

Most Immediate

**08/06/2010-CSI(Trg)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training
CS-I Section**

New Delhi, dated the 8th April, 2010

OFFICE MEMORANDUM

**Subject : Level 'E' Training Programme at the ISTM for Officers of
CSS in the Grade of Under Secretary (19/04/2010 to 28/05/2010)**

The undersigned is directed to inform that Officers of the CSS in the Grade of Under Secretaries whose names are given in **Annexure-I** have been nominated to participate in the Level 'E' Training Programme being conducted by ISTM w.e.f. **19/04/2010 to 28/05/2010**. It is requested that nominated officers may be relieved of their duties, **subject to vigilance clearance** and advised to report to **Shri Apendu Ganguly**, Deputy Director/ Coordinator, ISTM, Administrative Block, JNU Campus (Old), New Delhi- 110067 at **9 A.M. on 19th April, 2010**. **Advance intimation about the officers being relieved may be sent to DOPT (CS Division) by 13/04/2010 positively.**

2. As the training of the officers and successful completion is mandatory, in terms of DOP&T Notification **G.S.R.197(E) dated 19th March 2010**, the Cadre Authorities are requested to ensure that the officers nominated to the above training are **relieved in time**. The performance of the officers in the training will be evaluated and the reports thereof would be added in their APARs while considering for their next promotion. No request for withdrawal of nomination either from the Ministry/Department or the officer concerned shall be entertained by this Department or the Institute as this would have an effect on the promotion of the officers. It is also informed that **as per DOP&T OM No.1/1/2009-CSI(Trg) dated 24th February, 2010, thrice nominated candidates who have not yet undergone training and who fail to attend again, will be debarred from future mandatory training modules, which will impact their next promotion adversely.**

3. The aforesaid training includes an overseas component, study/field visit and project preparation/presentation. The expenditure on overseas training is estimated to be **Rs.3,00,000/- (Rupees Three Lakhs)** per participant. The expenditure towards this will be met by the ISTM. However, the expenditure in terms of project report presentation will be **Rs.2,500/-** which will be borne by the concerned Ministries/ Departments. This amount may be released in **Cash** only.

P.T.O.

4. A copy of the course brochure prepared by ISTM is also enclosed for ready reference. As mentioned at **Para VII-(B)** of the brochure, each officer nominated is required to indicate at least three public policy areas they would like to work during the training programme in the project study. This information may be sent to the Course Coordinator by email on **ganguly_apendu@yahoo.co.in** by **13th April, 2010**.

5. Confirmation with regard to the participation of the officers along with their respective bio-data (**Annexure II**) may please be sent to **Shri Apendu Ganguly**, Deputy Director/Coordinator, ISTM, New Delhi by **13st April, 2010** with a copy to the undersigned. **Shri Apendu Ganguly**, Deputy Director/Coordinator, ISTM, is accessible on Phone No. 26177058(O).

R Sethi

(Dr. REENA SETHI)

Under Secretary to the Govt. of India
Phone : 24629412

To
All Cadres { Joint Secretary(Admn.) concerned }
Ministry/Department of
New Delhi.

Copy forwarded for information & necessary action to :-

- (1) Concerned officers.
- (2) ISTM, (**Shri Apendu Ganguly- Deputy Director**), Administrative Block, Old JNU Campus, New Delhi-11067, w.r.t. their letter No. A-33099/1/2005-ISTM (Coord) dated 14th January, 2010. **The list of officers, who report for training on 19th April, 2010 may please be furnished to this Department next day positively. ER Sheets of the participants may also be got filled up, as separately requested.**
- (2) Training Division, Deptt. of Personnel & Training , JNU Campus, New Delhi.
- (3) US(U)
- (4) US(D)
- (5) PA to DS(CSI)
- (6) PA to US(T)
- (7) Guard file
- (8) Web site of this Department ([www.persmin.nic.in/CSS/CSI-Training Circular - USs](http://www.persmin.nic.in/CSS/CSI-Training%20Circular%20-%20USs))

R Sethi

(Dr. REENA SETHI)

Under Secretary to the Govt. of India
Phone : 24629412

Annexure I**Level 'E' Training Programme for Officers of the CSS
in the Grade of Under Secretary
(19/04/2010 to 28/05/2010)**

