

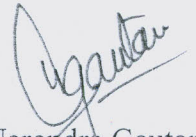
T-25017/1/2014-TRG (ISTM Section)
Govt. of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training
Training Division
(ISTM Section)

Training Division,
Old JNU Campus, Delhi
Dated 31st March, 2015.

OFFICE MEMORANDUM

Sub:- **Comments invited from the stake holder on the proposed policy for exemption of CSS and CSSS officers from their respective mandatory training programmes.**

The NIC is requested to place the enclosed on the website of this department in 'what is new section' up to 10th April, 2015.



(Narendra Gautam)
Under Secretary to the Govt. of India
Tel.: 26164316

NIC
DOP&T

Annexure to DOP&T's O.M. No.T-25017/1/2014-TRG (ISTM Section) dated

Sub: - **Comments invited from the stake holder on the proposed policy for exemption of CSS and CSSS officers from their respective mandatory training programmes.**

It is brought to the notice that a proposal for formulation of a policy for exemption of CSS and CSSS officers from their respective mandatory training programmes is under consideration in the Department of Personnel & Training.

2. In this regard based on the exemptions available to IAS officers from various phases of mid-carrier training programmes and the exemptions already available to CSS officers, the following policy has been thought of:-

- a) Each CSS officer/official and CSSS officer/official will be given a maximum of the (3) chances to complete each level of the mandatory MCT Programme available to them, in the following manner:
- (b) All phases of the mandatory MCT Programme must be attended by all officers in the first chance that it falls due;
- (c) Postponement of participation from the **first chance to second chance** and from the **second chance to the third chance** 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 MCT Programme for CSS/CSSS;
- (d) Postponement of participation from the **second chance to the third chance** would be allowed by DoPT only in the case of rare and extraordinary circumstances, which are defined as under:
 - (i) Officers undergoing study programme (Domestic/foreign) by availing 'Study leave' or Partial funding' or nominated by DoP&T.
 - (ii) CSS/CSSS Officer deputed by Government of India to a foreign assignment or granted permission to a foreign assignment.
 - (iii) Medical reasons of self or immediate family members, i.e., the officer himself/herself, his/her parents, spouse, children of the officer and parents-in-law of the Officer.
 - (iv) Marriage of self/the children.
 - (v) Officers on Election Duty.
- (e) Failure to attend any level of the mandatory MCT Programme in the 'three- chance window' provided would mandatorily attract the consequences laid down in the rules and guidelines relating to CSS/CSSS services, with no exception.

- (f) Officers of CSS and CSSS Cadre who are more than 58 years of age, as on 1st July of the financial year in which the training is actually conducted, would be exempted from mandatory training.
[This provision is already available for CSS officers under O.M. No 8/5/2013-CS.1(Trg)-Vol.II, dated 24th January, 2014]
- (g) The officers who do not attend the mandatory training programmes even after three documented nominations by CS Division, shall be debarred for future training programmes under the Cadre Training Plan and;
- (h) In addition to the above, administrative action shall be taken to deny grant of promotion to such debarred officers.
- (i) In the case of officers leaving the training, in between the programme, other than on medical grounds, the entire cost of training shall be recovered from such officer for non-completion of training.
- (k) **Authority empowered to permit postponement:** The cases relating to postponement will be handled by CS Division of DOPT. The postponement from participation in the first chance may be permitted with the approval of Joint Secretary (AT&A) and postponement from the second chance to the third chance may be permitted with the approval of Secretary (P) for the reasons mentioned in para 7 (d) above. No postponement may be permissible for 3rd chance and beyond.

3. It is also proposed that relevant rules for CSS/CSSS officers would be suitably modified so as to make the consequences of failure to attend mandatory trainings inescapable and that there should be a categorical provision in the training nomination letters that the officers nominated shall stand relieved and no separate relieving order by his/her department would be required.

4. Further the provision that there should be a cooling off period of 2 years between two trainings with foreign component is proposed to be dispensed away with.

5. The above mentioned proposal is brought to the notice of the members of CSS and CSSS. The comments, if any, in this regard may be sent on the e-mail address given below, latest by 5:30 pm on 10th April, 2015.


(Narendra Gautam)
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