

Date Bound

No. 6/43/2008-1Trg.  
HARYANA GOVERNMENT  
CHIEF SECRETARY'S OFFICE  
TRAINING BRANCH

Dated Chandigarh, the 30<sup>th</sup> June, 2015.

To

1. Sh. Ram Niwas, IAS (HY:85),  
Additional Chief Secretary to Government, Haryana,  
Irrigation Department.
2. Sh. Vijai Vardhan, IAS, (HY:85),  
Additional Chief Secretary to Government, Haryana,  
Higher Education, Archives, Cultural Affairs Department.
3. Sh. Sanjeev Kaushal, IAS (HY:86),  
Principal Secretary to Chief Minister, Haryana,
4. Sh. V.S. Kundu, IAS, (HY:86)  
House No. 505, Sector-6, Panchkula.
5. Sh. P.K. Das, IAS (HY:86)  
Principal Secretary to Government, Haryana,  
Finance & Planning Departments.
6. Smt. Shashi Bala Gulati, IAS (HY:86)  
Principal Secretary to Government, Haryana,  
Labour & Employment Departments.
7. Sh. Alok Nigam, IAS (HY:86)  
Principal Secretary to Government, Haryana,  
Public Health Engineering Department
8. Smt. Dheera Khandelwal, IAS (HY:86)  
Principal Secretary to Government, Haryana,  
Technical Education Department
9. Sh. Devender Singh, IAS (HY:87)  
Principal Secretary to Government, Haryana,  
Industries & Commerce and Electronics &  
Information Technology Departments
10. Sh. T.C. Gupta, IAS (HY:87)  
Principal Secretary to Government, Haryana,  
School Education Department
11. Sh. Amit Jha, IAS (HY:87)  
Principal Secretary to Government, Haryana,  
Forests & Wild Life Department.
12. Sh. S. N. Roy, IAS (HY:87)  
House No. 1376, Sector-19, Chandigarh.
13. Sh. R. K. Khullar, IAS (HY:88)  
Special Principal Secretary to Chief Minister, Haryana and  
Principal Secretary to Government, Haryana  
Information Public Relations and Languages Department.
14. Sh. Anil Kumar, IAS (HY:88),  
Principal Secretary to Government, Haryana,  
Industrial Training Department.

**Subject** 9<sup>th</sup> round of Mandatory Mid-Career Training Programme for IAS officers (1983, 1984, 1985, 1986, 1987 and 1988) for Phase-V to be held from 11<sup>th</sup> October, 2015 to 6<sup>th</sup> November, 2015 at LBSNAA, Mussoorie.

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Sir/Madam,

I am directed to invite your attention on the subject noted above and to forward herewith a copy of letter No.T-17012/10/2015-Academy Desk, dated 16<sup>th</sup> June, 2015 received from Sh. Promod Kumar Das, IAS, Joint Secretary, Government of India Ministry of Personnel Public Grievances and Pensions Department of Personnel and Training, New Delhi regarding 9<sup>th</sup> round of Mandatory Mid Career Training Programme for IAS officers for Phase-V being organized by Lal Bahadur Shastri National Academy of Administration, Mussoorie from 11<sup>th</sup> October, 2015 to 6<sup>th</sup> November, 2015.

You are requested to fill in the "Enrollment Form" for on-line Registration by login on the website of the Academy <http://www.lbsnaa.gov.in> immediately under intimation to this office.

Yours faithfully,

*M. N. Dube*

Under Secretary Training,  
for Chief Secretary to Government Haryana.

3-16/2015

Endst No.6 43 2008-1Trg.

Dated Chandigarh the. 30<sup>th</sup> June. 2015.

