



F.No. 23011/41/2019-PT
Government of India/ Bharat Sarkar
Ministry of Home Affairs/ Grih Mantralaya
Police-I Division / Police Training Section

North Block, New Delhi
Dated the 20th July, 2023

To

1. All Chief Secretaries of States,
2. Joint Secretary, UT Division, MHA

Subject: Very less attendance of IPS officers in Mid Career Training Programmes (MCTPs) and Induction Training Courses (ITCs).

[Ref: DoP&T letter no. 20011/1/2008-AIS(II) dated 31.08.2009, MHA OM no. 23011/40/2010-PT(Part-2) dated 04.03.2015 & MHA OM no. 23011/40/2010-PT(Part-2) dated 22.04.2015]

Sir/Madam,

I am directed to refer to an issue, consistently being noticed by this Ministry regarding less participation of IPS officers in attending mandatory Mid Career Training Programmes (MCTPs), which is designed specially to train IPS officers at each level of promotion in their Career. At present, there are about 785 eligible IPS officers who have not yet undergone their mandatory MCTP – III, thus, mocking Gol Rules and guidelines. Similarly, 529 and 292 eligible IPS officers have not yet undergone their mandatory MCTP – IV & MCTP – V respectively.

2. In this regard, it is to inform here that in reference to IAS (Pay) Rules and IPS (Pay) Rules, 2016, both, DoP&T and MHA, the Cadre Controlling Authorities for IAS and IPS officers, vide their respective letter / OM, as mentioned in reference above, had previously also invited attention of State Govts. on this issue, wherein State Govts. were asked to ask all the IPS officers of their Cadres to adhere to guidelines of Central Govt.

3. In view of fact mentioned above, kind attention of State Govts. are again requested to strictly adhere the **Rule 3 (2) (iv) of IPS (Pay) Rules and Rule 5 (4) of IPS (Probation) Rules, 1954** for IPS officers, which directs an IPS officers to complete the mandatory training programmes (MCTPs / ITCs) within stipulated length of service, failing which the officers would be barred from promotion to the next grade / increment. It is reiterated that the officers who are due for 9th, 16th & 26th year of

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service may have to face stoppage of promotion / increment if they do not attend the designated phases of MCTPs / ITCs. Needless to mention, exemption from attending mandatory MCTPs / ITCs may be granted **only under exceptional circumstances** and with proper approval of the sanctioning / Cadre Controlling Authorities. For this, the MoS has to submit his/her application **at least 30 days before** the commencement of the programme.

Yours faithfully,

Encl: As above.



(Anant Kishore Saran)
Joint Secretary (Police-I)
Tel. No. (011) 2309 3256

Copy to : DGPs of all State,

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 31st August, 2009

To


✓ The Chief Secretaries of all the
State Governments and UTs

Subject: Mandatory Mid-Career Training Programme (MCT) for IAS officers
regarding.

Sir,

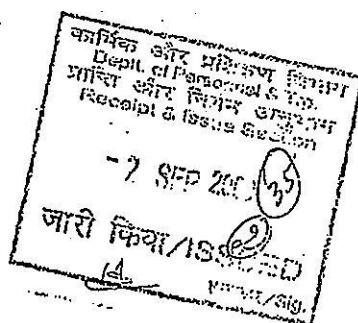
I am directed to say that as per the provisions of mid career training incorporated in the IAS (Pay) Rules, 2007 promotion to Junior Administrative Grade is admissible only after the completion of 9 years of service and successful completion of mandatory mid career training. Similarly, promotion to Super Time Scale is 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.

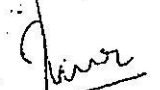
2. References from many States have been received requesting for relaxation of the above rules as the concerned officers have not been able to complete their mandatory mid career training. I am directed to convey that the amended IAS (Pay) Rules, 2009, may kindly be implemented in letter and spirit.


(Harjot Kaur)
Director (Services)

Copy to:

- ✓ 1. Joint Secretary (Training), Department of Personnel & Training, Old JNU Campus, ISTM, New Delhi.
- ✓ 2. Ministry of Home Affairs, (Inderjeet Kaur, Director, IPS), North Block, New Delhi
- ✓ 3. Ministry of Environment and Forests, (Director, IFS), Paryavaran Bhavan, New Delhi.




(Harjot Kaur)
Director (Services)

F.N. 23011/40/2010-PT(Part-2)

2795/CSP/2015

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Government of India
Ministry of Home Affairs
(Police-I Division)
Police Training Section

North Block, New Delhi
Dated : the 4th March, 2015

OFFICE MEMORANDUM

Sub: Mid Career Training Programme for IPS Officers – Calling of nominations – regarding.

The undersigned is directed to refer to the subject cited above and say that that several participants among the selected and reserve list for various phases of Mid Career Training Programme are withdrawing their nominations citing personal and administrative grounds in the penultimate days, at times without proper approval from their sponsoring Authorities. This is causing serious logistic and administrative problems for smooth conduct of the MCTP. It has, therefore, been decided by the Competent Authority that:-

(a) Any participant once selected/ nominated and who does not report for MCTPs without proper approval by the sanctioning/sponsoring Authority, will not be allowed to participate in the future MCTPs as per their seniority. Consequently, such participant will lose his/her seniority to participate in the next programme, and will be placed after the junior most eligible participant in the next programme;

(b) Exemption from attending MCTPs may be granted only under exceptional circumstances and with proper approval of the sanctioning/Cadre Controlling Authorities. For this, the participant will have to submit his application at least 30 days before the commencement of the programme.

2. The above directions may please be disseminated to all concerned for strict compliance.

Ravi Nirmal
(Ravi Nirmal)

Section Officer (PT)
Tel. No. 011-2309 2061
Extn. 243

To,
Chief Secretaries of all States

Chief Administrators of all Union Territories

GOVERNMENT OF INDIA
Ministry of Home Affairs
(Police-I Division)
Police Training Section

Speed Test

North Block, New Delhi
Dated: the 22nd April, 2015

OFFICE MEMORANDUM

Sub: Mandatory Mid Career Training Programme for IPS Officers – Promotion to the next grade/increment – regarding.

The undersigned is directed to refer to the subject and say that several participants among the selected and reserve list for various Phases of MCTP are withdrawing their nominations citing personal and administrative grounds or not relieved by States/UTs to attend various phases of MCTP.

2. In this connection, attention of State Govts. are invited to Rule 3(1) of IPS (Rules), 2007 which provides that a member of the service shall be appointed to the JAG only after he has completed Phase-III mandatory Mid Career Training as specified by the Central Govt. Similarly, Mid Career Training Programme Phase IV & V are mandatory training programmes, as per Rule 3 of IPS (Pay) Rules, 2007, for promotion/increment of the IPS Officers. The officers need to complete the designated phases within stipulated length of service, failing which the officers would be barred from promotion to the next grade/increment. The officers who are due for 9th, 16th and 26th years of service may have to face stoppage of promotion/increment if they do not attend the designated phases of MCTP.

3. The above rule position may please be disseminated to all concerned for strict compliance.

O/c.

[Signature]

(Harish Chandra Rai)
Under Secretary (Police Training)
Tel. No. 011-2309 2527

To,

1. Chief Secretaries of all States.
2. Chief Administrators of all Union Territories.
3. Director, SVP National Police Academy, Hyderabad.

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