

TAMIL NADU PUBLIC SERVICE COMMISSION

Office Order No. 183, dated 28.04.2021

Sub.: Staff of the Commission's Office – Training Programmes - Regarding.

The following orders are issued with regard to the training to be imparted to the staff of the Commission's office, the infrastructure and human resources required, personnel to be trained and the duration of such training.

A. Objective

The objective of imparting training to the staff of the Commission's office is to have a consistent pool of manpower trained across various subjects, thereby reducing dependency on a cadre / individuals / vendors.

B. Infrastructure

- (1) The Building, Stationery and Furniture Department (BSFD) shall make arrangements towards providing rooms, furniture, stationery, etc., for training.
- (2) The Vehicles and Machineries Department (VMD) shall provide the requisite hardware and software support, besides internet connection, projector and microphone.
- (3) The departments concerned shall prepare / procure training material in the form of books, booklets, DVDs, Power Point presentations, etc.

C. Training Programmes

Training programmes shall, unless otherwise specified, be conducted according to the following daily timetable:

DAILY SCHEDULE – Forenoon Session		
Subject ___	10.30 am to 11.30 am	Training
	11.30 am to 11.45 am	Assessment
	11.45 am to 12.00 pm	Debriefing
Tea Break		
Subject ___	12.15 pm to 01.15 pm	Training
	01.15 pm to 01.30 pm	Assessment
	01.30 pm to 01.45 pm	Debriefing
Lunch Break		

DAILY SCHEDULE – Afternoon Session		
Subject __	02.15 pm to 03.15 pm	Training
	03.15 pm to 03.30 pm	Assessment
	03.30 pm to 03.45 pm	Debriefing
Tea Break		
Subject __	04.00 pm to 05.00 pm	Training
	05.00 pm to 05.15 pm	Assessment
	05.15 pm to 05.30 pm	Debriefing
Conclusion		
Final Assessment: 1 hour, followed by Debriefing: ½ hour		

(1) Commission’s Office Establishment

SCHEDULE OF TRAINING		
DAY 1: Preparation of the Estimate of Vacancies. DAY 2: Regularization of Temporary Panel. DAY 3: Leave Rules. DAY 4: Tamil Nadu Government Servants Conduct Rules, 1973.	10.30 am to 11.30 am	Training
	11.30 am to 11.45 am	Assessment
	11.45 am to 12.00 pm	Debriefing
Tea Break		
DAY 1: Preparation of the Estimate of Vacancies. DAY 2: Regularization of Temporary Panel. DAY 3: Leave Rules. DAY 4: Tamil Nadu Government Servants Conduct Rules, 1973.	12.15 pm to 01.15 pm	Training
	01.15 pm to 01.30 pm	Assessment
	01.30 pm to 01.45 pm	Debriefing
Lunch Break		
DAY 1: Panel Preparation (Inclusion & Deletion). DAY 2: Pension Calculation. DAY 3: Fundamental Rules. DAY 4: General Provident Fund & Special Provident Fund Calculation.	02.15 pm to 03.15 pm	Training
	03.15 pm to 03.30 pm	Assessment
	03.30 pm to 03.45 pm	Debriefing
Tea Break		
DAY 1: Panel Preparation (Inclusion & Deletion). DAY 2: Pension Calculation. DAY 3: Fundamental Rules.	04.00 pm to 05.00 pm	Training
	05.00 pm to 05.15 pm	Assessment
	05.15 pm to 05.30 pm	Debriefing
Conclusion		
DAY 4: 04.00 pm to 05.30 pm - Final Assessment: 1 hour, Debriefing: ½ hour		

All staff of the PD - A, B, C and D sections (except those belonging to the Basic Services) up to the level of Section Officers shall undergo the full course of training once a year. The training shall be imparted by retired staff of the Commission’s office.

(2) Acts, Rules, Office Orders, etc.

