

**GOVERNMENT OF INDIA
MINISTRY OF MINES**

New Delhi, 17th, July 2009

RESOLUTION

No. 27/79/2009-M.II/HPC – The Government of India vide Resolution No. 11(39)/2007-M.I dated 7th January 2008 constituted a High Powered Committee (HPC) to review the functioning of the Geological Survey of India (GSI) and assess its capacity to meet the emerging challenges taking into account the organizations and technological and manpower resources.

2. The HPC in its Report submitted on 31st March 2009 made a large number of recommendations including on issues of training and capacity building and has stated that training services, particularly in the geosciences sector are crucial in the following contexts:

- Meeting the gap between academic knowledge and field practices, particularly of newly inducted geoscientists, to create efficiency.
- Knowledge enhancement by exposing practicing geoscientists to new developments in fields relating to their specialization, to create excellence.
- Knowledge pooling by enabling direct or indirect interaction amongst related fields, to create synergy.
- Human resource development related to attitudinal issues, cooperative behaviour, goal-orientation, quality consciousness, etc. to create *esprit-de-corps*.

3. The National Mineral Policy 2008 has also stressed on the need for a comprehensive institutional framework for R&D and Training as follows:

“To enable the use of state of the art exploration techniques, scientific mining and optimal use of minerals through ore dressing and beneficiation technologies it is necessary not only to promote research and development in minerals but to simultaneously establish appropriate educational and training facilities for human resources development to meet the manpower requirements of the mineral industry. The matters will receive prime importance and a comprehensive institutional framework for Research and Development, and Training will be developed”-(Para 2.7 of NMP 2008).

4. Presently the training needs of GSI, and other Institutions to some extent, are met by the Geological Survey of India Training Institute (GSITI) established in 1976. GSITI has its main training centre at Hyderabad with specialized divisions such as Photo Geology and Remote Sensing (PGRS), Geophysics, and the Centre for Geo-Information Management Training (CGMT). The Institute has six Field Training Centres, which are specialized in respect of the local geology. These Centres are operationalised only for the purpose of induction training of GSI's newly recruited geologists. There is a Training Advisory Committee headed by Director General, Geological Survey of India to coordinate training service planning.

5. The High Powered Committee had observed that the present structure of the Training Institute, while coping with the main task of providing high quality training to a limited number (about 50 in a year) and specialized training in a few disciplines for about 20-25 trainees at a time is clearly inadequate in view of the low capacity availability.

6. The HPC has recommended that training infrastructure needs a radical overhaul to meet the requirements arising out of the programmatic recommendations in its Report; and in particular:

- The Training infrastructure must be capable of imparting 9-12 months induction training for up to 300 new Geoscientists every year.
- The training infrastructure must also be capable of providing refresher or capsule courses for in-service geoscientists of GSI and State.
- There must be capacity available for high-end, cutting-edge knowledge delivery particularly for GSI and other Central Institutions.
- There must also be a capability for functioning as an internationally reputed training facility for private sector and geoscientists of other countries.

7. The HPC has recommended that the training must be taken up in Mission mode. GSITI at Hyderabad would house the Training Mission and would be responsible for over all Training Policy and coordination and programme goals. The GSITI may also be developed into a Centre of Excellence for providing high quality cutting-edge training/knowledge delivery, with state-of-the-art facilities. GSITI shall aspire to become a degree awarding institute by entering into suitable arrangement with universities at Hyderabad etc and accordingly develop a policy, and the Regional Institutes needs to develop the corresponding capability, of providing suitable training programmes on specific issues for M. Sc. and Ph. D. students. These would be supplemented by training programmes for specific field activities such as sample collection and ground-truthing and students opting for such training could then be deployed in groundwork for National Geochemical Mapping, Geomorphological Mapping or Hyperspectral Mapping fieldwork along with a Geoscientist. HPC has also made following recommendations:

