



Institute of Management in Government

Monthly Bulletin- September 2025



Published by,

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From the Desk of Director

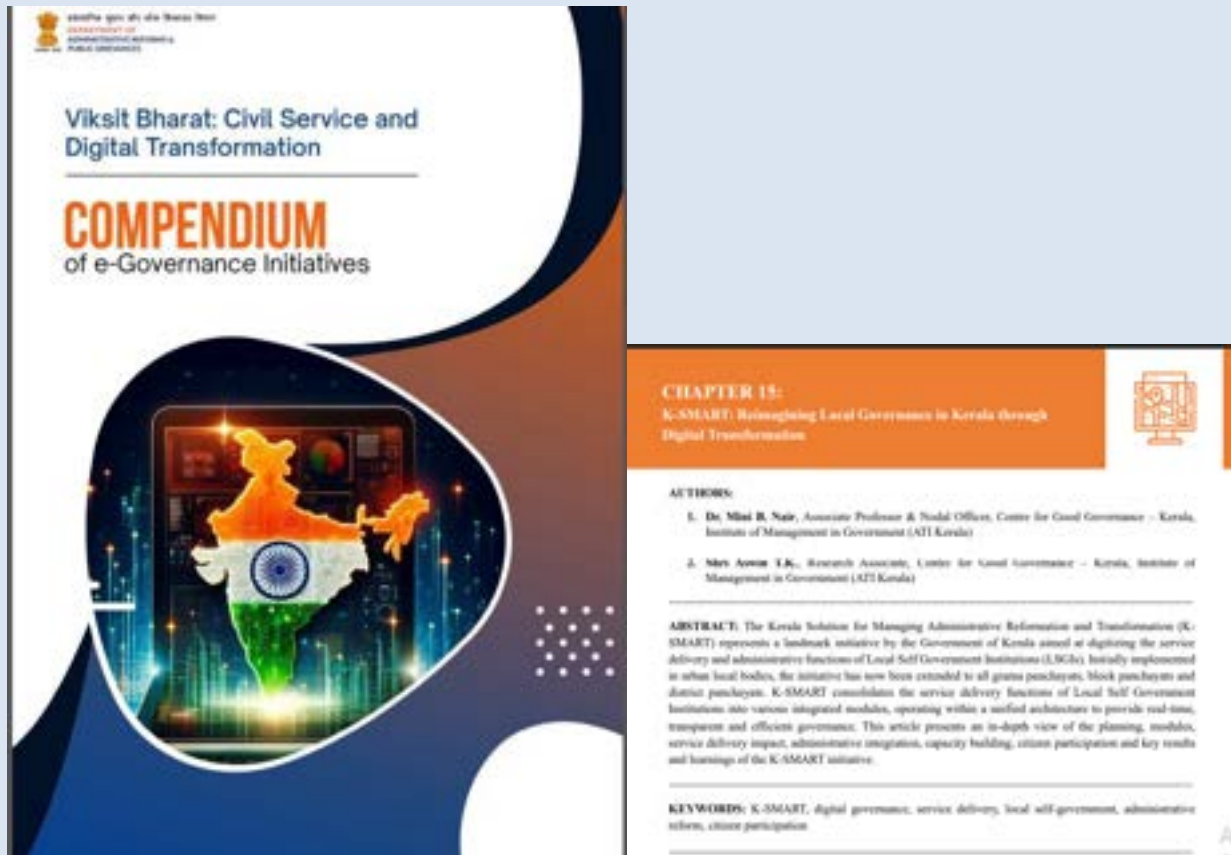
The month of September was punctuated with the mirth of Onam celebration, of course it also meant a larger number of public holidays. We at IMG celebrated Onam this year with unusual enthusiasm and with more items of entertainment.

The training programmes resumed in full scale immediately after the Onam break. Despite a few vacancies of supporting staff, the training programmes in September were calendared with the cooperation of all concerned. New digital monitoring system introduced for the smooth conduct of training programmes was also streamlined during the month.

On the 25th September IMG was the venue for the State level function of distribution of e-Governance awards for the year 2022-23 & 2023-24. Hon. Chief Minister gave away the awards in a elegant function at Padmam auditorium. The academic and administrative staff of IMG who whole heartedly worked to make the function a grand success deserves congratulations.

