

Ref: ESR/01/26

21.07.2025

**WORKSHOP ON ESTABLISHMENT RULES AT  
JIM CORBETT NATIONAL PARK & NAINITAL, UTTARAKHAND**

National Academy of Human Resource Development (NAHRD) was established to deliver competency-enhancing learning to officials of Central Government, State Governments, Public Sector Undertakings, Autonomous Bodies, Banks, Insurance Companies, etc. We have organized large number of workshops in the past, which have been very well attended and appreciated by officials of various organizations across the country.

A workshop on **Establishment Rules** is being organized by NAHRD from **18.01.2026** to **21.01.2026** at **Jim Corbett National Park & Nainital, Uttarakhand**

The object of the workshop is to apprise the officers about the Government orders and guidelines on the various aspects of Establishment Rules. This will help the officers in implementing the various Government guidelines on the subject so that the Personnel Management/Human Resources functions of the organization are carried out smoothly. This in turn would facilitate a conducive climate in the organization leading to optimum efficiency and performance. After participating in the workshop, the participants shall have updated their knowledge and skills in the following areas:

- Framing of Recruitment Rules & Guidelines on Employee Resourcing
- Probation, confirmation, lien and termination
- Principles of fixation of seniority
- The rota-quota principle in inter-se seniority fixation
- Guidelines & functions of Departmental Promotion Committees including cases of 'sealed cover', 'review DPCs' etc.
- The concept of reservation in services
- Roster- Concept, Identification, Preparation, Operation & Maintenance
- Provisions for reservation for persons with disability (PWD)
- Vacancy and Compassionate Appointment
- Latest Case Law on the above subjects

**Workshop Methodology**

The workshop will be organized on highly participative lines. The training methods will include lectures, group discussions, exercises, presentations, case studies, role-plays etc.

## **Faculty**

**Sh. K.S. Kumar** is former Director, Ministry of Defence and Ex-Officiating Director & HOD of Institute of Secretariat Training and Management, Department of Personnel and Training, Government of India. He is accredited as a Master Trainer by the Training Division of Department of Personnel & Training, Govt. of India. He is a renowned trainer in the field of Disciplinary and Vigilance matters and is widely consulted on the subject. He has conducted more than 200 training programs for the Presenting Officers, Inquiry Officers and Vigilance Officers.

**Sh. Apendu Ganguly** is former Director, Ministry of Defence, Government of India. During his service with Government of India, he has handled various personnel, establishment, administrative, legal and statutory matters. He has also served as full time faculty member with Institute of Secretariat Training and Management, Department of Personnel and Training, Government of India. In addition, he is a regular visiting faculty member with Delhi Judicial Academy, Defence Headquarters Training Institute, Defence Research & Development Organization, National Institute of Financial Management, Institute of Secretariat Training and Management, Department of Personnel and Training, Government of India etc. He is having huge experience in vigilance, legal and establishment matters.

Multiple workshops organized by NAHRD have been attended and appreciated by officers of organizations that includes but not limited to Ministry of Road Transport & Highways, Ministry of Commerce & Industry, Ministry of Agriculture, LIC of India, Reserve Bank of India, SEBI, Coal India Ltd., Engineers India Ltd, FSSAI, Tariff Authority of Major Ports, Indian Oil Ltd, BPCL, IITs, NITs, IIITs, IIMs, IHMs, NHPC, Bank of Baroda, SBI, Punjab National Bank, NABARD, DFCCIL, HUDCO, HAL, JNPT, Syndicate Bank, IDBI Bank, Quality Council of India, Telecom Regulatory Authority of India, Delhi University, Export-Inspection Council of India, Spices Board, Rail Land Development Authority, ONGC, Indian Space Research Organization, Directorate of Advertising & Visual Publicity, Border Security Force, GIC of India, EXIM Bank, Delhi Metro Rail Corporation, Mumbai Metro Rail Corporation, Election Commission of India, New India Assurance Co. Ltd., North Eastern Council, India Trade Promotion Organization, IREDA, Dredging Corporation of India Ltd., TIFAC, Wildlife Institute of India, Bharat Dynamics Ltd., Directorate General of Shipping, etc.

## **Participation Fee:**

Single Occupancy- Rs. 69,000/- plus GST @ 18% per participant

Twin Sharing - Rs. 60,000/- plus GST @ 18% per participant

Non-Residential - Rs. 40,000/- plus GST @ 18% per participant

The participation fee for residential participants covers the cost of accommodation, meals & study material of the participants. Spouse/ family members are welcome on additional all-inclusive nominal charges in case nomination of the participant is on single occupancy. "Twin Sharing" is available only in case even number of participants of same gender from same organization. The participation fee for non- residential participants covers the cost of lunch & study material.

Participants can also avail **complimentary return bus transfers** from New Delhi to Ramnagar. Bus will leave from New Delhi (Central/ South Delhi) for Jim Corbett at 12:00 P.M. on 18.01.2026 and drop at (Central Delhi) is tentatively scheduled at 5:00 P.M. on 22.01.2026. Pick and drop location will be intimated to the participants interested in availing complimentary transfer service one week before the workshop. Participants coming from cities other than New Delhi who wish to avail the bus transfers are requested to book their travel accordingly. Please note that there shall be only one pick and drop point at New Delhi and no request for a different point shall be entertained.

**Venue:** Tiaraa Hotels & Resorts, Jim Corbett, Shivalpur Pandey, Ramnagar, Uttarakhand

**Check In-** 18.01.2026 (02:00 PM)

**Check Out-** 22.01.2026 (11:00 AM)

The workshop will commence at 9:30 AM on 19.01.2026 and will conclude at 05:30 PM on 21.01.2026. However, there will be an introductory session on 18.01.2026 once all participants have reported at the venue. In case of non-availability of rooms at Tiaraa Hotels & Resorts as on date of nomination, arrangements for stay of the participants shall be made in some other property closer to the venue. The stay on all four days will be arranged at Ramnagar and the participants will be taken to Nainital on one day for the field visit.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID along with participation fees through cheque/DD/NEFT. Please note that participation fee is to be paid at the time of nomination. Registration form can be obtained from our website. In case of payment through electronic mode, details are as under:

**Name of Beneficiary:** National Academy of Human Resource Development

**Bank:** Kotak Mahindra Bank. A/c No. 8912179265 **IFSC Code.** KKBK0004620

**PAN:** AAJFN7963N

**GSTIN:** 07AAJFN7963N1ZF

**For further information or clarification kindly contact:**

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Nomination once confirmed cannot be cancelled, however substitution of participant(s) is allowed. In case nominated participant is not able to attend the workshop due to any reason and no substitution is made, fees shall still be payable. In case fees have already been paid, same shall be liable to be forfeited.

Limited seats available for the present workshop and hence the nominations will be accepted on first-come-first-serve basis. Organizations are kindly requested to seek confirmation about availability before nominating. Last date for accepting nominations is **05.01.2026**

You are requested to kindly nominate officers and executives for the present workshop at the earliest and draw maximum benefit from the opportunity.

Thanks & Regards



For NAHRD