

No. 54-3/2025/APPPA-Trg.
Government of India
Department of Telecommunications
(Capacity Building & Training Division)
220, Mahanagar Doorsanchar Bhawan, JLN Marg, New Delhi-110002
Dated: 17-03-2025

Office Memorandum

Subject: Inviting nominations for 51st Advanced Professional Programme in Public Administration (APPPA) at IIPA, New Delhi, commencing from 1st July, 2025 to 30th April, 2026 - reg.

Department of Personnel & Training (DoPT), vide letter No.T-22013/1/2025-IST/IIPA (51st APPPA) dated 10th March, 2025, has invited the nomination of the eligible officers for 51st Advanced Professional Programme in Public Administration (APPPA) at Indian Institute of Public Administration, New Delhi, commencing from 1st July, 2025 to 30th April, 2026. The details are available at Annexure-I as well as at DoPT website at:

<https://dopt.gov.in/whats-new>

2. The willing and eligible officers may send their applications in the prescribed proforma, complete in all respect, through proper channel, to the undersigned so as to reach on or before 2nd April, 2025 along with following documents:

- i. Duly filled Application (Part A), countersigned and verified by Service Book custodian.
- ii. Copy of IPR filled as on 31.01.2025 (in pdf format).
- iii. Stay Particulars/ Posting Details as on date, (in addition to the information filled in Application) as per **Annexure-II**- self attested.
- iv. Training details (Domestic/International), (in addition to the information filled in Application) as per **Annexure-III**- self attested.
- v. An undertaking regarding training as per **Annexure-IV**.
- vi. Copies of last 5 Years APARs alongwith summary sheet.
- vii. **One scanned copy of duly filled application** as per 2.(i) along with all requisite documents {as per 2.(i) to 2.(vi)} in **a single (in pdf format)** should be sent to the undersigned at dirtrg2-dot@gov.in with cc to rajendra.s30@gov.in.

3. It is also mentioned here that officers so nominated for above training programme will be governed/will be abide by SOPs, attached as **Annexure V** for ready reference please.

4. It is reiterated that no nomination shall be forwarded to IIPA directly. Application received after the last date may not be considered.

Digitally signed by
Sanjeev Kumar Balyan
(Sanjeev Kumar Balyan)
Date: 17-03-2025
14:24:41 Director (Training-II), DoT HQ
Tel.23210291(O)

To,

All concerned officers- through e-office Notice Board/DoT website.

**F. No. T-22013/1/2025-IST/IIPA (51st APPPA)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training
(Training Division)**

Block-IV, Old JNU Campus,
New Mehrauli Road, New Delhi-110067
Dated: March 10, 2025

Subject: Inviting nominations for 51st Advanced Professional Programme in Public Administration (APPPA) at Indian Institute of Public Administration (IIPA), New Delhi from July 1, 2025 to April 30, 2026.

The 51st Advanced Professional Programme in Public Administration (APPPA) will be conducted by Indian Institute of Public Administration (IIPA), New Delhi from July 1, 2025 to April 30, 2026.

2. **Objective:** The aim of this course is to prepare the participants to make greater contribution to governance in keeping with the maxim 'Service first to the people' and also to inculcate and strengthen leadership qualities in the civil service officers. The Programme seeks to develop interpersonal skills and sensitivity to the needs of the people with a view to making administration more responsive and result oriented. It provides an opportunity to the participants to analyze major contemporary issues in Governance, learn about recent developments in the social sciences and their application in administration; review their experiences by making a critical analysis of environmental and other factors, apply relevant concepts, skills and techniques relating to policy, behavioural and administrative sciences and to demonstrate their creative and analytical abilities individually and in groups.

3. **Course Content:** The contents of the Programme cover classroom studies relating to various facets of administration viz. Social, Political, Economic, Legal and Administrative Systems, Organizational Behaviour, Social Science and Research Methods, Operational Research, Information Technology in Management and Financial Management. Participants will be required to conduct rural and urban field studies and prepare a project report and dissertation. The participants would be expected to select an area for specialization relevant to their present and likely future assignments. The areas of specialization available for study in the Programme include:

“Advanced Information Technology and MIS, Comparative Development Experience, Computerized Project Management, Constitutional Law, Disaster Management, Economics of Regulation, Inter Governmental Relations, Management Systems, Organizational Needs Analysis, Public Expenditure Management, Public Organizational Theory and Total Quality Management, Finance, Personnel, Corporate or Public Sector Management, General Administration and Planning and Rural Development, etc.”