SCHEDULE OF TRAINING		
DAY 1: Office Orders. DAY 2: Office Orders. DAY 3: Office Orders. DAY 4: Office Orders.	10.30 am to 11.30 am	Training
	11.30 am to 11.45 am	Assessment
	11.45 am to 12.00 pm	Debriefing
Tea Break		
DAY 1: Office Orders. DAY 2: Office Orders. DAY 3: Office Orders. DAY 4: Tamil Nadu Government Office Manual.	12.15 pm to 01.15 pm	Training
	01.15 pm to 01.30 pm	Assessment
	01.30 pm to 01.45 pm	Debriefing
Lunch Break		
DAY 1: Constitutional provisions relating to Public Service Commissions (Art. 315 to 323 of the Constitution of India). DAY 2: Commission's Rules of Procedure and Subsidiary Rules of Procedure. DAY 3: Tamil Nadu Government Servants (Conditions of Service) Act, 2016. DAY 4: Instructions to Applicants.	02.15 pm to 03.15 pm	Training
	03.15 pm to 03.30 pm	Assessment
	03.30 pm to 03.45 pm	Debriefing
Tea Break		
DAY 1: Tamil Nadu Public Service Commission Regulations, 1954. DAY 2: Tamil Nadu Government Servants (Conditions of Service) Act, 2016. DAY 3: Instructions to Applicants.	04.00 pm to 05.00 pm	Training
	05.00 pm to 05.15 pm	Assessment
	05.15 pm to 05.30 pm	Debriefing
Conclusion		
DAY 4: 04.00 pm to 05.30 pm - Final Assessment: 1 hour, Debriefing: ½ hour		

All staff of the Commission's office (except those belonging to the Basic Services) up to the level of Section Officers shall undergo the full course of training once a year. In respect of Office Orders, a refresher course of one day duration, shall be conducted once every six months. The training shall be imparted by retired staff of the Commission's office.

(3) Integrated Financial and Human Resources Management System (IFHRMS)

SCHEDULE OF TRAINING		
DAY 1: Preparation of Pay Bills DAY 2: Preparation of Retirement Benefit Bills DAY 3: Preparation of GPF, Loans and Advances Bills	10.30 am to 11.30 am	Training
	11.30 am to 12.00 pm	Practical
Tea Break		
DAY 1: Preparation of Pay Bills DAY 2: Preparation of Retirement Benefit Bills DAY 3: Preparation of GPF, Loans and Advances Bills	12.15 pm to 01.15 pm	Training
	01.15 pm to 01.45 pm	Practical
Lunch Break		
DAY 1: Preparation of Non-Salary Bills DAY 2: Preparation of Subsistence Allowance Bills DAY 3: Operation of PD Account	02.15 pm to 03.15 pm	Training
	03.15 pm to 03.45 pm	Practical
Tea Break		
DAY 1: Preparation of Non-Salary Bills DAY 2: Preparation of Subsistence Allowance Bills DAY 3: Operation of PD Account	04.00 pm to 05.00 pm	Training
	05.00 pm to 05.30 pm	Practical
Conclusion		

All staff of the BRD sections and PD - A, B, C and D sections (except those belonging to the Basic Services) up to the level of Section Officers shall undergo the full course of training initially and thereafter, a refresher course of two days duration, once every six months. The training shall be imparted by retired staff of the Treasuries and Accounts Department.

(4) Typewriting, Office Automation and eOffice

SCHEDULE OF TRAINING	
Typewriting: (a) Fingering (b) Word Practice (c) Sentence Practice (d) Mini Paragraph Practice (e) Paragraph Practice (f) Speed Practice	Each of the Subjects from (a) to (f): 1 hour per day / month
Conclusion	
Assessment: On the last day of every month - 1 hour	

SCHEDULE OF TRAINING	
Office Automation	1 hour per day / month
Conclusion	
Assessment: On the last day of every month - 1 hour	

SCHEDULE OF TRAINING	
eOffice	Initial Practical Training of 4 hours

All staff of the Commission's office (except those belonging to the Basic Services) shall undergo the full course of the above trainings. Thereafter, the following shall be conducted once every alternate month:

Subject	Activity	Duration	Personnel
eOffice	Refresher Course	1 hour	All staff
Office Automation	Assessment	1 hour	All staff
Precis Writing	Assessment	1 hour	All staff up to the level of ASO / ASOcP

The training shall be imparted by retired staff of the Commission's office / staff of the Tamil Nadu eGovernance Agency (TNeGA).

