma, IAS" <cs@ap.gov.in>, Chief Secretary Bihar <cs-bihar@nic.in>, Chief Secretary Office <csoffice.cg@gov.in>, Puneet Kumar Goel IAS Chief Secretary <cs-goa@nic.in>, Dharmendra <cs-arunachal@nic.in>, Jishnu Barua IAS <cs-assam@nic.in>, cs guj <cs guj@gujarat.gov.in>, Mr R D Dhiman <cs-hp@nic.in>, "Sanjeev Kaushal, IAS" <cs@hry.nic.in>, branchtrg <branchtrg@gmail.com>, Shri Sukhdev Singh <cs-jharkhand@nic.in>, cs <cs@karnataka.gov.in>, cheifsecy <cheifsecy@kerala.gov.in>, Iqbal Singh Bains <cs@mp.nic.in>, chiefsecy <chiefsecy@maharashtra.gov.in>, cs-manipur <cs-manipur@nic.in>, cso-meg <cso-meg@nic.in>, cs-mizoram <cs-mizoram@nic.in>, "Jan e Alam, Chief Secretary Nagaland" <csnagl@nic.in>, Suresh Chandra Mahapatra <csori@nic.in>, cs <cs@punjab.gov.in>, csraj <csraj@rajasthan.gov.in>, "Mr S.C Gupta" <cs-skim@hub.nic.in>, cs <cs@tn.gov.in>, CS Telangana <cs@telangana.gov.in>, cs-tripura <cs-tripura@nic.in>, CHIEF SECRETARY OFFICE GOVT OF UP <csup@nic.in>, chief secretary <cs-uttaranchal@nic.in>, Shri H K Dwivedi <cs-westbengal@nic.in>, cs-andaman <cs-andaman@nic.in>, admin-chandigarh <admin-chandigarh@nic.in>, administrator-dd-dnh <administrator-dd-dnh@nic.in>, csdelhi <csdelhi@nic.in>, lk-admin <lk-admin@nic.in>, cspon <cs.pon@nic.in>, cs-jandk <cs-jandk@nic.in>, advisor-lg-ladakh <advisor-lg-ladakh@gov.in>, directordh <directordh@capmod.nic.in>

Cc: Manoj Kataria <manoj.kataria14@nic.in>, UMA MAGESH <uma.magesh@nic.in>, Vijay S <vjays@cag.gov.in>

Respected Ma'am/Sir,

Kindly find the attachment on the subject mentioned above.

With Regards,

Mukesh Kumar,
ASO (LTDP),
Training Division,
DoPT, New Delhi 110067

2 attachments

- Signed Circular of 1st APPHRM at IIM Lucknow.pdf
524K
- Signed Circular of 1st SLP at IIM Lucknow.pdf
500K

5/29

Training Branch
CF&S/Diry No. 69941
Dated 21/6/25

No. T-13017/4/2025-LTDP
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training
(Training Division)

3rd Floor Block-IV, Old JNU Campus,
New Mehrauli Road, New Delhi-110067,
Dated: 29th May, 2025

To

1. Secretaries (All Ministries/Departments in Government of India)
2. The Chief Secretaries to all State Governments
3. Administrators of Union Territories
4. All the Cadre Controlling Authorities
5. Directors General/Directors of Central & State Training Institutes

Sub: Long Term Domestic Training Programme "Advanced Programme for Public Human Resource Management (APPHRM) by Indian Institute of Management, Lucknow - 2025-26.

Sir/Madam,

It is hereby informed that **Indian Institute of Management, Lucknow** in collaboration with this Department is offering a Long Term Domestic Programme on "Advanced Programme for Public Human Resource Management" (APPHRM) from **September 7th, 2025**. APPHRM is designed as an 11 Months hybrid programme and will be carried out at IIM Lucknow campus.

Course pedagogy:

2. The APPHRM has been conceptualized as an officer friendly, domestic training programme on Advanced Programme for Public Human Resource Management without any international component. This provides the advantage of minimal dislocation of officers from their workplaces and allows them to continue with their current assignment/posting during the duration of the course. The program aims to equip professionals with advanced knowledge of HR policies and practices in the public sector. It focuses on enhancing leadership skills, improving workforce management, and fostering strategic alignment with government goals. Participants learn to drive organizational performance and navigate challenges in public sector HR Management. The APPHRM program will use the latest technological tools to bridge the distance without compromising on the program delivery.

3 The programme structure is as under

- **Duration** APPHRM is designed as an 11 Months hybrid programme.
- **Online Component** – This component forms the core of APPHRM. Spread over 11 months this component would be covered in around 6 pillars. (Duration of online programme delivery is 126 hours) – Each session is of 3.0 hours and delivered once a week (one day of the weekend is pre-decided at the time of Batch launch).
- **IIML Campus Immersion** – The in-campus component, covered is 5-day one visit at the end of the programme, brings the participants back to school.

4. The programme is open to officers belonging to All India Services (Indian Administrative Service, Indian Police Service and Indian Forest Service), Central Civil Services (Group 'A'), faculty members of State Administrative Training Institutes (ATIs) and Central Training Institutes (CTIs) and also Officers of the State Civil Services (Group 'A') subject to the eligibility conditions as enclosed.

5. Details of the '**Terms and Conditions**' of the programme, application form and other documents are enclosed with this letter. Further details with regard to this programme may be ascertained from Ms. Isha Rishi, Programme Coordinator, Advanced Programme for Public Human Resource Management, Indian Institute of Management, Lucknow, Mobile. 0522 6696278, e-mail: program_coordinator4@iiml.ac.in and websites of Indian Institute of Management, Lucknow (IIML) <https://www.iiml.ac.in/apphrm-programme> and DoP&T, Training Division's website <http://dopttrg.nic.in/>.

