

No. 8-1/2013-TR
Government of India
Ministry of Women and Child Development
(ICDS Training Division)

1st Floor, Hotel Janpath
Janpath, New Delhi – 110001

Dated: 7th November 2013

To

1. Principal Secretaries/Secretaries in-charge of ICDS Programme (35 States/UTs)
2. Commissioner/Directors in-charge of ICDS Programme (35 States/UTs)
3. Director, NIPCC D, New Delhi.

Subject: ICDS Training Programme – Budgets for various regular training programmes for the ICDS Functionaries based on the revised financial norms approved under the Strengthened and Restructured ICDS Programme for the 12th Five Year Plan– *Regarding.*


Madam/Sir,

The importance of training and continuous capacity building of the ICDS functionaries for improving the quality of service delivery in ICDS has always been recognized as vital for the success of the programme. The aim of training programme in ICDS is to develop the field functionaries into *agents of social change*. During the current 12th Five Year Plan, the Government of India (GoI) has laid much emphasis on strengthening the training component of ICDS programme in order to improve the service delivery mechanism and to accelerate better programme outcomes.

2. *Vide* letter no.1-8/2012-CD-I dated 22.10.2012, Govt. of India has already approved the strengthened and restructured ICDS Scheme in the 12th Plan with, *inter-alia*, revised norms for the training component. The State Governments/UT Administrations may use the revised financial norms for the ICDS Training programme as contained in the **ICDS Mission–The Broad Framework of Implementation**, circulated *vide* the aforesaid letter dated 22.10.2012 (*Ref. para 5.xi read with Annexure XI, page 85-91*) with effect from 1 September 2013 *or* the date of approval of the State Training Action Plans for 2013-14, whichever is earlier.
3. Based on the aforesaid revised financial norms, budgets for various types of regular training courses (induction/job/refresher) for the ICDS functionaries as well as for the Instructors of AWTCs/MLTCs which are imparted through NIPCCD, MLTCs and AWTCs, have been worked out and are attached herewith to facilitate preparation of the annual training action plans (STRAPs) by the States/UTs.
4. Salient features of the revised financial norms are as under:
 - i. Graded honoraria for the staff of AWTCs and MLTCs would be as per the enclosed Annex-1 and Annex-2, respectively. While enhancing the honoraria of staff of AWTCs/MLTCs, one more grade of honorarium at 25 years of service has been added.


- ii. A lump-sum amount of Rs. 2.50 lakh for up-gradation of training facilities to each of the newly opened AWTCs and also to the old AWTCs which are in operation continuously for at least 5 years will be admissible. Similarly, an amount of Rs. 3.00 lakh would be given as one-time grant to all newly opened MLTCs as well as to the old MLTCs that are in continuous operation at least for 5 years. Appropriate MoU for continued usage of such training centres would be entered into by the States/UTs, for this purpose.
5. The other guidelines, which are already in vogue in ICDS Training Programme and are not being specifically altered by any of the provisions of these guidelines, shall continue to be in force.
6. The State Governments/UTs are requested to keep these guidelines in view while formulating their State Training Action Plans (STRAPs). They may also immediately inform all concerned Training Centers (AWTCs/MLTCs) in the States/UTs about the revised financial norms which are expected to have positive impact on the quality of training programmes resulting in better delivery of services in ICDS.
7. This has been vetted by IFD vide their diary no. 1719, dated 24.10.2013.

Yours faithfully,


(Dr. Shreeranjana)
Joint Secretary to Govt. of India
Te: 011-2338 7683

Copy to

1. Secretaries dealing with Finance, all 35 States/UTs
2. Addl. Director(TC)/Joint Director(Trng)/Dy. Director(Trng), NIPCCD
3. Regional Directors, NIPCCD (Lucknow, Indore, Bangalore and Guwahati)
4. PPS to Secretary (WCD)/ PS to JS (SAK) /PS to JS (S)
5. PA to Director (RK)/PA to DS (GL)
6. US(CD-I/III)/ US (CD-II)
7. US(WB & Training)/AD(WB)/SO (Training)
8. JTA (FNB)
9. IFD, MWCD
10. Pay & Accounts Office, MWCD
11. Budget Section, MWCD
12. NIC for uploading the norms on MWCD website (under ICDS Training Section)
13. Guard file.