4. **Course fee and other financial commitments:** The respective sponsoring authorities will meet the cost for their respective participants in accordance with the following:-

(a) An amount of **Rs. 6,65,840/-** (Rupees six lakh sixty-five thousand eight hundred forty only) towards domestic component in respect of each participant will be remitted to Registrar, IIPA, New Delhi.

(b) An amount of **Rs. 3,00,000/-** (Rupees Three Lakh only) towards for preparation of dissertation/field visit, village study, urban study will be remitted to Registrar, IIPA, New Delhi.

(c) Salary and other allowances during the training period shall be as per entitlements, and

(d) **Rs. 5000/-** (Rupees five thousand only) as onetime allowance for purchase of stationery.

5. Eligibility Conditions for application: The course is open to officers of All India Services, Central services (organized and non-organized, technical and non-technical) and State Services, subject to the following eligibility conditions:

1.	Length of Service: The officer should have put in at least 10 years of Group 'A' (class-I) service and should be of the rank of Director/Deputy Secretary in the Government of India or holding an equivalent post. The Programme is also open for senior officers (Group 'A'/Class-I) from State Civil Services/Non-Civil Services. Mid-Senior Public Sector Officers (Equivalent to Director to Govt. of India in pay level-13 or above) and Mid-Senior Foreign Govt. Officers.
2.	Age: The officers should not be more than 50 years of age as on 1-7-2025 (53 years in case of officers belonging to Scheduled Caste and Scheduled Tribe)
3.	Earlier Trainings: The officers should not have undergone training Programme of 12-weeks or greater duration in India or abroad during a period of 5 years preceding the date of commencement of this Programme. Further the officer should not have undergone a programme of training abroad for more than 2 weeks in preceding 2 years, more than one month in the preceding 3 years or more than 6 months in preceding 5 years.

6. **Other conditions for the Programme:** In case of officers, sponsored by the Government of India to this programme, the following conditions will apply:

- i. The nominated officer should be clear from vigilance angle.
- ii. The entire period of training will be treated as **training on duty** under FR 9(6)(b)(i).
- iii. An ad-hoc allowance (one-time) of Rs.5,000/- (Rs. Five thousand only) for purchase of books, stationery etc. will be sanctioned to the participants by the Ministries/Departments/Offices from their contingent expenditure.
- iv. The entire period of the training will be excluded for the purpose of computing the central deputation tenure of the officer irrespective of whether the officer was on his first or subsequent deputation to the Centre. If the selection for APPPA Course is towards the end of the tenure, the officer will get extension of tenure till the end of the course i.e. if the tenure of an officer who is attending the APPPA course is to end anytime during the course/training period, it is to be treated that the officer had proceeded on training towards the end of the tenure and in such cases, extension in tenure would be given till

the end of the APPPA Course only. The concerned Administrative Ministry/Department will take necessary action in obtaining the NOC from the Office of the Establishment Officer, DoPT.

- v. It may, however, be noted that officers appointed under the Central Staffing Scheme should obtain 'NOC' of EO's Office before applying/attending the APPPA course. For grant of NOC, a proposal with the approval of the competent authority needs to be sent to EO Division. Further, extension/exclusion of the period of the Course from the Central deputation tenure of the officer shall not be governed as per DoPT's OM N0.36177194-EO(SM-I) dated January 5, 1996. The administrative Ministry/Department concerned should send a proper proposal for exclusion/extension of the training period from the central deputation tenure of the officer with the approval of the Minister-in-Charge.
- vi. The officers on central deputation under Central Staffing Scheme will be eligible to apply for this programme only if they have completed a minimum of two years on Central Deputation as on the date of commencement of the programme.
- vii. The IIPA may provide residential accommodation in the Institute's Hostel at the prevailing rates to the participants from outside Delhi who desire such accommodation.
- viii. The salary and other claims of the officers are to be paid by the Ministry/Department/Office where they were last working before joining this programme. Sponsoring authorities are requested to issue suitable instructions on this behalf.
- ix. The attendance and leave shall be governed by the respective leave rules as applicable in the parent department of the participant(s) during the programme. Ordinarily Earned Leave shall not be granted to the participants(s) during the period of the programme.

