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No. 12037/41/2016-FTC  
Government of India  
Department of Personnel and Training  
Training Division

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Old JNU Campus, New Delhi-67

Dated 29.11.2016

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 2017-18 under the Domestic Funding of Foreign Training (DFFT) Scheme.

2. Through this circular, applications/nominations are invited for the long-term and short-term programmes to be conducted during Financial Year 2017-18 (April 2017 to March 2018) which are listed at **Annexure A**. (*Programmes/dates listed are subject to change, depending on the decision of the Institutes*).

3. The Terms and Conditions along with the eligibility criteria for applying officers for these programmes are indicated below:

**(a) Officers Eligible to Apply Under The Scheme:**

- The officers belonging to the Indian Administrative Service, Central Secretariat Service, State Civil Service, Central Secretariat Stenographers Service (Gazetted) (CSSS) Irrespective of their place of posting.
- Officers belonging to other AIS (IPS and IFoS) and the organized Group 'A' Central Civil Services, who are holding posts on deputation under the Central Staffing Scheme of DoPT.

**(b) Minimum Length of Service:**

- IAS officers who have completed seven years of service as on 1.7.2017 are eligible for long term programmes. However for short term programmes minimum service requirement is of 9 years as on 1.7.2017.
- Other AIS(IPS and IFoS) officers and Group A Officers who have completed **9 years** of service as on **1.7.2017 (i.e. upto 2008 and senior batches)**.
- SCS officers who have completed 9 years of service as Deputy Collectors.
- CSS officers who have completed 5 years service as Under Secretaries and CSSS officers who have completed 5 years as Group A.

**(c) Upper age limit:**

- The upper age limit for long term programmes is **45 years** (officers born on or after 1<sup>st</sup> October 1971) and for short-term programmes is **52 years** (officers born on or after 1<sup>st</sup> October 1964).
- There is no age limit for the short-term programmes at Harvard University, 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 1 (one) year of service left for superannuation at the time of attending the programme.**

**(d) Selection criteria:**

- 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/NE/J&K/Naxal affected areas,
    - priority for being close to age bar and
    - ACR grading
  - For Long term Programmes
    - Seniority,
    - SC/ST/Women/NE/J&K/Naxal affected areas and
    - ACR grading
- 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.** The selections for short-term training programmes at Harvard University and the customized programmes at Cambridge University, University of California Berkeley and ANZSOG will be based on seniority.



**(e) Cooling-off condition:**

- (i) After attending a foreign training programme of **upto one month**, officers will be required to complete a cooling-off period of **one year** before they can be considered again for another training programme. To illustrate, an officer who completes a short-term programme of upto one month in 2016-17, would be eligible for another short-term programme under the DFFT Scheme only in 2018-19.
- (ii) After attending a foreign training programme of **more than one month and upto six months**, officers will be required to complete a cooling-off period of **three years** before they can be considered again for another training programme.
- (iii) After attending a foreign training programme of **more than six months**, officers 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) After attending a Job Specific / Project related training abroad upto one month, from the respective Ministries/State Governments, an officers **will be required to complete a cooling off period of two years before he can be considered for training programme under this Scheme.**
- (v) The foreign component of any compulsory mid-career training programme undergone by the officer will not be counted for the purpose of `cooling off`.
- (vi) The condition of cooling-off after a short-term programme (upto six months) will be applicable only for short-term programmes.
- (vii) An officer is eligible for only one long-term programme in his/her career.
- (viii) 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.

**(f) Debarment:**

Officers who have been debarred from nomination for foreign training on their failure to attend the training programmes, to which they might have been nominated earlier, will not be considered until the debarment period is over. The debarment will be for **two years** for not attending a short-term foreign training programme (upto six months) and for **three years** for not attending a long-term foreign training programme (more than six months).

**(g) Undertaking:**

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.

**(h) Preference to SC/ST and Women officers and officer working in NE States and J&K and Naxal affected states Cadre:**

Preference will be given to suitable officers belonging to the SC and ST Category, women officers and officers working in the NE States and J&K Cadre and officers posted in Naxal Affected states, for training abroad.

