

## GUIDELINES FOR NIPHM SCHEME

National Institute of Plant Health Management (NIPHM) is an ongoing scheme from the XI Plan to develop human resources in various aspects of Plant Health Management and Biosecurity issues. NIPHM is engaged in creation of Master Trainers in the field of Plant Health Management, Pesticide Management and Biosecurity besides extending policy support to Central and State Governments. The Institute has been registered as an Autonomous Society under the Ministry of Agriculture, Govt. of India, in the Office of the Registrar of Societies, Rangareddy District, Hyderabad, Andhra Pradesh on 24th October, 2008 under the name, **National Institute of Plant Health Management** with Registration No. 1444 of 2008 under the Andhra Pradesh Societies Registration Act, 2001 (Act No.35 of 2001). This Scheme is being framed as a Sub-Mission component of on Plant Protection and Plant Quarantine so as to enhance its delivery & reach in a mission mode under the National Mission on Agricultural Extension and Technology (NMAET).

### **1. Basic features**

1. The main focus of Plant Health Management Programmes is to promote agro-ecosystem analysis (AESA) based plant health management through Farmer Field Schools (FFS), which takes into account the intricate interdependence among various components of an ecosystem and the role of natural flow of ecosystem services.
2. Capacity building programmes are essential for creating dedicated professionals in Plant Biosecurity with special focus on Plant Quarantine, Pest Surveillance, Pest Risk Analysis, Pest Incursion Management, etc with exposure to Sanitary and Phytosanitary issues, strengthening enforcement of plant quarantine regulations and education on Biosecurity issues in India's neighbourhood (South Asian region) in view of the globalization of trade and emerging challenges in Biosecurity.
3. The Insecticide Act, 1968 regulates the import, manufacture, sale, transport, distribution and use of pesticides with a view to preventing risk to human beings and animals and ensuring the supply of quality pesticides. NIPHM is one of the national level institutions identified to impart mandatory training for Pesticide Analysts to enhance the trained manpower to ensure quality control of pesticides.
4. Specialized training programmes are also required to be organized in the areas of *Pesticide Management, Rodent Pest Management, Biocontrol agent production protocols and Integrated Weed Management* to meet the demands of intensive and competitive agriculture in the global context. In order to promote safe and judicious use of pesticides and residue free produce, exclusive programmes are also to be organized in the specialized field of *Pesticide Application Engineering Systems*.

Thus, NIPHM will assist Central and State Governments and other stakeholders in the above areas through its core role of Teaching, Training, Research, Certification & Accreditation and Policy Support.

**Aims and objectives of NIPHM shall be:**

- a) Human Resource development, both in public and private sector, covering areas inter alia, of plant protection technology, plant quarantine and bio-security, crop oriented Integrated Pest Management approaches, quality testing of pesticides and monitoring of pesticide residues for monitoring the quality status of pesticides.
- b) Develop systematic linkages between state, regional, national, and international institutions of outstanding accomplishments in the field of plant protection technology.
- c) Function as a nodal agency/ forum for exchange of latest information on plant protection technology.
- d) Collect and collate information on plant protection technology for dissemination among the state extension functionaries and farmers.
- e) Gain overall insight into plant protection systems and policies together with operational problems and constraints at each step and stage.
- f) Identify, appreciate and develop modern management tools, techniques in problem-solving approaches and utilizing the mechanism of personnel management, resource management, input management and finally conflict management at the organization level.
- g) Develop need-based field programmes for training and retraining of senior and middle level functionaries for executing plant protection programmes and using training of trainer approaches to ensure maximum reach of programmes.
- h) Provide feedback to training programmes, conduct programme-oriented research in the area of plant protection, Integrated Pest Management, pesticide management, plant quarantine and pesticide delivery systems and residues.
- i) Serve as repository of ideas and develop communication and documentation services at national, regional and international level, in regard to the subject of plant protection management.
- j) Forge linkages with national and international institutions and create networks of knowledge sharing through a programme of institutional collaboration and employment of consultants.
- k) Provide policy support to the central government in various sectors of plant protection including IPM, pesticide management, plant quarantine, bio-security, SPS and market access issues.

## **Areas of focus under the scheme**

The scheme –National Institute of Plant Health Management, in order to promote environmentally sustainable Plant Health Management practices in diverse and changing agro climatic conditions, will adopt the following strategies during XII Plan

- I. Education:** Offer Post Graduate Diploma, Concurrent Post Graduate Diploma Courses. The participants will be exposed to Agro Eco System Analysis based Plant Health Management, latest advancements in Pest Management such as Ecological Engineering for Pest Management, Pesticide Formulation and Residue Analysis, Pesticide Application techniques etc..

