

CENTRAL VIGILANCE COMMISSION

CAPACITY BUILDING UNIT

CAPACITY BUILDING PLAN

1. The Commission gives vital importance to Capacity Building. The central activity of Capacity Building is to bridge the competency gaps of manpower through training. Based on Capacity Need Assessment of manpower at the Commission, competencies have been identified as (i) Domain Competencies and (ii) Functional Competencies. A designation based chart, showing different roles in the Commission and corresponding competencies, is placed below (Annexure-A). Training interventions are planned to address capacity needs during different stages of their assignment.

2. Trainings for CVC officials

(i) Induction Stage:

Induction of Officials to the cadre of the Commission arises at the levels of Junior Secretariat Assistant and direct recruit Assistants and steno through the Staff Selection Commission as per vacancies declared annually by the Commission. Such newly inducted officials may be sponsored for induction trainings organized by ISTM/any recognized Government Training Institute. Please refer training calendar at S No 1 (Annexure B).

(ii) Career Progression:

Opportunities for training may be made available to all officials to improve their skills in their respective area of work. Training needs of Commission's officials at each level have been identified from Junior Secretariat Assistant onwards and steno onwards. Short-term thematic training and refresher courses may also be made available to them, with an objective to build their professional competencies and also to inculcate personal attributes by exposing them to courses on leadership development, stress management, ethics and values in public governance, etc. The Commission would plan to organize customized courses in collaboration with recognized Government training institutes for the benefit of its officials. Please refer training calendar at S No 1 (Annexure B).

3. Trainings for CVC officers

(i) Orientation Training

Officers join the Commission on deputation as Deputy Secretary/Director to handle vigilance related matters. An in-house Orientation Training may be organized for them to understand and align with the vigilance function. Please refer training calendar at S No 2 (Annexure B).

(ii) Participation in Workshops/Seminars

Officers of the Commission may also be sponsored for participation in Seminars/Workshops pertaining to Vigilance and related subjects organized by reputed institutions. Please refer training calendar at S No 2 (Annexure B).

4. Trainings for CVOs

The CVO of the organization acts as an extended arm of the Commission as well as a special assistant/advisor to the chief executive in all matters pertaining to vigilance. He also provides a link between his organisation and the Central Vigilance Commission on one hand and his organisation and the Central Bureau of Investigation on the other. Full-time CVOs are drawn from various civil services on tenure basis and more often than not have a limited exposure to vigilance functions. In the interest of effective vigilance administration, it is essential that CVOs are provided opportunities to build their competencies in the field of vigilance. Trainings are envisaged for CVOs at three levels i.e. (i) Induction stage; (ii) Mid-Career stage (iii) Periodic Refresher Course/Training/ Workshop.

(i) Induction training

Induction training may be organized for newly joined CVOs. This may take place once every quarter during March, June, Sept and Dec and may be organized at the Commission. Please refer training calendar at S No 3 (Annexure B).

(ii) Mid-Career Training

This training may be organised for CVOs who have already attended the induction training and have attained significant experience as CVO. This training programme may be conducted at Sardar Vallabhbhai Patel National Police Academy (SVPNPA), Hyderabad. Please refer training calendar at S No 3 (Annexure B).

(iii) Periodic Refresher Course/Training/ Workshop

Selected CVOs may also be sponsored for participation in workshops or seminars pertaining to vigilance and related subjects organized by reputed institutions, either in India or abroad. Please refer training calendar at S No 3 (Annexure B).

5. Trainings for Vigilance Officers

Vigilance officers in the vigilance setup of the organizations are foot soldiers and need to be equipped with relevant skill-set to handle their job responsibilities. Trainings are envisaged for Vigilance Officers in three key areas i.e. (i) Vigilance Administration; (ii) Forensic Investigation (iii) Public Procurement.

(i) Vigilance Administration

The target group of the training programme is below CVO level officers in the Vigilance Department. This training may be organized by ISTM/CBI Academy. Please refer training calendar at S No 4 (Annexure B).

(ii) Forensic Investigation

Commission has considered the utility of Forensic Science in investigation of vigilance cases and also observed that Forensic Science can be used as a preventive tool in reducing corruption. Through this training the Vigilance Officers are oriented towards preventive side of Forensics. This helps in building their capacity in investigation of evidences in a most scientific manner to derive the conclusions in vigilance cases. This training programme is being organized at the National Forensic Sciences University (NFSU). Please refer training calendar at S No 2, 3 & 4 (Annexure B).