- Regional Institutes be created at each Region for induction and in-service training of GSI and State DGMs. The Director (Training) located in the Regions but reporting to GSITI be declared head of the Regional Institute and conferred appropriate administrative and financial powers.
- The Regional Institutes would be part of the Regional Office premises and would function under the day-to-day control of the Regional HOD. The Director (Training) would be part of the Regional Office, but under functional change of GSITI for operationalising GSITI programmes in the Regional Institute.
- The Field Training Centres would function under the Regional Institute rather than GSITI in order to have better management control. Just as each FTC has a specialized function (dependent on the Regional geology) each Regional Training Institute must develop a range of specializations, based on its regional presence, and backed by well-equipped laboratories and specialized Geoscientists of the Region.

- The Training Advisory Committee headed by the Director General, GSI may from time to time recommend creation of additional Field Training Centres for specific subjects.
- The GSITI would conduct the Induction Course for GSI Geoscientists, International Courses, and Training of Trainers Courses for Regional Institutes and State Training Institutions and specialized courses, drawing on Regional Institute resources to the extent of the Regional specialization mentioned above.
- The Regional Institutes would conduct short-term courses (generally one week or less) for Regional GSI geoscientists, State Government geoscientists and courses on the regional specialization.
- The Annual Training Calendar for the Training Mission would be finalized by GSITI in its Training Advisory Committee for both its own programmes and Regional programmes factoring in State DGM requirements also, and placed in the CGPB for final approval.
- The Regional Institute Calendar will be prepared on the basis of SGPB inputs, regarding having needs of State geoscientists. Regional training need assessments and GSITI general directions. Each Regional Institute should run at least one course a year specially catering to State Government geoscientists of the Region, and courses on its regional specialization should be open to State Geoscientists so that they too can develop parallel capabilities to some extent, particularly on region specific issues.
- Each Regional Institute needs to develop linkages with Central and State Geoscientific Institutions and Universities located within the Region or having specialization related to the Region and offer training services tailored to their requirements. Similarly, the Regional Institute should endeavour to develop resource persons in such institutions to help run its training programmes. The Institutions who are part of CGPB and its Committees are the obvious first candidates in this respect.
- Regional Institutes may also provide training to technicians and geoscientists handling or utilizing technical and laboratory equipment, particularly newly acquired sophisticated equipment.

8. The HPC has also recommended that the 'Training Advisory Committee' presently headed by the Director General and comprising the heads of Regions and Wings needs to be energized in order to develop, implement and monitor the new approach to training services recommended by the Committee. In view of the fact that the training activity is being vastly expanded to cover all stakeholder organizations, the Committee recommends that in addition to the Training Advisory Committee, there should be a Training Policy Coordination Committee (TPCC) chaired by Secretary, Mines and the TPCC should be responsible for the overall policy and annual strategy.

9. The Government after careful consideration has accepted the recommendations of the High Powered Committee and hereby resolves that existing GSITI at Hyderabad shall house the Training Mission and the existing Field Training Centres (FTC) shall be attached with the Regions under whose jurisdiction they are

situated. The present Group C&D incumbents in the FTCs and the GSITI shall continue to be part of the existing centralized cadre for purposes of seniority and promotion for such period as may be necessary and GSITI shall be the cadre controlling authority for the purpose. All posts for the FTCs will be budgeted with the Regional Office to which they are attached, and the Regional Office shall be responsible for all operational and administrative matters relating to the FTCs.

10. The Government also hereby constitutes a Training Policy Coordination Committee (TPCC) as follows:-

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| ▪ Secretary, Mines, Government of India | Chairman |
| ▪ Additional Secretary/Joint Secretary, Mines | Member |
| ▪ JS&FA, Mines | Member |
| ▪ Director General, GSI | Member |
| ▪ Addl. DG,GSI [#] [Support System-III](Science Policy) | Member |
| ▪ DDG, GSITI | Member Secretary |
| ▪ Representatives of Dept. of S&T * | Member |
| ▪ Ministry of Earth Science * | Member |
| ▪ Representative of Ministry of HRD* | Member |
| ▪ Representative of Ministry of DoPT* | Member |
| ▪ Representative from AICTE* | Member |
| ▪ Secretary, Mining & Geology of two State Governments (to be nominated each year). | |