Further, in order to build the capacity of the students in specific areas through short term & medium term programmes, NIPHM shall offer following Diploma & Certificate courses to fresh graduates of Life Sciences /Agriculture /Horticulture /Veterinary Science streams. These programmes will also be open for PG students.

### **Diploma Programmes:**

1. Biocontrol Input Production Management
2. Biosecurity & Incursion Management
3. Pesticide Management
4. Vertebrate & Structural Pest Management
5. Plant Health Engineering

### **Certificate Courses:**

1. AESA based Plant Health Management
  2. Safe & Judicious use of Pesticides
  3. Urban Integrated Rodent Pest Management
  4. Vertebrate Pest Management
  5. Structural Pest Management
  6. Pesticide Formulation Analysis
  7. Pesticide Residue Analysis
  8. Instrumentation & Laboratory Standards
  9. Phyto Sanitary Treatments

The above programmes shall be subject to periodic review by the Academic committee.

## II. Capacity building programmes;

### **Short and Long-term Training Courses and also organize National and International Workshops / Seminars on Plant Health Management and Plant Quarantine to:**

- a. Enhance the skills of Master-trainers (extension functionaries) of governmental and non-governmental agencies, Directorate officials, Kisan Vikas Kendras, Public Sector / Commodity Boards ( who are in agricultural sector with non-commercial objectives), and accredited agencies in matters of Agro ecosystem analysis based Plant Health Management with emphasis on Ecological Engineering (with experiential learning methodology), Plant Biosecurity and Quarantine, Pesticide Management, etc.
- b. The Institute shall function as a national academy of training for the officials of the Directorate of PPQ&S and organize special programmes such as – *Season Long Training Programmes on PHM, Induction Training for Freshly Recruited officers of the Directorate, Induction Programmes for inter- scheme transferees, Refresher Programmes*, etc. Similar programmes may also be extended to State Government officers as may be requested by the State Governments.
- c. Create awareness on the emerging challenges of sustaining agricultural production in the context of Climate Change.
- d. Create a pool of trained manpower in management of Vertebrate pests with focus on Rodents to minimize crop loss and also build capacity of Rural and Urban local bodies in Integrated Pest Management to prevent zoonotic diseases.
- e. Ensure Quality Control by skill upgradation of Central and State Pesticide Testing Laboratories and other stakeholders in pesticide analysis including newly registered pesticide molecules, methodologies and operation of instruments and equipments.
- f. Build a pool of trained resource personnel in residue monitoring to reduce pesticide risk and enhance the competitiveness of Indian farmers in domestic & export market.
- g. Build a pool of trained professionals in Fumigation Industry for adoption of best fumigation practices, to comply with International Phyto-Sanitary requirements, to support export of Indian agricultural commodities.
- h. Ensure adoption of appropriate Pesticide Application Technology to enhance efficacy and minimize residue, and enable safe & judicious use of pesticides.

(i) The course fee for different categories of participants shall be levied as follows:

<b>Training cost</b> <b>Rs. 1350/day/participant</b> <b>(Junior Level Officer)</b>	<b>Training cost</b> <b>Rs. 1500/day/participant</b> <b>(Middle Level Officer)</b>	<b>Training cost</b> <b>Rs. 1750/day/participant</b> <b>(Senior Level Officer)</b>
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**Cost breakup is at Annexure I.**

*The above costing is made taking into account the availability of funding for salaries. As and when a decision is taken that the Grant in Aid – Salaries is to be withdrawn, the training costs shall be linked to the then prevailing rates. The stated cost norms furnished in the Annexure is based on prevailing costs during 2013-14. **The rate of the costs shall increase by 3% every 2 years to compensate for inflation.***

**III. Create and collate knowledge and forge systematic linkages**, through MOUs, bipartite and multi-lateral agreements, with National and International Institutes to act as repository of ideas and create knowledge network in Plant Health Management with emphasis on IPM, Pesticide Management besides SPS issues at national level as well as for the South Asian Region.

