

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

Dated Chandigarh, the 21st December, 2010.

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 on the subject noted above and to inform that letter No.M-11011/17/2010-MCT) dated.8/12/2010 received from Smt. Upma Srivastava, Joint Secretary (Training) ,Government of India, Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions, New Delhi, containing the latest instructions in this regard is available at the state web site <http://csharyana.gov.in> (under the heading of Training Branch/Training Announcements) .

Yours faithfully,

Mohinder Dutt

Superintendent Training,
for Chief Secretary to Govt., Haryana
21/12/2010



UPMA SRIVASTAVA
Joint Secretary (Training)
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भारत सरकार
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 नया महेरली रोड, नई दिल्ली-110067
 Government of India
 Ministry of Personnel, Public Grievances & Pensions
 Department of Personnel & Training
 Training Division
 Block-IV, Old JNU Campus
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 New Delhi-110067

D.O.No. M-11011/17/2010-MCT



8 December, 2010

Dear Sir/Ma'am,

The mandatory Mid-Career Training (MCT) programme for IAS officers was started in January 2007 with the objective of improving the next level competencies of the officers at certain identified stages of their careers, i.e. at the field level (7-9 years), at the policy formulation level (14-16 years) and at inter-sectoral policy formulation and implementation level (26-28 years) and termed them as Phases-III (8 weeks), IV (8 weeks) & V (4 weeks ---now 5 weeks with one week exposure visit) respectively. The IAS (Pay) Rules were amended making successful completion of the various phases of the MCT Programme a pre-requisite for obtaining promotions/increments at certain stages in an officer's career.

2. The Department of Personnel & Training issued instructions in March 2010 for streamlining the participation of officers in the Mid Career Training Programme. As per the standing instructions, all phases of the mandatory MCT Programme must be attended by all officers in the first year that it falls due; and any postponement of participation from the first year to second year, and from the second year to the third year would be allowed only with the prior approval of DoPT. However, it has been noticed that the officers have not been participating in the first chance and many officers have not even obtained approval for deferring participation to the second year. This has resulted in low participation and sub optimal utilisation of resources. Further, failure of the officers to participate in the first and the second chance has resulted in bunching of the officers with rising backlog.

3. In view of the above, and in order to optimise participation of the officers in all the Phases of the mandatory mid Career Training Programme for IAS officers it is requested that

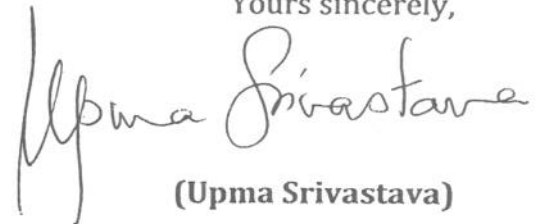
- (i) All the eligible officers/enrolled officers may be released for MCTP in the first chance/year (as it falls due) for the batch concerned. For those officers where exemption/postponement is being sought on valid grounds, reference is to be mandatorily made to DoPT stating the reasons for postponement. In case of the officer concerned is seeking postponement on personal grounds, he/she should be asked to mandatorily make a request seeking postponement through the State

Government/Ministry concerned failing which he/she will not be given further opportunity to participate in the respective Phase of MCTP.

- (ii) The officers may be informed that the third chance in the three year window is to be used only in rare and extraordinary circumstances as mentioned in DoPT's instructions issued on 19.3.2010. The officers, who fail to participate in the first chance should be necessarily asked to attend the MCTP in the second opportunity.
- (iii) To allow promotions to the higher scale as per the IAS (Pay) Rules, 2007 which mandate complete of Phase-III training before getting JAG scale and Phase-IV training before getting Super-time scale and completion of Phase-V training for getting further increments after 28 years of service.

With regards

Yours sincerely,



(Upma Srivastava)

To
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Government of Haryana
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