

SI 8.4A1: Rates for payment of training cost, candidates entitlements and incentives

Apart from the fixed duration hours of training defined in the DDU GKY Guidelines, PIAs are permitted to propose training for any duration falling between 576 hrs to 2304 hours. The Hourly Rates for different cost heads will be as under.

1. Training cost

- a. Pre-defined Training Duration (refer to Table 1 of sub-section 3.2.2.4 of DDG GKY Guidelines)

SLAB	Training duration (hrs)	Rate per hour (₹)	Calculation (per hour)	Maximum Rate (₹)
A	576	23.7778	(13696)/576	13696
B	1152	16.625	(19152-13696)/576	19152
C	1728	13.6354	(23562-19152)/576	23562
D	2304	11.5460	(26602-23562)/576	26602

- b. Flexible training Duration – training duration other than pre-defined training duration

SLAB	Training duration (hrs)	Incremental Rate per hour (₹)	Calculation (per hour)
E	577 to 1151	9.472222222	(19152-13696)/576

SLAB	Training duration (hrs)	Incremental Rate per hour (₹)	Calculation (per hour)
F	1153 to 1727	7.65625	(23562-19152)/576
G	1729 to 2303	5.277777778	(26602-23562)/576

Explanation

- a. Training duration is 1000 hrs proposed by a PIA, the cost of training per trainee will be calculated as below

The training falls in the slab “E”

Fixed Training duration cost (Slab “A”) = $576 \times 23.7778 = 13696$ (1)

Differential Training Duration = $1000 - 576 = 424$ hrs

Cost of Training of one candidate for differential duration = $424 \times 9.472222222 = 4016$ (2)

Training cost per candidate for training duration of 1000 hrs (1 + 2) = ₹ 17,712/-

- b. Training duration is 2000 hrs proposed by a PIA, the cost of training per trainee will be calculated as below

The training falls in the slab “G”

Fixed Training duration cost (Slab “C”) = $1728 \times 13.6354 = 23562$ (1)

Differential Training Duration = $2000 - 1728 = 272$ hrs

Cost of Training of one candidate for differential duration = $272 \times 5.277777778 = 1435.56$ (2)

Training cost per candidate for training duration of 2000 hrs (1 + 2) = ₹ 24,997.56/-

2. **Uniform Cost:** is not defined on hourly rate basis but on the basis of blocks of training hours. The rate per candidate will be as per table below

Slab	Hours	Rate per trainee
A	Up to 1152	₹ 1000
B	>1152 hours	₹ 2000

3. Food and To & Fro Charges

- Eligible rate per hour = ₹15.625 (e. g. ₹9000 (payment for 3 month duration/576 hours training duration))
- Eligibility for 8, 6 and 4 hour duration will be ₹125 ($8 * 15.625$), ₹93.75 ($6 * 15.625$), and ₹62.5 ($4 * 15.625$) respectively.
- The amount payable shall be rounded-up (rounded to the higher number) to the higher rupee during the payment duration.

4. Boarding and Lodging Expenses

Location category	Location of Training Centre	Rate per day (₹)
A	State Headquarters	166
B	District Headquarters	120
C	All other locations other than (a) and (b)	75

- Residential training shall only be Full Time Training (i.e., 8 hours per day of training). Part-time and week-end trainings are not covered under residential training.
- Boarding and lodging facilities should be provided on Sundays and holidays and the implementing agency shall be reimbursed for the boarding and lodging facilities provided on these at the same rate given in Table above.

- iii. In case, the training duration is other than the Pre-defined training Duration (refer to Table 1 of sub-section 3.2.2.4 of DDG GKY Guidelines), the number of training days shall be calculated as $(\text{Total training hours}/8) \times (90/72)$. The number of days so arrived should be rounded up (rounded off to the higher number), e.g., 91.1; should be rounded off to 92.

5. Incentives

PIA can claim incentives as per the table below:

Sl. No.	Incentive category	Rate per candidate (₹)
1.	Live distance training	500
2.	Counselling for trainees placed in foreign countries	10,000
3.	Career progression	5,000
4.	One year retention	3,000