



ABSTRACT

Special Programme Implementation Department – Implementation of Tamil Nadu Chief Minister's Fellowship Programme (TNCMFP) - 2022-2024 – Orders – Issued.

SPECIAL PROGRAMME IMPLEMENTATION DEPARTMENT

G.O (Ms). No. 3

Dated : 04.03.2022

பிலை வருடம் - மாசி 20

திருவள்ளூர் ஆண்டு 2053

Read:

Policy Note 2021-22 - Special Programme Implementation Department.

ORDER:

The Government strongly believes in the potential of the talented youth of our State to improve the processes of governance and service delivery. The Tamil Nadu Chief Minister's Fellowship Programme (TNCMFP) has been announced with a view to harness the talents of the Young Professionals from diverse professional and academic backgrounds in the implementation of the various flagship and priority schemes of the State Government. Appropriately placed under the Chief Minister's Office/Departments concerned, the Fellows will monitor, identify issues and aid decision making in respect of the assigned programmes to address the gaps and optimise qualitative delivery of services.

2. **"Tamil Nadu Chief Minister's Fellowship Programme (TNCMFP)"** is envisaged to be one of the prestigious programmes in the public policy and service domain in the country. The main objectives of Tamil Nadu Chief Minister's Fellowship Programme (TNCMFP) are as follows:

- a) To create a pool of knowledgeable and action-oriented resources to work on policy efficacy, identify gaps, build internationally referred benchmarks for policy and programme outcomes.
- b) To evolve a 'programme structure' with a combination of academic rigor drawn from international best practices of policy and governance for various sectors of Tamil Nadu in partnership with an Academic Institution.

- c) To conceive and implement a framework of Monitoring and Evaluation (M&E) to measure, monitor, and improve the service delivery of the Government across different departments and different sectors in Tamil Nadu.
- d) To develop the Key Performance Indicators (KPIs) for service delivery and to compare against the global best practices.
- e) To develop and implement the measuring system for each of the Key Performance Indicators (KPIs) across various sectors and create a workable quadrant of different service delivery processes in terms of their maturity and impact.
- f) To create knowledge repository of learning processes to measure and evaluate policy outcomes, gaps and course corrections.
- g) To enable the Fellowship resources to identify impact creation and scale up best practices.
- h) To achieve greater understanding of linkage of policy and economic activities and utilizing those learnings in planning for higher value chain activities.

Sectoral Coverage and Thematic Monitoring:

3. The Government have identified twelve thematic areas for synergies in implementation, monitoring and evaluation, by grouping the various departments and schemes as follows -

Thematic Area for Monitoring & Evaluation	
1. Augmentation of Water Resources	7. Infrastructure & Industrial Development
2. Agricultural Production, Productivity and Creation of Marketing Linkages	8. Skill Development and Entrepreneurship Development
3. Housing for All	9. Institutional Credit
4. Improving Educational Standards	10. Heritage and Culture
5. Improving Health Indicators	11. Ecological Balance
6. Social Inclusion	12. Data Governance

4. It has been proposed to involve the Fellows in Thematic Monitoring and Evaluation of the programmes in the above areas. Through systematic and qualitative analysis and inputs, the Tamil Nadu Chief Minister’s Fellowship Programme (TNCMFP) aims to achieve an augmented practice of public policy and effective implementation of Programmes.

5. It has been proposed to engage thirty (30) Fellows under Tamil Nadu Chief Minister’s Fellowship Programme (TNCMFP) as follows -

- a. Two Fellows for each Theme : 24 (2 * 12 Themes)
- b. SPI Department Monitoring Cell : 06
- Total : 30

6. It has been proposed to engage Bharathidasan Institute of Management (BIM), Tiruchirappalli, which is having experience in Public Policy and Management as Academic Partner. Bharathidasan Institute of Management (BIM), Tiruchirappalli, is functioning as a not-for-profit society, registered under the Societies Registration Act.

7. After careful examination, the Government issues the following orders for Implementation of Tamil Nadu Chief Minister's Fellowship Programme (TNCMFP) for the years 2022 – 2024 at an estimated total cost of Rs.5,66,54,600/- and also financial sanction for a sum of Rs.41,75,000/- (Rupees Forty one lakh seventy five thousand only) for the financial year 2021-2022.