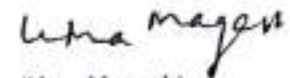
6. Nominations of suitable officers in the prescribed pro-forma may please be sent to this Department through their Cadre Controlling Authorities so as to reach us on or before **September 1st, 2025**. Nominations received after this date will not be considered. The nominations would be scrutinized and officers shortlisted by the selection committee based on profile and statement of purpose, fulfilling the conditions of eligibility will be called for interview/discussion by IIML. The discussion will be on a virtual platform and the date and time will be intimated to the officers by IIML. In order to save time, the officers are permitted to send an 'Advance Copy' of their applications directly to this office and IIML [For IIML - through the link: <https://www.iiml.ac.in/apphrm-programme> on its website]. The officers will also be called for discussion based on their advance applications. However, final selection will be subject to receipt of his/her formal application, duly recommended by the Cadre Controlling Authorities along with Vigilance Clearance and approval of

Competent Authority in DoPT. Therefore, it is in the interest of the officers to get their applications routed through their Cadre Controlling Authorities as early as possible.

8 All Ministries/ Departments/ State Governments/ UTs/ CCAs etc. are advised to give wide publicity to the programme, upload this circular on their websites for the information of all concerned and encourage the officers to apply

Encl Terms and conditions

Yours faithfully,

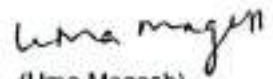


(Uma Magesh)

Under Secretary to the Government of India
Telephone: 011-26706310

Copy to

- 1 The Comptroller and Auditor General of India, New Delhi
- 2 Secretary, Union Public Service Commission, New Delhi
- 3 The Election Commission of India, New Delhi
- 4 Controller General of Accounts, New Delhi
- 5 Deputy Director General (Training), Department of Post, Dak Bhavan, New Delhi
- 6 Deputy Director General (Training), Department of Telecom, Sanchar Bhavan, New Delhi
- 7 Director (Training), Railway Board, Rail Bhavan, New Delhi
- 8 Director (Police), Ministry of Home Affairs for nomination of IPS Officers
- 9 Director General, CPWD Training Institute, Nirman Bhavan, New Delhi
- 10 Director, Bureau of Police Research and Development, CGO Complex, New Delhi
- 11 Establishment Officer, Department of Personnel & Training, North Block, New Delhi
- 12 Deptt. of Personnel & Training (CS Division), Lok Nayak Bhavan, N.Delhi
13. Ms. Isha Rishi, Programme Coordinator, Advanced Programme for Public Human Resource Management, Indian Institute of Management, Lucknow, Prabandh Nagar, IIM Road Lucknow - 226013 with request to consider applications received on or before September 1st, 2025.
14. NIC, Training Division, for uploading the notification on DoP&T website (<https://dopt.gov.in/>) and Training Division's (<http://dopttrg.nic.in/>) webpage.



(Uma Magesh)

Under Secretary to the Government of India
Telephone: 011-26706310

1st Advanced Programme for Public Human Resource Management at Indian Institute of Management (IIM) - Lucknow

1st Advanced Programme for Public Human Resource Management Indian Institute of Management (IIM) – Lucknow will commence from September 7th, 2025. Unlike the existing Long Term Domestic Programme of this Department, which have full time components of institutional attachment, The APPHRM has been conceptualized as an officer friendly, domestic training programme on Advanced Programme for Public Human Resource Management without any international component. This provides the advantage of minimal dislocation of officers from their workplaces and allows them to continue with their current assignment/posting during the duration of the course. The program aims to equip professionals with advanced knowledge of HR policies and practices in the public sector. It focuses on enhancing leadership skills, improving workforce management, and fostering strategic alignment with government goals. Participants learn to drive organizational performance and navigate challenges in public sector HR Management. The APPHRM program will use the latest technological tools to bridge the distance without compromising on the program delivery.

A Comprehensive understanding of all facts of HR combined with practical exposure; APPHRM is designed for managers so that they can efficiently address the human resource challenges faced today by the large as well as small organizations. The programme covers basic and strategic HRM issues, including understanding of organizations design and change, HR challenges regarding acquisition, retention, leadership and talent management, knowledge management, and global perspective of HRM. It further covers the important techniques of competency assessment, job evaluation, strategic fit analysis and new trends in HRM. There is also a special module on HR analytics to equip managers with data driven approach so that they can address HR issues more efficiently.

2. Eligibility

The programme is open to officers of All India Services (IAS, IPS & IFoS), Central Civil Services (Group 'A'), faculty members of State Administrative Training Institutes (ATIs) and also officers of the State Civil Services (Group 'A') subject to the following eligibility conditions:

Length of service	Officers should have completed 5 years of Group 'A' service as on commencement of the programme.
Age	The officers should have at least five years remaining service after completion of the programme.
Earlier Training	The officers should not have undergone a training Programme of 12-weeks or more duration in India during a period of 5 years preceding the date of commencement of this Programme. Further, the officer should not have undergone a Programme of training abroad of more than 2-weeks in preceding 2-years, more than one month in preceding 3-years or more than six months in the preceding 5-years.

3. Course Fees:

(a) The course fee for the programme is **Rs. 3.75 Lakh** (Rupee Three Lakh Seventy Five Thousand Only) + **Goods & Service Tax (GST)** as per applicable rates per participant. The fee is inclusive of Tuition Fee, Course material, Live Virtual Sessions, Cost of course material kit, books, case studies etc., welcome kit, Guest Faculty, Access to amenities of IIM Lucknow, Certificates and boarding and lodging for the duration of residency. The nomination for the programme and payment of course fee shall be made by the Cadre Controlling Authorities [for example, DoP&T for IAS, Central Secretariat Service (CSS) and Central Secretariat Stenographers' Service (CSSS) Officers, MHA for IPS officers, MOEF for IFoS officers etc.]. In case an officer is posted in an office outside his/her cadre establishment, the nomination may be done by that office in consultation with his/her Cadre Controlling Authority.

(b) The Programme fee [Rs. 3.75 Lakh (Rupee Three Lakh Seventy Five Thousand Only)] plus Goods & Service Tax (GST) as per applicable rates need to be paid in full 21 days (3 Weeks) prior to the commencement of the programme. IIM Lucknow shall issue Tax invoice of the same within 30 days of receipt of the same.

**Boarding & Lodging of the participants to be arranged by the IIM Lucknow.*

4. Programme structure

a. Duration: APPHRM is designed as a 11 Months hybrid programme.

