



भारतीय कृषि अनुसंधान परिषद
INDIAN COUNCIL OF AGRICULTURAL RESEARCH

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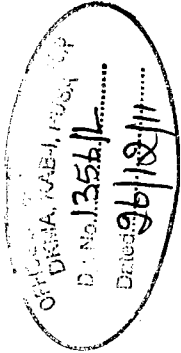
F.No. 23(1)/1999-Per.IV

19th December, 2011

To

All Directors of ICAR Institutes / Project Directorates / NRCs
/ Bureaux / Zonal Project Directorates

Sub.: **Implementation of the recommendations Dr. R.S. Paroda
Committee regarding Human Resource capacity building in
ICAR**



Sirs,

The Union Agriculture Minister & President of the ICAR Society had constituted a Committee under the Chairmanship of Dr. R.S. Paroda, former Director General, ICAR & Secretary (DARE) to review, streamline and suggest measures for improvement and reforms in the Agricultural Research Service (ARS) in consonance with the changing needs and requirements.

2. The Committee, inter-alia had made the following specific recommendations for building up human resource capacity building in the ICAR :-

- (i) Reorientation of the existing Foundation Training for ARS probationers (FOCARS);
- (ii) Introduction of a Management Development Programme (MDP) on leadership development (Pre-RMP); *and*
- (iii) Executive Development Programme for incumbent RMPs; *and*
- (iv) Refresher course for HoDs and Senior / Principal Scientists.

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3. The recommendations concerning the above issues were considered by the ARS Committee for adoption and the same has been approved by the Governing Body of the Council at its meeting held on 4th October, 2011.

4. Consequently, the revised module of FOCARS shall now be for a duration of seven months with the following components :-

- (a) Three months foundation training at NAARM which includes one month field experience training (FET);
- (b) One month orientation training at the institute of posting; *and*
- (c) 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.

5. 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. It is therefore, requested that necessary action may be taken at your end especially for components (b) and (c) in consultation with Director, NAARM effective from the 94th FOCARS.

6. The recommendation for introduction for a 12 day comprehensive programme for mid-level Scientists who shall be prospective Research Managers has also been approved. 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.

7. An Executive Development Programme for incumbent Research Managers has also been approved for implementation. Every Research Manager would have to undergo this programme compulsorily within a period of six months of his taking charge as Research Manager.

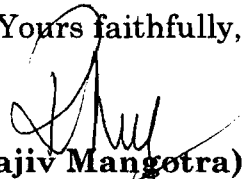


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8. NAARM shall also organize periodically a Refresher Course for HoDs / Senior and Principal Scientist for providing them enhanced and effective exposure.

9. It is accordingly requested that necessary action as above may kindly be taken at your end on top priority basis.

Yours faithfully,


(Rajiv Mangotra)
Deputy Secretary (P)

Copy for information to :

1. PPS to DG, ICAR
2. PPS to Secretary, ICAR
3. Chairman and Members, ASRB
4. All DDGs / ADGs at ICAR headquarters including KAB-I/II.
5. ND, NAIP and NCs of NAIP / NFBSFARA
6. Director, NAARM – with the request that a fixed schedule / calendar for these programmes be finalized and held atleast twice a year.
7. All Scientists / Senior Scientists at ICAR headquarters
8. PD, D-KMA for ICAR website
9. CDN for giving Index Number
10. Guard file.