**(i) Officers serving under Central Staffing Scheme:**

- (i) Officers on deputation with the Central Government under the Central Staffing Scheme of DOPT should have completed **two years** of service on Central Staffing before the date of commencement of the long-term programmes.
- (ii) The applications of officers working under the Central Staffing Scheme for long-term programmes will be entertained only if they bear the NOC from EO Division, DOPT. A suitable column to this effect has been inserted in the application form (Annexure II).**
- (iii) The officers whose tenure under the Central Staffing Scheme is due to come to an end within two months prior to the commencement of the long-term training programme, or during the course of the long-term training programme, should be nominated by the respective Ministries/ Departments of Govt. of India **only after securing the cadre clearance of the respective State Govts./cadre controlling authorities on whose strength the officers are borne.**
- (iv) In the event of nomination and final selection of such officers for foreign training programmes, the Ministries/Departments would be required to send a formal proposal for extending the Central Deputation tenure of the officers approved for nomination for training, upto the end of the training, to the Establishment Officer for obtaining the approval of the competent authority so that they could draw their salary from the Central Government during the period of training.
- (v) On return from training, such officers would revert to their cadre and the Central Ministries/Departments shall not grant any leave in their cases.
- (vi) In respect of long-term training programmes, if an officer, at the time of application, is on deputation under the Central Staffing Scheme and subsequently gets reverted to his/her cadre before commencement of the training programme, the officer will still be eligible to participate in the programme provided he/she gets the cadre clearance. However, this facility will not be available for short-term training programme.

**(j) Other conditions:**

- (i) The applications for both long-term and short-term training programmes must be accompanied by the ACR/PAR grading pertaining to the last five years. To be eligible



for consideration for a long-term programme, the officer should have at least 'Very Good' grading in his/her ACRs pertaining to the past 5 years.

- (ii) Applications should be complete in all respects.
- (iii) Applicant should be clear from Vigilance angle.
- (iv) **The APAR grading/Vigilance clearance in respect of the applicant officer has to be necessarily filled in before finalizing application even if APAR grading/vigilance clearance in respect of officers are available with DOPT. The APAR grading in respect of self can be filled by the applicant officer which must be vetted by Nodal Officer before finalizing the same. The vigilance clearance has to be filled by the Nodal Officer.**
- (v) **The nodal Officer has to take approval of the competent authority, as per extant guidelines before forwarding the applications.**
- (vi) Officers applying for short-term training programmes at Harvard University and the customized programmes at Cambridge University, University of California Berkeley and ANZSOG have to furnish details of official foreign visits undertaken during the last three years in the form.
- (vii) Officers applying for long term programs at **Australian National University** and **University College London** have to undergo IELTS/TOEFL for 2017-18, as specifically required by the universities.
- (viii) The officers are advised to see the particular websites of the universities/institutes for any specific pre-conditions related to admission process.

4. Training programmes abroad of duration of **six months or more** are treated as **Long Term** and programmes of **upto six months** are treated as **Short Term**.

5. The list of long-term programmes and short-term programmes proposed to be conducted during FY 2017-18 are indicated in **Annexure A**. The nominations received in response to this circular can also be considered for any other courses that may become available during 2017-18 under the DFFT Scheme but are not indicated in the present lists. *Applicants/nominated officers are advised to check their respective e-mails for any alerts that may be indicated before the last date of application, for revising choices for the programmes as per the final availability list of courses. The status of application can be seen by clicking 'Check Application Status' on online application portal.*

6. The officers who have already attended the customized training programmes at University of California, Cambridge University and ANZSOG, Australia, in the earlier years, may not apply for the same programme again in response to this circular.

7. If an officer does not attend the course or withdraws his request at any stage or is not relieved for attending the training programme by the Administrative Ministry/State Government/cadre authority, he/she will be debarred as per provisions.

8. Names of only those officers may be forwarded by CCAs/State Governments who can be spared/relieved at the time of commencement of the training programmes.

9. The State Governments/Central Ministries/Cadre Controlling Authorities are expected to utilize the skills acquired by the officers in the relevant field, on their return from foreign training.

10. The application form (**Annexure I**) for long-term and short-term foreign training as well as forwarding form (**Annexure II**) meant for filling by the Nodal Officers designated by each Ministry/Department and State Governments are available in this Ministry's website at <http://persmin.nic.in/dfft>. It must be ensured that the application form for both categories of programmes (long-term and short-term) must be filled in 'online' by the officers after which the same will be automatically forwarded by the system to their respective controlling authorities. The Nodal Officers will then fill in the requisite details in **Annexure II** and send the same along with application form (**Annexure I**) of the officer 'online' after taking approval from the competent authority. For applications of the officers of the level of JS and above the application can only be forwarded after taking approval of the concerned Minister. **It may be noted that there is no requirement of sending these documents by post.**

11. Details of steps required to be taken by Nodal Officers for forwarding the application forms through 'online' mode are given at **Annexure B**.