A copy is forwarded to the following for information & necessary action :-

1. Director, Lal Bahadur Shastri National Academy of Administration, Mussoorie-248179 (Uttarakhand).
2. Sh.Promod Kumar Das, IAS, Joint Secretary, Government of India, Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions, Training Division, Block-IV, Old JNU Campus, New Mehrauli Road, New Delhi-110067 with reference to his D.O. Letter No. T-17012/10/2015-Academy Desk, dated 16<sup>th</sup> June, 2014.

He is requested to issue instructions to Smt. Jyoti Arora, IAS, (HY:87) and Sh. Rajiv Arora, IAS (HY:87), Sh.Tarun Bajaj, IAS (HY:88) and Sh. T.V.S.N. Prasad, IAS (HY:88) to fill the 'online enrolment form' immediately regarding above said training programme as they are presently working with Government of India. Name of Sh. Sanjiv Kumar, IAS (HY:85) cannot be recommended for Phase-V training as he is under suspension since 04.12.2001.

*Mehar Dutt*  
Under Secretary Training,  
for Chief Secretary to Government Haryana  
30/6/2015



प्रमोद कुमार दास  
PRAMOD KUMAR DAS, I.A.S.  
संयुक्त सचिव  
JOINT SECRETARY  
TEL : 26106314



भारत सरकार  
कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय  
कार्मिक और प्रशिक्षण विभाग  
प्रशिक्षण प्रभाग  
ब्लॉक-4 पुराना जेएनयू कैम्पस  
नया महरौली रोड़ नई दिल्ली-110067  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training  
Training Division  
Block-IV, Old JNU Campus  
New Mehrauli Road, New Delhi-110067

D.O. No. T-17012/10/2015-Academy Desk

16 June, 2015

22-6-15 Dear Sir,

The 9<sup>th</sup> Round of the mandatory Phase-V Mid-Career Training Programme (MCTP) for IAS officers is scheduled from 11 October to 6 November 2015 at Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie.

2. The current round of Phase-V is being offered to the officers of (i) 1988 batch (1st chance), (ii) 1986 and 1987 batch (2nd chance), (iii) 1985 batch (3rd chance) and (iv) 1983 and 1984 batch (On case to case basis).

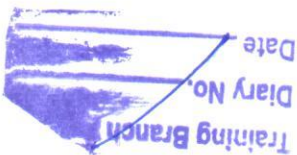
3. Further, as per government decision, an officer who has less than three years of service after the year in which he/she has been slotted to undergo the MCTP would not be eligible for the training (Copy of relevant communication enclosed). Therefore, officers superannuating before 31 December 2018 may not be nominated for the current round of Phase-V MCTP.

4. A list of the eligible officers (after deleting names of those superannuating before 31<sup>st</sup> December 2018 as mentioned in para 3 above), as per database maintained by this Department, is enclosed. Any discrepancy in this list may kindly be brought to the notice of this Department for corrective action.

5. As you already know that as per rule 5(11) of the IAS (Pay) Rules 2007, undergoing Phase-V MCTP is a pre-requisite for granting of increments after completion of 28 years of service (A copy of relevant Rules, and letter dated 01.02.2012 from Secretary (Personnel) enclosed). Therefore, you would appreciate that all eligible officers need to be nominated so that they do not face any such consequence.

6. Conducting MCTP entails detailed advance planning in terms of tying up with foreign partner institutions and faculty resources, apart from arranging logistics for foreign study tours etc. Therefore, it is imperative that the eligible officers enroll for the programme at the earliest. I, therefore, request you to instruct all eligible officers to enroll 'online' at <www.lbsnaa.gov.in> for this year's program. After online enrolment LBSNAA will convey acceptance of nomination to the eligible officers. In case of any queries regarding enrolment process or about the programme, the participants may be advised to contact LBSNAA at details given below.

Associate Course Coordinator: Shri Tejveer Singh, Joint Director  
Email: tejveer.singh@ias.nic.in  
Phone: 0135-2222108 (0), 2222000(EPBX)  
Coordinating Section: Training (MCTP)  
Email: trg4.lbsnaa@nic.in  
Phone: 0135-222-2330



Training Branch  
Diary No. 321  
Date 24-6-2015


Page 1 of 2



7. It is further requested that the timely release of the officers, who have enrolled and are accepted for the Programme, may kindly be ensured.