(Dr. Shreeranjana)
Joint Secretary to Govt. of India
Te: 011-2338 7683

No. 8-1/2013-TR
Government of India
Ministry of Women and Child Development
(ICDS Training Division)

Dated: 7th November 2013

**Summary of Old and Revised Budgets for various types of Training Courses under
the ICDS Training Programme**

(Including Fixed Recurring & Non-Recurring Costs for AWTCs/MLTCs)

Table No.	Type of Training	Duration/Batch size per course	Total Budget (Rs.)	
			Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)
1	Fixed Recurring & Non-Recurring Cost for Training Programmes conducted by the Anganwadi Training Centres (AWTCs)	a. Fixed Cost (Recurring/year)	12,27,000	16,84,450
		b. Fixed Cost (Non-recurring)	1,25,000	2,50,000
2	Job Training of Anganwadi Workers (AWWs)	32 days 35 persons/course	1,25,500	2,40,250
3	Refresher Training of AWWs	7 days 40 persons/course	37,500	68,000
4	Induction Training of AWWs	8 days 20 persons/course	27,000	46,000
5	Orientation (Job) training of AWHs	8 days 50 persons/course	50,750	90,000
6	Refresher Training of AWHs	5 days 50 persons/course	39,000	66,500
7	Fixed Recurring & Non-Recurring Cost for Training Programmes conducted by the Middle Level Training Centres (MLTCs)	c. Fixed Cost (Recurring)/year	12,09,500	16,98,450
		d. Fixed Cost (Non-recurring)	Nil	3,00,000
8	Job Training of Supervisors	32 days 25 persons/course	1,40,250	2,67,750
9	Refresher Training of Supervisors	7 days 25 persons/course	53,750	94,500
10	Induction Training of Supervisors	7 days 25 persons/course	49,000	88,750
11	Orientation (Job) Training of Instructors of AWTCs	11 days 20 persons/course	55,900	99,000
12	Refresher Training of Instructors of AWTCs	7 days 20 persons/course	43,550	74,500
13	Job Training of CDPOs/ACDPOs	32 days 25 persons/course	3,74,000	6,90,000
14	Refresher Training of CDPOs/ACDPOs	7 days 25 persons/course	1,81,125	2,99,500
15	Induction Training of CDPOs/ACDPOs	7 days 25 persons/course	87,250	2,60,500
16	Orientation (Job) Training of Instructors of MLTCs	11 days 20 persons/course	1,26,500	2,26,000
17	Refresher Training of Instructors of MLTCs	7 days 20 persons/course	1,05,250	1,80,500

**TABLE 1: FIXED RECURRING AND NON-RECURRING COST FOR THE TRAINING PROGRAMMES
CONDUCTED BY THE ANGANWADI TRAINING CENTRES (AWTCs)
[Job/ Orientation/ Refresher and Induction Training of AWWs/AWHs]**

[Budget per Annum; In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
A: Fixed Cost (Recurring)				
1.	Honorarium to AWTC Staff	10,50,000	14,71,450	<i>Has been calculated by taking midpoints of six slabs of revised graded honoraria (Refer to Annex-1)</i>
2.	Rent of the building	1,08,000 <i>[Average @ Rs.9000/- pm] [i. Metro/A-1/A Cities: Rs.12, 000/- p.m. ii. B-1/B Cities: Rs.10, 000/- p.m. iii. District Level Towns: Rs. 7,000/- p.m. iv. Block Level & Other Towns: Rs. 6,000/- p.m.]</i>	1,56,000 <i>[Average @ Rs.13000/- pm] [i. Metro/A-1/A Cities: Rs.18, 000/- p.m. ii. B-1/B Cities: Rs.15, 000/- p.m. iii. District Level Towns: Rs. 10,000/- p.m. iv. Block Level & Other Towns: Rs. 9,,000/- p.m.]</i>	
3.	Electricity & Water Charges	30,000 <i>(@ Rs.2000/-pm for electricity & @ Rs.500/- pm for water)</i>	45,000 <i>(@ Rs.3000/-pm for electricity & @ Rs.750/- pm for water)</i>	
4.	Contingencies	30,000 <i>(@Rs.3000/- per batch)</i>	*	<i>Only for conducting of Job training of AWWs</i>
5.	Communication including telephone, fax, internet etc.	9,000 <i>(@ Rs.750/- p.m.)</i>	12,000 <i>(@ Rs.1000/- p.m.)</i>	
Total (Fixed- Recurring)		12,27,000	16,84,450	
B: Fixed Cost (Non-Recurring) <i>One time grant to newly opened AWTCs and for up gradation of old AWTCs</i>				
Fixed- Non-Recurring		1,25,000	2,50,000	