7. **Nomination and Selection Process:** The Cadre Controlling Authority (CCA) should recommend only those Groups 'A' central service officers who are likely to stay with the CCA for some more time. Officers, whose names have been recommended for central deputation, should not be nominated for the APPPA course. The nominating authority must give a certificate to this effect **in the enclosed form**. Failure to withdraw the names of officers on offer who are nominated for APPPA course, may result into debarment of officers for future central deputation for five years.

8. As this is a long term programme to be conducted for the middle management level, it is essential that officers deputed for this programme are of the requisite caliber with appropriate administrative experience, and potential to make full use of the long term training programme for the Government. It is, therefore, requested that the above-mentioned criteria of selection are borne in mind while nominating officers to this programme.

9. **Bond to be executed by the applicant:** Before joining the programme the officer is required to execute a bond (copy enclosed) to the extent "that in the event of APPPA participant failing to resume duty, or resigning or voluntarily retiring from service or otherwise quitting service, without returning to duty after expiry or termination of the period of training, or failing to complete the training programme, or quitting the service at any time within a **period of five (5) years** after the return to duty, he shall forthwith pay to the Government or as may be directed by the Government, on demand the said sum together with interest thereon from the date of demand at Government rates for the time being in force on Government loans."

10. Conditions of relaxation of the Rules and Provisions with regard to APPPA course will be considered only by the Competent Authority.

11. Nominations of suitable officers in the enclosed Application Form may be sent to **Under Secretary (IST/IPA), Department of Personnel and Training, Training Division, Block - IV, Floor, Old JNU Campus, New Mehrauli Road, New Delhi-110067** on or before **April 30, 2025**. Nominations received after this date may not be considered. It is also requested to obtain cadre clearance and other clearances in respect of the officer(s) to be nominated for the programme. In case of IAS officers, who are on central deputation, the concurrence of the State Government concerned on whose strength the officer is borne, shall also be obtained.



(Deshraj Yadav)

Under Secretary to Government of India

Tele: 011-26706310

To,

- Chief Secretaries to all State Governments/Union Territories.
- All Ministries/Departments of the Government of India.
- All Cadre Controlling Authorities of Government of India.

F. No. T-22013/1/2025-IST/IIPA (51st APPPA)

New Delhi, Dated: March 10, 2025

Copy to:-

1. Comptroller & Auditor General of India, Pocket-9, Pandit DeenDayal Marg, New Delhi-110002.
2. Secretary, Union Public Service Commission, UPSC Bhawan, Shahjaha Road, New Delhi- 110069
3. Election Commission of India, Nirvachan Sadan, Ashoka Road, New Delhi-110001.
4. Controller General of Accounts, MahalekhaNiyantarak Bhawan, GPO Complex, Block-E, INA Colony, New Delhi- 110023.
5. Deputy Director General (Training), Department of Post, Dak Bhavan, New Delhi.
6. Deputy Director General (Training), Ministry of Telecommunication, New Delhi.
7. Director, MS(X), Army Headquarters, DHQ PO, New Delhi-110011.
8. Director (Training), Railway Board, Rail Bhavan, New Delhi.
9. Director (Police), Ministry of Home Affairs for nomination of IPS Officers.
10. Director General Health Services, Ministry of Health, New Delhi.
11. Director General, CPWD Training Institute, Nirman Bhavan, New Delhi.
12. Director, Bureau of Police Research and Development, CGO Complex, New Delhi.
13. Establishment Officer, Department of Personnel & Training, North Block, New Delhi.
14. Financial Adviser, Ministry of Home Affairs, North Block, New Delhi.
15. Joint Secretary (E), Department of Personnel & Training, North Block, New Delhi.
16. Controller General of Defence Accounts, Ulan Batar Road, Palam, Delhi Cantonment, New Delhi-110010.
17. Director General, Directorate General of Military Training, MT9, Room No.746, A-Wing, Sena Bhawan, New Delhi-110011.
18. Min. of Defence -CAO and JS (T), DHQ-PO, New Delhi.
19. Director (HRD) Ordnance Factory Board, 10-A Auckland Road, Kolkata.
20. Director General Coast Guard, Coast Guard Headquarters, National Stadium Complex, New Delhi-110001.
21. Director, Indian Institute of Public Administration, I.P. Estate, New Delhi.
22. The Assistant Chief of Personnel (HRD), Room No. 220, Second Floor, 'C' Wing, Sena Bhawan, New Delhi -110011.