- **Online Component** – This component forms the core of APPHRM. Spread over 11 months this component would be covered in around 6 pillars. (Duration of online programme delivery is 126 hours) – Each session is of 3.0 hours and delivered once a week (one day of the weekend is pre-decided at the time of Batch launch).
- **IIML Campus Immersion** – The in-campus component, covered is 5-day one visit at the end of the programme, brings the participants back to school.

b. Learning Management System and Course Material:

Participants will have access to an integrated and customized login-id in the IIM Lucknow MDP Learning Management System for the purpose of online provision of Schedules, material, evaluation and attendance.

- Case Studies, Books (e-Books) and any other necessary study material will be provided to the participants by the institutes
- Behavioral workshop
- Design Thinking
- Cases and Simulations

c. The Programme will have key focus on:

- Data Driven Approaches in Public Policy
- Economics for Public Policy – Understanding Economic & Business Landscape
- Public Finance
- The Evolving Landscape in the Policy: Technology, Society and Sustainability.
- Economic Development and Public Policy: Behavioral Science, Financial Regulation, India's Digital Economy and Political Economy.
- Rural and Urban Development, Infrastructure, Social Services and Environmental Policy
- Strategic Leadership and Innovation
- Assessment of Resources, Capabilities & Competencies
- Crafting a competitive Advantage
- Executive of Public Policy in Strategic frameworks and Assessment

d. Design elements:

- Inauguration
- Live Virtual Sessions
- Asynchronous Content

- Guest Lectures
- Capstone Project
- Assessments
- Valedictory Ceremony

e Typical term structure

- Duration of the programme is 11 Months
- **Certification:**
On Successful completion of the programme, the participants will be awarded a certificate of completion of Advanced Programme for Public Human Resource Management and will be eligible for Executive Alumni status of the institute.
- IIML programme emphasize high academic rigour and a "no exception" policy.
- A participants missing out any component or a significant part thereof will have to complete the programme with the next batch seeking a leave of absence after mandatorily attending the first term. (Terms & Conditions of deferment apply as per Institute Policy)
- The Valedictory ceremony will be held in the second half of the year after passing the course at IIM Lucknow Campus

5 Hostel Facilities

IIM Lucknow will provide rent-free furnished residential accommodation in the Institute to the participants and will arrange boarding facility, which is included in the course fee.

6 Conditions for officers admitted to the programme:

In case of officers, sponsored by the Government of India/State Governments for this programme, the entire period of absence from duty on account of residencies/travel will be treated as on duty under FR 9(6)(b)(i).

7 Selection procedure and forwarding of nominations

- The Cadre Controlling Authority (CCA) should recommend names of only those Group 'A' officers who are likely to stay with the CCA for some more time.
- Officers on deputation to Government of India under the Central Staffing Scheme must have completed at least **two years** of their tenure on central deputation on the date of this notification to become eligible to apply for this programme. It may

be noted that in respect of Officers appointed under the 'Central Staffing Scheme', 'NOC' from the Office of Establishment Officer, DOPT should be obtained before forwarding their applications/nominations for the Long Term Domestic Programme.

- (iii) The faculty members of the State ATIs who have completed at least **three years** on the date of starting of the program are also eligible to apply for the programme. However, those faculty members who belong to State Civil Services need not necessarily fulfill this condition. The selected faculty members, however, would be required to stay in the ATI for next three years after completion of the programme.

8. Forwarding of nominations

- (i) Concurrence of State Governments, wherever necessary, would have to be obtained by the Cadre Controlling Authority before sending the nominations to DoP&T
- (ii) Copy of the application form and other documents are attached. The same may also be obtained by logging on to IIML's website <https://www.iiml.ac.in/apphrm-programme> and DoP&T, Training Division's website <http://dopttrg.nic.in/>. Cadre Controlling Authorities are requested to forward duly filled applications in respect of suitable officers (who are clear from vigilance angle) along with complete information in **Part- B** of the Application Pro-forma so as to reach us on or before **September 1st, 2025**.
- (iii) Nominations received after the due date will not be considered.
- (iv) In order to save time, the officers are permitted to send an Advance Copy of the application to Ms. Isha Rishi, Programme Coordinator, Advanced Programme for Public Human Resource Management, Indian Institute of Management, Lucknow through the link: <https://www.iiml.ac.in/apphrm-programme> on its website.
- (v) The nominations would be scrutinized and officers shortlisted by the selection committee based on profile and statement of purpose, fulfilling the conditions of eligibility will be called for interview/discussion by IIM Lucknow. The discussion will be on a virtual platform and the date and time will be intimated to the officers by IIM Lucknow. In order to save time, the officers are permitted to send an **Advance Copy** of the application directly to this office. The officers will also be called for discussion based on their advance applications. However, final selection will be subject to receipt of his/her formal application, duly recommended by their Cadre

Controlling Authorities and approval of the Competent Authority in DoPT. Therefore, it is in the interest of the officers to get their applications routed through their Cadre Controlling Authorities as early as possible.

9. **Bond to be executed by the officer:**

Before joining the programme, the officer is required to execute a Bond to the extent that "in the event of his/her failing to resume duty or resigning or retiring from service or otherwise quitting service, without returning to duty after expiry or termination of the period of the programme or failing to complete the programme, or quitting the service at any time within a period of FIVE (5) years after completing the programme, the officer shall forthwith pay to the Government or as may be directed by the Government, on demand all charges and expenses that shall or may have been incurred by the Government for the training programme i.e. all monies paid to him/her or expended on his/her account during the programme period such as pay and allowances, leave salary, cost of fee, travelling and other expenses met by the Government/agency concerned together with interest thereon from the date of demand at Government rates for the time being in force on Government loans".