(iii) Public Procurement

Public procurement is an area fraught with pitfalls. Capacity building of vigilance officers in this important area may be undertaken in association with reputed institutes like Arun Jaitley National Institute of Financial Management (AJNIFM)/ IIM Vishakhapatnam. Please refer training calendar at S No 4 (Annexure B).

6. Other Stakeholders in Vigilance

Over a period of time, the Commission has observed delays in departmental inquires. The delays could be because of lack of knowledge of conducting inquires, preparation of memorandum of chargesheet, supporting statement of imputation documents and witnesses

etc. Capacity building in these identified areas is of much help in bringing down the delays and reducing complaints. Customised training modules have been developed by the Commission in consultation with all stakeholders.

(i) Training of IOs/POs

With a view to reduce the time taken in finalization of Departmental Inquiries, the Commission had initiated a 3-day uniform Training Programme for Inquiry Officers (IO) and Presenting Officers (PO) of the Government organizations including PSUs and PSBs. This training may be conducted through Training Institutes, namely Institute of Secretariat Training & Management (ISTM), Central Academy for Police Training (CAPT), CBI Academy, HPCL Academy, National Productivity Council (NPC) and Indian Institute of Bank Management (IIBM). Please refer training calendar at S No 5 (Annexure B).

(ii) Training of Disciplinary Authority; Vigilance and HR officials framing Chargesheet

Management of Disciplinary proceeding is integral to effective Vigilance Administration. In order to bring about efficiency and address inconsistencies in Disciplinary Proceedings process it is proposed to sponsor training under new themes viz. Training of Disciplinary Authority, Training of Vigilance & HR Officials framing chargesheet. Please refer training calendar at S No 5 (Annexure B).

(iii) Training on Preventive Vigilance

Organisations under the jurisdiction of the Commission have been asked for inclusion of 2 days Preventive Vigilance Module (PVM) in their Induction as well as Mid-Career Training Programme. It is observed that owing to lack of knowledge newly inducted officers have been found taking inappropriate decisions. Institutionalisation of training on Preventive Vigilance would not only improve the quality of decisions of newly inducted officers but also strengthen the overall vigilance administration. Please refer training calendar at S No 5 (Annexure B).

7. FOREIGN TRAINING

Corruption is a global phenomenon and multiple strategies are followed globally to combat corruption. Best practices which are implemented and followed in different geographies need

to be replicated for better outcomes. The proficiencies of CVOs could be further enhanced with exposure to international developments in the field of anti-corruption, best practices adopted by various countries etc., so that the focus of attention is not confined to punitive vigilance only and the knowledge gained by such international exposure could be suitably put in use for the benefit of the organization they are serving in.

One of the key training partners of the Commission is the International Anti-Corruption Academy (IACA). Commission has been organizing its foreign trainings at IACA, which is an international intergovernmental organization based in Laxenburg (Vienna), Austria that teaches government officials and professionals about anti-corruption measures. IACA has already organized eight customized programmes for the Commission in 2015-16, 2016-17, 2017-18, 2018-2019 and 2019-20. This 2-week Anti-Corruption Training programme at IACA, Austria may be continued to be organized by the Commission or a hybrid programme with iGoT training module completed by the participants followed by a week long training at IACA, Austria may be organized for the competency building in areas like International Best Practices, Combating International Crime, Electronic Evidence, and International Anti-Corruption Rules.

8. In addition to the above offline training programmes Commission is utilising the Digital Learning Framework iGOT-Karmayogi (Integrated Government Online Training Karmayogi Platform). All employees of the Commission must register on the iGoT- Karmayogi portal and start consuming courses available on the platform. The iGOT modules mapped against designations (Annexure A) may be completed during the currency of the CPB. As pre requisite to the physical trainings, the relevant courses on iGoT would be identified and participants would be asked to complete these courses before attending the offline training programme. Commission has also uploaded e-training modules on its website for consumption by the vigilance functionaries. These modules would be upgraded to align the same with iGOT modules and to finally onboard on the iGOT platform.

9. Training interventions in respect of 220 CVC officials/officers are proposed in both online/offline modes as mentioned in Annexure M.

10. The above capacity building plan is aimed at capacity building of officers belonging to varied services working in the field of vigilance and is expected to be effective in honing and upgrading the skills required for discharging their duties to their full potential.