**IV. Provide project advisory services and technical consultancy for:**

- a. Evaluating the bio-efficacy of both existing and new Chemical, Botanical and Bio-pesticides including Herbicides in the context of Integrated Weed Management.
- b. Evaluating various Programmes being implemented in areas relating to Integrated Pest Management including Rodent Management, Biosecurity, Plant Quarantine, Surveillance, Pesticide Residue Monitoring at national level, etc.
- c. Development and dissemination of cost effective and appropriate Agricultural Input Application Technologies.

**V. Develop standards & systems and function as a Nodal Agency:**

- a. To facilitate Pest Diagnostics, Pest Risk Assessment, Pest Surveillance and Residue Monitoring.
- b. For Certification & Accreditation on matters relating to Pesticide Residue Monitoring, Pesticide Quality Control and SPS.
- c. To serve as database management centre relating to pests & diseases, pesticide residues, SPS and market access issues.
- d. To facilitate web-enabled information dissemination in the areas of Plant Health Management, Biosecurity and Pesticide Management.

**VI** Undertake Policy analysis, Program oriented **Research / Evaluation Studies** in Plant Health Management including sustainability of native agro-ecosystems from invasion of alien species, Plant Quarantine, Plant Health in the context of Climate

Change to provide Policy support to Central and State Governments. Following will be major areas of focus of adoptive research programmes :

- i) Development and Validation of Farm level PHM packages/technologies based on AESA and Ecological Engineering approaches for major crops.
- ii) Development of field level technologies to manage both rodent and other vertebrate pests in different situations.
- iii) R&D for improving the designs of pesticide appliances, since the design of equipment impacts the health of the pesticide operator and can also play a significant role in environmental safety.
- iv) Evaluation studies of various agricultural programmes.
- v) Undertake Policy oriented research.
- vi) Participation in developing /reviewing national and international standards on phytosanitary measures, quarantine regulations and agreements.
- vii) Undertake commodity oriented studies to facilitate Market Access.
- viii) Undertake studies for establishing Pest Free Areas and Areas of Low Pest Prevalence.

#### **VII Creation of new systems /facilities for plant health management**

- i) Establish a nationwide network of Pest Surveillance System for early warning and pest alert system and a centralized National Repository on pests.
- ii) Creation of State of the art facilities which includes Video Conferencing facility established through NICNET, to facilitate close monitoring of integrated pest management and pest surveillance programmes.
- iii) Establishment of National level Pest Diagnostic Facility and network with regional level pest Diagnostic centres to supplement the pest surveillance programme . Facility will be helpful in training, data collation on pest and for advisory purposes.
- iv) Active role in the Centrally Sponsored scheme of All India Network Project on Pesticide Residue Monitoring.
- v) In order to promote Biological Control of pests establish a state of the art Biocontrol Laboratory and Biopesticides Testing Laboratory.
- vi) To promote appropriate pesticides application technology establish a Spray Technology Centre.
- vii) To validate the RPM technologies and develop new practices, a Rattery Centre to be established.

- viii) Upgrade the teaching aids, provide wi fi facilities in the campus and launch e-governance initiatives, and modernize the library.

### **VIII Provide consultancy services to public sector and private agencies**

### **IX. International Collaboration:**

Collaborate with International organizations in the areas of PHM, Biosecurity, Pesticides Management for synergizing Institute's knowledge base with advancements in the field and organize International Training Programmes (in collaboration with USDA/ CABI/Australia Biosecurity, etc). Capacity building programmes of SAARC countries shall also be undertaken as per directions of DAC.

### **5. Target beneficiaries---**

NIPHM is mandated to organize programmes to enhance capacity and skill sets of Officers from the Government and employees of Public & Private Sector, Civil Societies, etc in the specialized fields of Plant Health Management, Pesticide Management, Plant Biosecurity & Quarantine, Vertebrate Pest Management, and Pesticide Application Technology. NIPHM will also undertake induction training programmes for the officers of the Directorate of PPQ&S as well as for the State Governments for their fresh recruited officers and transferees. Training will be provided to TOTs ( Training of Trainers) at three levels (Senior, Middle and Junior levels), who in turn, will train the officers below them for proper implementation and trainer farmers for horizontal expansion of appropriate technologies. The target beneficiaries are:

#### **Central & State Governments**

- i) Pesticide Analysts of State Pesticide Testing Laboratories
- ii) Analysts of State Pesticide Residue Testing Laboratories
- iii) Quality Control Inspectors of State Depts. of Agriculture for pesticide sampling & monitoring
- iv) Agricultural & Horticultural extension functionaries of State Governments
- v) Plant Quarantine officials
- vi) New recruits of the Directorate of PPQ&S
- vii) Officers of the Directorate of PPQ&S transferred from one division to another
- viii) Agricultural Scientists / Faculties of SAUs / ICAR / KVKs for pesticide residue monitoring