* Not below the status of Joint Secretary

Designated as Training Manager

11. The TPCC may meet once a year to review training activities of Training Mission, approve policy and strategy initiatives. The TPCC shall generally work within the following framework:-

- The basic approach must be 'training for all'.
- There must be a training needs assessment and training requirements should be set out on that basis, covering short term and long-term in-house training as well as outsourced (i.e. outside GSITI) training.
- Training must cover both the geoscientific disciplines and administration/management areas, with weightage based on the target group.
- There must be a concept of periodical in-service training at various hierarchical levels in order to equip individuals to shoulder the expected higher responsibilities.
- The Training Mission may identify institution such as ASCI and IIMs and enter into long term MoUs for paid training programmes for its Middle and higher Managements.

- Induction Training for new inductees during probation period must be followed by a Departmental Examination, clearance of which must be a prerequisite for successful completion of probation.
- Support stream staff must be trained in the office practices and procedures relevant to their stream.
- A special annual course on Budgeting, financial procedures, administrative procedures and personnel management must be organized at GSITI for Director Level officers and only those Directors completing the course must be posted at Directors/DDGs in-charge of Finance/Administration at State Units and Regions.
- Capsule courses must be conducted at Regional Institute for Group C and Group D staff, both technical and non-technical.
- GSITI must systematically develop course material, printed as well as audio-visuals for itself and Regional Institutes. These could either be based on faculty contributions (suitably remunerated) or outsourced to academic institution.

12. The Training Advisory Committee under the Chairmanship of DG, GSI shall prepare and place before the TPCC a long-term perspective plan, keeping in view the following recommendations of the High Powered Committee:-

- GSITI should consist largely of in-service Geoscientists from GSI having training aptitude.
- GSITI must have some posts to enable geoscientists from Central Institutions and academia to join GSI on deputation.
- GSITI must have a very liberal policy for inviting guest faculty by providing adequate facilities including airfare, a substantial honorarium, comfortable stay facilities, etc. GSITI may create a data bank of guest faculty which it may share with sister organizations as this would further increase the pool of resources.
- GSITI must be proactive in developing its internal training resources. Accordingly, GSITI must ensure that at the Regional Institute Level, there is a fair mix of guest faculty and Regional in-house resources.
- Regional Institutes would have minimal core faculty in any case, and through a system of performance appraisal, the Regional Institutes must grade local guest faculty as well as GSI resource persons and identify their resource areas. Retired GSI Geoscientists must be identified on a systematic basis and those with capability must be motivated to contribute to the continued growth of their parent Institution.
- GSITI must develop a policy for foreign exposure of its Geoscientists. It should be the endeavour of GSI to send at least 30% of its officers at JTS/STS Level for a two to four week training oriented program abroad. The officers must be selected on the basis of their performance and aptitude and GSI may enter into long-term arrangements with premier institutions for the purpose.

- It is not necessary that exposure to the wider international canvas be facilitated only by visits abroad. GSITI must enter into bilateral arrangements with its counterparts in other geoscientific nations so that there is a continuous 'visit & train' programme aimed at those geoscientists who may not be able to be deputed abroad for training. In such programmes, State Governments too must be encouraged to participate.
- Training, capacity building and knowledge sharing is part of the core activity of GSI. These must be fully funded by the Government.
- GSITI to develop course content for Diploma and Post Graduate degree level and to continuously update course content in line with the requirements and facilities set out by AICTE/UGC.

Sd/-
(S. Vijay Kumar)
Additional Secretary

ORDER

Ordered that a copy of the Resolution be communicated to all concerned.
Ordered also that the Resolution be published in the Gazette of India for general information.

Sd/-
(S. Vijay Kumar)
Additional Secretary

To
Manager,
Government of India Press,
Mayapuri,
New Delhi.