

**P. K. Misra**

सचिव

Secretary

Tele : 23094848

: 23092056

Fax : 23094500



सत्यमेव जयते

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

भारत सरकार

कार्मिक और प्रशिक्षण विभाग

कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय  
नोर्थ 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.

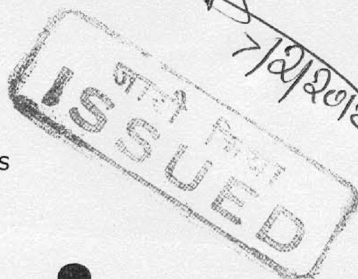
With regards,

To

All Chief Secretaries of States/UTs

Yours sincerely,

(P.K. Misra)



सूचना  
का अधिकार

ofc  
P/S issue w.r.  
6/2/2012

S.No.	Name & Address
1.	Chief Secretary Government of Andhra Pradesh Secretariat Hyderabad
2.	Chief Secretary Government of Arunachal Pradesh Secretariat Itanagar-791111
3.	Chief Secretary Government of Assam Assam Sachivalaya Complex Dispur, Guwahati-781006
4.	Chief secretary Government of Bihar Secretariat Patna
5.	Chief Secretary Government of Chattisgarh Old IG Bungalow Shankar Nagar Road Raipur
6.	Chief Secretary Government of Goa Secretariat Goa
7.	Chief Secretary Government of Gujarat Secretariat Gandhinagar - 382020
8.	Chief Secretary Government of Haryana Room No.52, 4 <sup>th</sup> Floor Haryana Civil Secretariat Chandigarh-160001
9.	Chief secretary Government of Himachal Pradesh Secretariat Shimla-171002
10.	Chief Secretary Government of Jammu and Kashmir Secretariat Jammu
11.	Chief Secretary Government of Jharkhand Secretariat, Dhurwa, Ranchi- 834004
12.	Chief Secretary, Government of Karnataka Secretariat Bangalore-560080

13.	Chief Secretary, Government of Kerala Secretariat Thiruvananthapuram
14.	Chief Secretary Government of Madhya Pradesh Secretariat Bhopal
15.	Chief Secretary Government of Maharashtra Mantralaya Mumbai-400021
16.	Chief Secretary Government of Manipur secretariat Imphal-795001
17.	Chief Secretary Government of Meghalaya Secretariat Shillong
18.	Chief Secretary Government of Mizoram Chief Secretary's Bungalow Aizawal Mizoram-796001
19.	Chief Secretary Government of Nagaland Chief Secretary Bungalow Kohima
20.	Chief Secretary Government of Orissa Secretariat Bhubaneswar
21.	Chief Secretary Government of Punjab Secretariat Chandigarh
22.	Chief Secretary Government of Rajasthan 52, Swami Ram Singh Road Jaipur
23.	Chief Secretary Government of Sikkim Tashilling Secretariat Gangtok
24.	Chief Secretary Government of Tamil Nadu Secretariat Chennai -600 009



25.	Chief Secretary Government of Tripura Chief Secretary's Residence Kunjaban Township Agartala-799006
26.	Chief Secretary Government Uttar Pradesh Secretariat Lucknow
27.	Chief Secretary Government of Uttaranchal Secretariat, Subhash Road Dehradun-248001
28.	Chief Secretary Government of West Bengal Writer's Building Kolkata-700001
29.	Chief Secretary UT of Andaman and Nicobar Islands, Port Blair
30.	Advisor to Administrator UT of Chandigarh Raj Bhawan, Chandigarh
31.	Administrator UT of Daman & Diu Administrator Bungalow Dolar, Moti Daman-396220
32.	Administrator UT of Dadra & Nagar Haveli Silwasa
33.	Chief Secretary Government of NCT of Delhi Secretariat Delhi
34.	Administrator UT of Lakshadweep Govt. House (P.O.) Kavaratti
35.	Chief Secretary Government of Puducherry Secretariat Pondicherry