Government of India

<p>Indian Institute of Management, Lucknow Phone No: + 91 8004922067/ 0522 6696284,6285 E-mail Id: exed_cr@iiml.ac.in Website: http://www.iiml.ac.in/</p>	<p>Government of India Department of Personnel & Training Block- IV, 3rd Floor, Old JNU Campus, New Mehrauli Road, New Delhi- 110067 Phone No: 011-26706310, Fax No: 011-26106314, Website: http://dopttrg.gov.in/</p>
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APPLICATION FOR ADMISSION IN 1st ADVANCED PROGRAMME FOR PUBLIC HUMAN RESOURCE MANAGEMENT

(Programme Commences on 7th September, 2025; Last date of receiving application is 1st September, 2025)

(For Govt sponsored candidates)

PART-A

1. PERSONAL DETAILS				Paste a recent passport sized photograph
Title (Mr/Ms/Dr)				
Full name in block letters (First name, Middle name, Surname)				
Father's full name				
Mother's full name				
Gender (Put <input type="checkbox"/>)	Male <input type="checkbox"/>	Female <input type="checkbox"/>	Date of birth	<input type="text"/> DD <input type="text"/> MM <input type="text"/> Year
Date of Superannuation	<input type="text"/> DD <input type="text"/> MM <input type="text"/> Year	Age as on 07-09-2025	<input type="text"/> Year <input type="text"/> Month	
Nationality			Religion	
Caste category (Put <input type="checkbox"/>)	General <input type="checkbox"/>	OBC <input type="checkbox"/>	SC <input type="checkbox"/>	ST <input type="checkbox"/>
Equivalent Rank in Govt. of India			Level in Pay Matrix as per 7 th CPC/ Grade Pay with Pay Band	
2. MINISTRY/DEPARTMENT DETAILS				
Name of the Ministry/ Department				
Designation of Applicant				
Office Address				
	State		PIN	
Telephone No			Fax	
Service cadre with year of allotment				
Length of service in Group-A				
Are you presently on deputation to the Govt. of India (Put <input type="checkbox"/>)	Yes <input type="checkbox"/>	No <input type="checkbox"/>	If yes, from which date:	

Date of completion of tenure?

3. ADDRESS FOR CORRESPONDENCE

Address				
City			State	
Telephone No			Fax No	
Mobile No				
Email ID (In Capital Letters) (Main and alternate)				

4. ACADEMIC RECORD

Sr No	Examination/ Degree/ Diploma passed	Name of the Board/University/ Institution	Passing Percentage/ Grade/ Division/GPA	Year of Joining the Course	Year of Passing the Course
1					
2					
3					
4					
5					
6					

5. DETAILS OF WORK EXPERIENCE

Sr. No	Post held	Department/ Organization	Tenure		Pay Scale	Nature of responsibility
			From	To		
1						
2						
3						
4						
5						
6						

Total experience (in years)

6. DETAILS OF TRAINING PROGRAMS ATTENDED (IN INDIA & ABROAD) [Duration should be at least two weeks or more](Kindly refer to 'Earlier Training' caption under para 2 of Terms & Conditions)				
S No	Name of Course / Training Programme	Name of the Institution/ Place	Year	Duration (in weeks)
1				
2				
3				

7. Additional Information:- (please attach separate sheets regarding the following)

- Indicate the Public Policy area identified by you with the approval of your Ministry/Deptt./State Govt. etc. for preparation of the Policy document during the programme period.
- Briefly describe your job responsibilities and your achievements at your work place.
- Statement of Purpose: Why are you interested in pursuing this programme?
- Briefly describe your publications, leadership roles, community work or any other work you consider significant for your proposed study.
- Is there any other information that you would like to provide about yourself?

8. DECLARATION

I certify that the information given in this application form is correct and true to the best of my knowledge. I agree to abide by the decision of the authorities regarding my selection to the programme.

Place

(Signature)

Date

Instructions:

- The application form is to be sent through the Cadre Controlling Authority.
- However, you may kindly send the advance copy directly to Shri Manoj Kataria, Section Officer (LTDP), Training Division, Department of Personnel and Training, Government of India, Room No-403, 4th Floor, Block-4, Old JNU Campus, New Delhi-110067 [E-mail: manoj.kataria14@nic.in] as well as to Ms. Isha Rishi, Programme Coordinator, Advanced Programme for Public Human Resource Management, Indian Institute of Management, Lucknow, Prabandh Nagar, IIM Road Lucknow - 226013.
- Please ensure that this application is routed through the Cadre Controlling Authority so as to reach DoPT (Training Division) latest by September 1st, 2025.
- The application envelop should be superscripted as "Application for admission in 1st APPHRM at IIM Lucknow".

PART - B

(For the use of the Cadre Controlling Authority only)

Name of Applicant _____

1. Is there any vigilance case pending or contemplated against the officer? (put ✓)	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

2. Is there any standing adverse entry against the officer? (put ✓)	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
If YES, please give details: 				

3. Is the applicant's overall ACR grading "Very Good"? (put ✓)	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

4. Whether cadre clearance has been obtained? (put ✓)	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
(For officers, who would be completing their deputation tenures prior to joining the APPHRM? In such cases, clearance of the State Government/Parent department has to be obtained)				
Has the candidate been offered a central deputation also?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
If selected, will the candidate be released for the Programme?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

Cadre Controlling Authority:

Name of the Cadre Controlling Authority (Ministry/Department)			
Contact Person			
Designation			
Address			PIN
Telephone No			
Fax No			
E-mail ID			

Place

(Signature of the

Cadre Controlling Authority)

Date

File No. _____

Office Seal (Compulsory)

Format of Bond to be executed by a Government Servant before proceeding for 1st Advanced Programme for Public Human Resource Management (APPHRM) of Indian Institute of Management- Lucknow (IIML)

KNOW ALL MEN BY THESE PRESENTS THAT I, _____, resident of _____ at present employed as _____ in the Ministry/Department _____, do hereby bind myself and my heirs, executors and administrators to pay to the President of India (hereinafter called the 'Government') on demand, 'all charges and expenses' that shall or may have been incurred by the Government for my APPHRM programme by IIM Lucknow i.e. all monies paid to me or expended on my account during the programme period such as pay and allowances, leave salary, cost of fee, travelling and other expenses met by the govt./agency concerned, etc. being conducted by IIM Lucknow together with interest thereon from the date of demand at Government rates, for the time being in force, on Government loans or, if payment is made in a country other than India, the equivalent of the said amount in currency of that country converted at the official rate of exchange between that country and India AND TOGETHER with all costs between the attorney and the client.

WHEREAS I, _____, am being deputed for APPHRM programme by IIM Lucknow.