- i. The Tamil Nadu Chief Minister's Fellowship programme shall be commenced with the first batch 2022-2024. The Special Programme Implementation Department shall be the Nodal Department for the same. A total number of 30 Fellows shall be engaged under this two year fellowship programme. Out of the 30 Fellows, 24 Fellows are to be involved in Thematic Monitoring and Evaluation of the Sectoral programmes (Two Fellows for each Theme) and 6 Fellows are to be involved in Special Programme Implementation Department Monitoring Cell.
- ii. Academic partner: Bharathidasan Institute of Management, Tiruchirappalli shall be the academic partner for the implementation of Tamil Nadu Chief Minister's Fellowship Programme (TNCMFP) in partnership with the Government. The charges of the academic partner shall be treated as grants-in-aid. A detailed Memorandum of Understanding (MOU) shall be entered into with Bharathidasan Institute of Management, Tiruchirappalli. The accounts of Bharathidasan Institute of Management (BIM) in respect of Grants in Aid released for this programme is subject to audit by the Government.
- iii. The academic partner shall be the nodal agency for the selection process. Bharathidasan Institute of Management, Tiruchirappalli, will undertake the entire selection process of the Fellows in a robust, transparent and fair manner as given below:

Stage 1: Preliminary Assessment (Internet Based Test)

Stage 2: Comprehensive Examination (Written examination)

Stage 3: Personal Interview

a) Preliminary Assessment

The preliminary assessment will be an internet-based test (iBT) of objective type (multiple choice questions). The sole purpose of this exam is to serve as a screening test and will not be counted for the final selection of Fellows. Bharathidasan Institute of Management, Tiruchirappalli, will be solely responsible for hiring of the online testing agency.

b) Comprehensive Examination

The number of candidates admitted to the Comprehensive Examination will be minimum ten times the approximate total number of Fellowships being offered. The written examination will measure the candidate's critical thinking and analytical skills.

c) Personal Interview

The interview will be conducted by a panel consisting of nominees from Government, senior leaders from the Corporates, besides subject matter experts drawn from Bharathidasan Institute of Management, Tiruchirappalli and institutions of National and International reputation.

iv. Eligibility conditions and Selection of Fellows

The eligibility criteria, selection and induction of the successful candidates shall be as follows:

a) Minimum Educational Qualifications

A candidate must hold a first class in Bachelor Degree in respect of Professional Courses, (Engineering, Medicine, Law, Agriculture, Veterinary Science) or first class in Master's degree in Arts/Science from any of the Universities incorporated by an Act of the Central or State Legislature in India or other educational institutions established by an Act of Parliament or declared to be deemed as a University under Section 3 of the University Grants Commission Act, 1956.

- Candidates with a Ph.D. degree will be preferred.
- Work experience will be an added advantage.
- Strong emphasis will be given to research experience.
- Working knowledge of Tamil is mandatory.

Detailed weightage for each of these additional desired qualifications will be decided by a panel of experts drawn from Bharathidasan Institute of Management, Tiruchirappalli and representative from the Government.

b) Age Limit

Age of applicant shall be between 22-30 years at the time of application. For candidates belonging to SC/ST category, the maximum age limit shall be 35 years and for candidates belonging to BC/MBC category, it shall be 33 years.

c) Reservation Policy

The Reservation policy of the Government of Tamil Nadu followed in admissions to academic institutions will apply.

d) Medium of Examination and Interview

English & Tamil (Bilingual)

e) Remuneration

The selected Fellows will be given a monthly remuneration of Rs.50,000 and an additional allowance of Rs.10,000 to meet their incidental expenses in performing their assigned work, such as, travel, mobile phone & data usage, etc. Hence, the Fellows will not be eligible for reimbursement of such expenditure incurred during the course of Fellowship.

f) Notification and Advertisement for Fellowship

The advertisement of the fellowship will be done by the Director of Information and Public Relations through leading National dailies, besides notifying in the official websites of Government of Tamil Nadu. Prospective applicants will be given a minimum of a 15-days deadline to apply from the date of notification.

