

Human Resources in Government

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Winner of Anti Human Trafficking Hero Of the World 2010 by US State dept

Leadership trainer from UK, Germany, Vienna, Amsterdam

Revised AP. Police manual in 2017 , Narcotics Control Bureau Manual 2019



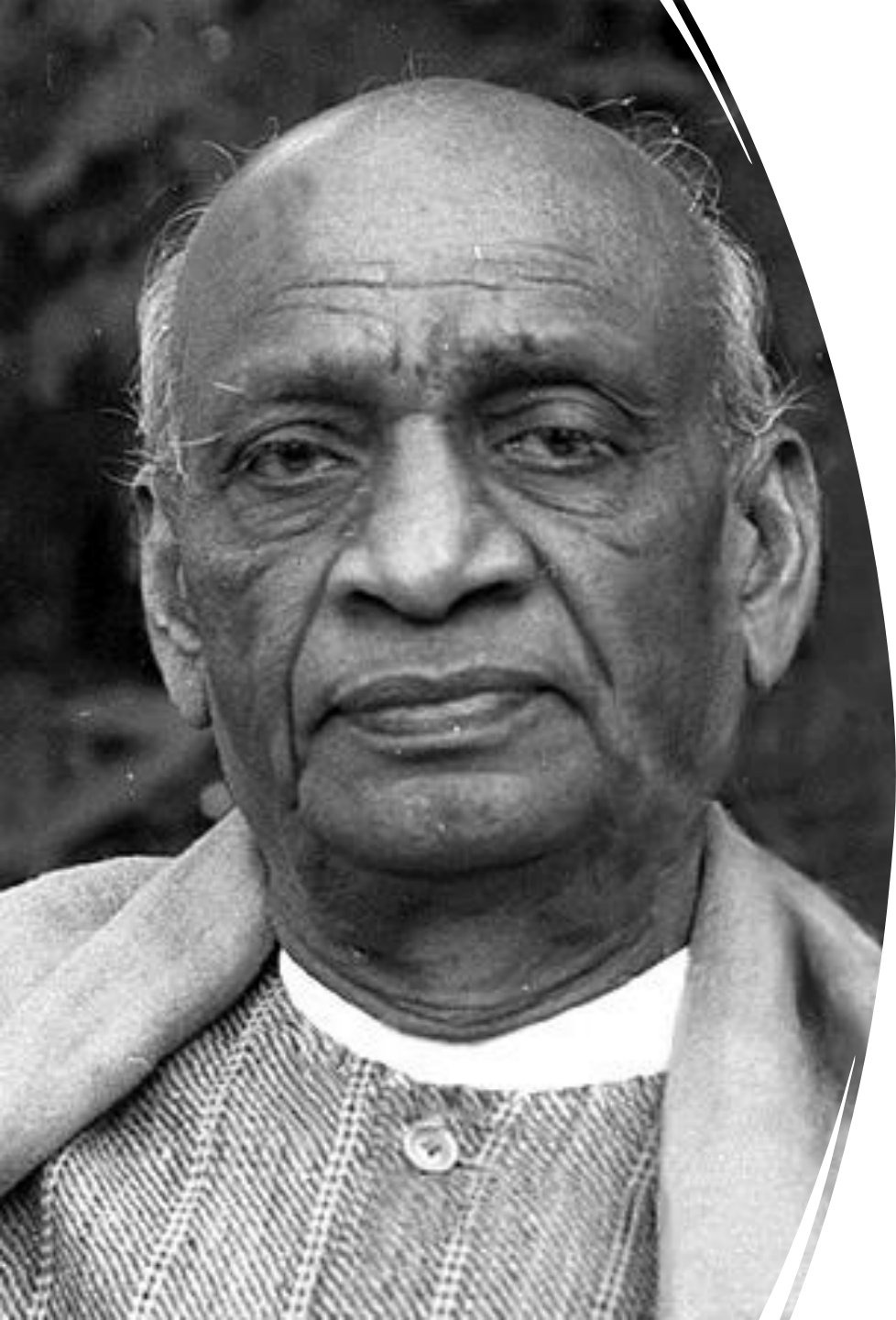
Leaders who have inspired me in my journey and my key take aways from them