(5) Legal

SCHEDULE OF TRAINING	
<p>DAY 1:</p> <p>Introduction – Writ Petition - Affidavit – Gist of the Case – Preparation of Counter Affidavit</p> <p>Writ Appeal – Review Petition – Special Leave Petition, etc.</p> <p>Dealing with the interim orders received from the Court – Hierarchy of Appeals – Filing Procedures</p> <p>Stage-wise Important Judgements of High Court / Supreme Court</p>	<p>Theoretical Training:</p> <p>10.30 am to 12.00 pm & 12.15 pm to 01.45 pm & 02.15 pm to 03.45 pm & 04.00 pm to 05.30 pm</p>
Conclusion	

DAY 2: Subjects covered on Day 1	10.30 am to 11.30 am	Assessment
	11.30 am to 12.00 pm	Debriefing
Tea Break		
Analysis of cases lost by the Commission (this session shall be conducted by one of the Standing Counsel to the Commission)	12.15 pm to 01.45 pm	Discussion
Lunch Break		
Analysis of cases lost by the Commission (this session shall be conducted by one of the Standing Counsel to the Commission)	02.15 pm to 03.45 pm	Discussion
Tea Break		
Court Orders to be hosted in the Commission's website	04.00 pm to 05.30 pm	Discussion
Conclusion		

DAY 3: Case Briefing	10.30 am to 11.30 am	Training
Drafting Counter Affidavit / Appeal Affidavit / Compliance Affidavit, Special Leave Petition	11.30 am to 11.45 am	Assessment
Assessment Outcome	11.45 am to 12.00 pm	Debriefing
Tea Break		
Case Briefing	12.15 pm to 01.15 pm	Training
Drafting Counter Affidavit / Appeal Affidavit / Compliance Affidavit, Special Leave Petition	01.15 pm to 01.30 pm	Assessment
Assessment Outcome	01.30 pm to 01.45 pm	Debriefing
Lunch Break		
Case Briefing	02.15 pm to 03.15 pm	Training
Drafting Counter Affidavit / Appeal Affidavit / Compliance Affidavit, Special Leave Petition	03.15 pm to 03.30 pm	Assessment
Assessment Outcome	03.30 pm to 03.45 pm	Debriefing
Tea Break		
Case Briefing	04.00 pm to 05.00 pm	Training
Drafting Counter Affidavit / Appeal Affidavit / Compliance Affidavit, Special Leave Petition	05.00 pm to 05.15 pm	Assessment
Assessment Outcome	05.15 pm to 05.30 pm	Debriefing
Conclusion		

All staff of the LCD, RND, APD, OTD, QD, ED and PSD sections (except those belonging to the Basic Services) up to the level of Under Secretaries shall undergo the full course of training in the month of May and December. The training shall be imparted by retired staff of the Commission's office / Standing Counsel for the Commission.

