

**GOVERNMENT OF INDIA  
SKILL DEVELOPMENT AND ENTREPRENEURSHIP  
LOK SABHA**

UNSTARRED QUESTION NO:4705  
ANSWERED ON:22.04.2015  
SKILL DEVELOPMENT FOR GOVERNMENT SERVANTS  
Misra Shri Pinaki

**Will the Minister of SKILL DEVELOPMENT AND ENTREPRENEURSHIP be pleased to state:**

- (a) whether the Government has chalked out any specific programme for the Government servants in order to develop their skill to promote professionalism;
- (b) if so, the extent to which such programmes are likely to be different from the regular training programmes conducted for the Government servants; and
- (c) if not, the manner in which the Government proposes to inculcate professional approach in the Government servants?

**Answer**

MINISTER OF STATE (INDEPENDENT CHARGE) IN THE MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP  
(SHRI RAJIV PRATAP RUDY)

(a) to (c) The Government has a National Training Policy (NTP) to develop a professional, impartial and efficient civil service. NTP provides for Competency Framework to ensure that civil servants have the requisite knowledge, skills and attitude to effectively perform the functions entrusted to them. Competencies encompass knowledge, skills and behaviour, which are required in an individual for effectively performing the functions of a post. Each Ministry/Department is required to identify the competencies needed for various posts under their control and conduct training for their cadres/employees through various training programmes as per their need under this Policy. Department of Personnel and Training (DoPT), the nodal department for National Training Policy (NTP), has developed competency dictionary and tool kit for the civil services. Moreover, generic competency mapping has been completed for every unique position in Department of Personnel & Training, Ministry of Corporate Affairs and Central Secretariat Services cadres.