

Chapter 10

Training

- 10.1 Enhancing quality of human resource is a pre requisite for implementing and upgrading research programmes, developing technology evolving institutional arrangements to face challenges and harness opportunities, Indian Council of Agricultural Research being the apex body for coordinating, guiding and managing research and education in agriculture, the importance of training for the scientific, technical, administrative and supporting staff need not be emphasized. At present, the ICAR has not developed its own training policy. However, deputing its officials/staff for various training programmes in organizations like the Institute of Secretariat Training and Management (ISTM), Indian Institute of Public Administration (IIPA), Administrative Staff College of India (ASCI), National Institute of Financial Management (NIFI), Management Development Institute (MDI) etc. As per the existing practice, nominations are invited from the concerned staff for various training programmes conducted by these training institutions or any others suitable institution. The nominations received are screened by the competent authority and the suitable officers/staff are deputed for training.
- 10.2 The NAARM Hyderabad under ICAR also impart training to the scientists particularly to the scientists at the entry level. In addition the NAARM also impart training to other categories of staff by involving guest faculty.
- 10.3 The revised module of Foundation & Orientation Course for Agricultural Research Service (FOCARS) for entry level scientists conducted by NAARM Hyderabad is as follows:-
- Three months foundation training at NAARM which includes one month field experience training (FET)
 - One month orientation training at the institute of posting
 - Three months professional training in the research area by attachment to leading scientists/professors/laboratories/institutions (ICAR, SAUs, Universities, Public, Private, NGO etc.) identified by the institute where ARS probationers shall be posted.
- 10.4 The component (a) above shall be evaluated by NAARM and components (b) and (c) shall be evaluated by the Directors of the concerned institutes and forwarded to Director, NAARM for final consolidated evaluation on all the three components of training.
- 10.5 12 day comprehensive programme for mid-level scientists:-
This shall be a qualifying/NET type mandatory course which shall be made one of the essential requirements for being considered for Research Management Positions effective from all advertisements of the ASRB w.e.f. January, 2013.



10.6 Executive Development Programme for incumbent Research Managers

Every Research Manager would have to undergo this programme compulsorily within a period of six months of his taking charge as Research Manager.

10.7 Refresher Course for HoDs/Senior & Principal Scientist

NAARM shall also organize periodically a refresher course for HoDs/Senior and Principal Scientist for providing them enhanced and effective exposure.

10.8 The ICAR is however, in the process of developing its own training policy based on the National Training Policy framed by DOPT as contained in its OM. NO.12021/1/2012-Trg. Dated 4th July 2012.