AND WHEREAS for the better protection of the Government I have agreed to execute this bond with such conditions as written hereunder

NOW THE CONDITION OF THE ABOVE WRITTEN OBLIGATION IS THAT, in the event of my failing to resume duty, or resigning or retiring from service or otherwise quitting service, without returning to duty after expiry or termination of the period of the APPHRM programme, OR failing to complete the programme, OR quitting the service at any time within a period of FIVE (5) years or before superannuation, whichever is earlier, after my return to duty, I shall forthwith pay to the Government or as may be directed by the Government, on demand the said sum together with interest thereon from the date of demand at Government rates for the time being in force on Government loans.

AND upon my making such payment the above written obligations shall be void and of no effect, otherwise it shall be and remain in full force and virtue.

The Bond shall in all respects be governed by the laws of India for the time being in force and the rights and liabilities hereunder shall, where necessary, be accordingly determined by the appropriate Courts of India

The Government of India has agreed to bear the stamp duty payable on this bond.

Signed and delivered this the _____ day of _____ month of the year 2025.

Signed and delivered by _____ (Name and Designation)

In the presence of _____ and _____

Witnesses: 1 _____

2 _____

ACCEPTED
On behalf of the President of India by the Cadre Controlling Authority
(Authorized Signatory) (Office Seal Compulsory)

No. T-13017/4/2025-LTDP
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training
(Training Division)

3rd Floor Block-IV, Old JNU Campus,
New Mehrauli Road, New Delhi-110067,
Dated: 29th May, 2025

To

1. Secretaries (All Ministries/Departments in Government of India)
2. The Chief Secretaries to all State Governments
3. Administrators of Union Territories
4. All the Cadre Controlling Authorities
5. Directors General/Directors of Central & State Training Institutes

Sub: Long Term Domestic Training Programme "Advanced Programme for Public Human Resource Management (APPHRM) by Indian Institute of Management, Lucknow - 2025-26.

Sir/Madam,

It is hereby informed that **Indian Institute of Management, Lucknow** in collaboration with this Department is offering a Long Term Domestic Programme on "Advanced Programme for Public Human Resource Management" (APPHRM) from **September 7th, 2025**. APPHRM is designed as an 11 Months hybrid programme and will be carried out at IIM Lucknow campus.

Course pedagogy:

2. The APPHRM has been conceptualized as an officer friendly, domestic training programme on Advanced Programme for Public Human Resource Management without any international component. This provides the advantage of minimal dislocation of officers from their workplaces and allows them to continue with their current assignment/posting during the duration of the course. The program aims to equip professionals with advanced knowledge of HR policies and practices in the public sector. It focuses on enhancing leadership skills, improving workforce management, and fostering strategic alignment with government goals. Participants learn to drive organizational performance and navigate challenges in public sector HR Management. The APPHRM program will use the latest technological tools to bridge the distance without compromising on the program delivery.

3. The programme structure is as under:

- **Duration:** APPHRM is designed as an 11 Months hybrid programme.
- **Online Component** – This component forms the core of APPHRM. Spread over 11 months this component would be covered in around 6 pillars. (Duration of online programme delivery is 126 hours) – Each session is of 3.0 hours and delivered once a week (one day of the weekend is pre-decided at the time of Batch launch).
- **IIML Campus Immersion** – The in-campus component, covered is 5-day one visit at the end of the programme, brings the participants back to school.

4. The programme is open to officers belonging to All India Services (Indian Administrative Service, Indian Police Service and Indian Forest Service), Central Civil Services (Group 'A'), faculty members of State Administrative Training Institutes (ATIs) and Central Training Institutes (CTIs) and also Officers of the State Civil Services (Group 'A') subject to the eligibility conditions as enclosed.

5. Details of the '**Terms and Conditions**' of the programme, application form and other documents are enclosed with this letter. Further details with regard to this programme may be ascertained from Ms. Isha Rishi, Programme Coordinator, Advanced Programme for Public Human Resource Management, Indian Institute of Management, Lucknow, Mobile: 0522 6696278, e-mail: program_coordinator4@iiml.ac.in and websites of Indian Institute of Management, Lucknow (IIML) <https://www.iiml.ac.in/apphrm-programme> and DoP&T, Training Division's website <http://dopttrg.nic.in/>.

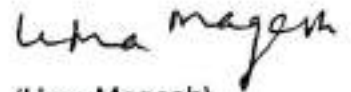
6. Nominations of suitable officers in the prescribed pro-forma may please be sent to this Department through their Cadre Controlling Authorities so as to reach us on or before **September 1st, 2025**. Nominations received after this date will not be considered. The nominations would be scrutinized and officers shortlisted by the selection committee based on profile and statement of purpose, fulfilling the conditions of eligibility will be called for interview/discussion by IIML. The discussion will be on a virtual platform and the date and time will be intimated to the officers by IIML. In order to save time, the officers are permitted to send an 'Advance Copy' of their applications directly to this office and IIML [For IIML - through the link: <https://www.iiml.ac.in/apphrm-programme> on its website]. The officers will also be called for discussion based on their advance applications. However, final selection will be subject to receipt of his/her formal application, duly recommended by the Cadre Controlling Authorities along with Vigilance Clearance and approval of

Competent Authority in DoPT. Therefore, it is in the interest of the officers to get their applications routed through their Cadre Controlling Authorities as early as possible.

8. All Ministries/ Departments/ State Governments/ UTs/ CCAs etc. are advised to give wide publicity to the programme, upload this circular on their websites for the information of all concerned and encourage the officers to apply.

