

# Institute of Management in Government

Monthly Bulletin- January 2026



## Published by,

Tinku Biswal IAS, Director General, IMG

## Programme Committee

Dr. R Jayasree, Chairperson, Programme Committee

Ninumol P M, Convener, Programme Committee

## Members

Dr. Sajeev S, Professor

Ajikumar K J, Regional Director, IMG Kozhikode

Dr. R Ram Mohan, Professor

Bindu K S, Regional Director, IMG Kochi

Shuja R, Associate Fellow

Editorial cum Research Assistant: Anusree R

## *From the Desk of Director*

As the new academic year is fast approaching, it is imperative that we gear up for the preliminary preparations required to effectively plan the activities for the forthcoming year. The training needs of departments, which were assessed earlier, now require a fresh review to accommodate the significant changes that have taken place in policies, procedures, and technology over time.

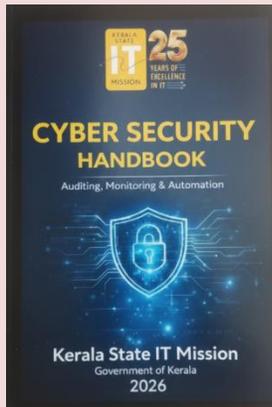
The process of Training Needs Assessment must be carried out in a systematic and professional manner so as to facilitate the formulation of appropriate training designs and ensure their effective implementation. The training calendar for 2026-27 should clearly reflect the real and emerging needs of departments. Routine programmes with predominantly knowledge-based components may be accorded lower priority, especially in view of the prevailing resource constraints and the need for optimal utilization of available resources.

In this context, I urge all faculty members to proactively facilitate the convening of Training Coordination Committees in departments and ensure that they function as effective and meaningful bodies. The Head of the Department, as Chairman of the Training Coordination Committee, should endorse and prioritize the programmes proposed for inclusion in the Training Calendar 2026-27.

This is also an appropriate time to finalize training designs based on the assessed and felt needs of departments. Henceforth, it shall be mandatory to have an approved training design in place before the approval and delivery of any training programme.

Let us work collectively to ensure that our training interventions remain relevant, impactful, and aligned with the evolving requirements of governance.

*Tinku Biswal IAS*



## *Release of Cybersecurity Handbook 2026*

The *Cybersecurity Handbook 2026*, prepared by the Kerala State IT Mission (KSITM) in association with the Institute of Management in Government (IMG), was formally released on 3 February 2026 at IMG, Thiruvananthapuram. The handbook release was organised as part of the objectives of the SafeTech Campaign, aimed at promoting cybersecurity awareness, safe digital practices, and strengthened cyber resilience across government systems. The publication was released jointly by Ms. Tinku Biswal, IAS, Director General, IMG, and Mr. Sandip Kumar, IAS, Director, KSITM, in the presence of senior officials, faculty members, and cybersecurity professionals, including Mr. Arif Ahammed, Senior Security Officer KSITM, Dr. R Jayasree, Professor & Chair, Programme Committee, IMG, Ms. Pallavi M.A., Incident and Vulnerability Engineer, KSITM, Mr. Rasic A. Azeez, Cybersecurity Engineer, KSITM and Mr. Mubashir E, Assistant Professor, IMG.

The handbook is intended to serve as a practical reference for strengthening cybersecurity awareness and preparedness within government systems. Mr. Sandip Kumar, IAS provided patronage and strategic leadership for the publication. The content development, design, and syllabus



framework were led by Mr. Rasic A. Azeez, Cybersecurity Engineer, while technical and academic support was extended by Mr. Mubashir E, Assistant Professor, IMG. Ms. Pallavi M.A., Incident and Vulnerability Engineer, KSITM, contributed to the work through research and academic guidance. Innovation and research oversight were provided by Mr. Sanob KAS, Head of Innovation and Research, KSITM, and technology leadership and strategic support were extended by Mr. Subil, Technology Head, KSITM. Programme and managerial support were given by Mr. Abhilash, Manager – Marketing and Communication Support, KSITM. The programme highlighted the importance of inter-institutional collaboration in addressing emerging cybersecurity challenges and reinforced the shared commitment of KSITM and IMG towards capacity building and secure digital governance