**Public / Private Sector, Industry, Civil Society**

- i) IPM practitioners
- ii) Officers of Public Sector Companies such as Tobacco Board, Spices Board, etc
- iii) Pest Control Operators ( service sector)
- iv) Exporters / Importers ( mandatory for fumigation operation / forced hot air treatments)
- v) Pesticide Analysts ( quality control & residue analysis) of Pesticide Industry
- vi) Fresh Graduates through Regular & Concurrent PGDPHM Programme
- vii) Progressive Farmers, farming community

**6. Operationalization of the scheme**

The Joint Secretary (Plant Protection) in the DAC will be the Nodal Officer for implementation of component of Plant Health Management- NIPHM under the submission on Plant Protection & Plant Quarantine. The Director General of the Institute will assist the JS(PP) in administering and steering the Institute's activities.

It was decided, when the scheme was approved during 11<sup>th</sup> plan, that plan funding for the institute will be provided for a period of 10 years from October 2008. The institute is expected to become substantially self-sustaining by middle of XIII Plan. Action has to be taken for full cost recovery of training, project or advisory activities undertaken for the Government, public and private sector to build the resources of the organization. It is expected that the government funding will come down in a phased manner over a period of time.

**7. Management Councils**

Scheme implementation and day- to- day monitoring will be done by DG. However, periodic review will be carried out by the Executive Council & General Council of NIPHM under the overall supervision of DAC. The annual accounts of the Institute will be audited by the office of Accountant General, Hyderabad as approved by CAG and DAC.

**8. Release of funds under the scheme** Funds flow on annual basis in the form of budgetary support as Grants-in-Aid (Plan) will be from DAC to NIPHM . The estimated outlay of funds requirement for the XII plan period totaling Rs 9000.34 lakhs is furnished in **Annexure-II.**

**9. Training Activities to be undertaken by NIPHM during the XII Plan:**

- i) Organize 120 programmes to train 1800 agricultural officers in AESA based PHM with specific reference to crops such as rice, cotton, pulses & vegetables, etc, where the use of chemical pesticides is quite significant with an intention to promote pest management



through increased reliance on biological control and minimize the use of the chemical pesticide.

- ii) NIPHM will play a major role in capacity building in plant quarantine, pest surveillance, pest diagnosis, pest incursion management, pest risk analysis, Phytosanitary treatments.. It is planned to organize 40 programmes and train 600 officers during the XII Plan.
- iii) Organize 38 capacity building programmes in Rodent/ Vertebrate Pest Management to train 570 officials in Vertebrate Pest Management to minimize the crop losses, both on field and in storage, and also play an active role in containing the spread of dreaded zoonotic diseases, both in rural and urban areas.
- iv) HRD in the area of 'Pesticide Application Technology' for Officers of various Central and State Govt. organizations as well as NGOs, KVKs, and Private sector on need basis(37 programmes).
- v) Initiate international training programmes on harmonized plant quarantine procedures, pest risk analysis, pest surveillance and emergency preparedness for plant pest incursion (as per requirement).
- vi) Capacity building of Insecticide Inspectors for sampling, enforcement of Insecticide Act 1968, Rules 1971 etc and interpretations of the analytical results,of pesticide analysts in initiation and maintenance of laboratory quality management standards, quality analysis with exposure to handling of highly sophisticated equipments for pesticide formulation and residue analysis(60 programmes and train 900 officers).
- vii) Organize 28 Induction Training Programmes and Refresher Training Programmes exclusively for the staff of the Directorate of PPQ&S and train 420 officials to provide the required grounding and equip them with specialized practical skills required for effective discharge of duties in the Directorate.
- viii) Capacity Building Programmes for the Private Sector / NGOs / Public sector Undertakings on payment basis( 52 programmes).  
Details of the training programs are at **Annexure III**

#### **11. Brief of the activities to be undertaken during XII plan is at Annexure IV**

#### **12 Revenue generated (accrued) during XI Plan -**

The Year wise Gross revenue generated (accrued) through various programmes of the Institute from 2009 to 2012 is furnished below:

