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From

The Additional Chief Secretary to Govt. Haryana,
Higher Education Department,
Chandigarh.

To

Director General Higher Education, Haryana
Panchkula

Memo No. 5/6-2018 NPE (2)

Dated: Panchkula, the 10/5/2018

Subject:

S.N.E. 2018-19 (Non- recurring)-Human Resource Development of the Teacher and the Taught and the supporting Staff in the Government Colleges and Headquarter Human Resource Development of Teacher/Other staff in Colleges and Officers and other staff in the Directorate- (Total amount 100.00 Lac).

Sanction of Governor of Haryana is hereby accorded to the issuance of administrative approval for the inclusion of the scheme cited as subject in the schedule of new expenditure for the year 2018-19 and incurring of an expenditure on Non- recurring basis at a cost of Rs. 100.00 Lac (Rs. One Hundred Lac only) under Human Resource Development of the Teacher and the Taught and the supporting Staff in the Government Colleges and Headquarter Human Resource Development of Teacher/Other staff in Colleges and Officers and other staff in the Directorate as per details given in the scheme subject to the following conditions :-

- 1 The expenditure will remain within the sanctioned budget provision and will be incurred as per prescribed norms/rules with the approval of the competent authority.
- 2 The Scheme will be included in the Annual Plan and it will be ensured that the plan ceiling is not increased under any circumstances.
- 3 Instructions issued by F.D. vide its letter No 5/6/2005 B&C dated 11.6.2010 be complied with strictly.
- 4 This amount will be drawn by Registrar Education O/o Director General Higher Education, Haryana, Panchkula as a Nodal Officer through the concerned treasury. The amount will be utilized as per directions of Director General Higher Education, Haryana.

Revised sanction will be issued in case provision of the scheme is modified at any stage.

1. The expenditure involved will be debitable to the Head:
 - (i) Major Head: 2202- General Education (Non-recurring)
 - (ii) Sub Major Head: 03- University and Higher Education
 - (iii) Minor Head: 105-Faculty Development Programme

- iv) Sub Head: 92- Human Resource Development of the Teacher and the Taught and the supporting Staff in the Government Colleges and Headquarter Human Resource Development of Teacher/Other staff in Colleges and Officers and other staff in the Directorate.
- (v) Detailed Head: 51 - NA
- (vi) Object Head (SOEs): 86 - Training
- (vii) Budget Provision: 100.00 Lac

- 2 The proposed expenditure will be incurred for the training of the existing incumbents in service through various Govt. training institutes and agencies.
- 3 The amount will be the drawn by Registrar Education O/o Director General Higher Education, Haryana, Panchkula as a Nodal Officer under this scheme for disbursement to the colleges.
- 4 The expenditure shall be within the Academic Session 2018-19.
- 5 Date by which the entire expenditure shall be completed by March 2019.
- 6 Date by which the accounts should be rendered/ compliance information given to the headquarter 31.03.2019.

7 Objects of the Scheme

To improve and enhance the skills, knowledge of the existing incumbents in service through various Govt. Training institutes and agencies as a part of faculty development and capacity building programme for the teachers, administrative and the technical staff (this includes training in academics, administration and imparting of skills such as usage of technology for ushering efficiency and confidence in the incumbents).

The following are the different parts of the scheme already approved:

a) **Orientation & Refresher Courses/Seminar/ Conferences/Workshops**

Assistant Professor/ Associate Professors, Deputy Directors in the Govt. service are required to do mandatory Orientation Courses and Refresher Courses for becoming eligible for placement under Career Advancement Scheme. Funds for organizing R.C./O.C. are included in this scheme. In addition to this capacity building of Principals and Assistant Professor/ Associate Professors will be done by giving them chance to organize/attend the National / State Level Seminar/ Conferences/ Workshops etc.

b) **Modular Training for Assistant Professor/ Associate Professors**

It has been felt that merely these Refresher Courses & Orientation Courses do not motivate them and seldom add rigor to their intellectual capacities and confidence. Therefore, it would be appropriate to train these incumbents on regular basis to update and chisel their knowledge, skills and abilities.

This will be done by designing special programmes pertaining to the subject of teaching, current topics methodology for teaching and also other skills such as usage of latest technology. Training will be primarily for upgrading knowledge in their own subject. Some training courses will also be conducted for upgrading knowledge in computers and for improving

English. The training institutions like Indian Institute of Advance Study (IIAS), National Productivity Council, New Delhi, National Institute of Rural Development, Hyderabad, NIEPA, New Delhi, HIPA, Gurgaon, Indian Institute of Mass Communication, New Delhi, British Council Division, Jamia Milia Islamia and such like Institutions in India and a few training institutes outside India would be roped in for imparting these trainings. The Joint Director/ Principal of Colleges/ Deputy Directors are in need of value aided knowledge of new administration reforms and technique. For that they will be provided special training/course either at HIPA of any other administrative training institute of repute or visit of different universities in India or abroad. It will provide them new vision of thinking, change in attitude and behaviour. Every lecturer has to undergo this training once in three years.

(c) **International Conferences**

There are many scholars who are preparing research papers which have been approved by the foreign Universities/Organization. But due to shortage of money those scholars are unable to present papers in person. Hence, it is decided to sanction grant to those scholars who wish to present the research papers in the foreign Universities of repute. Main features of the scheme are as follows:-

- (i) Only those scholars will be provided financial assistance whose research papers have been accepted by the foreign University of repute and the University has asked them to present papers personally.
- (ii) 50% of the expenditure incurred on this educational trip will be borne by the Haryana Government.
- (iii) If the Foreign University/Organization has paid TA/DA, then only the other expenditure will be borne by the Haryana Govt. subject to maximum limit of 50%.
- (iv) Every year, new scholars will be provided opportunity. in case of repetition, the scholar will be given scholarship only once in the duration of 3 years.
- (v) In this scheme, only the Assistant Professor/ Associate Professors and Principals working in the field or in the Head Office will be eligible.
- (vi) The scheme will, however, be operated on first come first serve basis.

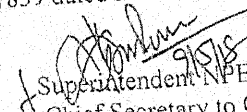
8 **Procedure to be followed-** The funds will be distributed by the Department for holding Orientation & Refresher Courses/ Seminars/ Conferences/ Workshops at National/ International Level and Utilization Certificate will be submitted by the concerned Principal to this office.

9 **The Officer concerned will be responsible for implementation of the scheme.**

The cash book will be maintained by the Accounts Branch.

10 Utilization of the sanction at the headquarter level shall be monitored by the concerned officer /Deputy Director/ Assistant Director/ Joint Director.

This sanction is issued as per the approval of Additional Chief Secretary to Govt. Haryana, Higher Education Department, vide diary No. 11859 dated 30.04.2018.


Superintendent NPE
for Additional Chief Secretary to Govt. Haryana,
Higher Education Department, Panchkula

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- Dated: Panchkula, the 10/5/18

A copy is forwarded to the following for information and necessary action:-

1. Additional Chief Secretary to Govt. of Haryana, Finance Department, Chandigarh
2. Additional Chief Secretary to Govt. of Haryana, Higher Education Department, Chandigarh vide their Diary. No. 11859 dated 30.04.2018.
3. Principal Accountant General (A&E) Haryana, Chandigarh.
4. Principal Accountant General (Audit) Haryana, Chandigarh.
5. Concerned TO/ATO.
6. Registrar Education O/o Director General Higher Education, Haryana, Panchkula.
7. All Principals of Govt. Colleges.


Superintendent NPE

for Additional Chief Secretary to Govt. Haryana,
Higher Education Department, Panchkula