

I/180249/2024

भारत सरकार  
जल शक्ति मंत्रालय  
जल संसाधन नदी विकास एवं गंगा संरक्षण विभाग  
केन्द्रीय जल आयोग  
प्रशिक्षण निदेशालय



Government of India  
Ministry of Jal Shakti  
Dept. of Water Resources, RD & GR  
Central Water Commission  
Training Directorate

### OFFICE ORDER

Approval of the Chairman, CWC is hereby conveyed in respect of the **JAG officers of CWES (Group-A)** as per **Annexure enclosed** for their participation in **Batch – V for Level-3 Mandatory Cadre Training Programme to be held at IIM, Calcutta and NWA, Pune during the period from 14.10.2024 to 25.10.2024**. It is also conveyed that all expenditures for lodging, boarding and travel including air tickets in respect of all participants will be borne by NWA, Pune.

2. The nominated JAG officers are requested to ensure to attend the above training.
3. The above officers will be governed by the following terms and conditions:
  - a. They will be entitled to draw TA/DA as admissible.
  - b. They will get full pay and allowances during the programme.
  - c. No substitute will be provided in their place.
4. The comprehensive details of the Mandatory Cadre Training Plan (MCTP) for Central Water Engineering (Group – A) Service are outlined in Ministry of Water Resources, RD & GR OM No. A-33025/13/2017-Estt.I Dated 27.02.2019 (**copy enclosed**).

**Encl:** As above

Digitally Signed by Sachin  
Gupta  
Date: 05-08-2024 11:27:36  
Reason: Approved  
(Sachin Gupta)  
Deputy Director

Copy for kind information to:

1. Sr. PPS to Secretary, DoWR. RD & GR, New Delhi.
2. Sr. PPS to Chairman, CWC, New Delhi.
3. PPS to Member, (RM)/PPS to (WP&P)/PPS to (D&R), CWC, New Delhi.
4. Chairman, Brahmaputra Board, Guwahati with a request to relieve the nominated officers to attend the training as per schedule
5. Chairman, GFCC, Patna (email: chairman-gfcc@nic.in) with a request to relieve the nominated officers to attend the training as per schedule
6. Joint Secretary (RD&PP), DoWR, RD & GR, New Delhi (jsrd-dowr@gov.in) with a request to relieve the nominated officers to attend the training as per schedule.
7. Chief Engineer, HRM, CWC, New Delhi.

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8. Chief Engineer, NWA, CWC, Pune.
9. All Chief Engineers, CWC (HQ)/Field with a request to ensure that the concerned officers are relieved on time to attend the MCTP as per schedule attached.
10. Academic Group: Public Policy and Management, IIM Calcutta, Kolkata, West Bengal (Phone: 033-24678300 extn 783, Email:rb@iimcal.ac.in) with reference to MoU made between NWA, Pune & IIM Calcutta dated: 06.01.2020
11. Director (Coordination), WP&P/RM/D&R, CWC, New Delhi.
12. Director, NWA and Course Director (MCTP Level – 3), Pune.
13. Secretary, CWC, New Delhi.
14. Under Secretary, Estt-I, CWC, New Delhi with a request to inform the Borrowing Department(s) regarding officers who are on Deputation for relieving them to join the training as per schedule attached.
15. Under Secretary (E-I), DoWR, RD & GR, New Delhi.
16. CWC website/Officer concerned.

नई लाइब्रेरी बिल्डिंग,  
राम कृष्णा पुरम, नई दिल्ली-110066  
दूरभाष : 011-29583531,  
जल संरक्षण-सुरक्षित भविष्य



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Conserve Water-Save Life

**List of JAG Officers nominated in Batch-5 of Level-3 MCTP scheduled to be held during 14-18 October 2024 at IIM- Calcutta and during 21 - 25 October 2024 at NWA, Pune**