K Jayakumar

Research Article on K-SMART published in National e-Governance Compendium



A paper authored by Dr. Mini B. Nair, Professor & Nodal Officer, Centre for Good Governance and Aswin T.K., Research Associate, Centre for Good Governance has been published in the prestigious National Compendium of e-Governance Initiatives.

The compendium, themed "Viksit Bharat: Civil Service and Digital Transformation," is a publication by the Department of Administrative Reforms & Public Grievances (DARPG), Government of India.

The paper, titled "K-SMART: Reimagining Local Governance in Kerala through Digital Transformation," provides an in-depth analysis of the landmark initiative by the Government of Kerala. It highlights how K-SMART is digitizing the service delivery and administrative functions of Local Self Government Institutions (LSGIs), aiming to provide real-time, transparent and efficient governance.

Exposure Visit of Nagaland Civil Service Officers

A team of 15 probationers from the Nagaland Civil Service visited the Institute of Management in Government (IMG) as part of a six-day training-cum-study tour. The visit aimed to familiarize the participants with Kerala's best governance practices and to provide opportunities for interaction with the organizers and beneficiaries of innovative development initiatives in the state.

The programme was inaugurated by Shri K. Jayakumar, Director, IMG, who extended a warm welcome to the participants and highlighted the significance of cross-state learning in public administration. Shri S. M. Vijayanand, former Chief Secretary to the Government of Kerala, engaged with the officers in an insightful session on Kerala's good governance experience and



the policy innovations that have contributed to effective service delivery and citizen participation. The team also interacted with their counterparts from the Kerala Administrative Service (KAS), engaging in a fruitful exchange of ideas and sharing perspectives on areas of common interest. During the visit, the team explored several exemplary initiatives and

institutions, including the Vellar Art and Craft Village, Kudumbashree units, and the Central Tuber Crops Research Institute (CTCRI). These field visits offered the participants valuable exposure to Kerala's model of participatory governance and community-driven development.

A team of four faculty members from Nagaland Administrative Training Institute, along with the Director of the Nagaland Administrative Training Institute, accompanied the delegation, facilitating discussions and ensuring a meaningful learning experience throughout the programme.

Training Programme for Government Law Officers

A specialised training programme for Government Law Officers was conducted at the Institute of Management in Government (IMG), Kochi. The programme was designed to enhance the professional competence of law officers in effectively discharging their responsibilities in the service of the State.

The inaugural and technical sessions were enriched by the presence of Hon'ble Dr. Justice A.K. Jayasankaran Nambiar and Hon'ble Justice Syam Kumar V.M., distinguished Judges of the High Court of Kerala who served as the primary resource persons. Their deliberations covered crucial aspects of law and practice, particularly focusing on Drafting Pleadings and Defending Writ Petitions before the High Court and also the Legal impact of India's 2025 Maritime Statutes on Kerala's Coastal Environment. The sessions were highly interactive, providing participants with valuable insights into judicial expectations and best practices in litigation. The session was further graced by the presence of Sr.Adv. Gracious Kuriakose, Additional Director General of Prosecutions, Kerala who delivered the felicitation address. The programme concluded with the valedictory address delivered by the State Attorney, Sri N. Manoj Kumar, who emphasized the pivotal role of law officers in safeguarding the rule of law and in effectively representing the interests of the State with integrity and professional competence. He lauded the initiatives of IMG in organising such capacity-building programmes and encouraged the participants to translate the knowledge and insights acquired during the training into their professional practice.



Training Programme for the Assistants of Kerala PSC

A Training programme for Assistants of Kerala Public Service Commission was conducted at Institute of Management in Government, Thiruvananthapuram on 26th and 27th September, 2025. 50 Assistants participated in the training programme from across the state.



Training on Climate and Environmental Laws

A two day training programme on Climate and Environmental Laws was conducted at IMG Regional Centre, Kochi on 10th to 12th September, 2025. Twenty eight participants attended the programme.