Encl: Terms and conditions

Yours faithfully,

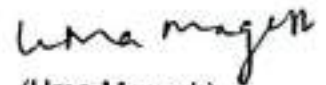


(Uma Magesh)

Under Secretary to the Government of India
Telephone: 011-26706310

Copy to:

1. The Comptroller and Auditor General of India, New Delhi
2. Secretary, Union Public Service Commission, New Delhi
3. The Election Commission of India, New Delhi
4. Controller General of Accounts, New Delhi
5. Deputy Director General (Training), Department of Post, Dak Bhavan, New Delhi
6. Deputy Director General (Training), Department of Telecom, Sanchar Bhavan, New Delhi
7. Director (Training), Railway Board, Rail Bhavan, New Delhi
8. Director (Police), Ministry of Home Affairs for nomination of IPS Officers
9. Director General, CPWD Training Institute, Nirman Bhavan, New Delhi
10. Director, Bureau of Police Research and Development, CGO Complex, New Delhi
11. Establishment Officer, Department of Personnel & Training, North Block, New Delhi
12. Deptt. of Personnel & Training (CS Division), Lok Nayak Bhavan, N.Delhi
13. Ms. Isha Rishi, Programme Coordinator, Advanced Programme for Public Human Resource Management, Indian Institute of Management, Lucknow, Prabandh Nagar, IIM Road Lucknow - 226013 with request to consider applications received on or before September 1st, 2025.
14. NIC, Training Division, for uploading the notification on DoP&T website (<https://dopt.gov.in/>) and Training Division's (<http://dopttrg.nic.in/>) webpage.



(Uma Magesh)

Under Secretary to the Government of India
Telephone: 011-26706310

1st Advanced Programme for Public Human Resource Management at Indian Institute of Management (IIM) - Lucknow

1st Advanced Programme for Public Human Resource Management Indian Institute of Management (IIM) – Lucknow will commence from September 7th, 2025. Unlike the existing Long Term Domestic Programme of this Department, which have full time components of institutional attachment, The APPHRM has been conceptualized as an officer friendly, domestic training programme on Advanced Programme for Public Human Resource Management without any international component. This provides the advantage of minimal dislocation of officers from their workplaces and allows them to continue with their current assignment/posting during the duration of the course. The program aims to equip professionals with advanced knowledge of HR policies and practices in the public sector. It focuses on enhancing leadership skills, improving workforce management, and fostering strategic alignment with government goals. Participants learn to drive organizational performance and navigate challenges in public sector HR Management. The APPHRM program will use the latest technological tools to bridge the distance without compromising on the program delivery.

A Comprehensive understanding of all facts of HR combined with practical exposure; APPHRM is designed for managers so that they can efficiently address the human resource challenges faced today by the large as well as small organizations. The programme covers basic and strategic HRM issues, including understanding of organizations design and change, HR challenges regarding acquisition, retention, leadership and talent management, knowledge management, and global perspective of HRM. It further covers the important techniques of competency assessment, job evaluation, strategic fit analysis and new trends in HRM. There is also a special module on HR analytics to equip managers with data driven approach so that they can address HR issues more efficiently.

2. Eligibility:

The programme is open to officers of All India Services (IAS, IPS & IFoS), Central Civil Services (Group 'A'), faculty members of State Administrative Training Institutes (ATIs) and also officers of the State Civil Services (Group 'A') subject to the following eligibility conditions:

Length of service	Officers should have completed 5 years of Group 'A' service as on commencement of the programme.
Age	The officers should have at least five years remaining service after completion of the programme.
Earlier Training	The officers should not have undergone a training Programme of 12-weeks or more duration in India during a period of 5 years preceding the date of commencement of this Programme. Further, the officer should not have undergone a Programme of training abroad of more than 2-weeks in preceding 2-years, more than one month in preceding 3-years or more than six months in the preceding 5-years.

3. Course Fees:

(a) The course fee for the programme is **Rs. 3.75 Lakh** (Rupee Three Lakh Seventy Five Thousand Only) + **Goods & Service Tax (GST)** as per applicable rates per participant. The fee is inclusive of Tuition Fee, Course material, Live Virtual Sessions, Cost of course material kit, books, case studies etc., welcome kit, Guest Faculty, Access to amenities of IIM Lucknow, Certificates and boarding and lodging for the duration of residency. The nomination for the programme and payment of course fee shall be made by the Cadre Controlling Authorities [for example, DoP&T for IAS, Central Secretariat Service (CSS) and Central Secretariat Stenographers' Service (CSSS) Officers, MHA for IPS officers, MOEF for IFoS officers etc.]. In case an officer is posted in an office outside his/her cadre establishment, the nomination may be done by that office in consultation with his/her Cadre Controlling Authority.

(b) The Programme fee [Rs. 3.75 Lakh (Rupee Three Lakh Seventy Five Thousand Only)] plus Goods & Service Tax (GST) as per applicable rates need to be paid in full 21 days (3 Weeks) prior to the commencement of the programme. IIM Lucknow shall issue Tax invoice of the same within 30 days of receipt of the same.

**Boarding & Lodging of the participants to be arranged by the IIM Lucknow.*

4. Programme structure

a. Duration: APPHRM is designed as a 11 Months hybrid programme.

- **Online Component** – This component forms the core of APPHRM. Spread over 11 months this component would be covered in around 6 pillars. (Duration of online programme delivery is 126 hours) – Each session is of 3.0 hours and delivered once a week (one day of the weekend is pre-decided at the time of Batch launch).
- **IIML Campus Immersion** – The in-campus component, covered is 5-day one visit at the end of the programme, brings the participants back to school.

b. Learning Management System and Course Material:

Participants will have access to an integrated and customized login-id in the IIM Lucknow MDP Learning Management System for the purpose of online provision of Schedules, material, evaluation and attendance.

- Case Studies, Books (e-Books) and any other necessary study material will be provided to the participants by the institutes.
- Behavioral workshop
- Design Thinking
- Cases and Simulations

c. The Programme will have key focus on:

- Data Driven Approaches in Public Policy
- Economics for Public Policy – Understanding Economic & Business Landscape
- Public Finance
- The Evolving Landscape in the Policy: Technology, Society and Sustainability.
- Economic Development and Public Policy: Behavioral Science, Financial Regulation, India's Digital Economy and Political Economy.
- Rural and Urban Development, Infrastructure, Social Services and Environmental Policy
- Strategic Leadership and Innovation
- Assessment of Resources, Capabilities & Competencies
- Crafting a competitive Advantage
- Executive of Public Policy in Strategic frameworks and Assessment

d. Design elements:

- Inauguration
- Live Virtual Sessions
- Asynchronous Content

- Guest Lectures
- Capstone Project
- Assessments
- Valedictory Ceremony

e. Typical term structure

- Duration of the programme is 11 Months.
- **Certification:**
On Successful completion of the programme, the participants will be awarded a certificate of completion of Advanced Programme for Public Human Resource Management and will be eligible for Executive Alumni status of the institute.
- IIML programme emphasize high academic rigour and a "no exception" policy.
- A participants missing out any component or a significant part thereof will have to complete the programme with the next batch seeking a leave of absence after mandatorily attending the first term. (Terms & Conditions of deferment apply as per Institute Policy)
- The Valedictory ceremony will be held in the second half of the year after passing the course at IIM Lucknow Campus.