S. No	CSL No.	NAME OF THE OFFICER Sh./Smt./Ms.	DATE OF BIRTH	CADRE WHERE WORKING Ministry/Department
1	3926A	Harmeet Singh	25.07.66	Financial Services
2	3954A	L Haokip	14.06.65	Panchayat Raj
3	4306	Anil Uniyal *	20.10.55	Health & Family Welfare
4	4322	Som Nath Gupta *	15.11.54	Urban Development (On Deputation in DDA)
5	4328	Anil Kumar Madan*	23.10.55	Steel
6	4334	V Ram Kumar *	17.04.56	Economic Affairs
7	4353	Vijay Kumar Chopra*	30.07.54	Steel
8	4366	Vinod Bala Jindal *	04.02.55	Personnel & Training (ISTM)
9	4381	Atma P. Srivastava*	01.05.54	Women & Child Dev.
10	4382	Raminder Singh Bhatia*	22.12.57	School Education & Literacy
11	4384	Mohan Lal Sidena	06.04.53	Pharmaceuticals
12	4388	Zafrul Islam	05.01.53	Environment & Forests
13	4395	Krishan Pal Saroha	14.08.55	Panchayati Raj
14	4398	R K Gambhir	17.02.53	SSC
15	4403	Shyam Sunder	07.12.56	Commerce(DGFT)
16	4407	Mrinal Roy Chaudhary	16.02.54	Urban Development
17	4415	Anand K. Patney	08.04.53	Personnel & Training
18	4418	N K Lakhanpal	20.06.53	Commerce
19	4420	Y P Dhingra	01.03.53	Petroleum & NG
20	4421	K M Kutty	30.11.52	Industrial Policy & Promotion
21	4422	P P Nagrath	28.01.55	UPSC
22	4423	C S Kaushik	25.06.55	Information & Broadcasting
23	4425	D P Khatree	21.08.52	Commerce
24	4430	S Hariharan	13.07.52	Industrial Policy & Promotion
25	4433	R P Batra	12.06.54	Labour & Employment
26	4434	K S Samrendra Nath	01.05.57	Power
27	4435	B K Malhotra	27.09.52	Commerce
28	4436	S S Mahlawat	15.03.54	Higher Education
29	4438	Brij Bhushan	01.10.52	Science & Technology
30	4441	S N Sharma	25.10.54	Food & PD, Addl. PS to Minister of Civil Aviation
31	4443	T V A Ram	15.10.57	Higher Education
32	4444	K C Kedia	10.02.53	Power
33	4445	Surender Kumar	04.02.56	UPSC
34	4448	K S Kusala Kumar	17.05.55	Higher Education

S. No	CSL No.	NAME OF THE OFFICER Sh./Smt./Ms.	DATE OF BIRTH	CADRE WHERE WORKING Ministry/Department
35	4452	V K Wadhwa	04.10.53	Pension & PW
36	4454	G. Devnani	17.10.54	Heavy Industries
37	4456	Jagdish Chander	20.05.53	Commerce(Supply)
38	4461	Kamal Prakash	17.08.54	Agriculture & Cooperation
39	4463	Tapan Mitra	08.02.57	Revenue
<p>* Re-nomination cases. Thrice nominated officers who have not yet undergone training and who fail to attend again will be debarred from future mandatory training modules, which will impact their next promotion adversely.</p>				

CURRICULAM VITAE

1. **Name of the Officer Nominated** _____
2. **Date of Birth** _____
3. **Designation & Scale of Pay** _____
4. **Office in which employed** _____

5. **Academic Qualification** _____

6. **Date of joining as Under Secretary
Select List year** _____

7. **Whether the nominee is a member
of SC/ST. If yes, please specify** Yes/No
SC/ST
8. **Previous Training undergone**
 - (i) **ISTM** _____
 - (ii) **Other Training Instt.** _____
9. **(i) Office Address** _____
Ministry/Department _____
Name of Building & Room No. _____
Place of Office, Tele. No. _____
(ii) Residential Address _____
with Tele. No, _____
e-mail, if any. _____

CSS CADRE TRAINING PLAN
10th LEVEL 'E' TRAINING PROGRAMME
PROGRAMME BROCHURE
19th April to 28th May, 2010

I Background

Government of India had constituted a Committee of senior officers on 22nd August 2001 to finalise a detailed cadre training plan for CSS officers working at various levels. The committee submitted its report in 2005. One of the main recommendations of the committee is to conduct mandatory training programmes for CSS officers up to the level of Deputy Secretaries. Training programmes will not be simply participatory, but every officer is required to successfully complete the training programme, so as to become eligible for consideration for promotion to the next higher post. The recommendations made by the committee have been accepted by the Government and ISTM has been mandated to implement the recommendations of the committee as accepted by the Government.

II Level 'E' Training Programme

The level 'E' training programme is for Under Secretaries who have rendered five years' approved service in the grade. The CS Division in DoPT would nominate these Under Secretaries who are likely to be in the zone of consideration for promotion to the selection grade of CSS (Deputy Secretary).

Participation in and successful completion of training is mandatory for the purpose of consideration for promotion to the selection grade of CSS (Deputy Secretary).

III Aim of the Programme

Level 'E' training programme aims at updating the knowledge and skills of the target group on the latest concepts, approaches, etc. and to develop their skills and competencies necessary for shouldering the higher responsibilities.

IV Programme Design & Duration of the Programme

The duration of the training shall be six weeks. The revised programme design consists of two components namely:

- a) In-house class room inputs/ activities/ industrial visit
near NCR only [4 Weeks]
- c) Overseas Training / exposure [2 Weeks]

All components are compulsory and no exemption shall be granted to any participants. Evaluation is carried out for all the components individually and participants has to clear/pass in all the components for qualifying the course.

