

Personal Development

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Session Plan

- In-service training
- Cultivating Interests
- Work-Life Balance
- Ethical Conduct

In-service Training

- Domestic and Foreign by DoPT
- Domestic
 - Once every two years for one week
 - Check DoPT site
 - Explore weak and new areas
- Foreign
 - Long-term (45/ 50 years)
 - Short-term (once every five years)
 - Notice in September/ October every year

Cultivating Interests

- Important to weather the high and lows of service life
- Also provide anchor post-retirement
- Contribution to society

Work-Life Balance

- Critical for health and fulfilling life

Defining Ethics

- “Ethics” or “moral philosophy” – branch of philosophy concerned with questions about what makes life worth living or not worth living, what are our obligations to ourselves and to other people, what is just and unjust in human actions and institutions.
- Traditionally, an attempt to develop theories of **right** and **wrong**, **good** and **bad** in human actions and human life.

Dimensions of Ethics

For Government Servants, Ethics encompasses:

- Issues related to integrity and compliance
- Issues related to observance of political neutrality, anonymity and objectivity
- Issues related to empathy for fellow beings
- Issues related to being both a good team-player and a good leader

Ethical Dilemmas

- Each person is confronted with dilemmas
- Whether to resolve, and how to resolve is always the challenge
- To be conscious of these dilemmas and to make choices consciously important

Case 1

- Sh. JFK is the Secretary of Housing & Urban Development Department of the State where DLF has business interests.
- He, like most Indians, is also an avid cricket fan. Meanwhile, DLF happens to be one of the sponsors of the ongoing IPL.
- DLF sends a request to Sh. JFK to become a member of the presentation party for the prize ceremony in a match in the state capital. Should Sh. JFK accept?

Case 2

Sh. ABC is a senior IAS officer whose wife is a Lecturer in a Government college. Owing to the officer's posting in GOI in Delhi, she has sought deputation to an institution in Delhi from her parent cadre in the State. However, she has been away for 10 years now which is far in excess of the 5 years limit (for inter-cadre deputation) allowed under State rules. Given her husband's influence, the State Government had granted a one-time relaxation without treating it as a precedent and *inter alia* ordered that no further extension would be granted hereafter and in the event of non-reporting the Lecturer would be liable for disciplinary action, including dismissal. The period having elapsed, the lady and her husband are again seeking a second extension for 3 years as the husband is due to retire in 3 years time from Delhi. The Director of Higher Education, Sh. XYZ is a principled officer who is around 20 years junior to the Lecturer's husband. He records on file that the extension sought will be violative of Rules as also the undertaking given last time, and submits the file for orders to the Secretary of the Department. Meanwhile, Sh. ABC learns from the Secretary that an adverse noting has come in the instant case. He requests the Secretary to mark the file back to Sh. XYZ seeking some additional information. The same evening Sh. ABC goes to the house of Sh. XYZ with a small gift hamper (which contains an expensive liquor bottle) and requests him to reconsider the matter more sympathetically. If you were XYZ, how would you deal with it?

Case 3

Civil servants in a particular State have floated a cooperative housing society outside the city limits which has members drawn from various services. There is an old but existing order of the State Cooperative Department which states that land purchased for establishing rural cooperative housing societies for the homeless is exempt from payment of Stamp Duty. The order, however, fails to define the 'homeless' and in the past many cooperative housing societies have obtained exemption from payment of Stamp Duty citing its provisions. Around 5 years back, State judicial officers (some of whom are now judges of the High Court) also did not pay Stamp Duty for a similarly placed housing society. The civil servants also want exemption from Stamp Duty, using the precedent of the judicial officers, as the financial burden is likely to be around Rs. 5 -7 lakhs per person. They make an application to the Collector (who is also a member) to seek exemption. If you were the Collector of the district what would you do?

Case 4

- IAS officers of a particular batch are organizing their silver jubilee reunion at place X. They have hired accommodation at a local hotel which is being paid for by them individually.
- One of the country's leading PSUs is also located at X whose Chief Vigilance Officer happens to belong to the batch celebrating its reunion. Upon being requested by his colleagues, he asks the PSU to host a dinner for the officers who are visiting place X in their private capacity.
- What ethical issues emerge in the present case?

Case 5

Sh. OBM is an honest Principal Secretary in a state which has significant business activity. He has recently constructed a private house (financed through savings and loan) in city A where large numbers of MNCs are in the process of establishing operations. Expectedly, they have to seek clearances from the local Corporation. The Principal Secretary asks the local Commissioner to have his house hired as a Guest House by some MNC at a rental of over Rs. 50,000/- p.m. which normally pay higher than the prevailing rentals for such residential accommodation which are around Rs. 25-30,000/-. The Commissioner is able to persuade one MNC to lease the said property for use as company Guest House for Rs. 60,000/- p.m. Do any ethical issues arise in the instant case?

Case 6

A Golf Club opens on the outskirts of a city (say Dehradun) which has both civilian and Army presence. The change of land use (CLU) from agricultural to industrial/ sports is a trifle controversial but given the clout of the promoter, operations commence with full fanfare. A gala opening is organized which is graced by leading political figures of the state, bureaucrats and defence officers. The promoter offers complimentary memberships to local civilian and Army officers like Divisional Commissioner, IG, Collector, SSP, Chief Conservator and Station Commander. The Chief Secretary, DGP, PCCF & Corps Commander (of the local Corps) among others, have already accepted complimentary membership. Do any issues arise in the present case?

Case 7

- You are the Collector of a district where a leading MNC has major industrial operations. The daughter of your senior colleague and mentor has applied to M/s X for a job.
- Your colleague asks you to request the CEO of the company (with whom you have some professional dealings) to favourably consider his daughter. What would you do?

Thank You
&
Good Luck!