12. **Further a separate application/sponsorship system has been devised in respect of long-term training programmes, namely, MPA Mason Programme (Harvard University), Masters in Public Policy (Cambridge University), Masters in Public Health (John Hopkins University), Masters in Public Policy (Blavatnik School, Oxford University), MPP (Princeton University) and MACS program at IACA, Vienna under which the interested officers will apply directly to the university and undertake admission/selection process as stipulated by the university as a private individual. The number of slots for each of these programmes will be decided later. The officers applying for these courses must inform Training Division at the time of application that they have applied for these courses. Once an officer is selected by these Universities, he/she may apply for sponsorship under the DFFT Scheme through their respective controlling authorities along with requisite clearances, e.g., vigilance clearance, ACR Grading, etc. Applications of such officers will be considered by a Committee to be constituted in DOPT. Since the deadline for applying for these specific training programmes closes in the months of January and February each year, the officers interested in these programmes may keep this factor in view and apply according to the timelines indicated in the universities' respective websites. Simultaneously, interested officers may apply in response to this circular for other short term and long-term programmes also.**



13. The last date for officers to apply for short term and long term programs is **31<sup>st</sup> December, 2016**. The last date for nodal officers to forward the applications online is **15<sup>th</sup> January, 2017**. However for officers interested in long term programs at LKY school of Public Policy, the last date of receiving applications, duly forwarded by respective nodal officers, is **15<sup>th</sup> December, 2016**.

14. The officers who apply on their own in the programmes mentioned in para 12 above but do not get DFFT sponsorship for some reason even after admission is confirmed by the concerned University, can get their admission deferred for the next year in which case they will be given priority for sponsorship in that year, subject to their fulfilling the eligibility criteria at that stage.

15. The officers are advised to go through the programme details available in the respective websites of institutes/universities and make themselves conversant with eligibility and selection criteria and apply in accordance with the pre-requisites, if any, for a specific course.

16. The incomplete applications and those not accompanied by duly filled in Annexure II by the designated Nodal Officers will not be considered. It may also be noted that no reference shall be made back to the forwarding authority/officers for filling and sending incomplete details.

17. A User Guide for facilitating to apply for training programmes is prepared and available at online application portal. At the time of registration on online application procedure, officers will also get an e-mail from the NIC system explaining about the application process. It is requested to read it carefully before applying. **Sh. Sanjay Singh, Scientist 'D' Tel: 011-26161355, may be contacted for all queries relating to online application system.**

Yours faithfully,



(Deepika Lohia Aran)  
Director

List of **short term** programmes offered under the DFFT Scheme for 2017-18

## Harvard University, USA

S.No.	Programme	Schedule	Level
1	Leaders in Development: Managing Change in a Dynamic World	5-16 June 2017	JS/AS/Secy
2	Infrastructure in a Market Economy: Public - Private Partnerships in a Changing#	9-21 July 2017	JS/AS/Secy
3	Senior Managers in Government	30 July to 18 Aug 2017	JS/AS/Secy
4	Leading Successful programs: using Evidence to Assess Effectiveness#	30 April to 5 May 2017	JS/AS/Secy
5	Leadership for 21st Century: Chaos, Conflict and Courage	17-22 Sept 2017	JS/AS/Secy
6	Rethinking Financial inclusion	8-13 Octr 2017	JS/AS/Secy
7	Creating Collaborative Solutions Innovations in Governance	21-27 Oct 2017	JS/AS/Secy
8	Leadership Decision Making	15-20 Oct 2107	JS/AS/Secy
9	Leadership Decision Making	12-17 Feb 2018*	JS/AS/Secy
10	Leadership for 21st Century: Chaos, Conflict and Courage	29 Jan to 3 Feb 2018*	JS/AS/Secy
11	Emerging Leaders	5-10 Nov. 2017	JS/AS/Secy
12	Applying behavioural Insights to the design of Public Policy#	8-13 Oct. 2017	JS/AS/Secy

# The nomination to these programs are subject to confirmation from HKS.

## University of California Berkeley, USA

S.No.	Programme	Schedule*	Level
1	Negotiations for Public Leaders	16-29 July 2017	JS/AS/Secy
2	Ethics and Governance	30 April to 13 May 2017	JS/AS/Secy

## ANZSOG, Australia

S.No.	Programme	Schedule*	Level
1	Advance Leadership Program	28 Aug. to 2 Sept 2017	JS/AS/Secy

## University of Cambridge, U.K.

S.No.	Programme	Schedule*	Level
1	Leadership & Strategic Thinking	3-8 July 2017	JS/AS/Secy
2	Leadership & Strategic Thinking	18-23 Sep 2017	JS/AS/Secy
3	Leadership & Strategic Thinking	2-7 Oct 2017	JS/AS/Secy



OPM, USA

S.No.	Programme	Schedule*	Level
1	Collaborative Leadership	21-31 Aug 2017	DIR/DS
2	Executive Development: Leading Change	11-21 Sept. 2017	JS/DIR

LKY Singapore

S.No.	Programme	Schedule*	Level
1	Essentials of Policy Development	15-19 Aug 2017	DIR/DS
2	Smart Policies for sustainable cities	27-31 July 2017	DS/US

\* Schedule is tentative.