* This cost has been included in the budget of Job Training of AWWs (See Table 2)

TABLE 2: JOB TRAINING OF ANGANWADI WORKERS
(Duration: 32 days; Working days: 26; Batch size: 35 per course)

[Budget per course In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1.	TA to AWWs	10,500 (@ Rs.300/- per trainee)	15,750 (@ Rs. 450/- per trainee)	<i>Subject to actual.</i>
2.	Boarding & lodging to Trainees	84,000 (@ Rs.75/- per day per trainee)	1,68,000 (@ Rs150/- per day per course/batch)	
3.	Training materials including kit, pen, folder, writing pad, etc	3,500 (@ Rs.100 per trainee)	3,500 (@ Rs.100 per trainee)	
4.	Honorarium to Resource Persons/ Guest Faculty (inclusive of conveyance)	2,500 (@ Rs.250/- for 10 Resource Persons per course)	5,000 (@ Rs.500/- for 10 Resource Persons per course)	<i>Resource Persons should have orientation on ICDS, health and nutrition/IEC/ECE etc.</i>
5.	Conveyance & Field Trips	7,500	10,000	
6.	Incentive to Trainees	17,500 (@ Rs.500/- per trainee)	35,000 (@ Rs.1000/- per trainee)	
7.	Contingencies	*	3,000	
Total		1,25,500	2,40,250	

Note : *Duration includes one day before and one day after the training programme and is exclusive of holidays falling during the training.*

* Was included in the fixed budget for AWTCs

TABLE 3: REFRESHER TRAINING OF ANGANWADI WORKERS
(Duration 7 days; Working Days: 5; Batch size: 40 per course)

[Budget per course; In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1.	TA to Trainees	12,000 (@ Rs.300/- per trainee)	18,000 (@ Rs.450/- per trainee)	Subject to actual.
2.	Boarding & lodging to Trainees	21,000 (@ Rs.75/- per day per trainee)	42,000 (@ Rs.150/- per day per trainee)	
3.	Honorarium/TA to Guest Speakers	1,000 (@ Rs. 250/- per lecture, 4 lectures)	2,000 (@ Rs. 500/- per lecture, 4 lectures)	
4.	Training materials	2,000 (@ Rs. 50 per trainee)	2,000 (@ Rs. 50 per trainee)	
5.	Field visits	1,000	2,000	
6.	Contingencies	500	2,000	
Total		37,500	68,000	

Note: Duration is inclusive of one day before and one day after the programme.

TABLE 4: INDUCTION TRAINING OF ANGANWADI WORKERS
(Duration: 8 days; Working Days: 6 Days; Batch size: 20 per course)

[Budget per course; In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1	TA to Trainees	6,000 (@ Rs 300/- per trainee)	9,000 (@ Rs 450/- per trainee)	Subject to actual
2	Boarding & Lodging to Trainees	12,000 (@ Rs.75/- per trainee per day)	24,000 (@ Rs.150/- per trainee per day)	
3	Honorarium to Trainers/Guest Speakers (including CDPOs/Supervisors)	2,500 (@ Rs.250/- per session)	5,000 (@ Rs.500/- per session)	Revised amount for honorarium to Trainers/Guest Speakers is inclusive of TA for 10 lectures per course
4	Training materials (in local languages) including kit, pen, folder, writing pad, etc	2,000 (Rs.100/- per trainee)	2,000 (Rs.100/- per trainee)	
5	Field visits	1,000	2,000	
6	Rent for Class Room/Hall	2,000	2,000	
7	Contingency	1,500	2,000	
Total		27,000	46,000	

Note: Duration is inclusive of one day before and one day after the programme.

