

Interactive Session with Officer Trainees at Dr MCR HRD Institute, Hyderabad 24 November, 2015



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Talking Point-1

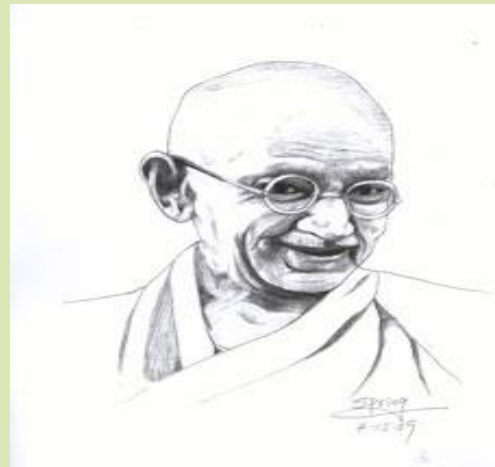
Chronological history of Civil Service

- Upto 70s, option - either civil service or going abroad
- Entry of Engineers subsequently
- Early 80s, entry of Doctors and a paper on medical science in 89.
- 1990s, entry of multinationals: decline in civil service
 - (a) MNCs much better pay masters;
 - (b) recruitment in civil service curtailed;
- Volte Face 2008:
 - Bulk recruitment to civil service
 - Economic Recession
 - Working in MNCs led to :
 - a) over worked and fatigue;
 - b) limited exposure : promoting particular product

Goal of a Civil Service Officer

- What is your vision?
- What is your mission?
- Whom are you working for?
 - Career prospects
 - Bosses
 - Family aspirations
 - Citizen





“Recall the face of the poorest and the weakest man whom you may have seen, and ask yourself, if the step you contemplate is going to be of any use to him. Will he gain anything by it? Will it restore him to a control over his own life and destiny? And you will find answers to your doubts.”

Citizen Centric Governance(CCG): Trust Deficit

- From colonial era to citizen-centric Governance
- Abolition of Affidavits and promotion of self certification: done in most of the Ministries and States.
- Poor citizen spends about Rs. 400 and 1 or 2 days for Affidavit
- Implementation at the sub-division/block/village level
- You will do it

CCG : SC/ST certificates - A new initiative

- SC/ST & Domicile certificates be made in Class VIII.
- Applications in July: submitted to Authorities.
- By Dec., certificates be given in cellophane cover.
- Avoid asking income : link it to other tangibles
- Enrolment will increase : Rush will decrease in July

CCG : Police Verification

- Delay in police verification causes harassment.
- Allow initial joining without police verification.
- Verification can be done by a Deputy Secretary/Gazetted.
- Police verification can be done through police database.
- Any other suggestion.

CCG : Simplification of Forms

- All forms should be downloadable.
- Forms should not be of more than one page.
- After short-listing, further information be taken.
- Unnecessary information be avoided.
- Can be linked to Aadhar.
- Regular Workshops

A Quote by Late Shri APJ Abdul Kalam

“Sapne woh nahin hote jo
neend mein aaye,
Sapne woh hote hain jise
poora kiye bina neend na aaye.

Talking Points -2

- Disconnect from the people/stakeholders
- First place of posting
- Foreign service
- Income Tax/Customs/Audit
- Go back to your stakeholders
- Listen patiently and attentively to people

Talking Points -3

- Relax through development and promotion of your hobby
- FC is to develop your hobby and broaden your outlook
- Learn horse riding; some are averse and some fond of
- Enjoy trekking/rafting
- Learn billiards/bridge
- Others sports like squash
- Enjoy cultural programme and learn dancing
- Pick up oratorical skills
- Continue your reading and writing skills
- Pursue your interests

Talking Points - 4

Civil Services Day

- Institution Building
- Gazetter
- Passing of the rich experience of the seniors to the juniors
- Handing out notes to successor by predecessor

Personality Development

- Your job entails leadership, continue to lead from front
- Take everyone alongwith you
- Learn to work with politicians
- Interact closely with the judiciary
- Look after your health

Humility and Probity

- Every King was once a crying baby and every building was once a Drawing. Most important thing is where shall you be tomorrow. Never be proud of position you hold today. When the game of chess is over – the King and the pawn (soldier) go in the same box.
- Humility pays in the long run.
- Take all calls
- Meet everyone.
- You are the role model : wherever you are.

Ethics in Governance

- Ethics paper in Civil Service : not enough
- Pay is enough for yourself and your family
- Live up to the high expectations of citizens
- An honest man can enjoy his food and sleep
- Ill gotten wealth is ill spent
- Practice absolute honesty and integrity

Your Dream

Every Citizen should work hard, prosper and succeed through innovation and hard work and once successful, every citizen should give back to the society that made him/her what he/she is.

- Chetan Bhagat

Your returns to the Society

- Addressing the issue of death through hunger.

DABBAWALLAS OF MUMBAI



Other returns

- Blood Donation
- Organ Donation
- Sponsor a Child
- Sponsor a park in a village
- Sponsor a school
- In whatever service you are, whether Indian Foreign Service or Income Tax or Customs or any other, you can always take small initiatives

India: Country of the future

- 2011 World Bank Report : India is the third largest economy
- After USA and China, displacing Japan
- Forecast: would be the second largest economy in 2030/2040
- Can India become an economic superpower ?
- Whether India wants to be a superpower - ET (April 2013)
- You have to contribute towards it
- Continue the hard work

Challenges ahead

- Make the best of your situation
- Shortage of staff
- Motivate and obtain the maximum from staff
- Breakthrough the system

You cannot tailor make the situation, but you can tailor make the attitude. Encourage things which are under your control, Rather than to Complain for, which is not under your control.

Way Forward

- Reforms need to continue to emerge as a major economic power.
- The mindset has to change from –
 - how not to do a work
 - to*
 - how to work

Kagaz kale-peelee mat karo – just deliver !!

A Quote by John F. Kennedy

Ask not what your country
can do for you,
Ask what you can do for your
country.

SAARE JAHAN SE ACHHA . . .

IF YOU WANT TO WALK FAST
WALK ALONE

IF YOU WANT TO WALK FAR
WALK TOGETHER

And to think these days
men get away with giving flowers and
chocolates to their wives.

Thank You

A monument of love built by an inconsolable emperor, Shah Jehān, in memory of his wife Mumtaz, the Taj Mahal is perhaps best experienced in moonlight. Arguably the world's most photographed monument, the Taj is one of India's twenty-six World Heritage Sites. Do visit with a loved one.

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