1. 2009-10... Rs. 8.29 lakhs
2. 2010-11... Rs. 15.95 lakhs
3. 2011-12... Rs 100 lakhs (approximately)

Total **Gross Revenue accrued** during the XI Plan (from 2009 – 2012) is **Rs 124 lakhs approx.**

### **Plan of Action for XII Plan**

In order to achieve the substantially self sustaining status by the middle of XIII Plan, it is proposed to organize sustainable revenue generating programmes. During the XII Plan, NIPHM is planning to undertake consultancy services, analytical testing services, increase the payment programmes and broad base the PG Diploma programmes to enroll students on concurrent mode. Research projects will also be undertaken by seeking funds from different agencies. In addition, through collaboration with USDA/ CABI/Australia Biosecurity, International Training Programmes (on payment basis) will be offered. Through these efforts, NIPHM intends to generate revenue as noted below:

**Rs. in lakhs**

Year	2012-13	2013-14	2014-15	2015-16	2016-17
Gross Revenue Generation	200	200	250	300	300

It is expected that the revenue generation will be stepped up during XIII plan. From the year 2019-20, to enable NIPHM substantially self finance its revenue expenditure (salaries & other revenues) the tariff for Government training programmes will be refixed (which are currently low) to ensure substantial cost recovery of training costs (cost of trainers +other costs) commensurate with market rates prevailing at that time. The quantum of assistance to be extended to NIPHM from 2019-20 will be taken up during the XIII Plan, taking into account the revenue generation potential from the year 2019-20.

**Year wise phasing of recurring & non- recurring expenditure in XII plan***(Rs. in lakhs)*

<b>Year of the Plan</b>	<b>Grant-in-aid Salaries</b>	<b>Grants-in-aid Revenue</b>	<b>Grants for Creation of Capital Assets</b>	<b>Total</b>
<b>2012-13</b>	577.88	377.50	<b>1030.85</b>	<b>1986.23</b>
<b>2013-14</b>	570.57	526.00	<b>1095.20</b>	<b>2191.77</b>
<b>2014-15</b>	689.60	562.00	<b>519.95</b>	<b>1771.55</b>
<b>2015-16</b>	834.20	588.00	<b>17.00</b>	<b>1439.20</b>
<b>2016-17</b>	955.59	644.00	<b>12.00</b>	<b>1611.59</b>
<b>Total</b>	<b>3627.84</b>	<b>2697.50</b>	<b>2675.00</b>	<b>9000.34</b>

## i) DETAILS OF PROPOSED TRAINING PROGRAMMES FOR XII FIVE YEAR PLAN

Year wise targets for XII Plan Period							
	COURSES	2012-13	2013-14	2014-15	2015-16	2016-17	TOTAL
<b>I.</b>	<b><u>On-Campus Courses</u></b>						
1.1	No. of courses for Extension functionaries	35	35	35	35	35	175
1.2	No. of persons to be trained	525	525	525	525	525	2625
<b>II</b>	<b><u>Off-Campus Courses</u></b>						
2.1	No. of courses for extension functionaries	10	10	10	10	10	50
2.2	No. of persons to be trained	150	150	150	150	150	750
<b>III</b>	<b><u>New Activities proposed under XII Plan</u></b>						
3.1	Induction & Refresher Training programmes for staff of Dte of PPQ&S	4	6	6	6	6	28
	<b>Target days cost-recoverable activities</b>	60	90	90	90	90	420
3.2	<b>New Training activities</b>						
	Programmes for Private Sector, NGO, PCOs, Quarantine agencies etc.	7	9	10	12	14	52
	<b>No. of participants to be trained</b>	105	135	150	180	210	780
3.3	Workshops on Rodents (impact and control options)	5	5	8	8	10	36
	<b>No. of participants to be trained</b>	75	75	120	120	150	540
3.4	Training for progressive farmers	4	5	6	9	10	34
	<b>No. of participants to be trained</b>	60	75	90	135	150	510

## i) SUMMARY TARGETS FOR XII FIVE YEAR PLAN

	2012-13	2013-14	2014-15	2015-16	2016-17	Total
<b>No. of Courses*</b>	65	70	75	80	85	375
<b>No. of persons to be trained</b>	975	1050	1125	1200	1275	5625