TABLE 5: ORIENTATION (JOB) TRAINING OF ANGANWADI HELPERS
(Duration 8 days; Working Days: 6; Batch size: 50 per course)

[Budget per course; In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1.	Boarding to Trainees	30,000 (@ Rs.75/- per day per trainee)	60,000 (@ Rs.150/- per day per trainee)	
2.	TA to Trainees	15,000 (@ Rs.300/- per trainee)	22,500 (@ Rs.450/- per trainee)	Subject to actual
3.	Honorarium/TA to Guest Speakers	1,000 (@ Rs.250/- per lecture)	2,000 (@ Rs.500/- per lecture)	
4.	Training materials	2,500 (@ Rs. 50 per trainee)	2,500 (@ Rs. 50 per trainee)	
5.	Field Visits/ Contingencies	2,250	3,000	
Total		50,750	90,000	

Note: Duration is inclusive of one day before and one day after the programme.

TABLE 6: REFRESHER TRAINING OF ANGANWADI HELPERS
(Duration 5 days; Working Days: 4; Batch size: 50 per course)

[Budget per course; In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1.	Boarding to Trainees	18,750 (@ Rs.75/- per day per trainee)	37,500 (@ Rs150/- per day per trainee)	
2.	TA to Trainees	15,000 (@ Rs.300/- per trainee)	22,500 (@ Rs.450/- per trainee)	Subject to actual
3.	Honorarium/TA to Guest Speakers	500 (@ Rs.250/- per lecture)	1,000 (@ Rs.500/- per lecture)	
4.	Training materials	2,500 (@ Rs. 50 per trainee)	2,500 (@ Rs. 50 per trainee)	
5.	Field Visits/ Contingencies	2,250	3,000	
Total		39,000	66,500	

Note: Duration is inclusive of half day before and half day after the programme.

**TABLE 7: FIXED RECURRING AND NON-RECURRING COST FOR THE TRAINING PROGRAMMES
CONDUCTED BY THE MIDDLE LEVEL TRAINING CENTRES (MLTCs)
[Job/Orientation/Refresher/Induction Training of Supervisors and Instructors of AWTCs]**

[Budget per annum; In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
Fixed Cost (Recurring)				
1.	Honoraria to Staff	11,58,000	16,03,050	<i>Has been calculated by taking midpoints of six slabs of revised graded honoraria (Refer to Annex-2)</i>
2.	Monitoring visits to AWTCs and ICDS Projects	12,500 <i>(For 5 visits per year)</i>	18,000 <i>(For 10 visits per year)</i>	
3.	Newspaper, Magazine, Fax, Internet etc.	9,000 <i>(@ Rs.750/- pm)</i>	18,000 <i>(@ Rs.1500/- pm)</i>	
4.	Electricity & Water, etc.	30,000 <i>[@ Rs.2500/- per month - Rs.2000/- for electricity and Rs.500/- for water]</i>	60,000 <i>[@ Rs.5000/- per month - Rs.4000/- for electricity and Rs.1000/- for water]</i>	
Total		12,09,500	16,98,450	
Fixed Cost (Non-Recurring) – One time grant to newly opened MLTC and for up gradation of old MLTCs				
Up-gradation of equipments, furniture, training materials etc		Nil	3,00,000	