5. Hostel Facilities

IIM Lucknow will provide rent-free furnished residential accommodation in the Institute to the participants and will arrange boarding facility, which is included in the course fee.

6. **Conditions for officers admitted to the programme:**

In case of officers, sponsored by the Government of India/State Governments for this programme, the entire period of absence from duty on account of residencies/travel will be treated as on duty under FR 9(6)(b)(i).

7. Selection procedure and forwarding of nominations

- The Cadre Controlling Authority (CCA) should recommend names of only those Group 'A' officers who are likely to stay with the CCA for some more time.
- Officers on deputation to Government of India under the Central Staffing Scheme must have completed at least **two years** of their tenure on central deputation on the date of this notification to become eligible to apply for this programme. It may

be noted that in respect of Officers appointed under the 'Central Staffing Scheme', 'NOC' from the Office of Establishment Officer, DOPT should be obtained before forwarding their applications/nominations for the Long Term Domestic Programme.

- (iii) The faculty members of the State ATIs who have completed at least **three years** on the date of starting of the program are also eligible to apply for the programme. However, those faculty members who belong to State Civil Services need not necessarily fulfill this condition. The selected faculty members, however, would be required to stay in the ATI for next three years after completion of the programme.

8. **Forwarding of nominations**

- (i) Concurrence of State Governments, wherever necessary, would have to be obtained by the Cadre Controlling Authority before sending the nominations to DoP&T.
- (ii) Copy of the application form and other documents are attached. The same may also be obtained by logging on to IIML's website <https://www.iiml.ac.in/apphrm-programme> and DoP&T, Training Division's website <http://dopttrg.nic.in/>. Cadre Controlling Authorities are requested to forward duly filled applications in respect of suitable officers (who are clear from vigilance angle) along with complete information in **Part- B** of the Application Pro-forma so as to reach us on or before **September 1st, 2025**.
- (iii) Nominations received after the due date will not be considered.
- (iv) In order to save time, the officers are permitted to send an Advance Copy of the application to Ms. Isha Rishi, Programme Coordinator, Advanced Programme for Public Human Resource Management, Indian Institute of Management, Lucknow through the link: <https://www.iiml.ac.in/apphrm-programme> on its website.
- (v) The nominations would be scrutinized and officers shortlisted by the selection committee based on profile and statement of purpose, fulfilling the conditions of eligibility will be called for interview/discussion by IIM Lucknow. The discussion will be on a virtual platform and the date and time will be intimated to the officers by IIM Lucknow. In order to save time, the officers are permitted to send an **Advance Copy** of the application directly to this office. The officers will also be called for discussion based on their advance applications. However, final selection will be subject to receipt of his/her formal application, duly recommended by their Cadre

Controlling Authorities and approval of the Competent Authority in DoPT. Therefore, it is in the interest of the officers to get their applications routed through their Cadre Controlling Authorities as early as possible.

9. **Bond to be executed by the officer.**

Before joining the programme, the officer is required to execute a Bond to the extent that "in the event of his/her failing to resume duty or resigning or retiring from service or otherwise quitting service, without returning to duty after expiry or termination of the period of the programme or failing to complete the programme, or quitting the service at any time within a period of FIVE (5) years after completing the programme, the officer shall forthwith pay to the Government or as may be directed by the Government, on demand all charges and expenses that shall or may have been incurred by the Government for the training programme i.e. all monies paid to him/her or expended on his/her account during the programme period such as pay and allowances, leave salary, cost of fee, travelling and other expenses met by the Government/agency concerned together with interest thereon from the date of demand at Government rates for the time being in force on Government loans".



Government of India

<p>Indian Institute of Management, Lucknow Phone No: + 91 8004922067/ 0522 6696284,6285 E-mail Id: exed.cr@iiml.ac.in, Website: http://www.iiml.ac.in/</p>	<p>Government of India Department of Personnel & Training Block- IV, 3rd Floor, Old JNU Campus, New Mehrauli Road, New Delhi- 110067 Phone No: 011-26706310, Fax No: 011-26106314, Website: http://dopttrg.gov.in/</p>
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APPLICATION FOR ADMISSION IN 1st ADVANCED PROGRAMME FOR PUBLIC HUMAN RESOURCE MANAGEMENT

(Programme Commences on 7th September, 2025; Last date of receiving application is 1st September, 2025)

(For Govt sponsored candidates)

PART-A

1. PERSONAL DETAILS				<p>Paste a recent passport sized photograph</p>
Title (Mr./Ms/Dr.)				
Full name in block letters (First name, Middle name, Surname)				
Father's full name				
Mother's full name				
Gender (Put ✓)	<input type="checkbox"/> Male <input type="checkbox"/> Female	Date of birth	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
		DD	MM	Year
Date of Superannuation	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	Age as on 07-09-2025	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
	DD	MM	Year	Year
Nationality	Religion			
Caste category (Put ✓)	<input type="checkbox"/> General <input type="checkbox"/> OBC <input type="checkbox"/> SC <input type="checkbox"/> ST			
Equivalent Rank in Govt. of India	Level in Pay Matrix as per 7 th CPC/ Grade Pay with Pay Band			
2. MINISTRY/DEPARTMENT DETAILS				
Name of the Ministry/ Department				
Designation of Applicant				
Office Address				
State		PIN		
Telephone No.		Fax		
Service cadre with year of allotment				
Length of service in Group-A				
Are you presently on deputation to the Govt. of India (Put ✓)		<input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, from which date:	

