

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
SERVICES DEPARTMENT: SERVICES - I BRANCH
DELHI SECRETARIAT: 5TH LEVEL: B-WING
I.P. ESTATE: NEW DELHI
(<http://services.delhi.gov.in>, Email: secservices@nic.in)
Phone: 011 – 23392468)

F.No.2/02/2025/E.301571/S.I/MCTP/561-565

Dated: 20/02/2026

To

All Addl. Chief Secretaries/Pr. Secretaries/Secretaries/ Head of Departments /Local & Autonomous Bodies of Govt. of NCT of Delhi.

Sub: Sub: Mid-Career Training Programme (MCTP) for IAS officers - regarding.

Madam/Sir,

I am directed to forward herewith the recent instructions of DoPT conveyed vide letter No. 11030/05/2022-AIS-II dated 13.01.2026, on the aforesaid subject.

The DoPT vide aforesaid letter has invited attention to the provisions of Note 1 and 2 of the Rule 3(2)(iii) of IAS (Pay) Rules, 2016, as amended from time to time, which mandate successful completion of the prescribed phases of the Mid-Career Training Programme (MCTP) as a pre-requisite for grant of various career benefits to IAS officers.

As per observation of DoPT, certain instances have been noticed wherein career benefits have been granted without successful completion of the relevant phase of MCTP, which is not in consonance with the provision of the IAS (Pay) Rules, 2016.

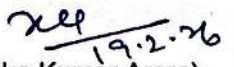
Further, non-adherence of IAS (Pay) Rules, 2016 has been viewed seriously hence requested to ensure that, henceforth, the promotions and grant of career benefits such as Junior Administrative Grade (JAG) and Super Time Scale (STS), as applicable, are effected only after successful completion of Phase-III or Phase-IV of MCTP respectively, within the prescribed number of chances.

In this regard any request for postponement of availing a particular chance for MCTP shall be considered strictly in accordance with DoPT's OM No. M-15011/03/2009-MCT dated 19.03.2010 (copy enclosed).

Accordingly, it is requested to bring the above communication of DoPT to the notice of all IAS Officers of your Department/Organisations as well as concerned establishment section for information and necessary compliance.

Yours faithfully,

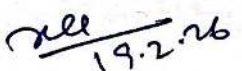
Encl: As above.


(Jitendra Kumar Arora)
Dy. Secretary (Services)

F.No.2/02/2025/E.301571/S.I/MCTP/561-565
Copy for information to the:-

Dated: 20/02/2026

1. The Under Secretary to Govt. of India, UTS-I, Min. of Home Affairs, North Block, New Delhi.
2. The Under Secretary to Govt. of India, Min. of Personnel, Public Grievance & Pensions, Deptt. of Personnel & Training w.r.t. letter dated 13.01.2026.
3. Staff Officer to Chief Secretary, Govt. of NCT of Delhi.
4. Section Officer (Coordination Branch), Services Department, GNCTD, with the direction to upload the above communication of DoPT on the website of Services Department for wide publicity.


(Jitendra Kumar Arora)
Dy. Secretary (Services)

Fwd: Mid-Career Training Programme (MCTP) for IAS officers-regarding.

Shri Rajeev Verma <csdelhi@nic.in>

Tue, 27 Jan 2026 1:11:59 PM +0530

To "Secretary Services"<secservices@nic.in>

===== Forwarded message =====

From: SONAM JAIN <jain.sonam@gov.in>

To: "cs"<cs@ap.gov.in>, "cs-arunachal"<cs-arunachal@nic.in>, "cs-assam"<cs-assam@nic.in>, "cs-bihar"<cs-bihar@nic.in>, "csofficecg"<csoffice.cg@gov.in>, "cs-goat"<cs-goat@nic.in>, "chiefsecretary"<chiefsecretary@gujarat.gov.in>, "cs"<cs@hry.nic.in>, "cs-hp"<cs-hp@nic.in>, "cs-jharkhand"<cs-jharkhand@nic.in>, "cs"<cs@karnataka.gov.in>, "chiefsecy"<chiefsecy@kerala.gov.in>, "cs"<cs@mp.nic.in>, "cs"<cs@maharashtra.gov.in>, "cs-manipur"<cs-manipur@nic.in>, "cso-meg"<cso-meg@nic.in>, "cs-mizoram"<cs-mizoram@nic.in>, "csngl"<csngl@nic.in>, "csori"<csori@nic.in>, "cs"<cs@punjab.gov.in>, "csraj"<csraj@rajasthan.gov.in>, "cs-skm"<cs-skm@hub.nic.in>, "cs"<cs@tn.gov.in>, "cs"<cs@telangana.gov.in>, "cs-tripura"<cs-tripura@nic.in>, "csup"<csup@nic.in>, "cs-uttaranchal"<cs-uttaranchal@nic.in>, "cs-westbengal"<cs-westbengal@nic.in>, "cs-andaman"<cs-andaman@nic.in>, "cs-chd"<cs-chd@chd.gov.in>, "devcom-dd"<devcom-dd@nic.in>, "csdelhi"<csdelhi@nic.in>, "lk-advisor"<lk-advisor@gov.in>, "cspon"<cs.pon@nic.in>, "cs-jandk"<cs-jandk@nic.in>, "chiefsecretary"<chiefsecretary@ladakh.gov.in>