S. No.	Name (Shri/Smt)	Place of Posting
1	Puneet Kumar Mittal	CWC, New Delhi
2	N.V. Satish Seemakurti	CWC, Nagpur
3	Y.S. Varshney	CWC, Gandhinagar
4	Vivek Pal	GFCC, Lucknow
5	Ajay Kumar -II	CWC, Delhi
6	Sudhir Kumar	CWC, Dehradun
7	Sanjeev Kumar Suman	CWC, Guwahati
8	Pardeep Kumar Thakur	CWC, New Delhi
9	Abhishek Sinha	CWC, New Delhi
10	P.Devender Rao	NWDA, Hyderabad (on deputation)
11	Sidhartha Mitra	CWC(HQ), New Delhi
12	Yoki Vijay	CWC, Gandhinagar
13	Shashi Rakesh	CWC, Maithon
14	Abhay Kumar	Brahamaputra Board
15	Kushagra Sharma	DoWR, RD & GR
16	Milind Arjun Panpatil	NWA, Pune
17	Smrth Lal Meena	DoWR, RD & GR
18	Piyush Ranjan	Under transfer to CWC(HQ), New Delhi
19	Ajit Kumar	GFCC, Patna
20	Sureshwar Singh Bonal	M/o Heavy Industries (on deputation)
21	Amit Kumar Jha	DoWR, RD & GR
22	Dilip Kumar Jena	CWC, Bhubaneswar
23	V.Mohan Murali	CWMA
24	Vimal Kumar	CWC, New Delhi
25	Ravi Ranjan	CWC, Jammu
26	Amit Ranjan	CWC, New Delhi
27	Amrish Pal Singh	CWC, Lucknow
28	Umbarje Harish Girish	NDSA, Nagpur (on deputation)
29	Naveen Kumar	DoWR, RD & GR
30	Srinivasu Bairy	CWC, Hyderabad
	<b>Reserved List</b>	
1	Jyotika Pegu	CWC, New Delhi
2	Narendra Singh Shekhawat	CWC, New Delhi
3	Sandeep Kumar	CWC, Patna
4	Alok Paul Kalsi	CWC, New Delhi
5	Mohd. Faiz Syed	CWC, New Delhi



No. A. 33025/13/2017-Estt.I  
Government of India  
Ministry of Water Resources, RD & GR

Sharm Shakti Bhawan, Rafi Marg,  
New Delhi 27<sup>th</sup> February, 2019

OFFICE MEMORANDUM

**Subject: Mandatory Cadre Training Plan (MCTP) for Central Water Engineering (Group-A) Service – regarding.**

The matter relating to framing a comprehensive policy guidelines for Mandatory Cadre Training Plan for Central Water Engineering (Group-A) Service had been under consideration for a long period. The Government of India's policy is to impart training at various levels to enrich the officers with the modern approach to governance and equip them to cater to the needs of the society. Therefore, in today's context, a need was felt to have a detailed cadre training plan with mandatory training programmes including in-service training and refresher training courses for these CWES Officers.

2. After detailed deliberations on this issue and consultations with the senior members of the CWES and Central Water Commission, the President is pleased to issue comprehensive Mandatory Cadre Training Plan (MCTP) for Central Water Engineering (Group-A) Service, as contained in the Appendix of this O.M., for effecting trainings in the cadre of the CWES.

3. This MCTP guidelines will take place immediate effect. The Central Water Commission shall give wide publicity of this policy among all members of CWES and shall also ensure its strict compliance.

Signature valid

Digitally signed by NARENDRA SINGH  
Date: 2019.02.27 13:49:52 IST  
Reason: Approved

(Narendra Singh)

Under Secretary to the Government of India  
Tele : 23716928

To  
Central Water Commission,  
[Shri Anupam Prasad, Chief Engineer(HRM)],  
Sewa Bhavan, R.K. Puram,  
New Delhi – 110066.

Copy forwarded for information to :-

1. Chairman, Central Water Commission, Sewa Bhavan, R.K. Puram, New Delhi.
2. Department of Personnel & Training (Attention: Shri Biswajit Banerjee, Under Secretary), Training Division, Old JNU Campus, Olof Palme Marg, New Delhi
3. Secretary, Union Public Service Commission, Dhoulpur House, New Delhi.
4. Additional Private Secretary to the Hon'ble Minister/Hon'ble Minister(s) of State
5. PPS to Secretary/ PS to Additional Secretary/PPS to JS (A)/ PPS to JS & FA/  
PPS to JS (GW&IC), MOWR, RD & GR.

**ISSUED**



**APPENDIX****Mandatory Cadre Training Plan for Central Water Engineering Service (Group-A)**

The Government of India's policy is to impart training at various levels to enrich the officers with the modern approach to governance and equip them to cater to the needs of the society. There was neither any formal Training Policy for officers of the Central Water Engineering Service (Group-A) or, CWES, was in existence, nor the Mandatory Cadre Training Plan (MCTP) courses have been a part of the Service Rules of CWES, till issue of these instructions. Therefore, a need was felt to have a detailed cadre training plan with mandatory training programmes including in-service training and refresher training courses for these CWES Officers.