### *Induction Training for Officers of Treasury Department*

Four day Induction Training Programme was conducted for the officers promoted to the post of Junior Superintendent and Sub Treasury Officer of Treasury Department from 6<sup>th</sup> to 9<sup>th</sup> and 14<sup>th</sup> to 17<sup>th</sup> January, 2026. The aim of the training was to equip the participants with the competencies required to perform the new role. The resource persons were experts in the field concerned.



### *Training to Visually impaired Teachers of Collegiate Education Department*

A three day computer training program was imparted to the visually impaired teachers of the department of Collegiate education under the OSP category programmes.



The course were specifically in imparting keyboard skills, artificial intelligence, and Malayalam typing.

### *Advanced Cybersecurity Awareness Programme*

The Institute of Management in Government (IMG), Thiruvananthapuram, conducted an Advanced Cybersecurity Awareness Programme for officers of various departments from 2nd to 4th February 2026. The programme was directed by Shri. Mubashir E, Assistant Professor, IMG. The objective of the programme was to strengthen participants' technical understanding of cybersecurity concepts, system security, and server hardening practices.

The programme commenced with registration and an inaugural session, followed by sessions on computer



basics and system components and Windows security analysis, providing a strong foundation in system-level security. On second day, the focus shifted to network components such as routers and switches, along with hands-on exposure to virtualisation and basic Linux commands, enabling participants to understand modern IT infrastructure and operating environments. The final day, featured advanced sessions on Kali Linux tools and a comprehensive server hardening guide for Linux and Windows servers, emphasising best practices in securing enterprise systems. With the Course Director, the technical sessions were handled by Shri. Rasic A. Azeez, Cybersecurity Engineer, CERT-K, KSITM, who combined conceptual explanations with practical insights drawn from real-world cybersecurity scenarios. The programme concluded with an evaluation and valedictory session, during which participants shared positive feedback on the depth, relevance, and practical orientation of the training.

Overall, the programme successfully enhanced participants' awareness and technical competence in cybersecurity, equipping them with essential skills to address emerging cyber threats and strengthen system and server security within their respective departments.

### *Direct Trainer Skills Programme*

Institute of Management in Government, Regional Centre, Kozhikode has conducted a five day, Trainer Development Programme/Direct Trainer Skills programme from 5<sup>th</sup> to 9<sup>th</sup> January 2025. There were 24 participants for the training program from across the departments. Dr. S. Sajeev, Professor, IMG, and Dr. Alan Thomas, Prof. & Head, Extension Education Department, College of Agriculture, Vellayani where the recognised trainers.

### *Experiential Learning Tools*

Institute of Management in Government, conducted two Experiential Learning Tools Programme at IMG Thiruvananthapuram and IMG Regional Centre Kozhikode on 13<sup>th</sup> to 17<sup>th</sup>

January and 19<sup>th</sup> to 23<sup>rd</sup> January 2025 respectively. There were 16 participants from various departments including Medical Collage, Agriculture University, Motor Vehicles Department, Employment Training Institute, Secretariat, and Law Department at IMG Thiruvananthapuram and 15 participants at IMG Kozhikode. Dr.



Christeena kantharaj from Mysore Administrative Training Institute was the recognised trainer at IMG Kozhikode and Dr. Jacob Varghese and Dr. J B Rajan were the facilitators deployed by Govt.of India at IMG Thiruvananthapuram.

### *Training for Medical Officers of Punarjani*

Two day Training Programme for the Medical Officers of Punarjani project under Homoeopathy



Department was conducted at IMG Thiruvananthapuram on 30<sup>th</sup> & 31<sup>st</sup> January, 2026. Punarjani is a specialized de-addiction project under the Department of Homoeopathy, Government of Kerala, offering cost-effective treatment for alcoholism and related issues across all districts. The sessions were handled by experienced

medical professionals, who were linked with the de-addiction process. Aim of the training programme was to equip the doctors with updated treatment methods and homoeopathic management.