v. Implementation of Tamil Nadu Chief Minister's Fellowship Programme (TNCFMP)

a) Orientation Programme

The newly inducted Fellows shall attend and complete a 30-day orientation program jointly organized by Bharathidasan Institute of Management, Tiruchirappalli and Special Programme Implementation Department at the Anna Administrative Staff College, Chennai.

b) Two years of Fellowship

The Fellows upon satisfactory completion of induction training will be involved in the Thematic Monitoring and evaluation of Sectoral Programmes and the flagship / priority schemes of the State Government. They will work under Chief Minister's Office/Sectoral Departments, as allocated to them. Their primary role will be to monitor, identify issues, and aid data-driven decision-making regarding the assigned programmes to address the gaps and optimize the service delivery. They have to undertake field visits to districts to assess ground situation, elicit feedbacks and assist in appropriate follow up actions. Fellows are expected to digitally submit their monthly activity reports to the Special Programme Implementation Department and Bharathidasan Institute of Management for review, guidance and performance assessment. They will be allocated responsibilities as per the requirements that may arise from time to time.

vi. The Academic Partner viz., Bharathidasan Institute of Management, Tiruchirappalli, will undertake the following activities after the completion of the selection process:

a) Programme Delivery and Governance

- Initial orientation training of the selected Fellows;

- Allocation of an Academic Guide/Mentor for the Fellows;
- Nurturing and blending their talents with continuous mentoring with academic inputs in Public Policy & Management through online and off-line content;
- Periodically evaluate their performance, provide individual need based guidance; and
- Inculcate the competitive spirit to attain optimal performance.

b) Bharathidasan Institute of Management's Social Immersion Programme to support the Fellows

Bharathidasan Institute of Management, Tiruchirapalli, has a unique Social Immersion Programme (SIP) for its MBA students. This is a practice session for their MBA students to imbue the values of social inclusion and environmental sustainability along with regular managerial expertise and skills. Students are involved in a mini project as a part of this course. Each TNCM Fellow shall be assisted by two MBA students of Bharathidasan Institute of Management, Tiruchirappalli as part of the Social Immersion Programme (SIP).

c) Post-Graduate Certificate in Public Policy and Management

The Fellows who successfully complete the programme will receive the PG Certificate in Public Policy and Management from the Academic Partner, Bharathidasan Institute of Management, Tiruchirapalli.

d) Provision for extending Ph.D. Option for the Fellows

The Fellows having Master's degrees will be given the option to enroll their Ph.D. programme of Bharathidasan Institute of Management concurrently, subject to satisfying minimum eligibility requirements.

vii. Conditions for engagement of Fellows

- a. The Department withholds the right to terminate the Fellowship at any point of time, if the work or conduct of the Fellow is found unsatisfactory.
- b. The Fellowship shall not confer upon the Fellow any right/claim for regular appointment or continuance in any post.

Budget

8. The Overall budget requirement for the implementation of Tamil Nadu Chief Minister's Fellowship Programme (2022-2024) is hereby sanctioned as follows:

(Amount in Rupees)

Sl. No	Details	Total Requirement	2021-2022	2022-2023	2023-2024
Overall Budget Requirements of Academic Partner (Bharathidasan Institute of Management, Trichirappalli)					
1.	Selection* Online Screening (Rs.350 x 8000 + Rs.450 x 2000)	37,00,000	41,75,000	---	----
	Comprehensive Examination	1,75,000			
	Interview	3,00,000			
	Academic Charges	62,34,600		30,00,000	32,34,600
2.	Logistic Arrangements (Conference Hall, Boarding & Lodging Charges) for Residential Orientation Training of Fellows & BIM Faculty.	10,45,000	---	10,45,000	----
3.	Exposure Visit / Study Tour (to other States)	10,00,000	---	5,00,000	5,00,000
4.	Remuneration for Fellows Rs.60,000 x 30 Persons x 24 Months	4,32,00,000	---	216,00,000	2,16,00,000
5.	Administrative Cost & other contingencies (Office Furniture & Equipment, Stationeries, travel expenses and other contingent expenses)	10,00,000	---	6,00,000	4,00,000
Total		5,66,54,600	41,75,000	2,67,45,000	2,57,34,600