**1. Mandatory Cadre Training Program of CWES Officers:****1.1 Level "1" Training Programme for Junior Time Scale Officers [ Assistant Director (AD)/Assistant Executive Engineer (AEE) /Assistant Commissioner (AC)]:-**

1.1.1 Both the direct recruited and promote ADs/AEEs/ACs, having completed three (03) years' approved service in the grade shall be nominated for this training programme and the duration of the course shall be of **3 weeks** as per following schedule :-

1 <sup>st</sup>	Week at NWA for Refresher Course
2 <sup>nd</sup>	Week at IIM, Ahmadabad on Water Governance
3 <sup>rd</sup>	Week at IIT, Roorkee on latest and new technology

The participation in this training programme is mandatory for all the officers in the JTS of CWES, who have successfully completed their probation period, to be eligible for their next promotion in the STS of CWES. The National Water Academy (NEA) shall organize required number of courses in a calendar year, to cover all the Assistant Directors/Assistant Executive Engineers with three years' service. Nominations for undergoing the programme will be made by the Training Directorate of the CWC and a maximum two opportunities will be provided to a JTS officer to undergo Level-1 Training. However, preference would be given to seniors in zone of consideration for promotion.

**1.2 Level '2' Training Programme for Senior Time Scale Officers [Deputy Director (DD)/Executive Engineer (EE)/Deputy Commissioner (DC)]:-**

1.2.1 CWES Officers in the grade of Senior Time Scale (Deputy Director/Executive Engineer) who have rendered at least **10 years of regular service in the Group-A** shall be nominated for this training programme as per the Seniority in the STS grade. The duration of the training shall be of **4 weeks** including **foreign training of one week duration** in a **South-East Asian country** as per following schedule:-

1 <sup>st</sup>	Week at NWA for Refresher Course
2 <sup>nd</sup>	Week at IISC, Bangalore for latest and new technology
3 <sup>rd</sup>	Week at IIM, Bangalore for Management Training
4 <sup>th</sup>	Week in Foreign Training Institution at South-East Asia

Successful completion of training shall be essential for promotion to the JAG of CWES. Nominations for undergoing the programme will be made by the Training Directorate of the



CWC and a maximum two opportunities will be provided to a STS Officer to undergo Level-2 Training. However, preference would be given to seniors in zone of consideration for promotion.

### 1.3. Level '3' Training Programme for Junior Administrative Grade Officers [Directors/Superintending Engineers/Senior Joint Commissioners]:-

1.3.1 CWES Officers in the Junior Administrative Grade (Director/Superintending Engineer/Senior Joint Commissioner), having rendered at least **16 years of regular service in the Group-A** shall be nominated for this training programme. The duration of this training programme is for **3 weeks** out of which **1 week will be foreign training component** as per following schedule :-

1 <sup>st</sup> Week at NWA for refresher course
2 <sup>nd</sup> Week at IIM, Kolkata for Water Governance
3 <sup>rd</sup> Week in Leading Foreign Training Institution on latest trend in Water Sector

This training shall be mandatory in nature and the JAG Officers who have successfully completed this training shall be considered for promotion to the next higher grade i.e., Senior Administrative Grade. The NWA would coordinate with the foreign institutes, specialized in water sector training programmes, for foreign training component and will evolve mechanism to obtain continuous feedback regarding the work done by the participants. Nominations for undergoing the programme will be made by the Training Directorate of the CWC and a maximum two opportunities will be provided to a JAG Officer to undergo Level-3 Training. However, preference would be given to seniors in zone of consideration for promotion.

### 1.4 Level "4" Programme for Senior Administrative Grade Officers [Chief Engineers/Commissioners]

CWES Officers in the Senior Administrative Grade (Chief Engineer/ Commissioner) having rendered at least **18 years of regular service** in the Group-A shall be nominated for Level-"4" training programme of **1 week** duration as per the Seniority in the SAG. This training shall be mandatory in nature. The training would include a larger vision and leadership skills building component and will be held in IIM, Ahmadabad on "Management in Government". The Chief Engineers/Commissioners who have successfully completed this training shall be considered for promotion to the next higher grade i.e., Higher Administrative Grade. The E.I Division of the Ministry will nominate those Chief Engineers/Commissioners, who are likely to be in the zone of consideration for promotion to the HAG of Service, in consultations with CWC.

### 2. In Service Training for Deputy Directors/Executive Engineers:-

Deputy Directors/Executive Engineers, having rendered **12 years of regular service in the Group-A** will undergo "In-Service Training Programme" of **1 week** duration. In this programme, the officers will be exposed to the recent developments in the policies/schemes/priorities in the Water Sector and various legislation being drafted or required to be initiated by the Ministry. Nominations for undergoing the programme will be made by the Training Directorate of the CWC.

### 3. International Seminars/Conferences/Workshops for Members/Chairpersons

Chairperson and Members shall be nominated by the Ministry on a regular basis in



various International Conferences/Seminars/Works to update their knowledge and skills in the contemporary development in the water sector.

#### **4. Refresher Training Programmes:-**

In addition to above MCTP courses referred in Para 1, NWA will conduct Refresher training programmes for various grades in domain specific areas, as well as in the areas of office management and financial management. The duration and content of such Refresher Courses will be prepared by NWA in consultation with the Ministry.