(6) Hardware and Networking

SCHEDULE OF TRAINING		
DAY 1: Assembling and Disassembling of Desktop Computer, Server and Installation of OS and other software.		
DAY 2: Installation and Trouble Shooting of Biometric security device, Web Camera, CCTV Camera, CD-DVD Burning Software, Printer, Scanner and Xerox Machine.		
DAY 3: Cloud Server Installation and Maintenance.		
DAY 4: Trouble Shooting of Laptop, Tablet and all Network trouble shooting commands.		
DAY 5: To install all types of Connectors and Converters.		
DAY 6: Installation of DBMS:SQL Server.		
DAY 7: Installation of Onboard & PCI Device Driver and Dual Operating System like Windows XP and Windows 7&10.		
DAY 8: To Run all Document Commands.	10.30 am to 11.30 am	} Training
DAY 9: Basics of Networking and OSI Layer.	&	
DAY 10: Installing and Configuring Windows 2003 & 2008, Peer to Peer & Server, Active directory Services, DNS & DHCP Services, FTP & HTTP Services, Wire Network, Wireless Network and different antivirus & admin console.	11.45 pm to 12.45 pm	
DAY 11: Cable crimping using different colour codes (Straight & Cross).	12.45 pm to 01.45 pm	Troubleshooting
DAY 12: Configuring of Firewall, Cloud Server, Manageable Network Switch, Local Security Policies & Domain security policies, Gateway Service for Internet Connectivity, ADSL +2 Router for BSNL Internet Connectivity and Wireless Access Point.		
DAY 13: Backup and restoration for ADS, DHCP and user data.		
DAY 14: FAT and NFS sharing permission.		
DAY 15: Installing printer in windows XP,7, Windows 2003 & 2008 Server.		
DAY 16: Installation of Ad-hoc Wireless Network. Remote Desktop, Remote Assistance, Telnet, Hyper Terminal, Team Viewer and Password recovery.		

Staff in the cadre of Assistant Section Officers, Assistant Section Officers-cum-Programmers, Assistants and Typists possessing Masters Degree in Computer Application or Masters Degree in Science (Information Technology / Computer Science) or Bachelors / Masters Degree in Engineering in Computer Science / Information Technology / Electronics and Communication / Electrical and Electronics, etc., shall undergo the full course of training, once a year as mentioned in Office Order No. 160, dated 12.01.2021. The training shall be imparted by the vendor identified through a tender process.

(7) Right to Information

SCHEDULE OF TRAINING		
DAY 1: An introduction to Right to Information Act, 2005 DAY 2: Functioning of RID section in the Commission's office	10.30 am to 12.00 pm	Training
Tea Break		
DAY 1: Duties and Responsibilities of PIOs DAY 2: Frequently Asked Questions	12.15 pm to 01.45 pm	Training
Lunch Break		
DAY 1: RTI Application process under Sections 6,7,8 & 9 of RTI Act, 2005 DAY 2: Dos and Don'ts under RTI Act, 2005	02.15 pm to 03.45 pm	Training
Tea Break		
DAY 1: Information exempted from disclosure under RTI Act, 2005 DAY 2: Important Clarifications	04.00 pm to 05.30 pm	Training
DAY 3: TNPSC related Case Studies	10.30 am to 12.00 pm	Discussion
Model Test based on Case Studies	12.15 pm to 01.15 pm	Assessment
	01.15 pm to 01.45 pm	Debriefing

All staff of the Commission's office (except those belonging to the Basic Services) up to the level of Under Secretaries shall undergo the full course of training once every year. The training shall be imparted by retired staff of the Commission's office / staff of the Anna Institute of Management, Chennai.

(8) Software

The key application software used by the Commission are as follows:

- (1) Activity Mapping Automation Software
- (2) Man Management Software
- (3) Certificate Verification Software
- (4) Notification Software
- (5) Website Maintenance Software
- (6) Counselling Software
- (7) Legal Management System Software
- (8) Visitors Data Management Software
- (9) Call Centre Software, etc.

These software applications have been developed either internally or with the help of vendors and are under an Annual Maintenance Contract. The respective vendors shall be asked to impart training to the staff (possessing qualification as stated at C(6) above and currently engaged in related work) nominated by the Secretary / Controller of Examinations. The training fee shall be decided on a case-to-case and year-on-year basis by the Secretary / Controller of Examinations and shall be approved by the Chairman. The training programme in respect of Activity Mapping Automation Software has been stated below.

Note:

In order to minimize vendor dependency, an Annual Maintenance Contract shall be made with the original developer and developing of similar software applications, meeting the same requirement by another vendor and distributing the workload across various recruitments to different application software shall be undertaken.

