



सीएसआईआर-मानव संसाधन विकास केन्द्र, गाज़ियाबाद  
(वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्)

CSIR-HUMAN RESOURCE DEVELOPMENT CENTRE, GHAZIABAD  
(COUNCIL OF SCIENTIFIC AND INDUSTRIAL RESEARCH)



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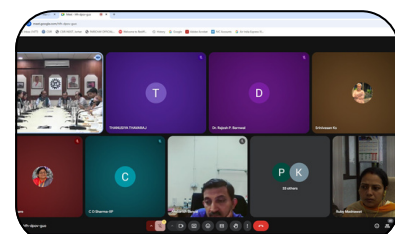
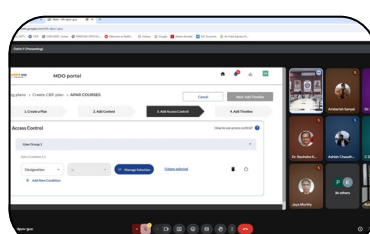
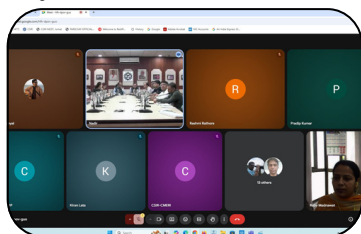
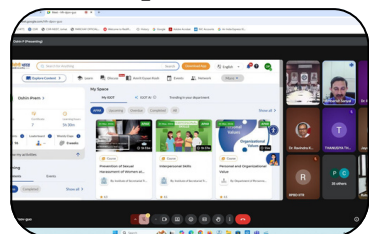


## Training Programmes/Workshops



### Online Workshop on Implementation of NPCSCB–Mission Karmayogi and iGOT Integration with APARs organized (October 07, 2025)

Workshop on the Implementation of NPCSCB–Mission Karmayogi and iGOT Integration with APARs was held at CSIR-HQ. on October 7, 2025. Sh. Mahendra Kumar Gupta, JS(A) chaired this workshop along with Dr T. S. Rana, Head, CSIR-HRDC. Participants from various CSIR labs. joined the workshop online. Workshop was coordinated by Dr Nadir Sheikh, Scientist F, CSIR-HRDC.



### Workshop on Preventive Vigilance (October 13, 2025)

A Workshop on Preventive Vigilance was organized at CSIR-HRDC Ghaziabad on October 13, 2025 for the officers and employees of the Centre. The session was led by Dr T. S. Rana, Head, CSIR-HRDC. The session aimed to promote awareness and understanding of the principles and practices of vigilance, integrity, and transparency in organizational functioning.

The workshop highlighted the importance of adopting preventive measures to curb corruption and ensure ethical conduct in all official dealings. Participants were sensitized to various aspects of vigilance, including the role of preventive vigilance in improving efficiency, accountability, and good governance within the system.

Officers and employees actively participated and shared their experiences, reaffirming their commitment to uphold the highest standards of honesty and professionalism.



### Training Programme on Driving Skills and Etiquettes: Ensuring Safety, Security, and Professionalism (November 10-12, 2025)

CSIR-HRDC organized a three day Training Programme on Driving Skills and Etiquettes: Ensuring Safety, Security, and Professionalism from November 10-12, 2025. Programme was inaugurated by Dr T. S. Rana, Head, CSIR-HRDC, Sh. Jata Shankar Pathak, Inspector, Traffic Police Commissionerate, Ghaziabad. Programme was coordinated by Dr Nadir Sheikh, Scientist F, CSIR-HRDC and Dr Alok Kumar Goel, CSIR-HRDC.

Sh. Jata Shankar Pathak joined as the resource person and shared valuable insights on road safety and responsible driving. He explained how following simple traffic rules, understanding road signage, and practicing safe driving habits can prevent accidents. Participants were made aware of the dangers of over speeding, rash driving, and distracted driving.



