

## About LBSNAA

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The **Lal Bahadur Shastri National Academy of Administration (LBSNAA)**, located in **Mussoorie, Uttarakhand, India**, is India's premier training institution for the civil services. It serves as the primary academy for training officers of the **Indian Administrative Service (IAS)** and other civil services.

### Historical Background

#### Origins:

- Established in **1959**, the academy was initially known as the **National Academy of Administration**.
- It began functioning at **Metcalf House, New Delhi**, but was relocated to **Charleville Estate, Mussoorie**, in 1959.
- The Charleville Estate, with its historical colonial-era building, was transformed into a training institution. It previously served as a hotel.

#### Renaming:

- The academy was renamed in honor of **Lal Bahadur Shastri**, the second Prime Minister of India, following his demise in 1966. Shastri was a symbol of simplicity, humility, and dedication to public service.

#### Expansion:

- Over the years, LBSNAA has expanded significantly to accommodate the growing cadre of civil servants. It has added facilities, residential buildings, training infrastructure, and state-of-the-art technology to provide holistic education.

### Objectives

#### LBSNAA aims to:

1. Train young entrants to the Indian civil services in the **ethics, values, and skills** required for governance.
2. Promote **leadership qualities** and a strong sense of public service.
3. Foster an understanding of India's socio-economic and political contexts.
4. Impart training in **modern administrative practices**, public policy, and technology.

#### IAS Training at LBSNAA: An Overview

The training of IAS officers at the **Lal Bahadur Shastri National Academy of Administration (LBSNAA)** is structured into five phases. The initial two phases focus on **trainee officers**, while phases 3 to 5 are dedicated to **Mid-Career Training (MCT)** for officers who are already in service. This progressive training structure ensures continuous learning and development throughout an IAS officer's career.

## Overview of IAS Training at LBSNAA

### Duration and Components

- **Total Duration:** 2 years
- **Key Components:**
  - Foundation Course
  - Bharat Darshan (National Tour)
  - Academic Modules
  - District Training
  - Special Sessions
- **Monthly Salary:** Rs 56,100 (with deductions for mess and hostel fees)
- **Mid-Career Training (MCT):** Yes, at various stages of an officer's career
- **Facilities:** Comfortable living spaces, study areas, library, and recreational spaces
- **Objective:** To prepare IAS officers for diverse administrative roles

### IAS Training Center: LBSNAA

The LBSNAA, located in Mussoorie, Uttarakhand, was established in 1958 and is managed by the Ministry of Personnel, Public Grievances, and Pensions. The academy's motto is "Sheelam Param Bhushanam". It is led by the current director, IAS Srinivas Katikithala. Trainee officers undergo a 2-year training program after successfully clearing the UPSC exam. This rigorous program is designed to provide both **theoretical knowledge** and **practical experience** to prepare officers for their roles in public service.

### Phases of IAS Training at LBSNAA

#### Phase 1: Foundation Course and Bharat Darshan

- **Foundation Course (3 months):** Covers Indian polity, history, economics, and current affairs to build a strong foundational understanding.
- **Bharat Darshan (7 weeks):** A Winter Study Tour that spans **20,000 kilometers** across India, offering exposure to various sectors, including the armed forces, public and private sectors, NGOs, and tribal areas.
- **Academic Instruction (12 weeks):** Covers subjects like Law, Economics, Indian Constitution, Management, Public Administration, and more.
- **Co-curricular Activities:** Weekend treks, literary festivals, theatre workshops, and cultural events such as the **Inter-Services Meet (SANGAM)**.

#### Phase 2: District Training and Academic Instruction

- After Phase 1, trainees begin **District Training** for **1 year** under the supervision of a **District Collector**. This hands-on training focuses on "**Learning by Seeing**" and "**Learning by Doing**" through district attachments, independent charges, and a **State Secretariat Attachment** for 1 week.
- **Assignments:** Trainees complete analytical reports, village studies, law cases, and language assignments.
- **Phase 2 Training:** Held at LBSNAA to consolidate theoretical knowledge and practical insights. Key components include **seminars**, **physical fitness** activities, **adventure sports**, and a **foreign study visit** to learn best practices from other countries.
- **Master's Degree in Public Management:** Upon completion of the 2-year training program, officers are awarded a **Master's Degree in Public Management**, recognized by JNU.

### Mid-Career Training (MCT)

- **Phase 3:** For officers with **7-9 years of service**; focuses on enhancing competencies for senior roles.
- **Phase 4:** For officers with **14-16 years of service**; aims to prepare officers for leadership positions.
- **Phase 5:** For officers with **26-28 years of service**; focuses on high-level policy and strategy.

### Salary and Stipend During Training

- **Salary during Training:** Rs 56,100 (before deductions for mess and hostel fees)
- After deductions, the stipend received by trainees is typically **Rs 35,000 to Rs 40,000 per month**.
- Upon posting to their respective districts after training, officers receive salaries and allowances based on their rank.

### Probation Rules at LBSNAA

All Officer Trainees (OTs) must adhere to the rules and regulations set by LBSNAA during their probation period. Key probation rules include:

- **Final Examination:** Trainees must pass a final exam with a total of **900 marks** at the end of the course.
- **Missed Exams:** Trainees who miss an exam may be allowed to take a **special exam** after 3 months, depending on the situation.
- **Probation Duration:** The probation period is typically **2 years**, with an extension of up to 1 year if required.
- **Discharge Conditions:** Officers may be discharged for reasons such as failure to pass the re-exam, neglect of duties, or non-compliance with academy rules.

### Key Points of IAS Training at LBSNAA

- **Foundation Course:** 3-month program covering essential subjects like Indian polity, history, and current affairs.
- **Bharat Darshan:** A 7-week Winter Study Tour offering exposure to various sectors across India.
- **District Training:** 1-year hands-on experience in district administration under the guidance of district-level authorities.
- **Phase 2 Training:** Consolidates theoretical knowledge and includes seminars, physical fitness, and a foreign study visit.
- **Mid-Career Training (MCT):** Officers undergo training at various stages of their careers to develop leadership and policy-making skills.
- **Stipend during Training:** Trainees receive a salary of Rs 56,100, with deductions, resulting in a stipend of **Rs 35,000 to Rs 40,000**.

**Probation Rules:** The probation period lasts 2 years and includes passing a final examination, with provisions for extensions and discharge in certain situations.