- "Arise! Awake! And stop not until the goal is reached.
- "Talk to yourself once in a day, otherwise you may miss meeting an intelligent person in this world."
- you are the creator of your own destiny
- "When an idea exclusively occupies the mind, it is transformed into an actual physical or mental state."
- "Never think there is anything impossible for the soul.
- They alone live, who live for others."
- "In a conflict between the heart and the brain, follow your heart. "
- "The greatest sin is to think yourself weak"



Leaders who have inspired me in my journey and my key take aways from them

- 8 hours hard work
- 8 hours good sleep
- 8 hours should be spent on 3Fs, 3Hs, 3 Ss
- 3Fs: family, friends, & faith
- 3Hs: health, hygiene, & hobby
- 3Ss: Soul, service, & smile



Leaders who have inspired me in my journey and my key take aways from them

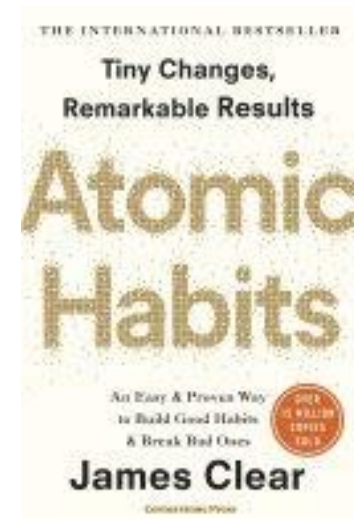
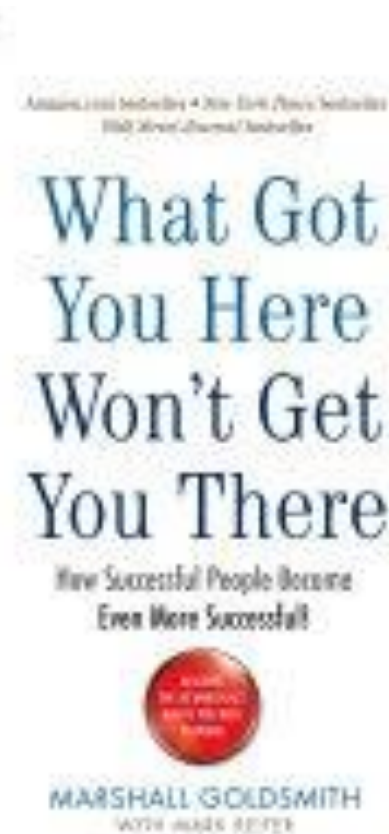
- Thinker to talker
- Talker to doer
- Doer to performer
- Performer to achiever
- Achiever to reformer
- Reformer to a trend setter
- Trend setter to a role model
- Role model to a nation builder.
-
- Asato ma sadgamaya (**from ignorance, lead me to truth**)
Tamaso ma jyotirgamaya (**from darkness, lead me to light**)
Mrtyorma amrtam gamaya (**from death, lead me to
immortality**)
- Om shanti shanti shanti (Om peace peace peace)



Effective Leader requires the Leader to *demonstrate Situational Awareness*, ensure Team is capable, *has clarity on goals with resources to deliver augmented with timely reviews* with *appropriate feedback and recognition fostering Trust*.

My Takeaways on Leadership

- What got you here may or may not help you succeed in future.
- **Invest in yourself – Embrace growth mindset**
 - Mental, Physical, Spiritual and Financial Health
 - **We must face our own emotions and anxieties – key to career longevity**
- **Control the Controllable**
- **Have a Mentor / Guru – Every Arjuna needs a Krishna to Succeed!**
- **Small Wins consistently deliver compounding results in long term**



Before you wish to succeed as a Leader, Focus on Self, Self-motivation & self-renewal / key to self-improvement

Invest in yourself – Embrace growth mindset

Mental, Physical, Spiritual and Financial Health



Physical (exercise, Nutrition, Rest, Stress Management)



Social / emotional (self awareness, self understanding, social awareness & relationship management)



Mental (Reading, writing, learning& study)



Spiritual (service, value , inspirational)



policy of Public Service Delivery



Small wins theory.. Tiny habits bring remarkable results



Look into the mirror.. ask who you are ? Who am I ? What should I give back to the society ..

