



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

No. 2021/E(Trg)/NPCSCB/41/2

New Delhi dt: 05.07.2021

The General Managers,
CR, ER, ECoR, NR, NCR, SR, SCR, SER, WR & WCR.
BLW, Varanasi.

Sub: Mission Karmayogi – National Program for Civil Service Capacity Building (NPCSCB).

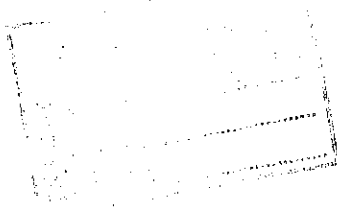
Ref: Railway Board's letter No. 2020/E(Trg)/30/14 dated 24.03.2021.

'Mission Karmayogi' - the National Programme for Civil Service Capacity Building (NPCSCB) has been approved by the Union Cabinet and subsequently, launched by DOP&T for implementation and operationalisation. An Action Plan has been approved by the Board(Chairman & CEO/RB) to roll out the same on IR and accordingly, detailed guidelines have been issued vide Board's letter dated 24.03.2021 under reference.

2. **'Framework of Role Activities and Competencies – FRACs**, one of the key exercise for defining the Framework for Roles, Activities, and Competencies including skills (FRACs) is intended to be carried out by each railway unit and integrated with the iGOT-Karmayogi Platform. FRACs exercise will define the content of various roles and activities through a granular expostulation of each position organized in a coherent manner. The behavioural, functional and domain competencies thus revealed will enable a position holder to discharge his/her responsibility more effectively by acquiring the requisite attitudes, skills and knowledge.

2.1. It is understood that there are similar categories of posts from the apex to the lowest levels within a Deptt on various Railways of IR. Further, each category/post of same deptt has similar nature of work profile over various Railways subject to exceptional cases where nature of duty varies due to local circumstances. With this in view and to have a uniform FRACing exercise on entire railways, it is desirable to develop a common set of pre-requisite data for various categories of posts of each department.

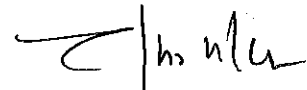
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2.2. It has been decided to nominate railways as indicated below who will prepare the pre-requisite data for various categories of posts of the department assigned. A sample template to prepare pre-requisite data for FRACs exercise is attached as Annexure-A.

<u>SN</u>	<u>Department</u>	<u>Zonal Railway/PU</u>
1	Accounts	ECoR
2	Audit	
3	Personnel	CR
4	Civil	NR
5	Electrical	ER
6	Mechanical	SCR
7	Stores	SER
8	S&T	NCR
9	Traffic	SR
10	Health	WCR
11	RPF/RPSF	WR
12	PUs	BLW

3. Information as per the given proforma(Ann - A) may be prepared and sent to the Railway Board office. Soft copy of the same may please be shared at mail ID [npcscbrb@gmail.com](mailto:npscbrb@gmail.com).



(**Deepak Peter Gabriel**)

Pr. Executive Director (IR) as Pr.

Executive Director (T&MPP)

Railway Board

O/c

