



PROPOSED 2-DAY MID-CARRER TRAINING ON PREVENTIVE VIGILANCE

(If mid-career training is more than one week)

DAY 1	ACTIVITY	TIME
Activity-1	➤ Preventive Vigilance “A Conceptual Framework”: <ul style="list-style-type: none"> • <i>Importance of Preventive Vigilance</i> • <i>Examples of best practices both within India and outside India on Preventive Vigilance.</i> 	1.0 hrs
	➤ Film on Preventive Vigilance by the Central Vigilance Commission: <i>Film on Preventive Vigilance prepared by the Commission for VAW-2018 may be screened. It is on the website of the CVC.</i>	15 min
	➤ An overview of Audit mechanism	1.0 hrs
	➤ An overview of various tools of preventive vigilance Or ➤ An overview of relevant conduct / service rules (if the same is not taught during the training programme)	1.0 hrs
Lunch		
Activity-2	➤ Case study on Preventive Vigilance (best practices): <ul style="list-style-type: none"> • <i>The organization may invite expert person from the relevant sectors for a presentation on one Case Study of one PV initiatives in the relevant sector</i> 	1.0 hrs
		15 minutes for



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	<ul style="list-style-type: none"> • <i>Experience sharing (Group Activity)* – with moderator**</i> • <i>The session may be kept interactive.</i> 	discussion and 10 minutes for presentation by each group
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*** Maximum 10 participants in a group**
****Junior most in the group will be the moderator/ to the extent possible all participants should be given a chance to share their experience**

Day 2	ACTIVITY	TIME
Activity-1	<ul style="list-style-type: none"> ➤ Group Discussions on Preventive Vigilance Measures on the following topics (indicative list) ➤ <ul style="list-style-type: none"> A. Ethics <ul style="list-style-type: none"> • Ethical Dilemma – case study from working environment B. Conflict of Interest – Linking with cases from India and abroad C. Technology as an Enabler <ul style="list-style-type: none"> • Leveraging technology – Case study on use of technology in the Government/ organization to be discussed and analyzed. D. Innovation – To be discussed vis-à-vis some existing vigilance issue with some concrete innovative solutions using technological intervention E. E-Governance <ul style="list-style-type: none"> • Process Re-Engineering – Clearly 	2.0 hrs



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highlighting the problem and define how the process Re-Engineering will streamline the process

F. Reducing Discretion – Suggestive actions (with live examples – adopted within India or abroad) for reducing discretion in decision making and their acceptability in the concerned organization.

G. Preventive Vigilance Best Practices

- Discuss various best practices in India or abroad with a view to adopt the same in the concerned organization.

H. Transparency

- Discuss ways and means to bring transparency in the organization
- Highlight some cases where through better transparency organizational functioning has been improved.
- Discuss the adaptability of such initiatives

I. Complaint Redressal Mechanism

- What are the general lacunae in the existing complaint redressal mechanism
- The group can consider the different options to plug the loopholes and suggest the alternatives to strengthen the complaint redressal mechanism

The organizer may divide the participants into 5-6 groups[^] and assign specific topic from above



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	<p><i>indicative list or any other topic specific to the organization for the groups to discuss on:</i></p> <p style="padding-left: 40px;">(a) <i>The Group may identify the bottlenecks in the vertical which make it vulnerable to corruption or lack of transparency and efficiency in implementation of schemes etc.</i></p> <p style="padding-left: 40px;">(b) <i>Group may suggest preventive measures to plug the bottlenecks with timelines.</i></p>	
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^Maximum 10 participants in a group

	<p>➤ Activity 1 continues..... (Preparation of Presentation)</p>	1.0 hrs
Lunch Break		
Activity-2	<p>➤ 6 Groups to make a presentation before an Expert Panel#:</p> <ul style="list-style-type: none"> • The groups to make a presentation of their paper before an Expert Panel with time slotted for inclusion of question and answer session. (10 minutes each and 10 minutes interaction) 	2.0hrs
	a) Group – 1	
	b) Group – 2	
	c) Group – 3	
	d) Group – 4	
	e) Group – 5	
	f) Group - 6	
Activity-3	<p>➤ Expert Panel to discuss Preventive Vigilance as a strategy</p>	1.0 hrs



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- *In the Expert Panel# Discussion the experts to provide their general and specific comments on each group presentations*
- *Way forward*

Experts may be taken from the organization/training institution or from out side