पूर्व मध्य रेल
EAST CENTRAL RAILWAY

कार्यालय
महाप्रबंधक (का.)
हाजीपुर

PCPO's Cir. Sl. No.129/2025

RBE No.117/2025

No.ECR-HQ0PERS (RULE)/0001/2025 (Com.No.309129) Date: As Signed

1. CAO (Con.)/उत्तर एवं दक्षिण/पटना।
2. सभी PHOD/CHOD/पूमरे/हाजीपुर।
3. DRM/पूमरे/दानापुर, डीडीयू, धनबाद, सोनपुर एवं समस्तीपुर।
4. मुख्य कार्मिक अधिकारी/प्रशासन/पूमरे/हाजीपुर।
5. मुख्यालय के सभी कार्मिक अधिकारी।
6. CWM/पीडी/डीडीयू, यांत्रिक कारखाना/समस्तीपुर एवं हरनौत।
7. Sr.DPO/पूमरे/दानापुर, डीडीयू, धनबाद, सोनपुर एवं समस्तीपुर।
8. उप महाप्रबंधक/विधि/पटना।
9. प्राचार्य/क्षेत्रीय रेल प्रशिक्षण संस्थान/मुजफ्फपुर एवं भूली।
10. सभी मुकार्याधी/कार्याधी/पूमरे/हाजीपुर।

विषयः- Mandatory Course Completions and Comprehensive Assessment on iGOT Karmayogi portal.

संदर्भः- Railway Board's letter No.-2024/E(Trg)/40/9, Dated-11.11.2025.

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विषयांकित से संबंधित संदर्भित पत्र की छायाप्रति सूचना एवं अग्रेत्तर आवश्यक कार्रवाई हेतु प्रेषित की जा रही है।

A copy of above referred letter on the subject matter is being forwarded herewith for information and needful onward action please.

DA: As above.

Digitally signed by
PRAKASH KUMAR SINGH
Date: 13-11-2025
12:01:07

सकाधि/ई.एस.एम.
कृतें महाप्रबंधक (का.)/पूमरे/हाजीपुर

प्रतिलिपि/– निम्नलिखित को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषितः–

1. महासचिव/ईसीआरईयू/पूमरे/हाजीपुर।
2. महासचिव/एस.सी.एवं एस.टी.एशोसिएशन/पूमरे/हाजीपुर।
3. सकाधि (एम.पी.पी.)/पूमरे/हाजीपुर–कृपया इसे वेबसाइट पर अपलोड कराने की व्यवस्था करें।
4. महासचिव/ओ.बी.सी.एशोसिएशन/पूमरे/हाजीपुर।

RBE No. 117/2025

भारत सरकार / **GOVERNMENT OF INDIA**
रेल मंत्रालय / **MINISTRY OF RAILWAYS**
(रेलवे बोर्ड / **RAILWAY BOARD(**

No. 2024/E(Trg)/40/9 **New Delhi dtd. As signed.**

The General Managers,
All Indian Railways.
(as per standard list).

Sub: Mandatory Course completions and Comprehensive Assessment on iGOT Karmayogi portal.
Ref: Railway Board's letter No. 2020/E(Trg)/30/14 dtd 24.03.2021.

'Mission Karmayogi' – the National Programme for Civil Service Capacity Building (NPCSCB) aims to transform the capacity-building landscape of govt. servants from rule-based to role-based human resource management by equipping officials with the right competencies to deliver efficient and effective public service. Competency-driven capacity building in government employees is being facilitated by way of iGOT Karmayoti Digitial Platform. The platform offers anytime, anywhere learning on key domain, behavioural and functional competencies.

2. Mission Karmayogi initiative has since been rolled out across IR vide Railway Board's letter dtd 24.03.2021 under reference and for effective implementation, an NPCSCB Cell has been created in each railway unit. Further, 100% onbroding of railway personnel on the iGOT platform and regular consumption of courses by the on-boarded personnel have been emphasized from time-to-time by the Board.

3. In order to further underscore the need for continuous, role-specific capacity building, it has now been decided that all railway officers and staff will be required to complete prescribed courses on the iGOT annually and that the same will also be reflected in their Annual Performance Appraisal Reports (APARs).

4. It has also been decided to roll out a Comprehensive Level-2 Assessment Framework wherein competency attainment will be evaluated through standalone assessments based on courses identified for railway personnels at each level. All railway personnel need to pass the assessment mandated for them during the course of the reporting year and the successful completion of the assessment will also be reported in the APAR by fetching relevant data from iGOT portal.

5. Accordingly, following instructions are hereby issued :

i. All the railway personnel, officers and staff including those deputed to other organization(s) shall be covered under the initiative.
ii. NPCSCB Cell (Training dte), Railway Board will identify and prescribe level-wise (Group A, B & C) courses for each department as annual target.
iii. A basket of iGOT courses will be prescribed for completion during each assessment year. All railway personnel shall complete minimum 50% of the courses prescribed by the MDO for the year.
iv. The basket will include minimum 3 courses for the standalone comprehensive level-2 assessment and the same will be mandatory to complete.
v. All railway MDOs shall add the mandated courses as 'Training Plan' for each designations/positions/levels of their respective organisation on the iGOT portal.

...contd/-

vi. Once the 'Training Plans' are added, the courses mandated under the plan will be reflected in the 'My iGOT' section of iGOT profile of every onboarded personnel.

vii. All the MDOs need to ensure that every on-boarded officials update their profile on iGOT so as to correctly reflect her/his current role/position/ designation within the railway unit. Until the profile is updated, mandated courses will not reflect.

viii. The status of course completion for mandated courses will be directly fetched from iGOT and reflected in the APARs.

ix. The information will be captured in appropriate section of Part-2 of the APAR.

x. The initiative has been made effective from APAR reporting period 2025-26 (corresponding to APAR cycle of 2026-27).

xi. For reflecting the course completion status in APAR, iGOT is getting integrated with SPARROW.

6. The initiative will, however, be rolled out in phases and in the first phase, for the first year i.e. reporting year 2025-26 (corresponding to the APAR cycle of 2026-27), all Group 'A' & 'B(Gaz)' railway officers, who fill up their APAR through SPARROW will be covered.

7. As far as courses for the current reporting year 2025-26 (corresponding to the APAR cycle of 2026-27) is concerned, the same are under finalization and will be advised shortly. Meanwhile, ***all railway units are advised to ensure 100% onboarding of all Group 'A' & 'B(Gaz)' railway officers and updation of their profile on iGOT so as to correctly reflect her/his current role/position/ designation within the railway unit***. To assist in updating profile on the iGOT Karmayogi platform, please refer to the instructional video available at the following link. The video provides a step-by-step guile on how to update the profile effectively. (Profile Update Video : https://youtu.be/rhEIXdD9vD4?si=N5bELd9EAo_Ad0tn)

8. It is requested to ensure strict adherence and compliance with the aforementioned guidelines and to take steps for their time-bound implementation.

9. The above instructions are issued in compliance to instructions issued by Department of Personnel & Training (DoPT), vide their OM No. T-28/27/2025-iGOT dtd 04.07.2025 on the subject matter.

10. This issues with approval of the competent authority.

Digitally signed by Jitendra Kumar
Date: 11-11-2025 11:36:21

(Jitendra Kumar)
Dy. Director, Estt(Training)
Railway Board.
Ph. No.011-23047251

Copy to:

1) PSOs/Sr.PPS/PPS of CRB & CEO, all Board Members, DGs and Secretary, Railway Board.
2) Establishment Officer, Railway Board.