#### **5. General Conditions:-**

5.1 While nominating the officers for training, preference may be given to those who are in the consideration zone for promotion to the next higher grade as promotion is linked to mandatory training which is compulsory.

5.2 While formulating the course contents, NWA will take into account procedures, rules, regulations, Information and Communication Tools (ICT), Managerial skills, stress management, behavior skills etc., along with the technical component of the training, depending on the level of participants in a particular cadre. State visits regarding implementation of Governmental Schemes at field levels may also be incorporated wherever necessary.

#### **6. Exemption for various Mandatory Training/In-Service training programmes for the officers of CWES in respect of Mandatory Cadre Training Plans (MCTPs)**

1. All phases of the Mandatory Cadre Training/In-Service Training Programme shall be attended by all officers in the first chance when it falls due. CWES officer will be given a maximum of two chances to complete each level of the Mandatory Cadre Training Programme available to them.
2. Postponement of participation from the first chance to the second chance would be allowed only with the prior approval of the Chairman, CWC for Levels 1 to 3 and with the prior approval of the Ministry in respect of Level-4. However, such approval for postponement of the participation does not entitle the officer to obtain their respective promotion/grade/increment in relaxation of the Rules. It is reiterated that the officer will be entitled for respective promotion only after he/she successfully completes the respective MCTP for CWES.
3. CWES officers deputed by the Ministry to a foreign assignment may be permitted to attend the mandatory training on return from such assignment for promotion to next grade.
4. Officers of CWES who have less than two years of service left for superannuation as on 1<sup>st</sup> January of the Calendar year in which the training is actually conducted, would be exempted from mandatory training.
5. Officers who do not attend the mandatory training programmes even after the second nomination by the CWC/Ministry shall be debarred from future training programmes under the Cadre Training Plan and will not be promoted to their next higher grade in the service.
6. Administrative action may be taken to deny the grant of promotion to such debarred officers.
7. In case the officer leaves the training, in between the programme, other than on emergent medical grounds, the entire cost of training shall be recovered from such officers for non-completion of training.
8. The officer nominated for training shall be relieved for training by the respective Head



- of the Regional office/Directorate etc., as it is mandatory.
9. For postponement of Training, serious/chronic illness recommended by the competent medical authority in prescribed forms, pre-natal/post-natal conditions recommended by the competent medical authority in the prescribed forms for female probationers and sudden demise of immediate family members will only be considered.
- 10.No leave other than on emergent medical grounds of self, spouse, own children and parents shall be granted, generally, for not more than three days. Attendance of officer in any of the training programmes mentioned above is a must and if the attendance is less than 90%, he/she will not be declared as "qualified". There will be no absenteeism in one week duration MCTPs.

\*\*\*\*\*

Signature valid

Digitally signed by NARENDRA SINGH  
Date: 2019.02.27 13:48:56 IST  
Reason: Approved



भारत सरकार  
Government of India  
केन्द्रीय जल आयोग  
CENTRAL WATER COMMISSION  
प्रशिक्षण निदेशालय  
Training Directorate

No. 3/29/2017-Trg/ 2101-2112

Dt. 24.04.2019

**Subject:- Summary record of Discussions during the Meeting of Committee constituted to discuss Issues related to Comprehensive Mandatory Cadre Training Plan (MCTP) for Central Water Engineering (Group-A) Service, held on 09<sup>th</sup> /15<sup>th</sup> April, 2019.**

Summary record of Discussions during the meeting of Committee constituted to discuss Issues related to Comprehensive Mandatory Cadre Training Plan (MCTP) for Central Water Engineering (Group-A) Service, held in chamber of CE (HRM), CWC, 2<sup>nd</sup> floor, Sewa Bhawan, R.K. Puram, New Delhi on 09<sup>th</sup>/15<sup>th</sup> April, 2019 is enclosed for favour of information and further necessary action.

Encl: as above

(S.K. Sinha)

Director (Training)

To,

1. CE, HRM, CWC, New Delhi
2. CE, NWA, CWC, Pune
3. Secretary, CWC, New Delhi
4. Director (Training), CWC, New Delhi
5. Director (Technical Coordination), CWC, New Delhi
6. Director Coordination, D&R/RM/WP&P, CWC, New Delhi
7. Dy.Sectretary, Estt-I, MoWR, RD & GR

Copy for kind information to:

1. PPS to Chairman, CWC, New Delhi
2. PPS to Member WP&P/D&R/RM, CWC, New Delhi

**Minutes of Meeting of Committee constituted to discuss Issues related to Comprehensive Mandatory Cadre Training Plan (MCTP) for Central Water Engineering (Group-A) Service**

The meeting of Committee constituted by CWC for deliberation on issues related to Comprehensive Mandatory Cadre Training Plan (MCTP) for Central Water Engineering (Group-A) Service was held at 1600 hrs on 09.04. 2019 and the extended meeting was held at 1430 hrs on 15.04.2019 in the chamber of CE (HRM), 2<sup>nd</sup> floor, Sewa Bhawan, R.K. Puram, New Delhi. The list of Participants is annexed as Annexure-II.

