

Dr. Dirona Come 23/1

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বাংলাদেশ



গেজেট

অতিরিক্ত সংখ্যা

কর্তৃপক্ষ কর্তৃক প্রকাশিত

সোমবার, মে ১২, ২০০৩

গণপ্রজাতন্ত্রী বাংলাদেশ সরকার

সংস্করণ মন্ত্রণালয়

বিদেশ প্রশিক্ষণ (গবেষণা) শাখা

বিক্রয়

তারিখ, ৬ মে ২০০৩

নং সস/বিপ্রা/প-১০/২০০৩-২১—গণপ্রজাতন্ত্রী বাংলাদেশ সরকার নিম্নে বর্ণিত জনপ্রশাসন প্রশিক্ষণ নীতিমালা অনুমোদন করিয়াছে। এতদ্বারা অনুমোদিত নীতিমালা সকলের অবগতির জন্য জারী করা হইল। গেজেট প্রকাশের তারিখ হইতে এই নীতিমালা কার্যকর বলিয়া গণ্য হইবে।

রাষ্ট্রপতির আদেশক্রমে

আনোয়ারুল বার চৌধুরী

সচিব।

PUBLIC ADMINISTRATION TRAINING POLICY

1.0 PREAMBLE

The Constitution of the People's Republic of Bangladesh has vested all powers of the state in the people. Article 21 of the Constitution provides that every person in the service of the Republic has a duty to strive at all times to serve the people. Therefore, service to the people is a constitutional obligation of every public servant of Bangladesh. In conformity with democratic principles,

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people are regarded as the most important resource in Bangladesh as in other democratic countries. It is the talent, the skill, the creativity and the commitment of the people that bring about national prosperity. It is the people who make use of all other resources and create conditions for development. It is recognized that training is one of the major instruments for human resource development. Having realized the importance of training as an effective means of human resource development the government has declared its firm commitment to gearing up and orienting training activities in order to enhance administrative and management capacity, augment productivity in all sectors, alleviate poverty, reduce unemployment and achieve sustainable and balanced development having regard to the goals and objectives of development plans of the government.

- 1.1 The training institutions operating in the public sector will devise need based, results-oriented and market responsive training programmes aimed at building professionalism of public servants at different levels. The purpose is to create an efficient and innovative, responsive and accountable, honest and committed public service system to meet the challenge of the 21st century. For improving the performance of the public service training is a major intervention. It can effect or bring about a new administrative culture for coping with the rapidly changing technology, impact of globalisation and pressure of the free market economy. Training will be used as one of the important tools to implement the national vision as reflected in the various policies, plans and programmes of the government. It will be used for promotion of administrative efficiency, higher productivity and optimal utilisation of human resources for the greater welfare of the citizens.
- 1.2 Objectives : The following are the objectives of the public administration training policy :
 - (i) enhance the capacity of the public administrative system to analyse, develop and implement national policies, plans and programmes;
 - (ii) build an effective and innovative, accountable and transparent honest and committed public service capable of delivering quality and cost effective services to the people;
 - (iii) equip the public servants at all levels with requisite knowledge, skills and techniques to enable them to make productive use of their potentials, and to ensure balanced and sustainable economic growth and development.
 - (iv) help create progressive attitude in the public servants to assume greater enabling and facilitating role in the performance of their duties as leaders and agents of change;

- (v) establish a dynamic and enlightened Public Administration capable of integrating and transforming progressive ideas into reality for establishing good governance and for meeting the challenges of the 21st century;
- (vi) promote understanding of the interrelationship between social, economic and political environment and the implications of governmental decisions on the socio-economic system of the country;
- (vii) create congenial environment for attracting trainees as well as trainers for making training at various levels attractive, enjoyable and rewarding; and
- (viii) create an appropriate environment in the public offices to build institutional capability through promotion of efficiency and performance through training.

1.3 **Strategies :** The following strategies will be adopted to achieve the objectives of the public administration training policy:

- (i) The existing training institutions will be further strengthened by developing appropriate infrastructural facilities, capacity of the faculties and research activities so that the institutions are competent enough to provide quality training.
- (ii) The capacity of the government managed training institutions will be enhanced through periodic review of curricula and performances and appropriately designing need-based training for the members of all cadres of Bangladesh Civil Service to enable them to develop professionalism in the public service.
- (iii) Members of the cadre services, officers and employees of the public sector will be given training and retraining both at home and abroad to enable them to refresh and update their knowledge and skills.
- (iv) Necessary support will be provided to BPATC to establish itself as the apex training institution and as a think-tank capable of providing advisory services to the government on policy, administration and management matters. The apex training institution will forge linkage with other training institutions, both public and private, at home and abroad.
- (v) The private sector training institutions of the country will be encouraged to collaborate with the public sector training institutions.

- (vi) Encourage decentralisation of the training activities to ensure optimal utilisation of the facilities and resources of the existing training institutions located outside the capital.
- (vii) The National Training Council (NTC) headed by the Hon'ble Prime Minister will continue to coordinate and monitor the training programmes in Bangladesh. The NTC will also determine the training policy, priorities, provide guidelines including resource allocation and monitor and evaluate the training outcome against tangible and measurable standards. There is an Executive Committee of the National Training Council (ECNTC), which will act on behalf of the National Training Council and give decision on urgent matters relating to training.

Programmes:

- 2.1 **Priorities and Coverage:** Towards achievement of the objectives of the policy a holistic approach will be followed in organizing and managing training. All officers and members of the support staff working in the public sector will be brought under the purview of training to ensure uniformity and consistency of the transactions of business. As the private sector and non-government officials are playing a complementary role working with the government in many areas, they may receive training where appropriate and desirable in the public sector training institutions. All government organizations and corporate bodies (autonomous and semi autonomous) will organize training on a regular basis for all officers and employees to improve their efficiency and to attain excellence in their respective areas of activity.
- 2.2 **The clientele:** The clientele will fall under the following specific categories or as may be specified by the government:
- (i) Members of all cadres of the Bangladesh Civil Service recruited by the Public Service Commission.
 - (ii) All non-cadre Class I officers recruited by the Public Service Commission.
 - (iii) All officers working in corporate bodies like autonomous, semi autonomous agencies and corporations including nationalised banks.
 - (iv) All officers who are promoted from class II to Class I.
 - (v) All Class II officers.
 - (vi) All officers working for local government at various levels.

