

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

Dated Chandigarh, the 22<sup>nd</sup> February, 2012.

To

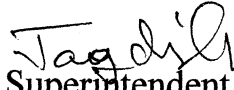
All the IAS officers of the Haryana State.

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

Sir/Madam,

I am directed to invite your kind attention towards DO letter No. 11011/02/2012-Trg.(MCT) dated 1<sup>st</sup> February, 2012 received from Sh.P.K.Misra, Secretary, Government of India, Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions, New Delhi and to inform that this letter is available at the state web site <http://csharyana.gov.in> (under the heading of Training Branch/Training Announcements) for further necessary compliance please .

Yours faithfully,

  
Superintendent Training,  
for Chief Secretary to Govt., Haryana  
22/2/12

**P. K. Misra**

सचिव

Secretary

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**Training Branch****Diary No 185****Date 21-2-2012**

सत्यमेव जयते

भारत सरकार

कार्मिक और प्रशिक्षण विभाग

कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय

नॉर्थ ब्लॉक, नई दिल्ली - 110001

GOVERNMENT OF INDIA

DEPARTMENT OF PERSONNEL &amp; TRAINING

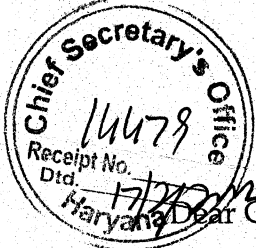
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES

AND PENSIONS

NORTH BLOCK, NEW DELHI - 110001

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

1st 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 28th 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,

Yours sincerely,

(P.K. Misra)

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Chandigarh-160001