Other topics like lane discipline, positive Attitude, Motivation, Etiquettes/Interaction with officials and public, Conduct Rules: Do's and Dont's in office environment, Gender Sensitization, effective interpersonal communication skills were also covered. A hands-on session on incident reporting helped participants to understand the correct steps to follow in case of a road emergency or accident. Practical demonstrations were also offered on CPR, first aid, and basic emergency response techniques. These sessions aimed to build confidence among participants and enable them to respond effectively in critical situations. It helped to improve the awareness about road safety, strengthened responsible driving habits, and reinforced the importance of maintaining discipline on the road.

Training was concluded with a renewed commitment among participants to practice safe and professional driving at all times. Nine participants from various CSIR Laboratories/Institutes participated in the foundation course.



### Training programme on “VAW 2025 – CTE Type Investigation; Drafting of Chargesheet and Role of IO, PO, Defence Assistant; Inquiry Report, Briefs (November 12-14, 2025)”

A three-day programme on “VAW 2025 – CTE Type Investigation; Drafting of Chargesheet and Role of IO, PO, Defence Assistant; Inquiry Report, Briefs” was inaugurated on 12 November 2025 at CSIR-HRDC. The programme began with a warm welcome to all the dignitaries. The programme was inaugurated by Dr T. S. Rana, Head, CSIR-HRDC, along with Sh. Ghansham Bansal, DG, DMRC Academy & Chief Guest of the inaugural session, and Mrs. Simesh Verma, Sr. DS & Training Manager. The key resource persons for the programme were Sh. Srideb Nanda, Sr. CoSP, CSIR-HQ, and Sh. Nirmal Goel, CE, CPWD. Both experts shared deep knowledge and experience in dealing with vigilance cases and official investigations.

The programme covered key vigilance and disciplinary topics such as CTE-type intensive examinations, vigilance angle in public procurement, do's and don'ts in works and services, handling complaints, preliminary inquiry and CBI investigation procedures, and an overview of CCS (CCA) Rules and penalties. Participants were also trained in drafting chargesheets, understanding grounds for dropping charges, and the roles of the Inquiry Officer(IO), Presenting Officer (PO), and Defence Assistant. Sessions further included practical guidance on writing briefs, preparing inquiry reports, evaluating evidence, and decision-making on inquiry recommendations, including aspects of appeal, revision, and review.

The programme was concluded in the presence of Sh. Apendu Ganguly, Former Director, Ministry of Defence who appreciated the active participation and engagement of all attendees.



Dr T. S. Rana, Head CSIR-HRDC, awarded participation certificates to the participants, acknowledging their commitment to enhancing professional knowledge and skills. Forty-six participants from various CSIR Laboratories/Institutes participated in the foundation course.



### Programme on Planning of Life After Retirement (November 26–28, 2025)

Three-day programme on Planning of Life After Retirement commenced on November 26, 2025 at CSIR-HRDC. The event was inaugurated with a lamp-lighting ceremony by Dr T. S. Rana, Head, CSIR-HRDC, joined by Dr Vinay Kumar, Scientist G., Sh. Samrendra Nath, Former Joint Director & Faculty Member, ISTM, and other dignitaries.

This programme aimed to provide participants with comprehensive insights into financial planning, health and wellbeing, and purposeful engagement, guiding soon-to-retire employees in preparing for a meaningful, fulfilling, and well-planned post-retirement life. Participants gained a practical knowledge and strategies to transition smoothly into retirement while maintaining personal and professional satisfaction. Various topics were covered under this training programme like Benefits of Retirement which includes Pension, Retirement, Gratuity, Leave encashment, GPF, CGEGI Scheme, Medical facilities, Retirement financial planning which covered Concepts of savings, investment, setting financial goal, Risk taking ability, Investment options, Managing investments, Creating wealth & Estate Planning etc.

Programme helped the participants in managing stress and rejuvenate life with emotional & mindset management. Thirty-Nine participants from various CSIR Laboratories/Institutes participated in this programme.