* Subject to revision based on the actual expenditure incurred by the Academic Partner

9. The Expenditure sanctioned in para-7 above shall be debited under the following new head of account:-

Head of Account	2021-2022	2022-2023	2023-2024	Total
	(Amount in Rupees.)			
2052 00 Secretariat General Services - 090 Secretariat - States Expenditure CN "Tamil Nadu Chief Minister's Fellowship Programme" (TNCMFP)				
309 Grants in Aid 03 Grants for Specific Schemes (IFHRMS DPC:2052 00 090 CN 309 03)	41,75,000	36,00,000	36,34,600	1,14,09,600
333 Payments for Professional and Special Services 02 Remuneration (IFHRMS DPC:2052 00 090 CN 333 02)	-	2,16,00,000	2,16,00,000	4,32,00,000
354 Expenses on conducted Tours 01 Expenses on conducted Tours (IFHRMS DPC:2052 00 090 CN 354 01)	-	5,00,000	5,00,000	10,00,000
372 Training 01 Training (IFHRMS DPC:2052 00 090 CN 372 01)	-	10,45,000	-	10,45,000
Total	41,75,000	2,67,45,000	2,57,34,600	5,66,54,600

10. The expenditure sanctioned in para-7 above shall constitute an item of "New Service" and the approval of the Legislature shall be obtained in due course of time by an inclusion in the Supplementary Estimates for the year 2021-2022. Pending approval of the Legislature, the expenditure may initially be met by drawl of an advance from the Contingency Fund. The Principal Secretary to Government, Special Programme Implementation Department is directed to calculate the actual amount required for the period upto next Supplementary Estimates and apply for sanction of the same as advance from the Contingency Fund to Finance (BG-I) Department directly in Form 'A' appended to the Contingency Fund Rules, 1963 along with a copy of this order. Orders for sanction advance from the Contingency Fund will be issued from Finance (BG-I) Department. The Principal Secretary to Government, Special Programme Implementation Department shall also send necessary draft explanatory notes for inclusion of this expenditure in the Supplementary Estimates for the year 2021-2022 at the appropriate time without fail.

11. The Principal Secretary to Government, Special Programme Implementation Department is the Estimating, Reconciling and Controlling Authority for the above New Head of Account.

12. The Pay and Accounts Officer / Treasury Officer concerned is directed to open the above new head of account in their book.

13. The Principal Secretary to Government, Special Programme Implementation Department is authorised to make necessary modifications as and when required for the effective implementation of the scheme.

14. This order is issued with the concurrence of Finance Department vide its U.O.No.10434/Fin(SW)/2022, dated: 04.03.2022 and Additional Sanction Ledger No.1753 (One thousand seven hundred and fifty three).

(BY ORDER OF THE GOVERNOR)

**T. UDHAYACHANDRAN
PRINCIPAL SECRETARY TO GOVERNMENT (FAC)**

To:

The Additional Chief Secretary /Principal Secretary / Secretary to Government, All Departments, Secretariat, Chennai -09.
The Director, Bharthidasan Institute of Management, P.Box.No.12, MHD Campus, BHEL Complex, Tiruchirappalli – 620 014.
The Director, Anna Administrative Staff College and Director General of Training, "Mahizhampoo", Greenways Road, Raja Annamalai Puram, Chennai-28.
The Principal Accountant General (A&E), Chennai - 18.
The Accountant General (Audit), Chennai - 18.
The Pay and Accounts Officer, Chennai - 9.
All District Collectors.

Copy to:

The Principal Secretary (I) to Hon'ble Chief Minister, Chennai- 9.
The Secretary (II) to Hon'ble Chief Minister, Chennai- 9.
The Secretary (III) to Hon'ble Chief Minister, Chennai- 9.
The Secretary (IV) to Hon'ble Chief Minister, Chennai- 9.
The Senior Private Secretary to Chief Secretary, Chennai - 9.
Finance (BG-I/BG-II/SW/W&M-I) Department, Chennai - 9.
Human Resources Management Department, Chennai - 9.
Stock File/Spare Copy

/Forwarded by Order/


Deputy Secretary to Government