The inauguration was done by Dr.Muralee Thummarukudy, Director of the Coordination Office of UN Convention to Combat Desertification (UNCCD), said that we need to pay attention to many new health issues related to climate change. He was taking a class on "Climate Change and Environmental Laws" at the Institute of Management in Government, Kochi Regional Center.

Dr. Jayachandran K, FACT Director and B. Suja, Course Director, spoke on the topic of sustainable development and



industries. The three-day workshop will conclude on Friday.

Smt Shahana M.A. Assistant Environmental Engineer, Environmental Surveillance Centre, Eloor, Dr. S. Abhilash, Director of ACARR, CUSAT, Sri. Purushan Eloor, Environmental Activist, Dr. Jacob Varghese, Faculty, IMG, Kochi, Dr. T.V. Sajeev, Chief Scientist, Kerala Forest Research Institute, Peechi, Thrissur, Adv. Hareesh Vasudevan, High Court of Kerala were the eminent Resource persons for this programme.

Adv. Hareesh Vasudevan presided the Valedictory function.



Training on Court Procedure and Preparation of Statement of Facts

A Govt. of India sponsored Training Programme on Court Procedure and Preparation of Statement of Facts (GoI 45) was conducted in the month of September 2025 at IMG, Regional Centre, Kochi from 25 to 27 Sept.25 respectively. Twenty nine (29) participants were attended the programme.

Sri. C. Girish Kumar, Advocate, High Court of Kerala, Dr. Jacob Varghese, Faculty, IMG, Kochi, Adv. A Sajitha, Special Secretary, Law Dept., (Rtd.) & Former Faculty, IMG, Kochi, Dr. Marykutty John, Consultant Psychologist & Motivational Speaker, Smt. B. Suja, Associate Professor, IMG, Kochi, Sri. T.C. Govindaswamy, Advocate, High Court of Kerala, Adv. Chandrabos P.V., Former Faculty, IMG & Addl. Law Secretary, were the Resource Persons of this programme.



Basic Cybersecurity Awareness

The Institute of Management in Government (IMG), Thiruvananthapuram, conducted a three-day Cybersecurity Awareness Training Programme from 22nd to 24th September 2025 at the IMG Main Campus. The programme was directed by Shri. Mubashir E, Assistant Professor, IMG, and aimed to equip participants with essential knowledge on cybersecurity concepts, data protection, and cyber resilience to address emerging digital threats effectively. The programme commenced with a registration and welcome session led by the Course Director, followed by sessions on Introduction to Cybersecurity handled by Jishnu Prasad, Junior Research Fellow, Noorul Islam University, and Privacy Protection and Data Protection Strategies led by Balu M, Scientific Assistant Grade A, National Centre for Earth Science



Studies (NCESS). The second day featured sessions on Incident Detection and Response in Cybersecurity by Balu M, and Cybersecurity in Daily Life: Common Threats and Mitigations by Rasic A. Azeez, Security Engineer, CERT-K, Kerala State IT Mission, offering participants practical insights into threat management and prevention. The final day included

sessions on Cybersecurity Laws, Regulations, and Cyber Resilience by Sruthi Krishna G, Research Associate, KSAAC, Digital University Kerala, and Cyber Hygiene and Proactive Cyber Defense by Rasic A. Azeez. The programme concluded with a valedictory function led by the Course Director, where participants expressed appreciation for the relevance and practical value of the sessions. Overall, the training enhanced participants' awareness of digital security practices, enabling them to strengthen their organizational cyber defenses and adopt proactive measures to mitigate potential cybersecurity risks.

SEVOTTAM Training

The SEVOTTAM Training Programme, sponsored by the Department of Administrative Reforms and Public Grievances (DARPG), was conducted at Kozhikode and Tirur on 19 and 20 September 2025, respectively. The programme aimed to enhance the efficiency and responsiveness of public service delivery through the SEVOTTAM framework.



Grievance Redressal Officers from various government departments participated in the workshops, gaining insights into citizen-centric governance, service quality improvement, and effective grievance management. The sessions provided a valuable platform for experience sharing and reinforcing the principles of transparency, accountability, and service excellence in public administration

ONAM Celebrations at IMG

Onam is always a time for the IMG family to come together, setting aside official routines to celebrate the spirit of togetherness, joy, and cultural pride. The campus came alive with colours, music, and laughter as staff members adorned themselves in traditional Kerala attire, adding charm and elegance to the festive day.