**TABLE 8: JOB TRAINING OF SUPERVISORS
(Duration 32 days; Working Days: 26; Batch size: 25 per course)**

[Budget per course; In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1	Boarding & Lodging to Trainees	96,000 <i>(@ Rs.120 per trainee per day (Rs.90/- for boarding and Rs.30/- for lodging)</i>	2,00,000 <i>(@ Rs.250 per trainee per day)</i>	
2	TA to Trainees	25,000 <i>(@ Rs 1000/- per trainee)</i>	37,500 <i>(@ Rs 1500/- per trainee)</i>	<i>As per entitlement or subject to actual whichever is less</i>
3	Honorarium to Guest Speakers	3,000 <i>(@ Rs.250/- per lecture including TA)</i>	9,000 <i>(@ Rs.750/- per lecture including TA)</i>	<i>Revised amount is for honorarium to Guest Speakers including TA for 12 lectures per course.</i>
4	Training materials including kit, pen, folder, writing pad, etc	3,750 <i>(Rs.150/- per trainee)</i>	3,750 <i>(Rs.150/- per trainee)</i>	
5	Field visits	7,500	10,000	
6	Contingency	5,000	7,500	
Total		1,40,250	2,67,750	

Note : Duration includes one day before and one day after the training programme and is exclusive of holidays falling during the training.

TABLE 9: REFRESHER TRAINING OF SUPERVISORS
(Duration 7 days; Working Days-5; Batch size: 25 per course)

[Budget per course; In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1	Boarding & Lodging to Trainees	21,000 (@ Rs.120 per trainee per day (Rs.90/- for boarding and Rs.30/- for lodging))	43,750 (@ Rs.250 per trainee per day for boarding and lodging)	
2	TA to Trainees	25,000 (@ Rs 1000/- per trainee)	37,500 (@ Rs 1500/- per trainee)	As per entitlement and subject to actual
3	Honorarium to Guest Speakers	1,250 (@ Rs.250/- per lecture including TA)	3,750 (@ Rs.750/- per lecture including TA)	Revised amount is for honorarium to Guest Speakers including TA for 5 lectures per course
4	Training materials including kit, pen, folder, writing pad, etc	2,500 (Rs.100/- per trainee)	2,500 (Rs.100/- per trainee)	
5	Field visits	2,000	4,000	
6	Contingency	2,000	3,000	
Total		53,750	94,500	

Note: Duration is inclusive of one day before and one day after the programme.

TABLE 10: INDUCTION TRAINING OF SUPERVISORS
(Duration: 7 days; Working Days: 5 Days; Batch size: 25 per course)

[Budget per course; In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1	Boarding & Lodging to Trainees	21,000 (@ Rs.120/- per trainee per day; Rs. 90/- for boarding and Rs.30/- for lodging)	43,750 (@ Rs.250/- per trainee per day)	
2	TA to Trainees	20,000 (@ Rs 800/- per trainee)	30,000 (@ Rs 1200/- per trainee)	As per entitlement or subject to actual whichever is less
3	Honorarium to Trainers/Guest Speakers (including DPOs/CDPOs)	2,500 (@ Rs.250/- per session)	7,500 (@ Rs.750/- per session)	Revised amount for honorarium to Trainer/Guest Speakers is inclusive of TA for 10 lectures per course
4	Training materials (in local languages) including kit, pen, folder, writing pad, etc	2,500 (Rs.100/- per trainee)	2,500 (Rs.100/- per trainee)	
5	Field visits/ Transportation charges	1,000	2,000	
6	Contingency	2,000	3,000	
Total		49,000	88,750	

Note: Duration is inclusive of one day before and one day after the programme.

TABLE 11: ORIENTATION (JOB) TRAINING OF INSTRUCTORS OF AWTCs
(Duration 11 days; Working Days-8; Batch size: 20 per course)

[Budget per course; In Rs.]				
S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1	Boarding & Lodging to Trainees	26,400 (@ Rs.120 per trainee per day (Rs.90/- for boarding and Rs.30/- for lodging))	55,000 (@ Rs.250 per trainee per day)	
2	TA to Trainees	20,000 (@ Rs 1000/- per trainee)	30,000 (@ Rs. 1500/- per trainee)	Subject to actual
3	Honorarium to Guest Speakers	2,500 (@ Rs.250/- per lecture including TA)	5,000 (@ Rs.500/- per lecture including TA)	Revised amount is for honorarium to Guest Speakers including TA for 10 lectures per course
4	Training materials including kit, pen, folder, writing pad, etc	3,000 (Rs.150/- per trainee)	3,000 (Rs.150/- per trainee)	
5	Field visits	2,000	3,000	
6	Contingency	2,000	3,000	
Total		55,900	99,000	

