

Ref: CCS /10/26

09.09.2026

ONLINE WORKSHOP ON CONDUCT RULES & CONFLICT OF INTEREST

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

Central Vigilance Commission, Government of India has issued a circular dated 03.08.2026 regarding Observance of Vigilance Awareness Week 2026 mentioning focus on a number of areas including Capacity Building of officers across all levels, on a number of topics including Conduct Rules & Conflict of Interest.

An online workshop on **Conduct Rules & Conflict of Interest** is being organized by NAHRD on **16.10.2026**.

The workshop will provide a practical understanding of the CCS (Conduct) Rules, 1964 and principles of integrity, impartiality, accountability and devotion to duty, with particular focus on conflict of interest, disclosure of private interests, gifts and hospitality, family/private interests in official dealings, outside employment and financial interests, property transactions, confidentiality of official information, and ethical decision-making in procurement and other official functions. It will also cover preventive vigilance measures and practical situations that may arise in the discharge of official duties. The following are the broad content of the workshop:

- Three layers of accountability: Conduct Rules, CCA Rules, PC Act.
- Vigilance vs non-vigilance angle. Honest error is not misconduct.
- Key conduct rules: integrity and supervisory responsibility, near relatives, gifts, private trade, property returns, canvassing influence.
- Gift limits and what counts as a gift.
- Conflict of interest: actual, potential, perceived.
- Conflict of interest in procurement and selection committees. GFR 2017, Integrity Pact, bid-rigging red flags.

Workshop Methodology

The training methods will include lectures, interactive discussions, exercises, presentations and practical case studies, with emphasis on applying Conduct Rules and identifying and managing conflict-of-interest situations in day-to-day official work.

Faculty

Sh. Sandeep Mukherjee is former Director, Government of India. He started his career in the Ministry of Law where he was looking after Establishment related matters including recruitment, promotion, court cases, disciplinary proceedings etc. He has also served as Deputy Director (Vigilance) with ISTM, Department of Personnel & Training, Government of India where he was a regular faculty for Disciplinary Rules & Procedures and Reservation. He has also contributed to the handbook for Inquiry Officers and Presenting Officers. He is having huge experience in the field of **Disciplinary Rules and Procedures, Conduct Rules and Vigilance Administration**, making him particularly relevant for sessions on **ethical conduct, probity and vigilance in public service**.

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, 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,, Spices Board, Rail Land Development Authority, ONGC, Indian Space Research Organization GIC of India, EXIM Bank, DMRC, 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, Bharat Dynamics Ltd., Bureau of Indian Standards and many more.

Participation Fee: Rs. 6,000/- plus GST @ 18% per participant

Date & Timings:

16.10.2026 (Friday): 10:00 to 13:15 hours

Relevant link for registration will be sent to all the participants 2 days before the workshop. Participants will also be awarded with digitally signed certificate after successful completion of the workshop.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID. Kindly also provide GSTIN of your organization at the time of nomination. Please note that participation fee is to be paid at the time of nomination. For making payment through NEFT, 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

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Nomination once confirmed cannot be cancelled, however substitution of participant(s) is allowed. In case nomination participant(s) is not able to attend the workshop due to any reason and no substitution is made, fees shall be payable. Limited seats available for the present workshop and hence the nominations will be accepted on first-cum-first-serve basis. Organizations are kindly requested to seek confirmation about availability before nominating.

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