The Director of the Institute, along with his better half, received a grand and traditional welcome with the rhythmic beats of the Chenda Melam, setting the tone for a day filled with celebration and camaraderie.

A major highlight of this year's festivities was the graceful Thiruvathira dance performance presented by the lady staff members of IMG, which captivated everyone with its elegance and synchrony. The beautifully crafted Atha Pookkalam, designed with vibrant floral patterns, added to the festive splendour and became a visual delight for all.

The Director conveyed warm Onam greetings to all staff members, wishing them happiness, prosperity, and an enriching year ahead. The celebration concluded on a joyful note with a fun-filled lucky dip and a sumptuous Ona Sadya, marking a perfect end to a day of unity, laughter, and traditional flavour.

Onam was also celebrated with equal enthusiasm and festive spirit at IMG's Regional Centres in Kochi and Kozhikode, where faculty and staff came together to mark the occasion with traditional gaiety and joy.







Conducted Programmes for the Month of September

Sl. No.	Category	Programme Title	Department	From	To	Facilitator
1	STP 106	Hospital Administration for Medical Officers	ISM	01-Sep-25	03-Sep-25	MBN
2	SCTP- 34	Stress management and Enhancing Interpersonal Relations for Positive Work culture	GOI	01-Sep-25	03-Sep-25	RD
3	STP 116	Course Design Workshop	SCDD	08-Sep-25	09-Sep-25	SAS
4	STP 117	Skill Development Programme for Supervisors	W&CDD	08-Sep-25	10-Sep-25	AJ
5	STP Addl 4	Training on Malayalam Computing programme	Various	08-Sep-25	10-Sep-25	ME
6	STP 113	Supervisory Development Programme	Collegiate Education	08-Sep-25	12-Sep-25	AB

7	OSP-61	Bharat darshan of Nagaland Civil Service Probationers	Nagaland	08-Sep-25	14-Sep-25	SS/RJ
8	STP 123	Training on Intelligence Collection & Analysis	Police (SSB)	09-Sep-25	12-Sep-25	DC/SS
9	STP 133	Course Design Workshop	Economics & Statistics	10-Sep-25	10-Sep-25	ME
10	STP 135	Training on Malayalam Computing for AA/SS/JS/HC	Health	10-Sep-25	12-Sep-25	AJ
11	STP 115	Training on Emergency Care & Clinical Handling	ISM	10-Sep-25	12-Sep-25	MBN
12	STP 132	Training of Trainers	DAME	10-Sep-25	12-Sep-25	SAS
13	GOI SCTP-55/25	Training on Disaster Resilience and Planning for Engineers in Govt.	Various	10-Sep-25	12-Sep-25	RN
14	STP 136	Training on Malayalam Computing programme	Irrigation	10-Sep-25	12-Sep-25	RJ
15	STP 251	Capacity building training programme for Senior Clerks/Clerks of LSGD Directorate	LSGD	10-Sep-25	12-Sep-25	RN
16	STP 139	Training Programme on New Criminal Laws PC Act and Discussion of Important Judgements in PC Act Price Software for Engineers	VACB	11-Sep-25	12-Sep-25	DC/SS
17	STP 140	Training on PRISM Software	Technical Education	12-Sep-25	12-Sep-25	ME
18	STP 110	Induction and Orientation Programme for Veterinary Surgeons	Animal Husbandry	08-Sep-25	29-Sep-25	DC/RM
19	STP 111	Training on Retirement Planning	Industrial Training	08-Sep-25	10-Sep-25	DC/RM
20	GOI 49	Climate & Environmental Laws	Various	10-Sep-25	12-Sep-25	SB
21	STP 130	Training on General Insurance Schemes of KSID	Insurance	10-Sep-25	12-Sep-25	DC/LJ
22	STP- 109	Skill Development for Supervisors	Women & Child	08-Sep-25	10-Sep-25	DC
23	STP- 128	Training on PEARL Application for HC/JS	Registration	10-Sep-25	12-Sep-25	DC
24	STP- 250	Emergency Care & Clinical Handling	ISM	10-Sep-25	12-Sep-25	DC