Cc: "POOJA pooja"<pooja.vimal92@gov.in>, "Rajesh Yadav"<rk.yadav74@nic.in>

Date: Tue, 27 Jan 2026 11:05:48 +0530

Subject: Mid-Career Training Programme (MCTP) for IAS officers-regarding.

===== Forwarded message =====

Please find attached DoPT's letter No. 11030/05/2022-AIS-II dated 13.01.2026 on the subject mentioned above, for necessary action please.

Regards

Sonam Jain
Assistant Section Officer [AIS-II (PAY)]
Department of Personnel and Training
Ministry of Personnel, Public Grievances and Pensions
Government of India

1 Attachment(s)

DoPTs letter dated 13.01.2026...

183.3 KB

Speed Post

No. 11030/05/2022-AIS-II
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

Kartavya Bhavan-03
Janpath, New Delhi-110001
dated the 13th January, 2026

To

The Chief Secretary,
All the State Governments/UTs
(As per list enclosed).

Subject: Mid-Career Training Programme (MCTP) for IAS officers – regarding.
Sir/Madam,

I am directed to invite your attention to the provisions of Note 1 and 2 of the Rule 3(2)(iii) of the IAS (Pay) Rules, 2016, as amended from time to time, which mandate successful completion of the prescribed phases of the Mid-Career Training Programme (MCTP) as a pre-requisite for grant of various career benefits to IAS officers.

2. It has come to the notice of this Department that, in certain instances, career benefits have been granted without successful completion of the relevant phase of MCTP, which is not in consonance with the provisions of the IAS (Pay) Rules, 2016. The said Rules are required to be implemented uniformly and strictly by all Cadre Controlling Authorities.

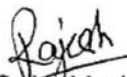
3. The aforesaid non-adherence of IAS (Pay) Rules, 2016 has been viewed seriously by the Department. Accordingly, all Cadre Controlling Authorities/UTs are, therefore, requested to ensure that, henceforth, the promotions and grant of career benefits such as Junior Administrative Grade (JAG) and Super Time Scale (STS), as applicable, are effected only after successful completion of Phase-III or Phase-IV of MCTP respectively, within the prescribed number of chances.

4. It is further reiterated that any request for postponement of availing a particular chance for MCTP shall be considered strictly in accordance with this Department's OM no M-15011/03/2009-MCT dated 19.03.2010. (copy enclosed).

5. All Cadre Controlling Authorities/UTs are requested to ensure strict and uniform compliance of the above provisions of the IAS (Pay) Rules, 2016.

Yours faithfully,

Encl. as above


(R. K. Yadav)

Under Secretary to the Government of India
Tel: 011-24010415

No. M-15011/03/2009-MCT

Government of India

Ministry of Personnel, Public Grievances and Pensions

Department of Personnel and Training

(Training Division)

Old JNU Campus, New Mehrauli Road

New Delhi-110067

Dated 19th March, 2010.

To

The Secretaries to Departments/Ministries in Government of India
The Chief Secretaries to the State Governments and Administrators to Union Territories

Subject: Mandatory Mid-Career Training (MCT) Programme for IAS officers in terms of IAS (Pay) Rules, 2007 – Number of chances to complete each phase of the programme - Regarding.

Sir/Madam,

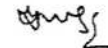
The mandatory Mid Career Training (MCT) Programme for IAS officers was introduced in the year 2007 in three phases i.e. Phases III, IV & V. As per the provisions in the IAS (Pay) Rules, 2007, promotion of an IAS officer to Junior Administrative Grade (JAG) is admissible only on completion of 9 years of service and successful completion of the Phase-III training, promotion to Super Time Scale is admissible only on completion of 16 years of service and successful completion of the phase IV training and the drawal of increments after completion of 28 years of service in 'Above Super Time Scale' is admissible only after successful completion of the Phase V training.

2. In order to ensure the participation of officers in the mandatory MCT Programme and to make the programme more effective, the Government issued guidelines vide order No. 20011/1/2008 - AIS (II) dated 20th October, 2008 providing a 'two-year window' to complete each phase of the mandatory MCT Programme.

