

13045/2-MCTP/2012-Academy Desk  
Government of India  
Department of Personnel & Training  
Training Division

\*\*\*

**Subject: Inviting comments/suggestions from various stakeholders on proposal for "Reduction in duration of Mid-Career Training Programme (Phase III and IV), and reduction in eligibility of service for Phase V".**

---

Comments and suggestions are invited from various stakeholders on the proposal for changes in Mid-Career Training Programme(MCTP) for IAS Officers viz. for reduction in duration of Phase III and IV, and for reduction in eligibility of service for Phase V. The proposal is under consideration with the Training Division, Department of Personnel and Training, Government of India.

MCTP for IAS were conceived as mandatory programs on the basis of recommendations of various committees on civil service reforms. The programs were made mandatory by amending IAS Pay Rules in 2007: completion of various phases was made a pre-requisite for further increments/promotion. Accordingly, DoPT implemented a three-phased mid-career training architecture, which is as follows:

- Phase III (at 7-9 years of service)
- Phase IV (at 14-16 years of service)
- Phase V (at 26-28 years of service)

The present duration of each of the 3 phases of the MCTP is as under:

- Phase III (8 weeks)
- Phase IV (8 weeks)
- Phase V (5 weeks)

The programmes commenced in 2007 with an objective to impart structured training to officers at key inflection points in their service career. In the first cycle from 2007-09, the programme was directly implemented by DoPT on an outsourcing basis through selected national/ international partner institutions. From 2010, the responsibility for the design and delivery of all the phases of the MCT programme was entrusted to the Lal Bahadur Shastri National Academy of Administration, Mussoorie. By the end of 2014, 8 rounds of Phase III and V and 9 rounds of Phase IV would be completed. On an average, around 90-100 participants have been attending each round of each of the phases of the programme.

**It is now proposed that:**

- The duration of Phase III and Phase IV is reduced by one week, i.e. from 8 to 7 weeks.
- Eligibility condition of 26-28 years of service for Phase V is reduced to 23-24 years.

Comments/suggestions may be sent to [sanjay.mehta@nic.in](mailto:sanjay.mehta@nic.in) before 4<sup>th</sup> November, 2014.