



# Approval of Madhya Pradesh Capacity Building Policy-2023

## Why in News?

On July 12, 2023, in the meeting of the Council of Ministers held under the chairmanship of Madhya Pradesh Chief Minister Shivraj Singh Chouhan, the Cabinet approved the 'Madhya Pradesh Capacity Building Policy-2023' for capacity building of government servants of the state. This policy will replace the existing Training Policy-2001 of the state.

## Key Points:

- The state's new Capacity Building Policy-2023 has been prepared incorporating the concept and features of 'Mission Karmayogi' implemented by the Government of India and after consulting the member of the Capacity Development Commission.
- Madhya Pradesh is one of the few states in India where it has been decided to formulate and implement the state's capacity building policy in accordance with the concept of 'Mission Karmayogi'.
- It is worth mentioning that the present Training Policy of the State in the context of the National Training Policy of the Government of India year 1996 was implemented on 11th July 2001. The current National Training Policy of the Government of India was implemented on January 19, 2012, but no change had been made in the training policy of the State so far.
- The present training policy of the state is about 22 years old, while the need for a new training policy was felt due to the methods of recruitment of government servants, use of information technology in government work, changes in various laws etc.
- In the new policy, training and other activities will be done for complete capacity building of all government servants of the state, including contract workers, so that government servants are sensitive, dutiful, prompt, honest and can work with modern technical skills to provide quality citizen service.
- In this policy, a capacity development plan for the entire service period will be prepared for each cadre of government service. On the basis of the scheme, government servants will receive training as per requirement at fixed intervals. It will be mandatory to get training and it has been linked to promotion. There is a provision in the policy to encourage conscientious government servants.
- According to the policy, a capacity-building unit is to be formed in each department, which will determine the responsibility, work and capabilities required for each post and arrange training accordingly.
- In view of the need for large-scale training, 70 percent of the training will be done online, 20 percent at the work site and 10 percent in a training institute. After the training, the change in the working capacity of the government servant will also be assessed.
- A State Training Council will be constituted at the highest level under the chairmanship of the Chief Minister, which will have ministers and senior officials. The member secretary of the council will be the Director General Academy of Administration. Apart from this, an executive committee will be constituted under the chairmanship of the Chief Secretary, in which additional chief secretaries of major departments, principal secretaries will be members and director administration academy member secretaries will be there.
- In the new policy, a new item named 'Mission Karmayogi' will be made in the state budget, in

which every government department will be provided one percent of its salary item annually.

- RCVP Naronha Academy of Administration and Management has been made the nodal agency for the implementation of Mission Karmayogi. For this, the Academy of Administration will be provided Rs 10 crore per year from the state budget.

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