At the outset, CE (HRM) welcomed all the participants and asked to start discussions on various issues. The following points were discussed in detail:

1). **Course Content for various levels of Mandatory Cadre Training Plan (MCTP):**

The Course content for the 3-week Level "1" - Training Program for Junior Time Scale Officers, 4-week Level "2" - Training Program for Senior Time Scale Officers, 3-week Level "3" - Training Program for Junior Administrative Grade Officers and 1-week Level "4" - Program for Senior Administrative Grade Officers, as proposed by the Chief Engineer, NWA, CWC, Pune were discussed at large and were generally found to be in order. It was decided that further modifications, if any, may be carried out after getting the inputs from various Institutes where training programs will be conducted. The Course Content recommended by the committee is enclosed as Annexure-I.

2). **Number of Participants in each level of Training and Frequency of Training:**

The number of Participants for each level of training and the frequency of training during the current year 2019-20 were discussed in detail and it was found that for the first year, the following schedule would be sufficient to meet the training requirement depending on vacancy position in respective grades:

- Level 1: 2 batches of 25 participants in each batch
- Level 2: 2 batches of 25 participants in each batch
- Level 3: 1 batch of 20 participants
- Level 4: 1 batch of 10 participants

3). **Firming up the programme with domestic institutions**

As the domestic institutes where training will be provided as a part of the MCTP module for different levels 1, 2, 3 & 4 have already been specified in the MoWR, RD & GR OM No. A.33025/13/2017-E.I dated 27.02.2019, the only issue to be decided by this committee in this regard was the identification of course module and the schedule of training for the current year. As per said OM, the domestic institutions involved in providing the training to various levels under MCTP, apart from NWA, CWC, Pune are IIM, Ahmedabad, IIT, Roorkee, IISc, Bangalore, IIM, Bangalore, and IIM, Kolkata. It was decided that a letter of intent indicating the proposed area of training and a tentative time schedule may be sent to all these institutions at the earliest, which may be followed up by direct interaction of CWC officers with the concerned faculty / official in the respective institutes for firming up various issues related to organizing the training programme in these institutions. NWA shall depute senior officers from NWA for one-to-one interaction after sending the letters to these institutes, at the earliest and if required officer from Training Directorate, CWC may also interact with these Institutes.



4). **Identification of foreign Institutions, Correspondence and visit:**

As per said OM, as a part of the total 4-week training for Level 2 officers, a 1-week training is to be provided in a Foreign Training Institution at South Asia. In this regard, the names of National University of Singapore, Asian Institute of Technology, Bangkok, Stockholm Environmental Institute, SEI Asia, Bangkok and Regional Humid Tropics Hydrology and Water Resources Centre for South East Asia and the Pacific, HTC Kuala Lumpur, was proposed to be contacted for exploring the option of providing the foreign component part of the training programme. The Dy Secretary, MoWR, RD & GR in addition proposed the name of NUS, Singapore campus of Deltares for this purpose.

As per said OM, for level 3 officers, the 1-week foreign training is to be provided in a leading Foreign Training Institution on latest trend in Water Sector. As there was no geographical region specified for the foreign institution for this level, the names of USBR, USA, IHE, Delft, Netherlands, Deltares, Netherlands and ICEWaRM, Australia were recommended for this purpose. The Dy Secretary, MoWR, RD & GR in addition proposed the name of Civil Service College, UK and International Centre for Promotion of Enterprise (ICPE), Slovenia.

The committee decided to make correspondence with all the identified institutes immediately as mentioned above by writing letter of intent, preferably through email by indicating the intended course content for various levels of training programmes by NWA, Pune, and seeking their willingness to provide this training with the tentative time schedule identified by NWA, Pune along with the estimated expenditure for the same.

5) **Nominations of Participants for various levels of MCTP training:**

It was decided that Training Dte will seek the nominations of eligible officers in various grades from the respective Establishment section who would be participating in the MCTP during the first year, i.e. 2019-20.

The meeting concluded with a vote of thanks to the Chair.