25	STP 156	Training programme for Class IV employees - Stress management, emergency management, duties and responsibilities, interaction with public	Museum and Zoo	15-Sep-25	16-Sep-25	VS
26	STP 268	Induction Training for Clerks	Collegiate Education	15-Sep-25	20-Sep-25	SAS
27	STP 249	Training on Gem, Store purchase and e-Tender	Motor Vehicles	15-Sep-25	17-Sep-25	DC/VS
28	STP 152	Retirement Planning	Industrial Training	15-Sep-25	17-Sep-25	RM
29	STP 157	Office Automation, Malayalam Unicode and Word Processing for Clerks/Confidential Assistants	Technical Education	15-Sep-25	17-Sep-25	DC/ME
30	GOI SCTP 64/25	Research Methodology for Urban Policy in Kerala	Various	15-Sep-25	17-Sep-25	RN
31	STP 149	Training on financial softwares SPARK, BIMS & BAMS, TDS & Income Tax filing for DFI, DEO & AD	Dairy	15-Sep-25	17-Sep-25	DC/AMK
32	STP 154	Induction Training for New Recruited Clerks	LSGD	15-Sep-25	19-Sep-25	DC/RN
33	STP 150	Induction Training to Statistical Assistants (New Recruits)	Economics and Statistics	15-Sep-25	27-Sep-25	DC/ME
34	STP 233	Capacity Building and Behavioural Aspects for Radiographers	Health	16-Sep-25	20-Sep-25	DC/AJ
35	STP 164	Training Programme for Class IV employees	Social Justice	17-Sep-25	19-Sep-25	DC/AJ
36	STP 163	Intelligence collection and analysis for the field staff of SSB	Police (SSB)	17-Sep-25	20-Sep-25	DC/SS
37	OSP 62	Basic training programme on importance of mental health & stress management course for Defence Civilian Personnels of various units under HQ SAC AOR	Southern Air Command	18-Sep-25	18-Sep-25	RJ/ME
38	STP 173	Course Design Workshop	Drugs Control	18-Sep-25	18-Sep-25	RJ

39	STP 270	Managerial Excellence and Administrative Competency Development Programme	SCDD	18-Sep-25	20-Sep-25	SAS
40	STP 266	Training on Malayalam Computing	LSGD	18-Sep-25	20-Sep-25	RN
41	STP 168	Malayalam Computing for Senior Clerks/Clerks	Health	18-Sep-25	20-Sep-25	AJ
42	STP 172	Good Governance and Technical Skills-CDPOs and DCPOs	W&CDD	18-Sep-25	20-Sep-25	DC/AJ
43	STP 158	Training on Cyber Forensics & Digital Evidence Collection for Executive Staff	VACB	19-Sep-25	20-Sep-25	DC/SS
44	STP 162	Performance Enhancement Programme for GIFD/ GCI Instructors	Technical Education	17-Sep-25	19-Sep-25	DC/ME
45	STP	Good Governance and Technical Skills-Supervisors	Women & Child	18-Sep-25	20-Sep-25	DC/AJ
46	STP- 145	Malayalam Computing for Senior Clerks/Clerks	Health	15-Sep-25	17-Sep-25	DC
47	STP- 146	Training on KS & SSR, MDP, KCA and CCA rules	Motor Vehicle	15-Sep-25	17-Sep-25	DC
48	SCTP- 31	Training on General Service Rules and Office Procedures	GOI	17-Sep-25	19-Sep-25	RD
49	STP- 127	Training in Office procedure and administration including E-office, all IT services like compensation to victims of wildlife attack and crop damage, film shooting etc.,& Stress Management for Clerks/Sr.Clerk/HA/JS	Forest	18-Sep-25	20-Sep-25	DC
50	STP- 175	Official language /Noting for all category officers	Irrigation	19-Sep-25	20-Sep-25	DC
51	STP 62	Course Design Workshop	Irrigation	22-Sep-25	22-Sep-25	RJ
52	GOI SCTP 73/25	Basic Cyber Security Awareness	Various	22-Sep-25	24-Sep-25	ME
53	STP Addl 5	Training on English & Malayalam Computing & Word Processing	Various	22-Sep-25	24-Sep-25	ME