### *Govt. of India sponsored Training on e-waste and Protection of Nature*

A Govt. of India sponsored Training Programme on e-waste and Protection of for the Officers of various Govt. Departments was conducted at IMG, Regional Centre, Kochi from 12 to 14 January 2026. Thirty (30) officers were attended the programme.

A Session on Introduction to e-waste and Nature was handled by Smt. B. Suja. Associate Professor, IMG, Kochi. Prof. (Dr). G. Madhu, FACT Chair Professor, School of Engineering, CUSAT handled the sessions on Environmental Issues, Principles of Waste Management and The Legal Framework for Environment Protection.Sri. P.K. Suresh Kumar handled the session e-waste Management. Shri C.R. Neelakandan, Social and Environmental Activist handled the session on e-waste : Environmental Surveillance. e- waste : Pollution Control and the Health of Society was handled by Smt Shahana M.A., Asst. Environmental Engineer, KSPCB, ESC Eloor.

Sri. P Balanarayanan, Green Oscar Award Winner UK, Former Programme Head of All India Radio, Kochi was the Resource Person for handling the session e-waste Management and Protection of Nature. The programme was



concluded by a valedictory function at 5 pm chaired by Smt. B. Suja, Associate Professor, IMG, Kochi who was the Course Director of the programme. The programme was well received by the participants.

### *Training on Concept and Practice of Citizen Centric Administration*

A Government of India sponsored Training Programme was conducted on 6<sup>th</sup> to 8<sup>th</sup> January 2026 at IMG Thiruvananthapuram. 27 participants from various departments attended the programme. Experts from various fields took classes the three days programme. The sessions helped participants to identify the concept and salient features of citizen centric administration as government being the major provider of goods and services to the citizens. Further enlighten them to process administrative procedures focused on placing citizen at the center of modern public administration to ensure transparency, efficiency, stability and continuity in governance.

### *Training on Management Development to the NUHM DEO cum Accounts*

IMG conducted a Residential Training Program to the District NUHM Accountants and DEO cum Accountants engaged under NUHM either UPHCs or U HECs during Dec'25 and Jan'26. The training conducted as 4 batches of three days duration. 154 participants including State officials of NUHM attended the program held from 29 Dec'25 to 31 Dec'25, 7 - 9 , 12 - 14 and 19 -21 Jan '26. The program conducted with an aim to build the staff capacity which can supplement the ongoing efforts in the implementation of NUHM and the various schemes availing funds from the 15th FC Health Grants and to strengthen the financial management process.

The classes were taken by the experts in the respective fields and the state officials of NUHM

## *Revamping of Trainer Development (TDP) Packages*

The Department of Personnel and Training (DoPT), Government of India, has initiated the process of revamping the existing Trainer Development Programme (TDP) packages. As part of this initiative, it has been proposed to consolidate the existing packages with a reduced duration, without compromising their core objectives and learning outcomes.

Accordingly, the revised structure proposes three consolidated packages, namely P1, P2 and P3, as detailed below:

- P1: Direct Trainer Skill (DTS), Design of Training (DoT) and Experiential Learning Techniques (ELT)
- P2: Training Needs Analysis (TNA) and Evaluation of Training (EoT)
- P3: Mentoring and Facilitation

For the development of the consolidated packages, Dr. S. Sajeew, Professor, Institute of Management in Government (IMG), has been assigned as the Key Resource Person for the P2 package. Mr. Jacob Varges has been assigned as a Team Member for the development of the P3 package.