Note: Duration is inclusive of Sunday as Holiday and one day before and one day after the programme

TABLE 12: REFRESHER TRAINING OF INSTRUCTORS OF AWTCs
(Duration 7 days; Working Days-5; Batch size: 20 per course)

[Budget per course; In Rs.]				
S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1	Boarding & Lodging to Trainees	16,800 (@ Rs.120 per trainee per day (Rs.90/- for boarding and Rs.30/- for lodging))	35,000 (@ Rs.250 per trainee per day)	
2	TA to Trainees	20,000 (@ Rs 1000/- per trainee)	30,000 (@ Rs 1500/- per trainee)	Subject to actual
3	Honorarium to Guest Speakers	1,250 (@ Rs.250/- per session including TA)	2,500 (@ Rs.500/- per session including TA)	Revised amount is for honorarium to Guest Speakers including TA for 5 lectures per course
4	Training materials including kit, pen, folder, writing pad, etc	2,000 (Rs.100/- per trainee)	2,000 (Rs.100/- per trainee)	
5	Field visits	2,000	3,000	
6	Contingency	1,500	2,000	
Total		43,550	74,500	

Note: Duration is inclusive of one day before and one day after the programme.

TABLE 13: JOB TRAINING OF CDPOS/ACDPOS
(Duration 32 days; Working Days 26; Batch size: 25 per course)

[Budget per course; In Rs.]

S. No.	Item	Old (w.e.f. 1.4. 2009)	Revised (w.e.f. 1.9.2013)	Remarks
1	Boarding & Lodging to Trainees	1,80,000 (@ Rs.225/- per trainee per day (Rs.125/- for boarding and Rs.100/- for lodging)	4,00,000 (@ Rs.500/- per trainee per day)	
2	TA to Trainees	1,25,000 (@ Rs 5,000/- per trainee)	1,87,500 (@ Rs 7,500/- per trainee)	As per entitlement or subject to actual whichever is less
3	Honorarium to Guest Speakers	22,500 (@ Rs.750/- per session)	45,000 (@ Rs.1500/- per session)	Revised amount of honorarium to Guest Speakers is inclusive of TA for 30 lectures per course
4	Training materials including kit, pen, folder, writing pad, etc	12,500 (Rs.500/- per trainee)	12,500 (Rs.500/- per trainee)	
5	Field visits	24,000	30,000	
6	Contingency	10,000	15,000	
Total		3,74,000	6,90,000	

Note: Duration includes one day before and one day after the training programme and is exclusive of holidays falling during the training.

TABLE 14: REFRESHER TRAINING OF CDPOS/ACDPOS
(Duration 7 days; Working Days 5; Batch size: 25 per course)

[Budget per course; In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1	Boarding & Lodging to Trainees	39,375 (@ Rs.225/- per trainee per day (Rs.125/- for boarding and Rs.100/- for lodging)	87,500 (@ Rs.500/- per trainee per day)	
2	TA to Trainees	1,25,000 (@ Rs 5,000/- per trainee)	1,87,500 (@ Rs 7,500/- per trainee)	As per entitlement or subject to actual whichever is less
3	Honorarium to Guest Speakers	3,750 (@ Rs.750/- per session)	7,500 (@ Rs.1500/- per session)	Revised amount of honorarium to Guest Speakers is inclusive of TA for 5 lectures per course
4	Training materials including kit, pen, folder, writing pad, etc	5,000 (Rs.200/- per trainee)	5,000 (Rs.200/- per trainee)	
5	Field visits	3,000	4,500	
6	Contingency	5,000	7,500	
Total		1,81,125	2,99,500	

Note: Duration is inclusive of one day before and one day after the programme.

