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 19th March, 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.

Sir/Madam,

The mandatory Mid Career Training (MCT) Programme for IAS officers was introduced in the year 2007 in three phases i.e. Phases III, IV & V. As per the provisions in the IAS (Pay) Rules, 2007, promotion of an IAS officer to Junior Administrative Grade (JAG) is admissible only on completion of 9 years of service and successful completion of the Phase-III training, promotion to Super Time Scale is admissible only on completion of 16 years of service and successful completion of the phase IV training and the drawal of increments after completion of 28 years of service in 'Above Super Time Scale' is admissible only after successful completion of the Phase V training.

2. In order to ensure the participation of officers in the mandatory MCT Programme and to make the programme more effective, the Government issued guidelines vide order No. 20011/1/2008 - AIS (II) dated 20th October, 2008 providing a 'two-year window' to complete each phase of the mandatory MCT Programme.

3. However, many controlling authorities apprised the DoPT about the difficulties in relieving officers for participation in the various phases of the mandatory MCT Programme due to administrative and other exigencies. Similarly, individual officers also represented before the DoPT about their difficulties in completing the various phases of the MCT Programme within the 'two-year window' provided. It was also found by the DoPT that many officers couldn't complete the mandatory MCT Programme within the 'two-year window' either because they were not deputed for training by the controlling authorities or were not able to participate in the programme due to personal reasons.

4. Consequently, the matter has been carefully considered and it has now been decided that each officer will be given a maximum of three (3) chances to complete each phase of the mandatory MCT Programme for IAS officers, in the following manner:

(a) All phases of the mandatory MCT Programme must be attended by all officers in the first year that it falls due;

(b) 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, such approval for postponement of participation does not entitle the officer to obtain the respective promotion/ grade/increment in relaxation of the Rules. It is reiterated that the officer will be entitled for the respective promotion/ grade/increment only after he/she successfully completes the respective phase of the MCT Programme for IAS officers within the 'three-year window' provided. However, in

terms of para 8.2 (d) of the Guidelines for promotion to the various grades of IAS issued by DoPT vide 20011/4/92-AIS(II) dated 28th March, 2000, promotion to Junior Administrative Grade, a non-functional grade, not involving higher duties and responsibilities, can be granted from the due date retrospectively, after successful completion of Phase III of MCT.

(c) Postponement of participation from the second year to the third year would be allowed by DoPT only in case of rare and extraordinary circumstances, which are defined as under:

(i) Officer undergoing study programme (Domestic/foreign) by availing 'Study Leave' or 'Partial Funding' or 'nominated by DoP&T'.

(ii) Officer deputed by GoI to a foreign assignment or granted permission for deputation under 6(2)(ii) etc.,

(iii) Medical reasons of self or immediate family members, i.e. the officer himself/herself, his/her parents, spouse and children of the officer.

(iv) Marriage of the children.

(d) Failure to attend any phase of the mandatory MCT Programme in the 'three-year window' provided would mandatorily attract the consequences laid down in the rules and guidelines, with no exception;

(e) Officers having less than six months of service, after the third year of the 'three-year window', need not be sent for the mandatory MCT Programme.

5. These directions may also 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.).

6. This issues in supersession of DoP&T's communication No. 20011/1/2008-AIS (II) dated 20th October, 2008.

Yours faithfully,

19.3.2010

(Yatendra Kumar)
Deputy Secretary to Government of India

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