## Training cum workshop programme on Reservation and Rosters (December 08-09, 2025)

A two day training programme cum workshop on Reservation and Rosters commenced on December 8, 2025 at CSIR-HRDC, Ghaziabad. The workshop was inaugurated by Sh. Mahendra Kumar Gupta, Joint Secretary (A), in the august presence of Dr. T. S. Rana, Head, HRDC, and Mrs. Simesh Verma, Training Manager. Other senior officers also graced the occasion and extended a warm welcome to all participants.

The programme focused on understanding reservation rules and roster management practices in government organizations. Through presentations, expert guidance, and interactive discussions, participants learned important procedures, shared their experiences, and addressed practical challenges related to roster preparation.

The topics covered under this programme included Constitutional provisions; scope of reservation for SC/ST/OBC/EWS/PwD/Sports Persons/Compassionate Appointments/Isolated Posts; reservation in promotions; relaxations and concessions; role of Liaison Officers; role of National Commissions for SC/ST/PwD; verification of claims; and other important aspects related to reservation policy and maintenance of rosters. The programme also included practical exercises on reservation rosters.

Seventy- four representatives from various CSIR laboratories/Institutes participated in this workshop.





## Training Programme on IS/ISO 17034:2016 – General Requirements for the Competence of Reference Material Producers (December 16-19, 2025)

A four-day Training Programme on IS/ISO 17034:2016 was conducted at CSIR-HRDC from December 16–19, 2025. The programme was inaugurated by Prof. Venu Gopal Achanta, Director, CSIR-NPL, followed by a warm welcome to the Chief Guest and other dignitaries by Dr T. S. Rana, Head, CSIR-HRDC. An overview of the objectives and significance of the programme was given by Dr Vinay Kumar, Scientist G, CSIR-HRDC. Programme Coordinator was Mrs. Neeti Sagar, Sr Technical Officer and Sh. Bijendra Pal, Pr Technical Officer.

The primary objective of the training programme was to equip scientists and technologists with comprehensive knowledge and practical understanding of ISO 17034:2016, focusing on the development, characterization, production, and quality assurance of Reference Materials (RMs). The programme also aimed to prepare participants to undertake responsibilities related to Quality Management and Technical Management in laboratories involved in Reference Material Production (RMP) and accreditation activities. As a premier scientific research and development organization, CSIR—through its network of constituent laboratories—undertakes extensive R&D activities across Engineering Sciences, Physical Sciences, Chemical Sciences, and Biological Sciences. Many of these activities require the use and production of reliable reference materials to ensure traceability, accuracy, comparability, and confidence in measurement results.

This training programme was specifically designed for scientists and technologists of CSIR & Non-CSIR participants who are engaged in analytical measurements, method validation, testing, calibration, and development of reference materials. The programme emphasized the implementation of technical competence and Quality Management Systems (QMS) in accordance with ISO 17034:2016, the international standard specifying the general requirements for the competence of reference material producers. Adoption of this standard ensures consistency, homogeneity, stability, and metrological traceability of reference materials—critical components for supporting high-quality R&D, testing, and calibration activities.

Participants had an enriching exposure visit to the Indian Pharmacopoeia Commission, Ghaziabad, where they interacted with scientific officers and explored state-of-the-art standard facilities, gaining valuable practical insights.

Twenty participants from various CSIR Laboratories/Institutes participated in the foundation course. Sixteen from CSIR-IIP Dehradun, CSIR-NPL New Delhi, CSIR-SERC Chennai and three Non-CSIR participants from BARC, Mumbai & Hyderabad





## Workshop on the Effective Implementation of the newly notified CSIR Scientist Recruitment & Assessment Promotion Rules {CSRAP Rules, 2025} (December 22, 2025)

A one-day workshop on the Effective Implementation of the newly notified CSIR Scientist Recruitment & Assessment Promotion Rules, 2025 (CSRAP Rules, 2025) was successfully organized on 22 December 2025.

The workshop was inaugurated in the gracious presence of Sh Mahendra Kumar Gupta, JS(A), Dr Jyoti Yadav, Head, CSIR-RAB, and Dr T. S. Rana, Head, CSIR–HRDC. Their addresses set the tone for the programme by emphasizing transparency, efficiency, and uniformity in the implementation of the new recruitment and promotion framework.