The pilot run of the revamped TDP packages was conducted at the Indian Institute of Public Administration (IIPA), New Delhi, during the last week of January and the first week of February 2026



## Conducted Programmes for the Month of January

Sl. No	Code	Name of Training	Department	From	To	Facilitator
1	OSP 111/25	Training Programme for Vehicle Crew Members	Milma	05-Jan-26	06-Jan-26	SS/RJ/NPM
2	STP 486	Training Prog. for Audit Officers	GST	05-Jan-26	08-Jan-26	DC/RJ
3	OSP 109/25	Capacity Building Programme for NAM Officers	NAM	06-Jan-26	07-Jan-26	MBN/GM
4	GOI(SC TP) 84/25	Concept & practice of Citizen centric Administration	Various	06-Jan-26	08-Jan-26	SAS
5	OSP 108/25	Training Programme for the Junior Superintendents	Treasury	06-Jan-26	09-Jan-26	RJ/GM
6	OSP 112/25	Training on Management Development to the NUHM Accountants	NUHM	07-Jan-26	09-Jan-26	SAS/SJR
7	GOI TDP 8/25	Direct Trainer Skills	Varios	05-Jan-26	09-Jan-26	RD
8	OSP-116/25	Training on Management Development to the NUHM Accountants	NUHM	12-Jan-26	14-Jan-25	SJR/SAS
9	GOI TDP 5/2025	Experiential Learning Tools (ELT)	Various	13-Jan-26	17-Jan-26	MBN
10	OSP-115/25	Training Programme of Sub Treasury Officers	Treasury	14-Jan-26	17-Jan-26	RJ/GM
11	GOI 53	Training on e-Waste and Protection of Nature	Various	12-Jan-26	14-Jan-25	SB
12	OSP 99	Training NAM HR Medical Officers	NAM	15-Jan-25	16-Jan-25	RD
13	OSP 117/25	Training on Management Development to the NUHM Accountants	NUHM	19-Jan-26	21-Jan-26	SJR/SAS
14	GOI 93/25	Training for Board of Directors of PSUs	Various	19-Jan-26	21-Jan-26	SJR
15	GOI 62/25	Skill Enhancement Program on e-governance	Various	19-Jan-26	21-Jan-26	VS

16	OSP 114/25	Training to Visually impaired Teachers	Collegiate Education	20-Jan-26	22-Jan-26	AJ/SAS
17	GOI 72/25	Skill Enhancement Programme on e-governance	Various	22-Jan-26	24-Jan-26	VS
18	OSP 118	Training for NAM HR Medical Officers	NAM	23-Jan-26	24-Jan-26	JV
19	TDP 10/25	ELT (Experiential Learning Tools)	Various	19-Jan-26	23-Jan-26	RD
20	Addl STP 22	Special Coaching- Departmental Test for Hard of Hearing employees	Various	27-Jan-26	28-Feb-26	AJ
21	OSP 121	Training on e-office	KSHB	28-Jan-26	28-Jan-26	VS
22	STP 553	Training for Instructors and lab assistants	VHSE	28-Jan-26	30-Jan-26	DC/SS
23	STP 558	E-Office Masters Training for DME	DME	29-Jan-26	30-Jan-26	DC/NR
24	GOI (SCTP) 94	General Service Rules	Various	29-Jan-26	31-Jan-26	SJR
25	STP 619	Training for Rationing Inspectors	Food & Civil Supplies	29-Jan-26	31-Jan-26	SJR
26	Addl STP 33	Training on English & Malayalam Computing and Word Processing	Various	29-Jan-26	31-Jan-26	ME
27	OSP 122	Training for Medical Officers of Punarjani	NAM	30-Jan-26	31-Jan-26	MBN/GM
28	STP 560	Training on New Criminal Laws	VACB	30-Jan-26	31-Jan-26	DC/SS
29	STP Addl 32	Training on English & Malayalam Computing and Word Processing	Various	27-Jan-26	29-Jan-26	JV
30	STP 559	Training on GeM Software for Clerk, HC, JS and AE's	Irrigation	30-Jan-26	31-Jan-26	DC/RJ
31	STP 555	Training Programme for Instructors & LTAs	VHSE	27-Jan-26	30-Jan-26	CD
32	SCTP 08	Eoffice	GOI	29-Jan-26	30-Jan-26	RD