## Annexure-I

Central Water Commission  
National Water Academy, Pune

**Content of Mid Career Training Plan (MCTP) for Central Water Engineering Services (Group A)**

**1. Level "1" - Training Program for Junior Time Scale Officers [Assistant Director (AD/Assistant Executive Engineer (AEE)/Assistant Commissioner (AC)] – Duration – 3 Weeks**

<b>Sr. No.</b>	<b>Brief Coverage &amp; Total Number of Sessions</b>	<b>Duration (Weeks)</b>	<b>Venue</b>	<b>Detailed Coverage</b>
1	Refresher Course (25 Sessions)	1	NWA, Pune	<ul style="list-style-type: none"> <li>• Functions of Ministry, CWC and other Organisations in the Ministry : New Roles and mandates .</li> <li>• Water Sector Issues and Challenges : Technological, Social and Economic Aspects</li> <li>• Hydrometry and e-SWIS : Techniques and Tools</li> <li>• Flood Forecasting – Tools and Techniques</li> <li>• Water Resources Information System and Application of RS &amp; GIS</li> <li>• Project Planning, Survey, Investigation and DPR Preparation</li> <li>• Appraisal and Monitoring: Role of CWC</li> <li>• Irrigation &amp; drainage Management</li> <li>• Design Practices for Water Resources Structures</li> <li>• Establishment and Administrative Matters, General Financial Rules, Delegation of Financial Powers to CWC Officers</li> <li>• E-Governance Initiatives (e-office, e-Tender, e-GEM, PFMS, Sparrow, eHRMS, etc.)</li> <li>• One day field Visit</li> <li>• Yoga and Meditation (daily) and Swacchhata Shramdan Activities</li> </ul>
2	Water Governance	1	IIM Ahmadabad	<ul style="list-style-type: none"> <li>• Constitutional and Legal Provisions in Water Resource Sector of India</li> <li>• Institutional Mechanism for Water Governance at Central Level, State, District, Local Level, NGOs, Civil Societies, etc.</li> <li>• River Basin Organisations and their roles</li> </ul>

				<ul style="list-style-type: none"><li>• International Water laws</li><li>• Legal and Policy Framework for Water Quality Management in India</li><li>• Ground Water Regulations</li></ul>
3	Latest and New Technology	1	IIT Roorkee	<ul style="list-style-type: none"><li>• <b>IT based Innovations in Water Sector</b><ul style="list-style-type: none"><li>○ Hydro-geo-informatics Tools</li><li>○ Modeling Tools</li><li>○ Flood Forecast Models</li><li>○ Morphological Modeling Tools</li></ul></li><li>• <b>Latest and New Technologies in Water Sector</b><ul style="list-style-type: none"><li>○ Micro Irrigation and use of SCADA for Automated Irrigation Management</li><li>○ Desalination Technologies for water security</li><li>○ Seismic Analysis and Design of Water Resources Structures</li><li>○ Dam Safety and Instrumentation</li><li>○ Hydropower Planning and Design</li></ul></li></ul>



2. Level "2" - Training Program for Senior Time Scale Officers [Deputy Director (DD)/Executive Engineer (EE)/Deputy Commissioner (DC) – 4 Weeks

Sr. No.	Brief Coverage & Total Number of Sessions	Duration (Weeks)	Venue	Detailed Coverage
1	Refresher Course (25 Sessions)	1	At NWA	<ul style="list-style-type: none"> <li>• Role and Challenges for CWC in Water Sector</li> <li>• Water Resources Planning, Appraisal (including ePAMS) and Monitoring including Modern use of GIS Tools</li> <li>• Hydrological Observation &amp; Flood Forecasting - Advanced Techniques &amp; Tools</li> <li>• Application of Information Technology in Water Sector and Database Management (WRIS, eSWIS, Dharm, etc.)</li> <li>• Best Practices in Design of Water Resources Structures and visit to CWPRS for Physical Models</li> <li>• Irrigation Management to increase WUE (Large Scale Micro Irrigation, PIN, UGPL etc)</li> <li>• Water Budgeting, Water Accounting and Water Auditing</li> <li>• Environmental and Social Issues in Water Resources Development and Management</li> <li>• Adaptation and Mitigation to Climate Change Water Sector</li> <li>• Integrated Water Resources Management</li> <li>• Minor Irrigation Census</li> <li>• Integrated Reservoir Operation</li> <li>• E-Governance Initiatives (e-Office, e-Tender, e-GEM, PFMS, Sparrow, eHRMS, Bhavishya, etc.)</li> <li>• Visit to Nearby Projects to demonstrate Innovation in Water Sector</li> <li>• Yoga and Meditation (daily) and Swacchhata Shramdan Activities</li> </ul>
2	Latest and New Technology	1	IISC Bangalore	<ul style="list-style-type: none"> <li>• <b>IT based Innovations in Sustainability of Water Resources using Modeling Tools</b> <ul style="list-style-type: none"> <li>✓ Hydro-informatics Tools; Data Analytics and Validation using Statistical Tools</li> <li>✓ Telemetry and development of Decision Support System for River Basin</li> <li>✓ Flood Forecasting; Urban Flooding; RS &amp; GIS tools;</li> <li>✓ Use of SCADA for Automated Irrigation management and Yield Maximization to ensure food security</li> </ul> </li> <li>✓ Integrated River Basin Planning and Management</li> <li>✓ Use of Finite Element Method and Computational Fluid Dynamics for Design of Water Resources Structures</li> <li>• <b>Visit to Interdisciplinary Centre for Water Research, IISC, Bengaluru</b></li> <li>• <b>Visit to Karnataka State Natural Disaster Management Center (KSNDMC)</b></li> </ul>

