

No. 53-1/2022/MK-Trg
Government of India
Department of Telecommunications
208, Mahanagar Doorsanchar Bhawan, JLN Marg, New Delhi-110002
(Capacity Building and Training Division)

Dated: 26th Jul 2024

Office Memorandum

Subject: Incentivization of iGOT courses through APAR assessments and enrollment for the courses on iGOT platform-reg.

This is in connection to the D.O. letter No. 1/28/2/2024-Cab. dated 01.07.2024 of Cabinet Secretary, highlighting the Hon'ble Prime Minister's interaction with Secretaries of Government of India and further directions to take immediate actions on various points. During the interaction it was also discussed that "*Suitable Incentives to be devised to encourage the officers to take full advantage of Capacity Building courses/modules available on iGOT Karmayogi portal*".

2. In this connection it may be noted that CB&T Division has issues various instructions to all DoT employees to register themselves on iGOT platform and enroll for the courses along with target courses to be completed in a timeframe.

3. iGOT Karmayogi platform presently hosts more than 1080 courses under various broad themes such as Public administration, E-Governance, Public procurement process, GeM, Information & Communication Technology, Economics, Digital Governance, Law, Management and Emerging technologies etc.

4. In this regard it is once again requested that the government employees of the department who are yet to register on iGOT Karmayogi Platform shall register themselves with their "@gov.in or @nic.in" mail ids on iGOT karmayogi platform directly through the URL: <https://igotkarmayogi.gov.in>.

5. Further, DoT Staff section's OM 71-12/2022-23/APAR dated 23.01.2023 wherein DoT officers were requested to onboard on **iGOT Karmayogi**, and further conveying instructions that evaluation of APAR based on assessment of performance on iGOT courses i.r.o. ITS Gr. 'A' and TES Gr. 'B' officers. This is a step towards incentivization or encouragement of officers to take up the advantages of the courses on iGOT platform.

6. Moreover the Department has devised a "Competency Upskilling Scheme" to incentivize the officers opting for online/hybrid courses to bridge their competency gap by reimbursing the course fee amount of upto rupees Fifty thousand per annum.

7. Further, the employees of the department are hereby encouraged to **enroll and take up the courses at least 3 courses in Q2 of 2024-25** available on the iGOT karmayogi platform to augment their competencies and henceforth at least one course per month may be undertaken on iGOT platform by every DoT officer/official. The courses so selected by officers shall preferably be related with their competency gaps, functional requirement of their position or the Area of Interest of officers.

8 . All the Head of Divisions/Unit/Wings of DoT are requested to kindly ensure that henceforth, iGOT course completion and courses undertaken by the officer under the "Competency Upskilling Scheme" (as per para 6 above) may be made a parameter while assessing the APAR of the employees of DoT. All the reporting officers shall ensure the compliance of this OM while assessing the APAR of their subordinates.

This issues with the approval of Secretary (T).

(Pankaj Kumar Salodia)
Director (Training), DoT HQ
Tel. 23210148

Encl: As above.

To,

1. DG (Telecom), DoT Hq, Sanchar Bhawan, New Delhi.
2. CGCA, DoT, NICF Campus, Ghitorni.
3. Wireless Advisor, DoT Hq, Sanchar Bhawan, New Delhi.
4. Administrator (USOF).
5. CVO, DoT Hq.
6. DG (NTIPRIT), Ghaziabad.
7. DG NICF, Ghitorni.
8. Head of WMTDC.
9. Sr. DDG (NCCS).
10. Sr. DDG TEC/ Sr. DDG (Pers)/ Sr. DDG (PG), DoT Hq.
11. All DDGs/ JS (T)/ JS (A) / JWAs of DoT Hq.

Copy to (for information):

12. PSO to Secretary (T), DoT HQ, Sanchar Bhawan, New Delhi.
13. Sr. PPS to Member (S)/ Member(T)/ Member (F), DCC, DoT HQ, Sanchar Bhawan, New Delhi.
14. Sr. PPS to AS (T), DoT HQ, Sanchar Bhawan, New Delhi.