TABLE 15: INDUCTION TRAINING OF CDPOS/ACDPOS
(Duration: 7 days; Working Days: 5 Days; Batch size: 25 per course)

[Budget per course; In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1	Boarding & Lodging to Trainees	26,250 (@ Rs.150/- per trainee per day; Rs. 110/- for boarding and Rs.40/- for lodging)	52,500 (@ Rs.300/- per trainee per day)	
2	TA to Trainees	50,000 (@ Rs 2000/- per trainee)	1,87,500 (@ Rs 7,500/- per trainee)	As per entitlement or subject to actual whichever is less
3	Honorarium to Trainers/Guest Speakers (including Dy. Directors/Regional Directors/DPOs)	2,500 (@ Rs.250/- per session)	7,500 (@ Rs.750/- per session)	Revised amount of honorarium to Trainer/ Guest Speakers is inclusive of TA for 10 lectures per course
4	Training materials including kit, pen, folder, writing pad, etc	2,500 (Rs.100/- per trainee)	2,500 (Rs.100/- per trainee)	
5	Field visits	1,000	3,000	
6	Contingency	5,000	7,500	
Total		87,250	2,60,500	

Note: Duration is inclusive of one day before and one day after the programme.

TABLE 16: ORIENTATION (JOB) TRAINING OF INSTRUCTORS OF MLTCs
(Duration 11 days; Working Days-8; Batch size: 20 per course)

[Budget per course; In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1	Boarding & Lodging to Trainees	49,500 (@ Rs.225/- per trainee per day (Rs.125/- for boarding and Rs.100/- for lodging)	1,10,000 (@ Rs.500/- per trainee per day)	
2	TA to Trainees (including conveyance charges to local participants)	60,000 (@ Rs 3,000/- per trainee)	90,000 (@ Rs 4,500/- per trainee)	As per entitlement or subject to actual whichever is less
3	Honorarium to Guest Speakers	6,000 (@ Rs.750/- per session including TA)	12,000 (@ Rs.1500/- per session including TA)	Revised amount for honorarium to Guest Speakers is inclusive of TA for 8 lectures per course
4	Training materials including kit, pen, folder, writing pad, etc	5,000 (Rs.250/- per trainee)	5,000 (Rs.250/- per trainee)	
5	Field visits	3,000	4,500	
6	Contingency	3,000	4,500	
Total		1,26,500	2,26,000	

Note: Duration is inclusive of Sunday as Holiday and one day before and one day after the programme.

TABLE 17: REFRESHER TRAINING OF INSTRUCTORS OF MLTCs
(Duration 7 days; Working Days-5; Batch size: 20 per course)

[Budget per course; In Rs.]

S. No.	Item	Old (w.e.f. 1.4.2009)	Revised (w.e.f. 1.9.2013)	Remarks
1	Boarding & Lodging to Trainees	31,500 (@ Rs.225/- per trainee per day (Rs.125/- for boarding and Rs.100/- for lodging)	70,000 (@ Rs.500/- per trainee per day)	
2	TA to Trainees (including conveyance charges to local participants)	60,000 (@ Rs 3,000/- per trainee)	90,000 (@ Rs 4,500/- per trainee)	As per entitlement or subject to actual whichever is less
3	Honorarium to Guest Speakers	3,750 (@ Rs.750/- per session including TA)	7,500 (@ Rs.1500/- per session including TA)	Revised amount for honorarium to Guest Speakers is inclusive of TA for 5 lectures per course
4	Training materials including kit, pen, folder, writing pad, etc	4,000 (Rs.200/- per trainee)	4,000 (Rs.200/- per trainee)	
5	Field visits	3,000	4,500	
6	Contingencies	3,000	4,500	
Total		1,05,250	1,80,500	

Note: Duration is inclusive of one day before and one day after the programme.

