

DDG (Trs)
Pl-discuss
26/11
DDG (C&A)

F.No. A-21021/09/2010-Admn.III
Government of India
Ministry of Communications
Department of Telecommunications
Sanchar Bhawan, 20, Ashoka Road, New Delhi

Dated the 16th November 2021

OFFICE MEMORANDUM

Subject: Training Policy in DoT – Integrated approach – role of Training Manager.

In terms of the National Training Policy, 2012 that emphasizes 'Training Interventions' to bridge competency gaps, each Ministry/ Department was required to appoint a 'Training Manager' for the entire Department's matters related to training.

2. Further, National Programme for Civil Services Capacity Building (NPCSCB) - Mission Karmayogi has been setup by Government to create an ecosystem of competency driven training and Human Resource (HR) management by transitioning from a 'rules-based' system to the 'roles-based' system. A key component of the NPCSCB is the Capacity Building Commission (CBC) which has recently been set up to reorient training of Civil Servants in line with evolving requirements and building up shared resources in a coordinated manner.

3. Subsequently, DDG (C&A) has been nominated as Training Manager of DoT and Nodal Officer for iGOT Mission Karmayogi and as Nodal Officer to coordinate with the Capacity Building Commission in respect of Department of Telecommunications.

4. In the light of the above background, to have synergy in the training function of DoT as a whole and in order to effectively dovetail DoT's training function with that of Government of India it has been decided with the approval of Secretary(T) to implement the following:

- i. Develop and review Cadre Training Plans of all Cadres/ Services in DoT in consultation with the Training Manager.
- ii. Training Manager or his/ her representative should be involved at every stage i.e., formulation, review, implementation, monitoring and budgeting for training of all Cadres/ Services in the Department.
- iii. Vetting of the training budget by the Training Manager.
- iv. Provide regular feedback preferably through monthly/ quarterly reports on the progress made in implementation of Training Plans and budget utilization by respective cadres/ services of the Department.

Dist TGI
Dir TGI II

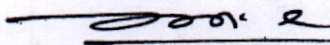
As discussed
with M(s), Pl
put up note.
7-Bedekar
14/12/2021

3008
16/12/21
ADG (Trs)

Cont...

Mon
17/0

5. The competent authority has further directed that:
 - i. iGoT MoC platform to be used for all training courses developed by NICF/ NTIPRIT
 - ii. Monthly coordination meetings with CCAs/ CTIs (NICF, NTIPRIT) may be held to implement directions by Capacity Building Commission.
6. All concerned are requested to kindly note and comply with the decisions/ directions mentioned at Para (4) and (5) of this OM.


(Arvind Kumar Jha)

Under Secretary to the Govt. of India

Tele: 2303 6210

To

1. DDG (Training), DoT
2. DDG (B&PEF), DoT
3. Wireless Advisor, DoT

Copy also to:

1. Member (Services)
2. Member (Finance)
3. Member (Technology)
4. DDG(C&A), DoT
5. DDG (Pers), DoT
6. DDG (Estt.), DoT
7. DDG (E&AM), DoT
8. DG, National Institute of Communication Finance, DoT
9. Sr. DDG, National Telecommunications Institute for Policy Research, Innovation & Training, DoT
10. Wireless Monitoring Training and Development Centre (WMTDC), International Monitoring Station (IMS) Campus, Ghitorni South West Delhi - 110030.