Definition of Govt & Governance

- In the Indian Constitution, the government is responsible for administering and enforcing laws. The government is one part of the state, which is a political institution that represents a sovereign people.
- **Executive:** Led by the elected prime minister, who is responsible for running the Union government
- **Legislature:** The bicameral parliament, with the Lok Sabha as the lower house and the Rajya Sabha as the upper house
- **Judiciary:** The supreme court, which has vested powers

GOVERNANCE

- The Indian Constitution guarantees universal adult suffrage for all citizens. This means that citizens have a direct role in electing their representatives, and every citizen can contest in elections, regardless of their social background.
- Governance is the exercise of power to manage a country's economic and social resources for development and growth.
- Governance refers to government in action. It includes the exercise of economic, political and administrative authority to manage a country's affairs at all levels. Governance is carried out through various interconnected but independent institutions.
- It involves the exercise of political, economic, and administrative authority by various institutions and actors.
- Rule of Law, Inclusive Justice, equitable, public trust doctrine, ensuring life, liberty, equality & dignity of the people

Human resources (HR) in the government

- Human resources (HR) in the government sector manages the workforce to ensure that organizations are skilled, engaged, and compliant with regulations
- **Recruitment and retention:** Finding and retaining qualified employees
- **Training and development:** Providing technical and behavioral training to employees
- **Performance management:** Reviewing employee performance to identify areas for improvement
- **Compensation:** Determining salary structures and employee benefits
- **Diversity and inclusion:** Managing efforts to promote diversity and inclusion in the workplace
- **Social changes:** Managing social changes, such as the shift to remote work
- **Compliance:** Ensuring that the organization complies with relevant regulations

The impediments

- **Bureaucracy and Complex Processes:** Government organizations often have complex bureaucratic structures and processes that can slow down decision-making, hinder agility, and impede HR initiatives
- **Talent Attraction and Retention:** Government organizations compete with the private sector for top talent, and attracting and retaining skilled professionals can be challenging. Factors such as lower salary scales and limited opportunities for advancement can make it difficult to attract and retain high-performing employees.
- **Slow promotional avenues :** in many cadres, except in All India Services, the promotional avenues are tardy.. De motivating factor
- **Public Trust:** There is a severe Trust Deficit ..

How Budget plays a role in Governance

- **Limited Budgets and Resources:** Government entities often operate within budget constraints, which can impact HR initiatives. Often the Education Sector & Health Sector, women & child welfare sector are neglected due to **Freebies (Election Promises)**
- Tax payer money is used make people lazy- due to freebies.
- Productivity has come down & peoples drive to earn money by working is dwindling.
- Limited financial resources may limit the ability to offer competitive compensation packages, provide comprehensive training and development programs, or invest in HR technology solutions.

The Executive arm of Government

- All the Govt depts like: revenue, police, prosecution, women & child, health & family planning, housing, irrigation, industry, forest & environment, Drinking water supply, city planning , pollution control, transport etc
- Public service commission recruitment with retirement benefits & pension etc
- Protection to the Govt employees,: due process to remove Govt employees like Administrative Tribunals, High Courts , Supreme court
- e-governance applications to reduce corruption,
- merit based promotions etc

E-governance applications to reduce corruption

- The Telangana Mee Seva portal offers over 150 government services. These services are available through the app, at service centers, or online. Some of the services offered by Mee Seva include:
 - Mutation and E Pattadar Passbook
 - Current Adangal / Pahani
 - ROR – 1B Residence Certificate – Passport
 - Residence Certificate – General
 - Birth Certificate Consultants
 - Online Bill Payment Services
 - Electricity Bill Payment Services
 - E Seva Bill Payment Services
 - Birth Certificate Application Agents
 - Phone Bill Payment Services etc , etc