3	Management Training	1	IIM Bangalore	<ul style="list-style-type: none"> <li>• Time Management</li> <li>• Organizational Behaviour &amp; Management in Government</li> <li>• Ethics and Values in Public Governance</li> <li>• Emotional Intelligence</li> <li>• Team Building and Leadership</li> <li>• Interpersonal Effectiveness</li> <li>• Communication Skills</li> <li>• Negotiation Skills</li> <li>• Attitude, Motivation and SWOT Analysis</li> <li>• Improving Mentoring Skills including Behavioural Analysis</li> <li>• Change Management</li> <li>• Innovative Approach</li> <li>• Different Management Games - Indoor / Outdoor</li> <li>• Stress Management</li> </ul>
4	Foreign Training	1	South East Asian Countries	<p><b>South East Asian Countries (Thailand, Taiwan, Malaysia, Singapore)</b></p> <ul style="list-style-type: none"> <li>✓ National University of Singapore</li> <li>✓ Asian Institute of Technology, Bangkok</li> <li>✓ Stockholm Environment Institute, SEI Asia, Bangkok, Thailand</li> <li>✓ Regional Humid Tropics Hydrology and Water Resources Centre for South East Asia and the Pacific, HTC Kuala Lumpur, Malaysia</li> </ul> <p><b>Tentative content for Foreign Component of this Training</b></p> <ul style="list-style-type: none"> <li>✓ Urban Water Management; Recycle and Reuse of Waste Water;</li> <li>✓ Desalination – Innovative Techniques etc.</li> <li>✓ Integrated River Basin Planning and Management</li> <li>✓ Flood Forecasting and Urban Flooding</li> <li>✓ Sustainable Development Goals in respect of Water Resources</li> </ul>

**Level “3” - Training Program for Junior Administrative Grade Officers [Directors / Superintending Engineers/Senior Joint Commissioners] – 3 Weeks**

<i>Sr. No.</i>	<i>Brief Coverage &amp; Total Number of Sessions</i>	<i>Duration (Weeks)</i>	<i>Venue</i>	<i>Detailed Coverage</i>
1	Refresher Course (25 Sessions)	1 Week	At NWA	<ul style="list-style-type: none"> <li>• MoWR, RD &amp; GR Schemes in Water Sector – MoWR + Central Ministries dealing with Water</li> <li>• Future of Water Sector in India</li> <li>• Flood Management</li> <li>• Dam Safety</li> <li>• Meteorology (Flood, Agriculture) and Climate Change</li> <li>• Environmental Flow</li> <li>• Ground Water Development &amp; Management</li> <li>• Drought Management Index</li> <li>• Watershed Development and Management</li> <li>• Lift Irrigation, Piped Irrigation and Micro Irrigation</li> <li>• Economic Analysis of Water Resources Projects</li> <li>• Reservoir Sedimentation, Sediment Transport and Modeling</li> <li>• Water Quality Management</li> <li>• Hydropower Development</li> <li>• Field Visit to Project</li> <li>• Yoga and Meditation (daily)</li> </ul>



2	Water Governance	1	IIM Kolkata	<ul style="list-style-type: none"> <li>• Inter State Water Disputes Tribunals – with case study</li> <li>• Tran-boundary water Governance: Principles, Instruments and Institutions : International Law</li> <li>• Hydro-diplomacy as a new approach to River Basin Management</li> <li>• Role of different Stakeholders in Water Governance – (Central / State / Local) NGOs, Media, Civil Society, WUAs</li> <li>• Ownership of Water &amp; Water Entitlements</li> <li>• Water Pricing and Value of Water</li> <li>• Water Quality Legal &amp; Policy Frameworks</li> <li>• Ground Water Regulations</li> </ul>
3	Foreign Training	1		<p><b>Institution in Latest Trends in Water Infrastructure : USBR (USA), IHE Delft (The Netherlands), ICEWaRM (Australia)</b></p> <ul style="list-style-type: none"> <li>✓ Dam Safety, Instrumentation and Reservoir Sediment Management</li> <li>✓ Integrated Water Resources Management with Case Study</li> <li>✓ International Water Conflict and Resolution</li> <li>✓ Geo/Hydro-informatics &amp; Decision Support System DSS (Flood Forecasting; IFM; Integrated Reservoir Operation, etc.)</li> <li>✓ Best Practices in Water Management: Water Treatment, Waste Water Treatment, Water Conservation, Desalination, Navigation; etc.</li> <li>✓ Precision Irrigation</li> </ul>