(Deshraj Yadav)

Under Secretary to Government of India

Tele: 011-26706310

Application Form (PART A, to be filled by the applicant)

Name		Service/Cadre		Allotment Year	
Present Designation					
Official Address					
Mobile		Email			
Eligibility (Age): maximum 50 (53 in case of SC/ST) as on 1/7/2025					
Date of Birth		Age as on 1/7/2025		Belong to SC/ST	
Eligibility (Length of Service in Group 'A'): minimum 10 years as on 1/7/2025					
Date of Joining Group A		Years in Group A as on 1/7/2025			
Pay Band		Basic pay		Grade pay	
Eligibility (Previous Training attended, in India and abroad, of 2 weeks or more duration in last 5 years)					
Program Name, Institution, Place				Date attended From & To	
Deputation Details (Please fill information below only if you are presently on deputation to GOI)					
Date: start of Deputation		Date: completion of Deputation			
Please write max 150 words on why do you want to attend this programme?					
If selected, would you require hostel accommodation in the IIPA?				YES / NO	
Date:	Place:	Signature of applicant:			

PART B, to be filled by the Sponsoring authority

Reasons for nominating the officer for this program?	
How will the training be useful for the organization?	
After completion of training what kind of work do you intend to assign to the officer?	

- ✓ It is certified that the cadre clearance in respect of the Applicant has been obtained. A copy is enclosed.
- ✓ It is certified that the officer is clear from the vigilance angle.
- ✓ It is certified that the officer has not been nominated for Central Deputation under Central Staffing Scheme. (Applicable in the case of officers working in their cadres)
- ✓ It is certified that the details filled by the applicant in Part –A of the form are correct as per records.

(Signature, Name & Designation of Sponsoring Authority)

BOND TO BE EXECUTED BY A GOVERNMENT SERVANT BEFORE PROCEEDING FOR Advanced Professional Program in Public Administration (APPPA) at the Indian Institute of Public Administration, New Delhi.

KNOW ALL MEN BY THESE PRESENTS THAT I, -----, resident of -----, at present employed as ----- in the Ministry/Department/State Government/Organization-----, do hereby bind myself and my heirs, executors and administrators to pay to the President of India (hereinafter called the 'Government') on demand, 'all charges and expenses' that shall or may have been incurred by the Government for my training i.e. all monies paid to me or expended on my account during training such as pay and allowances, leave salary, cost of fee, travelling and other expenses, cost of international travel and cost of training abroad met by the govt./agency concerned, etc. at the Indian Institute of Public Administration IIPA, New Delhi, together with interest thereon from the date of demand at Government rates, for the time being in force, on Government loans or, if payment is made in a country other than India, the equivalent of the said amount in currency of that country converted at the official rate of exchange between that country and India AND TOGETHER with all costs between the attorney and the client.

WHEREAS I, -----, am being deputed for training for APPPA Training Programme at IIPA, New Delhi.

AND WHEREAS for the better protection of the Government I have agreed to execute this bond with such conditions as written hereunder:

NOW THE CONDITION OF THE ABOVE WRITTEN OBLIGATION IS THAT, in the event of my failing to resume duty, or resigning or retiring from service or otherwise quitting service, without returning to duty after expiry or termination of the period of training, OR failing to complete the training programme, OR quitting the service at any time within a period of FIVE (5) years after my return to duty, I shall forthwith pay to the Government or as may be directed by the Government, on demand the said sum together with interest thereon from the date of demand at Government rates for the time being in force on Government loans.

AND upon my making such payment the above written obligations shall be void and of no effect, otherwise it shall be and remain in full force and virtue.

The Bond shall in all respects be governed by the laws of India for the time being in force and the rights and liabilities hereunder shall, where necessary, be accordingly determined by the appropriate Courts of India.

The Government of India has agreed to bear the stamp duty payable on this bond.

Signed and delivered this the -----day of ----- month of the year Two Thousand and -----

Signed and delivered by ----- (Name and designation)

In the presence of ----- and -----

Witnesses: 1. _____
2. _____

ACCEPTED
on behalf of the President of India by the Cadre Controlling Authority
(Authorised Signatory)

Annexure-IV

To

The Director (Training-II)
220, Mahanagar Doorsanchar Bhawan
Old Minto Road, JLN Marg,
New Delhi-110002

Subject: 51st Advanced Professional Programme in Public Administration (APPPA) at IIPA, New Delhi, commencing from 1st July, 2025 to 30th April, 2026 - Calling Nominations for.