*with regards .*

Yours sincerely,

  
16/6/11  
(Pramod Kumar Das)

To

Shri Depinder Singh Dhosi  
Chief Secretary  
Govt. of Haryana  
Secretariat  
Chandigarh - 160001

Encls:

1. List of officers falling in the eligibility zone.
2. Copy of letter No.11011/02/2012-Trg.(MCT), dated 01.02.2012 from Secretary (P) to all Cadre Controlling Authorities in the matter of complying with the provisions of the IAS (Pay) Rules, 2007.
3. Copy of letter no. 15011/03/2009-MCT dated 27.09.2010 regarding minimum residual service.



**P. K. Misra**

सचिव

Secretary

Tele : 23094848

: 23092056

Fax : 23094500



D.O.No.11011/02/2012-Trg.(MCI)

भारत सरकार

कार्मिक और प्रशिक्षण विभाग  
कार्मिक, लोक शिकायत तथा पेशन मंत्रालय  
मोर्च ब्लॉक, नई दिल्ली - 110001

GOVERNMENT OF INDIA

DEPARTMENT OF PERSONNEL & TRAINING  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES  
AND PENSIONS

NORTH BLOCK, NEW DELHI - 110001

Website : <http://persmin.gov.in>

1<sup>st</sup> February, 2012

Dear Chief Secretary,

You may be aware that a career-linked mandatory Mid-Career Training Programme (MCTP) for IAS officers was started in January, 2007 with the objective of improving their 'Next-level Competencies' at certain identified stages of their careers. The IAS (Pay) Rules as amended, make successful completion of Phase-III, Phase-IV and Phase-V of the MCTP a prerequisite for granting the career benefits of 'Junior Administrative Grade', 'Super Time Scale' and 'Increment after 28<sup>th</sup> year of Service', respectively, to the officers (relevant extract of notification enclosed).

2. In order to strike a balance between the implementation of the above-mentioned mandatory provisions of the IAS (Pay) Rules and the difficulties being faced by the Cadre Controlling Authorities (CCAs) in relieving the officers due to administrative exigencies, each officer is allowed three chances to complete each phase of the MCTP.

3. During the course of my review of the implementation of MCTP, I have observed that the full capacity of the various Phases of the programme is not being utilized as officers are not being released by the CCAs. It has also come to my notice that the CCAs have been granting the aforesaid career benefits to the officers without their successful completion of the respective phases of this mandatory programme which is not in consonance with the IAS (Pay) Rules 2007.

4. In view of the above, I would like to reiterate that it is mandatory for every IAS officer to complete the various phases of the MCTP at appropriate stages of their career within the given three chances (preferably in the first year it falls due) and that the officers should be granted the career benefits only after they have successfully completed the respective phases of the MCTP thus complying with the provisions of the IAS (Pay) Rules, 2007.

With regards,

To

All Chief Secretaries of States/UTs

Yours sincerely,

(P.K. Misra)

7/2/2012



सूचना  
का अधिकार

o/c  
P/S issued W.A.  
8/2/2012

GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
DEPARTMENT OF PERSONNEL AND TRAINING

NOTIFICATION

New Delhi, dated the 20<sup>th</sup> March, 2007

G.S.R.....In exercise of the powers conferred by sub-section (1) of section 3 of the All India Services Act, 1951 (61 of 1951) and in supersession of the Indian Administrative Service (Pay) Rules, 1954, except as respects things done or omitted to be done before such supersession, the Central Government after consultation with the Governments of the States concerned, hereby makes the following rules, namely:-

1. **Short title and commencement** (1) These rules may be called the Indian Administrative Service (Pay) Rules, 2007.

