

No.6/43/2008-1Trg

From

The Chief Secretary to Govt. Haryana,

To

All the IAS officers of the Haryana State.

Dated Chandigarh the 1st January, 2009.

**Subject Mid Career Training Programme (MCT) for IAS officers in
terms of IAS (Pay) Rules, 2007-reg.**

Sir/Madam,

I am directed to refer to the F.No.20011/1/2008-AIS(II) dated.20/10/2008 on the subject noted above and to inform you that the contents of the letter are brought to your kind notice for compliance. The letter is available at the State web site www.haryana.gov.in under the heading C.S organization for necessary action.

Yours faithfully,



Superintendent Training,
for Chief Secretary to Govt. Haryana.

11/1/09



F. No. 20011/1/2008-AIS(II)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training

North Block, New Delhi - 110001
Dated 20th October, 2008

To
The Chief Secretaries of all the
State Governments and UTs

Subject : Mid-Career Training Programme (MCT) for IAS officers in terms of
IAS (Pay) Rules, 2007- regarding.

Sir,

The Mid Career Training Programme (MCT) for IAS officers in three phases was launched in 2007 as a mandatory programme and as a pre-condition for promotion to the next higher scale/rank. The provision of mid career training is enshrined in the IAS (Pay) Rules, 2007 according to which promotion to JAG is admissible only after the completion of 9 years of service and successful completion of training. Similarly, promotion to Super Time Scale admissible after phase IV and drawl of increments in Above Super Time Scale after 28 years of service is admissible only after Phase V of the mandatory training.

2. In this regard, time and again it has come to the notice of the Department that many officers do not attend these training programmes and seek exemption from it on various grounds. After careful consideration of the matter and in order to make MCT more effective, it is clarified that :-

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- (a) All phases of the mandatory mid-career training programme must be attended by all officers in the first year that it fall due;
 - (b) Exemption from the first year and postponement to the second year for any phase of the programme would only be allowed under very rare and extra-ordinary circumstances and with the prior approval of DOPT;
 - (c) Failure to obtain prior approval of the DOPT would cause the officer concerned to attract the consequences laid down in the rules and guidelines related to mandatory mid-career training, and;
 - (d) Failure to attend any phase of the mandatory mid-career training in either of the available years 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 second

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year of the two-year window provided, need not be sent for mandatory mid-career.

3. The above directions may be strictly enforced.
4. These directions may also be brought to the notice of all the IAS officers.

Yours faithfully

Harjot Kaur
20/11/08

(Harjot Kaur)

Director (Services)

Copy to : Joint Secretary, Training Division, Department of Personnel & Training, Old JNU Campus, Block No.4, New Delhi

Harjot Kaur
20/11/08

(Harjot Kaur)

Director (Services)