Date of completion of tenure?					
3. ADDRESS FOR CORRESPONDENCE					
Address					
City		State		PIN	
Telephone No				Fax No	
Mobile No					
Email ID (In Capital Letters) (Main and alternate)					

4. ACADEMIC RECORD					
Sr. No	Examination/ Degree/ Diploma passed	Name of the Board/University/ Institution	Passing Percentage/ Grade/ Division/CGPA	Year of Joining the Course	Year of Passing the Course
1					
2					
3					
4					
5					
6					

5. DETAILS OF WORK EXPERIENCE						
Sr. No	Post held	Department/ Organization	Tenure		Pay Scale	Nature of responsibility
			From	To		
1						
2						
3						
4						
5						
6						

Total experience (in years)

6. DETAILS OF TRAINING PROGRAMS ATTENDED (IN INDIA & ABROAD) [Duration should be at least two weeks or more][Kindly refer to 'Earlier Training' caption under para 2 of Terms & Conditions]

S. No	Name of Course / Training Programme	Name of the Institution/ Place	Year	Duration (in weeks)
1				
2				
3				

7. Additional Information:- (please attach separate sheets regarding the following)

- Indicate the Public Policy area identified by you with the approval of your Ministry/Deptt./State Govt. etc. for preparation of the Policy document during the programme period.
- Briefly describe your job responsibilities and your achievements at your work place.
- Statement of Purpose: Why are you interested in pursuing this programme?
- Briefly describe your publications, leadership roles, community work or any other work you consider significant for your proposed study.
- Is there any other information that you would like to provide about yourself?

8. DECLARATION

I certify that the information given in this application form is correct and true to the best of my knowledge. I agree to abide by the decision of the authorities regarding my selection to the programme.

Place:

(Signature)

Date:

Instructions:

- The application form is to be sent through the Cadre Controlling Authority.
- However, you may kindly send the advance copy directly to Shri Manoj Kataria, Section Officer (LTDP), Training Division, Department of Personnel and Training, Government of India, Room No-403, 4th Floor, Block-4, Old JNU Campus, New Delhi-110067 [E-mail: manoj.kataria14@nic.in] as well as to Ms. Isha Rishi, Programme Coordinator, Advanced Programme for Public Human Resource Management, Indian Institute of Management, Lucknow, Prabandh Nagar, IIM Road Lucknow – 226013.
- Please ensure that this application is routed through the Cadre Controlling Authority so as to reach DoPT (Training Division) latest by September 1st, 2025.
- The application envelop should be superscripted as "Application for admission in 1st APPHRM at IIM Lucknow".

PART - B

(For the use of the Cadre Controlling Authority only)

Name of Applicant: _____

1. Is there any vigilance case pending or contemplated against the officer? (put ✓)	Yes <input type="checkbox"/>	No <input type="checkbox"/>

2. Is there any standing adverse entry against the officer? (put ✓)	Yes <input type="checkbox"/>	No <input type="checkbox"/>
If YES, please give details: 		

3. Is the applicant's overall ACR grading "Very Good"? (put ✓)	Yes <input type="checkbox"/>	No <input type="checkbox"/>

4. Whether cadre clearance has been obtained? (put ✓)	Yes <input type="checkbox"/>	No <input type="checkbox"/>
(For officers, who would be completing their deputation tenures prior to joining the APPHRM? In such cases, clearance of the State Government/Parent department has to be obtained)		
Has the candidate been offered a central deputation also?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
If selected, will the candidate be released for the Programme?	Yes <input type="checkbox"/>	No <input type="checkbox"/>

Cadre Controlling Authority:

Name of the Cadre Controlling Authority (Ministry/Department)			
Contact Person			
Designation			
Address			
		PIN	
Telephone No.			
Fax No.			
E-mail ID			

Place:

(Signature of the

Date:

Cadre Controlling Authority)

File No. _____

Office Seal (Compulsory)

Format of Bond to be executed by a Government Servant before proceeding for 1st Advanced
Programme for Public Human Resource Management (APPHRM) of Indian Institute of
Management- Lucknow (IIML)

KNOW ALL MEN BY THESE PRESENTS THAT I, _____, resident of _____, at present employed as _____ in the Ministry/Department _____, do hereby bind myself and my heirs, executors and administrators to pay to the President of India (hereinafter called the 'Government') on demand, 'all charges and expenses' that shall or may have been incurred by the Government for my APPHRM programme by IIM Lucknow i.e. all monies paid to me or expended on my account during the programme period such as pay and allowances, leave salary, cost of fee, travelling and other expenses met by the govt./agency concerned, etc. being conducted by IIM Lucknow together with interest thereon from the date of demand at Government rates, for the time being in force, on Government loans or, if payment is made in a country other than India, the equivalent of the said amount in currency of that country converted at the official rate of exchange between that country and India AND TOGETHER with all costs between the attorney and the client.

WHEREAS I, _____, am being deputed for APPHRM programme by IIM Lucknow.

AND WHEREAS for the better protection of the Government I have agreed to execute this bond with such conditions as written hereunder:

NOW THE CONDITION OF THE ABOVE WRITTEN OBLIGATION IS THAT, in the event of my failing to resume duty, or resigning or retiring from service or otherwise quitting service, without returning to duty after expiry or termination of the period of the APPHRM programme, OR failing to complete the programme, OR quitting the service at any time within a period of FIVE (5) years or before superannuation, whichever is earlier, after my return to duty, I shall forthwith pay to the Government or as may be directed by the Government, on demand the said sum together with interest thereon from the date of demand at Government rates for the time being in force on Government loans.

AND upon my making such payment the above written obligations shall be void and of no effect, otherwise it shall be and remain in full force and virtue.

The Bond shall in all respects be governed by the laws of India for the time being in force and the rights and liabilities hereunder shall, where necessary, be accordingly determined by the appropriate Courts of India.

The Government of India has agreed to bear the stamp duty payable on this bond.

Signed and delivered this the _____ day of _____ month of the year 2025.

Signed and delivered by _____ (Name and Designation)

In the presence of _____ and _____

Witnesses: 1. _____

2. _____

ACCEPTED
On behalf of the President of India by the Cadre Controlling Authority
(Authorized Signatory) (Office Seal Compulsory)

Page 15 of 16