**3. Level "4" - Program for Senior Administrative Grade Officers [Chief Engineers / Commissioners] – 1 Week**

1	Management in Government	1	IIM Ahmadabad	• Management in Government	1 Week
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**Annexure-II**

**List of Participants in the 2<sup>nd</sup> Meeting of Committee constituted to discuss Issues related to Comprehensive Mandatory Cadre Training Plan (MCTP) for Central Water Engineering (Group-A) Service**

<b>S.No:</b>	<b>Name (Shri.)</b>	<b>Designation</b>
01	Anupam Prasad	CE, HRM (in Chair)
02	Yogesh Paithankar	CE, NWA, Pune
03	Ashish Benarjee	Secretary, CWC
04	S.K. Sinha	Director, Training Directorate
05	Ravi Bhushan Kumar	Director, Technical Co-ordination
06	H.S. Sengar	Director, RMCD
07	Chandan Mukharjee	Dy. Secretary, MoWR, RD & GR
08	E. Venkateswarlu	DD, Training Directorate

164610/2021/TRNG DTE

**F.No.A-33025/13/2017-E-I**  
**Government of India**  
**Ministry of Jal Shakti**  
**Department of Water Resources, River Development & Ganga Rejuvenation**  
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Shram Shakti Bhawan, Rafi Marg,  
 New Delhi dated 19<sup>th</sup> August 2019

**To**  
**The Chairman,**  
**Central Water Commission,**  
**Sewa Bhawan, R.K. Puram,**  
**New Delhi**

**[(Attention: Shri Anupam Prasad, Chief Engineer(HRM))]**

**Subject: Mandatory Cadre Training Programme for the CWES - approval regarding**

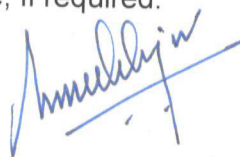
Sir,

I am directed to refer to CWC's Letter(s) No. 3/29/2017-Trg/4068, 4069, 4070 and 4071, dated 20.06.2019, forwarding thereby four detailed proposals for conducting Mandatory Cadre Training Programme(MCTP) Courses for (i) JTS of CWES; (ii) STS of CWES; (iii) JAG of CWES and (iv) SAG of CWES, as per the approved MCTP for consideration and approval of this Department.

2. These proposals have been considered in this Department in consultation with the Integrated Finance Division and have been approved by the Competent Authority, subject to the following:

- (a) foreign training component for STS Level may be conducted through the Asian Institute of Technology, Bangkok
- (b) foreign training component for JAG Level may be conducted through IHE, Delft, Netherlands
- (c) only economy airfare will be used for travel for both domestic and foreign training institutes for all levels of officers, irrespective of their entitlement on tour
- (d) each batch of any MCTP Course will have a dedicated Course Director from the NWA. While visiting Foreign Training Institutes, this Department will nominate a maximum of two additional officers, at an appropriate level, as "Observers" to oversee the process, output and outcome of the Foreign Training Component in a particular MCTP, to assess its impact and further continuation.
- (e) the CWC shall forward the name of officers along with the name of the Course Director for each such course with a foreign training component, at least 45 days in advance to the Department

3. In order to meet the expenditure of the MCTP and other related courses being conducted at the NWA, a suitable proposal for creation of a "Training" Head in the NWA, may be submitted immediately, as recommended in the National Training Policy, promulgated by the Department of Personnel & Training. Till such time, the "Training" Head is created, expenditure on MCTP may be met by the CWC from their existing Head of Account, as per existing practice. A proposal to augment funds at RE stage may be submitted at the appropriate time, if required.



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4. In order to start the MCTP Courses in both domestic and foreign institutes, Memorandum of Understanding (MoU), between the NWA and concerned IIM/IIT or Foreign Training Institutes need to be signed. You are, therefore, requested to submit draft MoU to be signed between two Institutes, in consultation with all concerned domestic and foreign training institutes, to this Department for approval, at the earliest.

Yours faithfully,



(Chandan Mukherjee)

Deputy Secretary to the Government of India

Tel. 23711459

Copy forwarded for information/necessary action to:-

1. Chief Engineer, National Water Academy, Khadakwasla, Pune – 411024, Maharashtra
2. Deputy Secretary(Finance), DoWR, RD & GR
3. Deputy Secretary(EA&IC), DoWR, RD & GR



(Chandan Mukherjee)

Deputy Secretary to the Government of India

Tel. 23711459