(9) Activity Mapping Automation Software

Sl. No.	Course Content	Duration of Training
1.	Recruitment-wise Process Flow	1 day
2	Critical Data Inputs	1 day
3	Deputation Analysis	1 day

Until June 2021, all staff of the Controller of Examinations' Wing, along with staff of the Oral Test Department and Post Selection Department at the level of Under Secretaries and Section Officers shall undergo the full course of training upon receiving intimation from the Rules and Notification Department (RND) regarding submission of draft notification to the Notification Sub-Committee. Thereafter, training shall be imparted in the month of August, October and December, until the end of 2021. From 2022 onwards, this training shall be imparted every six months. The training shall be imparted by staff of the Commission's office / vendor.

(10) Disciplinary Cases

SCHEDULE OF TRAINING		
DAY 1: An introduction about Disciplinary Cases; Tamil Nadu Civil Services (Discipline and Appeal) Rules, 1955 – Cases DAY 2: Implementable / Unimplementable Punishments; Government Order and Disciplinary Case Updation (Fixation of TNPR Rule 39)	10.30 am to 11.30 am	Training
	11.30 am to 11.45 am	Assessment
	11.45 am to 12.00 pm	Debriefing
Tea Break		
DAY 1: Tamil Nadu Civil Services (Tribunal for Disciplinary Proceedings) Rules, 1955 – Cases; Directorate of Vigilance and Anti-Corruption – Cases DAY 2: Recovery Amount – Clarification	12.15 pm to 01.15 pm	Training
	01.15 pm to 01.30 pm	Assessment
	01.30 pm to 01.45 pm	Debriefing
Lunch Break		
DAY 1: Tamil Nadu Pension Rules, 1973 – Cases; Duties / Procedures of the DCD	02.15 pm to 03.15 pm	Training
	03.15 pm to 03.30 pm	Assessment
	03.30 pm to 03.45 pm	Debriefing
Tea Break		
DAY 1: Disciplinary Cases related RTI – Clarification; Constitution Articles related to Disciplinary Cases	04.00 pm to 05.00 pm	Training
	05.00 pm to 05.15 pm	Assessment
	05.15 pm to 05.30 pm	Debriefing
Conclusion		
DAY 2: 02.15 pm to 03.45 pm - Assessment: 1 hour, Debriefing: ½ hour		

All staff of the DCD and PD – A, B, C and D sections (except those belonging to the Basic Services) up to the level of Under Secretaries shall undergo the full course of training, once every six months. The training shall be imparted by staff / retired staff of the Commission's office / staff of the Anna Institute of Management, Chennai.

(11) Certificate Verification

Table I

SCHEDULE OF TRAINING		
DAY 1: Framing of Recruitment Specific Guidelines	10.30 am to 11.45 am	Training
	DAY 2: Application Scrutiny-cum-Certificate Verification Office Order and Instructions to Applicants	11.45 am to 12.00 pm Debriefing
Tea Break		
DAY 1: Framing of Recruitment Specific Guidelines	12.15 pm to 01.30 pm	Training
	DAY 2: Explanation of the Certificate Verification Software and modifications, if any	01.30 pm to 01.45 pm Debriefing
Lunch Break		
DAY 1: Framing of Recruitment Specific Guidelines	02.15 pm to 03.30 pm	Training
		03.30 pm to 03.45 pm Debriefing
Tea Break		
DAY 1: Application Scrutiny-cum-Certificate Verification Office Order and Instructions to Applicants	04.00 pm to 05.15 pm	Training
		05.15 pm to 05.30 pm Debriefing
Conclusion		
<p>DAY 2: 02.15 pm to 03.45 pm Practical Onscreen Certificate Verification Assessment: 1 hour, Debriefing: ½ hour</p> <p>DAY 2: 04.00 pm to 05.30 pm Practical Physical Certificate Verification Assessment: 1 hour, Debriefing: ½ hour</p>		