ANNEX 1: GRADED HONORARIA FOR FACULTY AND SUPPORT STAFF OF ANGANWADI TRAINING CENTRES (AWTCs)

S. No	Name of the positions	No. of positions	Graded Honoraria (Consolidated amount in Rs. per month)										
			On initial appointment		On completion of 5 years of service		On completion of 10 years of service		On completion of 15 years of service		On completion of 20 years of service		On completion of 25 years of service
			Old	Revised	Old	Revised	Old	Revised	Old	Revised	Old	Revised	New norm
1.	Principal	1	10,000	12,250	12,500	15,625	15,000	18,750	17,500	21,875	20,000	25,000	30,000
2.	Instructors	2	8,000	10,000	10,000	12,250	12,000	15,000	14,000	17,500	16,000	20,000	25,000
3.	Accounts Clerk	1	6,000	7,500	7,500	9,375	9,000	11,250	10,500	13,125	12,000	15,000	18,000
4.	Typist	1	6,000	7,500	7,500	9,375	9,000	11,250	10,500	13,125	12,000	15,000	18,000
5.	Lady Warden	1	5,000	6,250	6,000	7,500	7,000	8,750	8,000	10,000	9,000	11,250	14,000
6.	Cook	1	4,500	5,625	5,500	5,875	6,500	8,125	7,500	9,375	8,500	10,625	13,200
7.	Peon	1	4,500	5,625	5,500	5,875	6,500	8,125	7,500	9,375	8,500	10,625	13,200
8.	Chowkidar	1	4,500	5,625	5,500	5,875	6,500	8,125	7,500	9,375	8,500	10,625	13,200

Note:

- a) Increase in honoraria on completion of 5/10/15/20/25 years period will be on the basis of performance.
- b) Honoraria for engagement of Craft Teacher, Music Teacher and Visiting Doctor has been increased from the existing amount of Rs.1000/-p.m. to Rs.2000/-p.m. per person w.e.f. 1.9.2013.
- c) Honorarium for engagement of Sweeper has been increased from the existing amount of Rs.1000/-p.m. to Rs.2000/-p.m. w.e.f. 1.9.2013.

ANNEX 2: GRADED HONORARIA FOR FACULTY AND SUPPORT STAFF OF MIDDLE LEVEL TRAINING CENTRES (MLTCs)

S. No	Name of the positions	No. of positions	Graded Honoraria (Rs. per month)										
			On initial appointment		On completion of 5 years of service		On completion of 10 years of service		On completion of 15 years of service		On completion of 20 years of service		On completion of 25 years of service
			<i>Old</i>	<i>Revised</i>	<i>Old</i>	<i>Revised</i>	<i>Old</i>	<i>Revised</i>	<i>Old</i>	<i>Revised</i>	<i>Old</i>	<i>Revised</i>	<i>New norm</i>
1.	Programme Coordinator	1	2,000	Revised: 3,000 (fixed)									
2.	Instructors	3	10,000	12,250	12,500	15,625	15,000	18,750	17,500	21,875	20,000	25,000	30,000
3.	Assistant Accountant	1	6,000	7,500	7,500	9,375	9,000	11,250	10,500	13,125	12,000	15,000	18,000
4.	Typist-cum-Clerk	1	6,000	7,500	7,500	9,375	9,000	11,250	10,500	13,125	12,000	15,000	18,000
5.	Lady Warden	1	5,000	6,250	6,000	7,500	7,000	8,750	8,000	10,000	9,000	11,250	14,000
6.	Cook	1	4,500	5,625	5,500	5,875	6,500	8,125	7,500	9,375	8,500	10,625	13,200
7.	Peon	1	4,500	5,625	5,500	5,875	6,500	8,125	7,500	9,375	8,500	10,625	13,200
8.	Chowkidar	1	4,500	5,625	5,500	5,875	6,500	8,125	7,500	9,375	8,500	10,625	13,200

NOTE:

- a) Increase in honoraria on completion of 5/10/15/20/25 years period will be on the basis of performance.
- b) Special Pay to one of the Instructors to act as Principal of the MLTC is Rs.1000/- p.m. w.e.f.1.4.2009 (no change).
- c) Honoraria for engagement of Craft Teacher, Music Teacher and Visiting Doctor has been increased from the existing amount of Rs.1000/- p.m. to Rs.2000/-p.m. w.e.f. 1.9.2013
- d) Honoraria for engagement of Sweeper has been increased from the existing amount of Rs.1000/-p.m. to Rs.2000/-p.m. w.e.f. 1.9.2013.