Ref: DoPT O.M No. T-22013/1/2025-IST/IIPA (51st APPPA) dated 10th March, 2025.

Undertaking

With reference to above referred letter from DoP&T for the course as mentioned in the subject, it is certified that I,, staff no.presently working as(designation) in..... (organization) meet the eligibility conditions as per the terms and conditions of the referred letter.

I hereby confirm that I have not undergone a training programme of 12-weeks or more duration in India or abroad during a period of 5-years preceding the date of commencement of this programme. Further, I have not undergone a programme of training abroad for more than 2-weeks in preceding 2-years or more than one month in preceding 3-years or more than six months in the preceding 5-years.

The application for Central Staffing Scheme is not pending / accepted by EO, Department of Personnel and Training as on date for the financial year 2025-26.

Dated:

Signature
Name:
Stamp

SOP for Long Term Training Programme

To make Training and Capacity Building activities more outcome oriented, suitable utilization of the officers in the department, who have participated in the Long Term Training Programmes, and to incorporate suitable feedback mechanism, the following guidelines has to be followed by participants of the Long term training programme (more than 6 months duration) and their office:

- (i) The participants will be nominated on the basis of justification of head of recommending authority that the training is essentially required to fulfil the competency gap of the officer as per the ACBP.
- (ii) The participants have to select the “Project topic” (wherever applicable) from the Information and Communication Technology/Communication Finance domain or from, Emerging Telecom technologies /technologies such as Block Chain, Quantum, AI etc.
- (iii) During the training period the officer should select one mentor who normally should be senior at the place/job where the officer is likely to be posted after the training. The trainee officer should inform about the progress made during the training and take guidance from the mentor.
- (iv) After completion of the training programme, participants will be required to provide training feedback evaluated by course coordinator of institute along with the certificates issued by the Institute (this will be mentioned in OM issued for nomination).
- (v) Consequent upon completion of the training, a presentation session for senior officers and other interested officers in Hybrid i.e. Online + Physical mode, will be conducted in which the participant shall have to present the overall learning experience along with key takeaways of the training and policy interventions/ suggestions for improvement of the organisational capacity building. The mentor should be present during the presentation.
- (vi) Key learnings and policy interventions suggested by the officer will be widely publicized through various means.
- (vii) A committee comprising of following officers will assess the improvement in the competency level of the trainee (Annexure-A):
 1. Head of Unit/office.
 2. Controlling officer of the participant.
 3. Any SAG/JAG level officer nominated by Head of Unit (preferably the one who is engaged with the participant to deal the official matters)
- (viii) The details of the trainees along with assessment records will be made available to the concerned personal section/Staff section for best utilization of the trainee officers as per the requirement.
- (ix) For better utilization of training experience of officers/officials, after attaining the training, officers/officials should not be nominated/recommended for deputation to other departments for at least three years.
- (x) The effectiveness of the training provided shall invariably be evaluated by the reporting officer, while evaluating their APAR.

Proforma to evaluate the Training Effectiveness

	Name of the Officer/Official who attended the training							
	Officer/Official Details		Staff No.		Designation		Level	
	Name of the Training Institute							
	Subject of Training							
	Date of Training							
	Venue							
	Objective of the Training							
Scale for Measure of Effectiveness								
			0	1	2	3	4	5
Sl. No.	Criteria for effectiveness	Assessment mechanism	Very Poor	Poor	Average	Satisfactory	Very Good	Best
1	Improvement in the level of domain or relevant knowledge	Assessment by interviewing						
2	Improvement in outcome of the work done post training	Assessment by quality of work done post training						
3	Improvement in quality of the work done post training							
4	Improvement in the motivation level and dedication towards work	Improvement in the attitude towards work						
5	Change in the attitude, behaviour, and leadership qualities	Where ever Applicable, in behavioural improvement training						
	Overall Effectiveness		Average of the numerical grade out of 5					
	Suggestion/remarks , if any							
	Training was adequate	YES / NO (please attach separate sheet for writing about the training, its effectiveness, and changes required) Feedback of the mentor should also be incorporated.	Officer needs to be retrained to the same post		YES / NO			

Date:

(Signature)

(Name of the Assessment Committee member, Stamp)