Table II

SCHEDULE OF TRAINING		
Explanation of the Certificate Verification Software and modifications, if any	10.30 am to 11.30 am	Training
Practical Onscreen Certificate Verification	11.45 am to 12.45 pm	Assessment
Practical Physical Certificate Verification	12.45 pm to 01.45 pm	Assessment

- (a) For the purpose of training the staff, 'Certificate Verification – Demo' modules shall be developed. Once the entire selection process is completed, the certificate verification data available thereof shall be used for the development of this demo module. A minimum of two demo modules each, under different categories of recruitments / selection processes, viz., non-technical examinations, technical examinations with / without experience, specialized technical qualification / eligibility requirements, equivalence issues, etc., shall be readily available for training purposes.
- (b) The training schedule as shown at Table I, shall be imparted to the staff of the APD / PSD / OTD once in six months.
- (c) In respect of all other staff of the Commission's office (except those belonging to the Basic Services) up to the level of Secretary / Controller of Examinations, the training schedule as shown at Table II, shall be imparted every alternate month.
- (d) Staff who are part of the special work pool and remain unallocated to any specific section / department on a given day shall undergo the test in the 'Certificate Verification Demo Module' on a daily basis, so as to ensure that staff are adequately trained in application scrutiny -cum- certificate verification resulting in the final admission / provisional admission / rejection of candidature.
- (e) While selecting applications of candidates (inclusive of certificates) for the training in practical onscreen certificate verification (OCV) and practical physical certificate verification (PCV), those applications treated differently by the APD

during OCV (eg., provisionally / finally admitted) and the PSD / OTD during PCV (eg., rejected) in contradiction of the relevant office order(s), shall be utilized.

- (f) The training shall be imparted by staff of the Commission's office / vendor.

(12) Selection and Roster Fitment

SCHEDULE OF TRAINING		
Introduction – History of Reservation Vertical Reservation and Horizontal Reservation Evolution of Roster Points over the last 100 Years – Procedure for Fitting the Candidates in the Roster	10.30 am to 12.00 pm	Training
Tea Break		
Roster Fitment	12.15 pm to 01.45 pm	Practical I & Debriefing
Lunch Break		
Roster Fitment	02.15 pm to 03.45 pm	Practical II & Debriefing
	04.00 pm to 05.30 pm	Practical III & Debriefing
Conclusion		

All staff of the RND, QD-E,F,G, QD Tech, OTD and PSD (except those belonging to the Basic Services) up to the level of Under Secretary shall undergo the full course of training, once every six months. The training shall be imparted by retired staff / staff of the Commission's office.

(13) Preservation of Records and Allied Work

The staff of the Records and Forms Department shall be deputed for periodical training programmes on the preservation of records and allied work, conducted by the Archives Department of the Government of Tamil Nadu.

D. Assessment of the Trained Personnel

- (1) On conclusion of the training, an assessment of the level of comprehension and application of the concepts covered during training in simulated situations shall be undertaken.
- (2) Assessment at the end of the training programme shall be conducted using Desktops / Laptops / Tablets, unless orders stating otherwise are obtained from the Secretary.
- (3) Except where otherwise indicated, assessment shall be in the nature of an objective (multiple choice) test.
- (4) In the case of staff not crossing the threshold mark / criteria of 50 percent, he shall be asked to undergo training again. In case of not crossing the threshold again, training class shall be organized on Saturdays without compensatory holiday.

E. Bi-Yearly Report on the Training Programmes

A report of all training programmes conducted during the preceding six months shall be placed before the Commission twice a year, at the first meeting of the Commission in the months of July and January, respectively, by the PD-A section. This report shall also include recommendations of the Secretary and Controller of Examinations regarding potential modification of the existing training programmes and inclusion of new training programmes, if any.

F. General

- (1) Staff appointed in the office of the Commission, upon posting to a department / section shall undergo an initial training, as required. The scheduling of such training shall be made in consultation with the Secretary.
- (2) All staff of the Commission's office shall also undergo periodic assessment / refresher courses, as prescribed at [C] above, as per the schedule stated at Annexures IA and IB.