The programme provided valuable insights into the key provisions, procedural changes, and practical aspects of implementing the CSRAP Rules, 2025. Detailed deliberations helped participants gain clarity on assessment mechanisms, eligibility criteria, and operational challenges, ensuring a smooth transition to the new rules across CSIR laboratories and institutes.

The workshop was coordinated by Dr Nadir Sheikh, Scientist F, CSIR–HRDC. The workshop served as an important platform for capacity building and awareness, reinforcing CSIR’s commitment to strengthening its human resource processes in line with the newly notified CSRAP Rules, 2025.



## Meetings / Events Celebration

### I. Vigilance Awareness Week Oath Ceremony (October 27, 2025)

As part of the Vigilance Awareness activities, CSIR-HRDC organized an Integrity Pledge. Officers and staff took the pledge to show their commitment to honesty, transparency, and fair practices in their work.

After the pledge, a Walkathon was held at CSIR-HRDC to spread the message of integrity in public service. Everyone participated with enthusiasm, encouraging others to follow moral values and responsible behavior. The event reminded everyone that integrity is not just a value but something we must practice every day to build a better organization and society.



## II. Promoting Integrity and Ethical Values Through Competitions (October 29, 2025)

As a part of Vigilance Awareness Week, CSIR-HRDC organized several competitions in the campus, including essay writing, painting, and slogan writing, Debate and Question & Answer Competition. These activities aimed to promote honesty, transparency, and ethical behaviour among employees. Officers and staff participated with great enthusiasm, sharing their thoughts on integrity. Through various competitions participants highlighted the importance of being honest and responsible in daily life.

These competitions allowed them to express their ideas creatively, reflecting themes of truthfulness and fairness. On the concluding day, prizes were distributed to the winners of different events by the Head, CSIR-HRDC. Recognition motivated participants and highlighted the importance of creative engagement in promoting vigilance.





### III. National Unity Day pledge Ceremony (October 31, 2025)

On 31 October 2025, CSIR-HRDC observed National Unity Day with great enthusiasm under the leadership of Dr. T. S. Rana Head, CSIR-HRDC. The programme began with the National Unity Day pledge, where all officers and staff reaffirmed their commitment to national integrity and harmony. The pledge was administered in a respectful and solemn atmosphere, bringing everyone together with a shared sense of purpose.

After the ceremony, a “Run for Unity” was organized in the HRDC campus, encouraging participation from officers and staff. The run aimed to spread the message of unity, strength, and collective responsibility. Participants showed high energy, discipline, and strong team spirit throughout the event. The active and enthusiastic participation of all officers and employees made the event memorable and reinforced the spirit of togetherness across the campus.



### IV. Janjatiya Gaurav Divas Celebration (November 11, 2025)

From 1 to 15 November 2025, CSIR-HRDC observed Janjatiya Gaurav Divas to commemorate the birth anniversary of Shri Birsa Munda. As part of the celebration, on November 11, 2025 an awareness quiz on tribal history, culture, and the legacy of Shri Birsa Munda was conducted for the employees and staff of the HRDC campus. Dr. T. S. Rana, Head, CSIR-HRDC, addressed the participants and shared inspiring insights on Birsa Munda’s contribution to India’s tribal rights and freedom movement.

All participants took part with enthusiasm and showed their interest in learning more about tribal leaders and their role in India’s freedom movement. After the quiz, the scores were evaluated, and the top performers were recognized and the winners were awarded with a small gesture of appreciation for their active involvement.





## Distinguished Guests and Visitors



**Shri Mahendra Kumar Gupta**  
Joint Secretary, Administration, CSIR



**Shri Ghansham Bansal,**  
DG, DMRC Academy



**Shri Samrendra Nath,**  
Former Joint Director & Faculty Member, ISTM



**Dr Venu Gopal Achanta**  
Director, CSIR-NPL



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