(2) They shall come into force on the date of their publication in the Official Gazette except the second proviso to sub-rule (1) of rule 3 and proviso to clause (i) of sub-rule (2) of rule 3 which shall come into effect from 1-4-2007.

2. **Definitions.** In these rules, unless the context otherwise requires:-

(a) 'benchmark score' shall mean the minimum numerical weighted mean score arrived at for overall grading above which an officer shall be regarded as fit for promotion or empanelment, as the case may be, to the next higher grade;

(b) 'cadre' and 'cadre posts' shall have the meanings respectively assigned to them in the Indian Administrative Service (Cadre) Rules, 1954;

(c) 'departmental examination' means such examination as may be prescribed by the State Government from time to time for members of the Service allotted to the cadre of the State or posted to that State for training;

(d) 'direct recruit' means a person appointed to the Indian Administrative Service in accordance with rule 7 of the Indian Administrative Service (Recruitment) Rules, 1954;

(e) 'grade pay' means the basic pay drawn by a member of the Service in the grade in which he is appointed substantively;

(f) 'lien' means the title of a member of the Service to hold on regular basis, either immediately or on the termination of a period or periods of absence, a post, including a tenure post, to which he has been appointed on regular basis and on which he is not on probation.

(g) 'member of the Service' means a member of the Indian Administrative Service;

(h) 'Non-State Civil Service' shall have the meaning as assigned to it in sub-rule (2) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954;

(i) 'Officer appointed by selection' means an officer appointed to the Indian Administrative Service in accordance with sub-rule (2) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954;

(j) 'Officiation' means an officer performing the duties of a post on which another member of the Service holds a lien and it includes an officer appointed by the Government in officiating capacity in a vacant post in which no other member of the Service holds the lien;

(k) 'personal pay' means additional pay granted to a member of the Service -

(a) to save him from a loss in his substantive pay in respect of a permanent post other than a tenure post due to a revision of pay or due to any reduction of such substantive pay otherwise than as a disciplinary measure; or

(b) in exceptional circumstances, on other personal considerations;

(l) 'promoted officer' means an officer appointed to the Indian Administrative Service by promotion from a State Civil Service in accordance with sub-rule (1) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954;

(m) 'promotion' means appointment of a member of the Service to the next higher grade over the one in which he is serving at the relevant time;



(iii) the junior next below the officer (or, if that officer has been passed over for the reason of inefficiency or unsuitability or because he is on leave or serving outside the ordinary line or forges promotion on his own volition to that grade, the officer next junior to him not so passed over) should also have started drawing pay in that scale from that date and his appointment thereto not being fortuitous; and

(iv) the benefit should be allowed on 'one for one' basis.

(9) When a member of the Service holds an ex-cadre post in a time scale of pay identical with the time scale of pay of an ex-cadre post held by him on an earlier occasion, his initial pay in the latter ex-cadre post shall not be less than the pay which he drew on the previous occasion and he shall count the period during which he drew that pay on such last and on any previous occasion for increment in the stage of the scale equivalent to that pay and the service so rendered shall, on his reversion to the cadre, count towards initial fixation of pay to the extent and subject to the conditions stipulated in sub-rule (6).

(10) Where a member of the Service is on leave other than the study leave granted under the All India Service (Study Leave) Regulations, 1960, on the date on which an increment becomes due, he shall get the benefit of the same, if otherwise admissible under the rules, from the date he resumes duty but it does not postpone his normal date of increment in future.

(11) No member of the service shall be eligible for drawing increment after completion of 28 years of service unless he completed the Phase V of the mandatory Mid Career Training programme as prescribed.

**5A. Stagnation increments.** A member of the Service drawing pay in the Junior Scale or Senior Scale or Super Time Scale shall be eligible for one increment equivalent to the last rate of increment, for every two years of service rendered after reaching the maximum of that scale, subject to a maximum of three increments.