**ACTIVITIES PROPOSED FOR THE XII PLAN**

1. **Training:** NIPHM will organize a total of 375 programmes for training 5625 officers / officials in the emerging areas of Plant Health and Biosecurity management, Biocontrol Agent Production, Pesticide Management, Phytosanitary & Forced Hot Air Treatment, etc as follows:
  - a) Organize 120 programmes to train 1800 agricultural officers in AESA based PHM with specific reference to crops such as rice, cotton, pulses & vegetables, etc, where the use of chemical pesticides is quite significant with an intention to promote pest management through increased reliance on biological control and minimize the use of the chemical pesticide.
  - b) NIPHM will play a major role in capacity building in plant quarantine, pest surveillance, pest diagnosis, pest incursion management, pest risk analysis, Phytosanitary treatments. It is planned to organize 40 programmes and train 600 officers during the XII Plan.
  - c) Organize 38 capacity building programmes in Rodent/ Vertebrate Pest Management to train 570 officials in Vertebrate Pest Management to minimize the crop losses, both on field and in storage, and also play an active role in containing the spread of dreaded zoonotic diseases, both in rural and urban areas.
  - d) HRD in the area of 'Pesticide Application Technology' for Officers of various Central and State Govt. organizations as well as NGOs, KVKs, and Private sector on need basis(37 programmes).
  - e) Initiate international training programmes on harmonized plant quarantine procedures, pest risk analysis, pest surveillance and emergency preparedness for plant pest incursion (as per requirement).
  - f) Organize 28 Induction Training Programmes and Refresher Training Programmes exclusively for the staff of the Directorate of PPQ&S and train 420 officials to provide the required grounding and equip them with specialized practical skills required for effective discharge of duties in the Directorate.
  - g) Capacity building of Insecticide Inspectors for sampling, enforcement of Insecticide Act 1968, Rules 1971 etc and interpretation of the analytical results of pesticide analysts in initiation and maintenance of laboratory quality management standards, quality analysis with exposure to handling of highly sophisticated equipments for pesticide formulation and residue analysis(60 programmes and train 900 officers).
2. Initiate international training programmes on harmonized plant quarantine procedures, pest risk analysis, pest surveillance and emergency preparedness for plant pest incursion.
3. Assist in developing / reviewing national and international standards on phytosanitary measures, plant quarantine regulations and agreements besides functioning as a policy support centre for Govt. of India -a new activity
4. Establish a nationwide network of Pest Surveillance System for early warning and pest alert system and a centralized National Repository on pests.

5. Creation of State of the art facilities which includes Video Conferencing facility established through NICNET, to facilitate close monitoring of integrated pest management and pest surveillance programmes.
6. Establishment of National level Pest Diagnostic Facility and network with regional level pest Diagnostic centers to supplement the pest surveillance programme, which will be helpful in training, data collation on pest and for advisory purposes.
7. Active role in the Centrally Sponsored scheme of All India Net-work Project on monitoring of Pesticide Residues.
8. Offer consultancy services to the State Pesticide Testing Laboratories (SPTLs) for getting NABL accreditation as per ISO 17025:2005.
9. Capacity Building Programmes for the Private Sector / NGOs / Public sector Undertakings on payment basis (52 programmes).
10. To promote appropriate pesticides application technology, establish a Spray Technology Centre.
12. R&D for improving the designs of pesticide appliances, since the design of equipment impacts the health of the pesticide operator and can also play a significant role in environmental safety.
13. Upgrade the teaching aids, provide *wi-fi* facilities in the campus and launch e-governance initiatives, and modernize the library.

**Cost Norms<sup>@</sup> for NIPHM training Programmes****(Domestic Participants)**

<b>.No</b>	<b>Particulars</b>	<b>Training cost- Rs.1350/day/participant (Junior Level officers)</b>	<b>Training cost- Rs.1500/day/participant (Middle Level officers)</b>	<b>Training cost- Rs.1750/day/participant (Senior Level Officers)</b>
1	Room rent	250	375	500
2	Type of Accommodation	Non-A.C (Twin sharing)	A.C (Twin sharing)	A.C (Single occupancy)
3	Food	300	300	350
4	Training material	250	250	250
5	POL	100	100	100
6	Honorarium to Resource persons (Rs.500/session)	100	100	100
7	Institutional fee	350	375	450
<b>Total</b>		<b>1350</b>	<b>1500</b>	<b>1750</b>

<sup>@</sup> The cost norms is based on prevailing cost s during 2011-12. The reate of the costs shall increase by 3% every 2 years to compensate for increase in costs.

The breakup of training cost for Junior level ,Middle Level and Senior officers Level