54	STP Addl 6	Training on English & Malayalam Computing & Word Processing	Various	22-Sep-25	24-Sep-25	ME
55	STP 190	Intelligence collection and analysis for the field staff of SSB	Police (SSB)	22-Sep-25	25-Sep-25	DC/SS
56	STP 193	Treasury Excellence through Leadership Development	Treasury	22-Sep-25	25 Sept. 25	DC/RJ
57	STP 232	Training on Office Management for Middle Level Officers	Social Justice	22-Sep-25	26-Sep-25	DC/AJ
58	STP 229	Induction Training for the ALO	Labour	22-Sep-25	26-Sep-25	AMK
59	STP 262	Training on GeM	Irrigation	23-Sep-25	23 Sept. 25	RJ
60		Distribution of E-Governance Award		25-Sep-25	25-Sep-25	SS/ME
61	STP 194	Induction Training for Ministerial Staff	VACB	24 Sept. 25	25 Sept. 25	SS
62	STP 203	Training in GST, -tender, e-auction Spark, Prism, Gem, wheels, RTI, CMO portal Sr.Clerk/HA/JS	Forest	24-Sep-25	26-Sep-25	DC/NPM
63	STP 208	Advance Training Programme for FO/AFO	Animal Husbandry	25-Sep-25	27-Sep-27	DC/RM
64	STP 211	Offences connected with Money lending - NBFCs, bank and Co-Operative society frauds	Police (CB)	25-Sep-25	27-Sep-27	DC/SS
65	STP Addl 7	Malayalam Computing	Various	25-Sep-25	27-Sep-25	ME
66	STP Addl 8	Malayalam Computing	Various	25-Sep-25	27-Sep-25	ME
67	GOI SCTP 76	Court procedures and Management of Court Cases	Various	25-Sep-25	27-Sep-25	AMK
68	GOI SCTP 81/25	Compassion and Emapathy in Governance	Various	25-Sep-25	27-Sep-25	MVG
69	STP 170	Good Governance and Corruption	Survey & Land Records	25-Sep-25	27-Sep-25	MVG
70	STP 261	Course Design Workshop	Agriculture	26-Sep-25	26-Sep-25	RJ
71	STP 216	Training on ICT	HSE	26-Sep-25	27-Sep-25	DC/ME

72	OSP -65	Training to Assistants	PSC	26-Sep-25	27-Sep-25	AJ/ NPM
73	STP 267	Course Design Workshop	Treasury	27-Sep-25	27-Sep-25	RJ
74	STP 231	Training on Good Governance and Technical Skills-CDPO's	Women & Child	22-Sep-25	24-Sep-25	DC/AJ
75	STP 184	Management Development Programme for SS, JS & HA	Motor Vehicle	22-Sep-25	24-Sep-25	DC/SV
76	STP 185	Introduction to E-Governance	Printing	22-Sep-25	24-Sep-25	DC/JV
77	GOI 45	Training on Court Procedure and Preparation of Statement of Facts	Various	25-Sep-25	27-Sep-25	SB
78	STP 205	Management Development Programme for Officers	Civil Supplies & Consumer Affairs Department	25-Sep-25	27-Sep-25	DC/SJR
79	STP 219	Training for Govt.Law Officers	Advocate General	27-Sep-25	27-Sep-25	LJ
80	STP- 182	Induction training to newly recruited clerks (E File, KSR&SSR, Audit, Disciplinary procedures	General Education	22-Sep-25	25-Sep-25	DC
81	STP- 200	Training on IT and e-Governance	Insurance	24-Sep-25	26-Sep-25	DC
82	STP- 215	Training on Electronic and Digital Evidence	Prosecution	26-Sep-25	27-Sep-25	DC
83	STP- 22	Training on AI Tools	Fire & Rescue	26-Sep-25	27-Sep-25	DC