**6. Withholding of increments.** The State Government may withhold, for such time as it may direct, an increment due to any direct recruit or to any non-State Civil Service officer appointed to the Indian Administrative Service, who fails to pass the departmental examination or examinations within such time as the State Government may by general or special order, prescribe, but the withholding of such increments shall have no cumulative effect.

**7. Grant of advance increments.** Notwithstanding anything contained in rule 13 of the Indian Administrative Service (Probation) Rules, 1954, the State Government shall sanction the second and third increments due to a direct recruit as soon as he passes the prescribed departmental examination or examinations irrespective of the length of service, after which he shall be entitled to draw pay at the rate corresponding to his position in the time scale:

Provided that the third increment under this rule shall be granted retrospectively from the date of passing the prescribed departmental examination, or the last of the prescribed departmental examinations, as the case may be, on the successful completion of the probation and confirmation.

Provided further that a direct recruit who has been exempted from appearing for the whole or any part of the departmental examination or examinations, as the case may be, for the reason that he had already passed such examination or examinations or part thereof before he became a member of the Service, shall, for the purpose of this rule, be deemed to have passed the departmental examination or examinations or part thereof, as the case may be, from the date of the earliest such examination, examinations or part thereof, in which he would have appeared, but for the exemption, after he became a member of the Service.

**8. Pay of officers holding posts included in Schedule II.** A member of the Service appointed to hold a post specified in Schedule II shall, for so long as he holds that post, be entitled to draw the pay indicated for that post in the said Schedule plus Special Allowance or Central (Deputation on Tenure) Allowance, wherever admissible:

Provided that such pay shall not at any time be less than the pay admissible under rules 4 and 5 of these rules.

**9. Pay of members of the Service appointed to posts not included in Schedule II.** (1) No member of the Service shall be appointed to a post other than a post specified in Schedule II, unless the State Government concerned in respect of posts under its control, or the Central Government in respect of posts under its control, as the case may be, make a declaration that the said post is equivalent in status and responsibility to a post specified in the said Schedule.

(2) The pay of a member of the Service on appointment to a post other than a post specified in Schedule II shall be the same as he would have been entitled to, had he been appointed to the post to which the said post is declared equivalent.

No. M-15011/03/2009-MCT  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training  
(Training Division)

Old JNU Campus, New Mehrauli Road  
New Delhi-110067  
Dated 27<sup>th</sup> September, 2010.

To

The Secretaries to Departments/Ministries in Government of India  
The Chief Secretaries to the State Governments and Administrators to Union Territories

**Subject:** Mandatory Mid-Career Training (MCT) Programme for IAS officers in terms of IAS (Pay) Rules, 2007 – Number of chances to complete each phase of the programme - Regarding.

**Ref:** DoP&T's circular of even number dated 19<sup>th</sup> March, 2010

Sir/Madam,

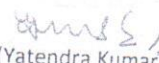
In continuation of the guidelines issued by DoP&T vide circular of even number dated 19<sup>th</sup> March, 2010 in connection with the Mandatory Mid Career Training Programme for IAS officers, it is mentioned that the *minimum residual service* required to undergo the mandatory Mid Career Training has been increased from 'six months' to 'three years'.

2. Therefore, para 4 (e) of DoP&T's circular of even number dated 19.03.2010 may be read as follows:

**Para 4 (e)** "An officer who has less than three years of service after the year in which he/she has been slotted to undergo Phase III, Phase IV or Phase V of Mid-Career Training, would not be sent for mandatory mid-career training."

3. This may be brought to the notice of all the IAS officers wherever they are posted (including those on deputation to any post within India/abroad, foreign assignments, on study programme within/outside India, on long leave etc.).

Yours faithfully,

  
(Yatendra Kumar)  
Director (Training)

Copy to:

- I. Director (Services), DoP&T, North Block, New Delhi
- II. Director, LBSNAA, Mussoorie
- III. Copy to NIC for placing the circular in the website