V Contents

1. **Public Policy Analysis**
2. **Recent Legislative Initiatives in the social/economic sector**
3. **Action learning through local Industrial Visit**
4. **Macro concepts in Finance, relevant law**
5. **Economic Management**
6. **Latest trends in Public Administration**
7. **Governance / E-governance Initiatives**
8. **Behavioural skills**
9. **Project Management Concepts**
10. **Salient features of Public System Management**
11. **Management of Change in Govt.**
12. **Indian heritage and cultural issues**
13. **Strategic Issues**
14. **Gender sensitization and minority issues**
15. **Exposure to best practices of progress in similarly placed countries**

VI Programme Methodology

1. **Level E training programme for the Under Secretaries will be run on highly participative mode. Experiential learning and learning by doing will be the main features of the programme. Participants will be working in groups to conduct an analysis of an important public policy issue facing the Government of India. They will send their preferences prior to the programme as explained in Para VII (2) below, which will be used by the faculty to make group assignments. The participants will work on their group assignments during the programme and produce a comprehensive policy analysis report. They will also present their analysis in front of other participants and the faculty members.**
2. **Opportunity will also be provided to examine and discuss the latest legislative initiatives of the Government of India in the social and economic sector.**
3. **Overseas training for about 2 weeks is planned to enable the officers to get exposure to the new trends in Public Administration and emerging concepts in management, governance and organizational developments. They will be given first hand experience on execution, monitoring and evaluation process of successful projects and share the experiences of other countries for replication.**
4. **Class room sessions will be conducted to update their knowledge and skills. The academic sessions will normally be taken by ISTM faculty-members**

and external faculty/experts. Some eminent speakers will also be invited to interact with the participants as deemed fit by Director, ISTM.

VII Public Policy Analysis Project

A] As mentioned above public policy analysis project is an integral component of the level 'E' learning experience. It will also serve as an evaluation device to gauge the quality of participants' performance. It will be important for participants to plan their time during the programme carefully to complete their analysis and be able to submit a final document that reflects the collective wisdom of participants within each group. Detailed guidelines indicating schedule with firm dates linking completion of task associated with the project process will be given on the day one of the programme along with group formation.

B] Prior to the Programme:

Each officer nominated by CS Division is required to indicate at least three public policy areas they would like to work in during the training programme in the project study. This information needs to be sent to the Course Coordinator by email on ganquly_apendu@yahoo.co.in by 9 April 2010. Groups and Public policy issues will be decided by the faculty keeping in view the participants' preferences.

VIII Level 'E' Programme Deliverables

1. **Public Policy Analysis paper:** Each group will submit a 30-40 page public policy analysis paper which will be evaluated by a panel of faculty members.
2. **Public Policy Analysis paper presentation:** The groups will make a presentation of their policy paper which will be evaluated by a panel of faculty members.
3. **Discussion on recent legislative initiatives:** The groups will examine the identified recent legislative initiatives in the social and economic sector and will make presentation of their work which will be evaluated by the faculty.
4. **Team Evaluation:** Each member of a group will evaluate the input of their fellow group members. Team evaluation forms will be given to each group prior to the end of the programme.
5. **Overseas training/exposure paper:** The participants will individually submit a report of about 10 pages on specific aspects of overseas training that impressed them. Explain the nature of a policy, project or best

practice and its relevance for replication as such or with suggested modifications. It will be evaluated by the faculty participating in the programme.

6. **Internal evaluation** will be based on parameters like, attendance, punctuality, cooperation, group cohesiveness, initiative, willingness to take responsibility etc. Of these parameters, punctuality and attendance are accorded utmost importance and the Institute will not compromise on these aspects.

IX Evaluation / Assessment (for 100 Marks)

➤ Policy paper report	: 30%
➤ Policy paper presentation	: 20%
➤ Recent legislative initiatives examination	: 20%
➤ Overseas training exposure paper	: 10%
➤ Peer evaluation	: 10%
➤ Attendance/initiative etc.	: 10%

X Expenditure on Overseas Training

The expenditure on this component is estimated to be Rupees Three Lakhs (Rs. 3 lakhs) per participant. The expenditure towards this will be met by the institute for which budgetary provision has already been made for the year 2010-11.

XI Expenditure to be borne by the Sponsoring Authority:

1. Project Report Preparation

An amount of Rs.2500/- per person is estimated to be spent on preparation of the following:

- 1. Public Policy Analysis Project Report**
- 2. Overseas Training - Learning for replication**

The concerned ministry / department will bear expenditure on this component also and sanction an advance accordingly.

[Advances are to be sanctioned in the name of participants to meet expenditure on training. The final adjustments may be done on the basis of certification by ISTM.]

XII Course Capacity: 30 (Thirty)

XIII Programme Coordinator:

Shri Apendu Ganguly

Deputy Director & Course Co-ordinator

Institute of Secretariat Training & Management,

Administrative Block, JNU, Old Campus,

Room No 208, New Delhi- 110 067

Tel No: 26177058 Fax # 26104183

E-mail:ganguly_apendu@yahoo.co.in

[Please indicate your e-mail address and contact number in your biodata. Also please see the page down for necessary action]

**Areas for
Public Policy Analysis Project Study**

1.

2.

3.

To be submitted positively by 09 April, 2010.