... Annexures IA & IB

K. NANTHAKUMAR, I.A.S.
Secretary

ANNEXURE – IA

Training Programme-wise Schedule

Sl. No.	Training Programme	Schedule of Periodical Assessment / Refresher Courses
1	Commission's Office Establishment	May
2	Acts, Rules, Office Orders, etc.	February
3	Office Orders	January, July
4	Integrated Financial and Human Resources Management System (IFHRMS)	February, August
5	Typewriting, Office Automation, eOffice, Noting and Drafting	February, April, June, August, October, December
6	Legal	May & December
7	Hardware and Networking	May
8	Right to Information	March
9	Activity Mapping Automation Software – up to end of 2021	June, August, October, December
10	Activity Mapping Automation Software – from 2022 onwards	March, September
11	Disciplinary Cases	April, October
12	Certificate Verification - I	May, November
13	Certificate Verification - II	January, March, May, July, September, November
14	Selection and Roster Fitment	June, December

ANNEXURE – IB

Month-wise Training Schedule

January	Office Orders PD - ARO All Staff	Certification Verification-II APD / OTD / PSD All Staff	--	--	--
February	Acts, Rules, Office Orders etc. PD - ARO All Staff	Integrated Financial and Human Resources Management System (IFHRMS) BRD / PD	Typewriting, Office Automation, e-Office, Noting & Drafting PD All Staff	--	--
March	Right to Information RID All Staff	Activity Mapping Automation Software – from 2022 onwards CE’s Wing All Staff OTD/PSD	Certification Verification-II APD / OTD / PSD All Staff	--	--
April	Typewriting, Office Automation, e-Office, Noting & Drafting PD All Staff	Disciplinary Cases DCD / PD	--	--	--

May	Commission's Office Establishment PD	Legal LCD, RND, APD, OTD, QD, ED, PSD	Hardware and Networking Qualified Staff	Certification Verification-I APD/PSD / OTD	Certification Verification-II APD / OTD / PSD All Staff
June	Typewriting, Office Automation, e-Office, Noting & Drafting PD All Staff	Activity Mapping Automation Software – up to end of 2021 CE's Wing All Staff OTD / PSD	Selection and Roster Fitment RND, QD-EFG, QD-Tech, OTD, PSD	--	--
July	Office Orders PD - ARO All Staff	Certification Verification-II APD / OTD / PSD All Staff	--	--	--
August	Integrated Financial and Human Resources Management System (IFHRMS) BRD/PD	Typewriting, Office Automation, e-Office, Noting & Drafting PD All Staff	Activity Mapping Automation Software – up to end of 2021 CE's Wing All Staff OTD / PSD	--	--

September	<p>Activity Mapping Automation Software – from 2022 onwards</p> <p>CE's Wing All Staff</p> <p>OTD / PSD</p>	<p>Certification Verification-II</p> <p>APD / OTD / PSD</p> <p>All Staff</p>	--	--	--
October	<p>Typewriting, Office Automation, e-Office, Noting & Drafting</p> <p>PD</p> <p>All Staff</p>	<p>Activity Mapping Automation Software – up to end of 2021</p> <p>CE's Wing All Staff</p> <p>OTD / PSD</p>	<p>Disciplinary Cases</p> <p>DCD / PD</p>	--	--
November	<p>Certification Verification-I</p> <p>APD / PSD / OTD</p>	<p>Certification Verification-II</p> <p>APD / OTD / PSD</p> <p>All Staff</p>	--	--	--
December	<p>Typewriting, Office Automation, e-Office, Noting & Drafting</p> <p>PD</p> <p>All Staff</p>	<p>Legal</p> <p>LCD, RND, APD, OTD, QD, ED, PSD</p>	<p>Activity Mapping Automation Software – up to end of 2021</p> <p>CE's Wing All Staff</p> <p>OTD / PSD</p>	<p>Selection and Roster Fitment</p> <p>RND, QD-EFG, QD-Tech, OTD, PSD</p>	--