

## **Group No – 4: HRM including Training**

- **Organisation:**
  1. Distinct HR Wing creation
  2. Mandate key areas of work under “Allocation of Business Rules” like Finance, Internal Audit, Budget, debt management, etc.
  3. Dialogue with field formations
  4. Assessment of Human Resources in line with the Vision Statement
  5. Career progression
  6. Career counseling
  7. Incentive policy
  8. Aggressive deputation policy
  9. Transfer policy
  10. Training policy
  11. Prescribing a distinct accounting set up headed by Pr.CCA/CCA as head of accounting formation with normative/standard staff structure on creation of new deptt./ ministries/ subordinate/attached offices
  12. NFSG level post – change in nomenclature of designation
  13. Declaration of Pr.CCA/CCA/CA as Head of Accounting formation in each Ministry as HoD.
  
- **Ethics & Culture:**
  1. Organisational culture
  2. Code of Ethics
  3. Mentoring of junior officers
  4. System of Incentives, Motivation and Reward
  5. Visibility of organization.
  
- **Research & Development (R&D):**

Adapting and adopting Best Practices
  
- **Training:**
  1. Phased training approach
  2. Specialized training in ‘niche’ areas – Public Works; Taxation; Human Resource; Environmental Accounting; Procurement; Internal Audit; Investment; Information Technology; PFM etc.
  3. Availability of bouquet of training courses/areas to be offered to officers based on their interest and in line with organizational vision.
  4. Secondment to International Organisations and other countries.
  
- **Welfare Measure:**
  1. Grievance Redressal Mechanism
  2. Gender sensitization
  3. Creation of a Welfare Fund