Some more mee-seva services

- **Online services:** E-filing, e-forms, and e-payments
- **G2C and B2C services:** Registration of births or deaths, issuance of certificates, and more
- **Transport department services:** Change of address, transfer of ownership, and more
- **Permits or licenses:** Renewal of drug licenses and issue or renewal of trade licenses
- **Ration card services:** Apply for a new gas connection, change the head of the family member, and more

Mee seva in AP..A pioneer

- As of March 2024, the MeeSeva service in Andhra Pradesh offers more than 329 services from 36 departments.
- These services are available through over 7,000 MeeSeva kiosk centers in Andhra Pradesh and Telangana.
- MeeSeva uses the State Service Delivery Gateway (SSDG) to integrate information from different government departments.
- SSDG acts as a messaging switch to allow for the exchange of data across platforms.

Budget preparation

- The budget preparation process for states in India involves:
- **Estimating receipts and expenditures:** The state government prepares estimates for the upcoming financial year.
- **Appropriation Bill:** The state government presents the Appropriation Bill to the legislature for voting. This bill gives the state government the legal authority to spend money from the state's consolidated fund.
- **Supplementary Grants:** If the state government needs to spend more than the annual budget, it can present a proposal for extra spending to the state assembly. These proposals are called Supplementary Grants.
- A state can present up to three Supplementary Grants in a financial year.

Budget related terminology

- **Capital receipt**
- Loans raised by the government from the market, such as loans from the Reserve Bank, Treasury Bills, and foreign governments.
- **Consolidated fund**
- A pool of all the government's funds, including revenues, loans, and loan recoveries. All government expenditures come from the consolidated fund, and Parliament's authorization is required to withdraw any amount from it.
- **Direct taxes**
- Taxes levied directly on individuals and corporations, such as income tax and corporate tax.
- **Indirect taxes**
- Taxes levied on goods and services -GST, such as customs duty, excise, and value-added tax.
- **Appropriation bill**
- A proposed law that gives the government the legal authority to withdraw money from government accounts for expenditure. It is also known as a supply bill or spending bill.

FISCAL DEFICIT

- A fiscal deficit is the difference between a government's total revenue and its total expenditure
- A fiscal deficit indicates the amount of borrowing the government needs to make up the shortfall in its income. A high fiscal deficit means the government is spending more than it has.
- A government's total revenue comes from taxes and non-tax sources. Tax revenue includes income tax, corporate tax, Goods and Services Tax (GST), and other indirect taxes. Non-tax revenue includes interest receipts, dividends from public sector enterprises, and earnings from services provided by the government.
- A government's total expenditure includes capital expenditure, interest payments, and revenue payments.
- Managing a fiscal deficit is important for a country's economic stability and growth.

The Legislature

- MsLA,
MsLC,
- MPs
- Ministers
- Chief minister
- Union ministers
- Prime ministers

Judiciary

- Munsif magistrate
- Asst Sessions Judge (cases which are punishable upto 10 yrs & below)
- Additional sessions judge (cases which are punishable with death or imprisonment for life)
- Dist & Sessions judge (both civil & criminal cases)
- High Court (constitutional court having original jurisdiction under Article 226 of the constitution)
- Supreme court (..do.. under Article 32)
- All death sentences have to be approved by the Supreme Court

The Visual & Print media .. The 4th estate

- The term Fourth Estate or fourth power refers to the press and news media in their explicit capacity, beyond the reporting of news, of wielding influence in politics.
- The derivation of the term arises from the traditional European concept of the three estates of the realm: **the clergy, the nobility, and the commoners.**

Your role ?

- Be a whistle blower
- Write articles on governance
- Pass on information about wrong deeds of the dept
- Use toll free help lines like 100 Police, 182 One stop crisis centre manned by women & child welfare dept regd Anganwadi issues, trafficking of Persons , other child related issues, 1930 for cyber crime
- Be an activist .. When you cast your vote pl be cautious/ selective.. One vote can matter
- Country is supreme,, democracy is the ultimate