3. However, many controlling authorities apprised the DoPT about the difficulties in relieving officers for participation in the various phases of the mandatory MCT Programme due to administrative and other exigencies. Similarly, individual officers also represented before the DoPT about their difficulties in completing the various phases of the MCT Programme within the 'two-year window' provided. It was also found by the DoPT that many officers couldn't complete the mandatory MCT Programme within the 'two-year window' either because they were not deputed for training by the controlling authorities or were not able to participate in the programme due to personal reasons.

4. Consequently, the matter has been carefully considered and it has now been decided that each officer will be given a maximum of three (3) chances to complete each phase of the mandatory MCT Programme for IAS officers, in the following manner:

- (a) All phases of the mandatory MCT Programme must be attended by all officers in the first year that it falls due;
- (b) Postponement of participation from the first year to second year, and from the second year to the third year would be allowed only with the prior approval of DoPT. However, such approval for postponement of participation does not entitle the officer to obtain the respective promotion/grade/increment in relaxation of the Rules. It is reiterated that the officer will be entitled for the respective promotion/grade/increment only after he/she successfully completes the respective phase of the MCT Programme for IAS officers within the 'three-year window' provided. However, in



terms of para 8.2 (d) of the Guidelines for promotion to the various grades of IAS issued by DoPT vide 20011/4/92-AIS(II) dated 28th March, 2000, promotion to Junior Administrative Grade, a non-functional grade, not involving higher duties and responsibilities, can be granted from the due date retrospectively, after successful completion of Phase III of MCT.

(c) Postponement of participation from the second year to the third year would be allowed by DoPT only in case of rare and extraordinary circumstances, which are defined as under:

- (i) Officer undergoing study programme (Domestic/foreign) by availing 'Study Leave' or 'Partial Funding' or 'nominated by DoP&T'.
- (ii) Officer deputed by GoI to a foreign assignment or granted permission for deputation under 6(2)(ii) etc.,
- (iii) Medical reasons of self or immediate family members, i.e. the officer himself/herself, his/her parents, spouse and children of the officer.
- (iv) Marriage of the children.

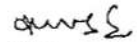
(d) Failure to attend any phase of the mandatory MCT Programme in the 'three-year window' provided would mandatorily attract the consequences laid down in the rules and guidelines, with no exception;

(e) Officers having less than six months of service, after the third year of the 'three-year window', need not be sent for the mandatory MCT Programme.

5. These directions may also be brought to the notice of all the IAS officers wherever they are posted (including those on deputation to any post within India/abroad, foreign assignments, 'on study programme within/outside India, on long leave etc.).

6. This issues in supersession of DoP&T's communication No. 20011/1/2008-AIS (II) dated 20th October, 2008.

Yours faithfully,

 / 19.3.2010
(Yatendra Kumar)

Deputy Secretary to Government of India

Copy to:

- I. Director (Services), DoP&T, North Block, New Delhi
- II. Copy to NIC for placing the circular in the website

No. M-15011/03/2009-MCT

Government of India

Ministry of Personnel, Public Grievances and Pensions

Department of Personnel and Training

(Training Division)

Old JNU Campus, New Mehrauli Road

New Delhi-110067

Dated 27th September, 2010.

To

The Secretaries to Departments/Ministries in Government of IndiaThe Chief Secretaries to the State Governments and Administrators to Union Territories

Subject: Mandatory Mid-Career Training (MCT) Programme for IAS officers in terms of IAS (Pay) Rules, 2007 – Number of chances to complete each phase of the programme - Regarding.

Ref: DoP&T's circular of even number dated 19th March, 2010

Sir/Madam,

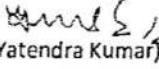
In continuation of the guidelines issued by DoP&T vide circular of even number dated 19th March, 2010 in connection with the Mandatory Mid Career Training Programme for IAS officers, it is mentioned that the *minimum residual service* required to undergo the mandatory Mid Career Training has been increased from 'six months' to 'three years'.

2. Therefore, para 4 (e) of DoP&T's circular of even number dated 19.03.2010 may be read as follows:

Para 4 (e) "An officer who has less than three years of service after the year in which he/she has been slotted to undergo Phase III, Phase IV or Phase V of Mid-Career Training, would not be sent for mandatory mid-career training."

3. This may be brought to the notice of all the IAS officers wherever they are posted (including those on deputation to any post within India/abroad, foreign assignments, on study programme within/outside India, on long leave etc.).

Yours faithfully,


(Yatendra Kumar) 27.9.2010
Director (Training)

Copy to:

- I. Director (Services), DoP&T, North Block, New Delhi
- II. Director, LBSNAA, Mussoorie
- III. Copy to NIC for placing the circular in the website