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OFFICE OF THE CHIEF SECRETARY
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 Government of India
 Department of Personnel and Training
 Training Division

Old JNU Campus, New Delhi - 110067
 Dated: 09.11.2018

To

1. The Chief Secretaries of all the State Governments/ UTs.
2. The Secretaries of all the Ministries/Departments of Government of India.

Sir/Madam,

The Training Division, Department of Personnel and Training, Government of India shall be sponsoring the names of suitable officers for undergoing long/short-term training abroad in various selected universities/institutes for the Financial Year 2019-20 under the full funding component of Domestic Funding of Foreign Training (DFFT) Scheme (up to one year). The different training programs are broadly of the following kinds on the basis of their duration:

	<u>Kind of Program</u>	<u>Duration</u>
i.	Short Term Program	The programs whose duration is upto six (6) months
ii.	Long Term Programs	The programs whose duration is more than six (6) months but upto one (1) year.

2. Through this circular, applications/nominations are invited for the following three categories of programmes to be conducted during Financial Year 2019-20 (April 2019 to March 2020):

Category-I	:	Courses where nominations are made by DoPT
Category-II	:	Courses under direct admission
Category-III	:	MACS & IMACC programmes at IACA
Category IV	:	Thematic programmes on selection basis

3. Category-I: Courses where nominations are made by DoPT

3.1 The list of courses/universities under this category are given at Annexure A. (Programmes/dates listed are subject to change).

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3.2 Officers Eligible:

- (i) All Indian Administrative Service (IAS) Officers / Group 'A' officers belonging to Central Secretariat Service (CSS), Central Secretariat Stenographer Service (CSSS) and State Civil Service (SCS);
- (ii) Indian Police Service (IPS), Indian Forest Service (IFoS) and Group 'A' Central Civil Service Officers during the tenure of deputation under Central Staffing Scheme of DoPT.

3.3 Eligibility in terms of the Length of Service:

- (i) For IAS officers the qualifying length of service for long term programs is seven (7) completed years of service as on 1.7.2019.
- (ii) For IAS officers the qualifying length of service for short term programs is nine (9) completed years of completed service as on 1.7.2019.
- (iii) For IPS, IFoS and Group 'A' Central Civil Service Officers the qualifying length of service for all programmes under DFFT is nine (9) completed years of service as on 1.7.2019.
- (iv) For SCS officers the qualifying service is nine (9) completed years of service as Deputy Collector and above as on 1.7.2019.
- (v) For CSS officers the qualifying length of service for all programmes under DFFT is five (5) completed years of service as Under Secretaries and above as on 1.7.2019.
- (vi) For CSSS officers the qualifying length of service for all programmes under DFFT is five (5) completed years of service as Group A officer as on 1.7.2019.
- (vii) In addition to the above, the Officers on deputation with the Central Government under the Central Staffing Scheme of DOPT and applying for long-term programmes should have completed two (2) years of service on Central Staffing before the date of commencement of the programme.

3.4 Age limits:

- (i) The upper age limit for long term programmes is **48 years as on 1.07.2019.**
- (ii) The upper age limit for short-term programmes is **52 years as on 1.07.2019.**
- (iii) There is no age limit for the short-term programmes at Harvard University, University of Chicago, Cambridge University, University of California Berkeley and ANZSOG for officers of Joint Secretary/Additional Secretary/Secretary level (equivalent to postings in GOI). However, the officers applying for these programmes should have **minimum 2 (two) years of service left for superannuation** at the time of attending the programme.

3.5 Selection criteria:

- (i) The eligible officers applying under the Scheme will be short-listed by applying weightage criteria which includes parameters such as

For Short term Programmes

Foreign training deficit, Seniority, SC/ST/Women, posted in NE/J&K/Naxal affected areas/PH, priority for being close to age bar, APAR grading and completion of specified MOOCs.

For Long term Programmes

Seniority, SC/ST/Women, posted in NE/J&K/Naxal affected areas/PH, APAR grading and completion of specified MOOCs.

- (ii) The final selection and nomination of officers will be made on the basis of weightage criteria and preference of programmes indicated by the officers. The level of officers indicated for each programme will be as per their equivalence in the GOI.
- (iii) The selections for short-term training programmes at Harvard University, 5-day courses at University of Chicago, the customized programmes at Cambridge University, University of California Berkeley and ANZSOG will be based on seniority.

3.6 Cooling-off condition:

- (i) After attending a foreign training programme of **upto one month**, there will be a cooling-off period of **two years** before an officer can be considered again for another training programme. To illustrate, an officer who completes a short-term programme of upto one month in 2018-19, would be eligible for another programme under the DFFT Scheme only in 2021-22.
- (ii) After attending a foreign training programme of more than one month and upto six months, there will be a cooling-off period of **three years** before an officer can be considered again for another training programme.
- (iii) After attending long term training programme (more than six months), an officer would not be eligible for another long-term foreign training programme. However, an officer would become eligible for a short-term programme after a cooling-off of five years.
- (iv) Officers who have undergone a long-term domestic programme, viz., IIMB, MDI, TERI, NDC, APPPA, etc. shall not be eligible for any long term foreign programme but would be eligible for short-term training programme after a cooling-off of three years.
- (v) In case where an officer has already attended any Job Specific/Project related training abroad from their respective Ministries/State Governments, he/she shall be required to complete a cooling off period as mandated in clauses (i), (ii) and (iii) above, depending on the duration of such training, before he can be considered for training programme under this Scheme.

- (vi) The foreign component of any compulsory mid-career training programme undergone by the officer will not be counted for the purpose of 'cooling off'.
- (vii) All cooling-off period shall be counted from the end of the financial year in which training is completed.

3.7 Debarment:

- (i) If an officer does not attend the course or withdraws his request at any stage after getting nominated for a course, he/she will be debarred as per provisions. The debarment will be for **two years** for not attending a short-term training programme and for **three years** for not attending a long-term training programme.
- (ii) Officers who drop out due to official exigencies at the insistence of their ministry/state government/organisation of present employment or otherwise shall not be put in the reserve list on their withdrawal from program.
- (iii) The officers who drop out with less than three weeks remaining for the commencement of the programme on the ground of official exigencies (as mentioned in Para 3.6(ii) above) shall be automatically debarred from any training under DFFT for a period of one year.
- (iv) In case an officer withdraws within three (3) weeks of the commencement of the course for which he/she is nominated, the expenses incurred by the DOPT, if any, may be recovered from the officer.

3.8 Undertaking:

- (i) An officer has to give an Undertaking that in case of any false information furnished by him/her in the application form, the full expenditure incurred on their training would be recovered from them with penal interest and action under CCS (CCA) Rules/other relevant rules will be initiated against them.
- (ii) Officers nominated for Long Term programmes under this scheme shall be required to execute a bond for undertaking before commencement of the course, to continue to serve the Government for a period of five years after completion of the course.

3.9 Feedback

- (i) It shall be mandatory for the officers attending long term and short term programmes to give their feedback about the programme attended. The requisite feedback form will be mailed to them separately. The officers who do not submit feedback in the prescribed form, after undergoing a course under DFFT, may be restricted in future from applying under the DFFT scheme. The post training online feedback form is available at DFFT portal (i.e. <https://dfft.nic.in>).
- (ii) The officers nominated for long term courses shall submit a case study, a theme paper and shall be available as guest faculty for two years for providing training on the