

No. 2020/E(Trg)/30/14

New Delhi, dt: 08.06.2023

The Managing Director,  
CRIS, New Delhi.

**Sub: Review Meeting of CRIS, chaired by CRB & CEO on 16.05.2023 -  
hosting e-learning IT contents on iGOT reg.**

To roll out Mission Karmayogi initiatives on IR, detailed guidelines along with an Action plan were issued vide Railway Board's letter dated 24.03.2021 (Ann-A). As per Action plan, NPCSCB Cells have been created for rolling out these initiatives over various railway units including Railway Board office.

2. Subsequently, vide Board's letter of even no. dated 23.05.2022 (Ann-B), organizational set-up of IR on iGOT has been advised wherein NPCSCB Cell/RB has been given role of Super Administrator and respective NPCSCB cells of various railway units like Zonal Rlys/PUs/CTIs have been given role of MDO Administrators to manage and supervise all the activities in respect of their railway units. These instructions also provide for assigning roles of content creator, content reviewer and content publisher on iGOT by the Nodal officers having role of MDO Administrators.

3. CRIS may be onboarded on iGOT Karmayogi platform under the similar set-up. Once on-boarded and roles of content creator, content reviewer and content publisher are assigned, CRIS will be able to publish e-learning contents on iGOT. Further, Nodal Officer/CRIS in the capacity of e-content publisher will also have the publishing rights for entire IR on IT related contents.

3.1. For assigning various roles, CRIS is requested to provide information in the attached proforma (Ann-C).

4. Further, for bulk on-boarding of CRIS officials on iGOT Karmayogi platform, details of officials may be provided in proforma as per Annexure-D.

*Jitendra Kumar*  
08/06/2023  
(Jitendra Kumar)  
Dy. Director, Estt(Training)  
Railway Board.  
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**Role assignment on CRIS**

SN	Role	Name	Designation	Mobile	e-mail/Login (Govt domain ID)
1	NPCSCB Cell Nodal officer				
2	NPCSCB Cell Cell-in-charge				
3	MDO Admin (Generic Login ID)	X	X	X	
4	Content creator(s)				
5	Content Reviewer				
6	Content Publisher	Nodal Officer (SN 1) can be assigned the role of Content Publisher			

## Annexure-D

**Information required for on-boarding of CRIS Officials on iGOT :**

SN	Name	Designation	Ministry	Unit	Mobile	e-mail/Login (Govt domain ID)
			M/O Railways	CRIS		

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



**No. 2020/E(Trg)/30/14**

**New Delhi dt: 23.05.2022**

The General Manager/CAO,  
 All Zonal Rlys & PUs.  
 CORE, Allahabad.  
 WPO, Patna

The Director General/Director,  
 All Central Training Institutes,  
 RDSO, Lucknow.

(Kind Attention: Nodal Officers, IR/Mission Karmayogi)

**Sub: Mission Karmayogi – MoR's organisational set-up on iGOT Karmayogi Digital Platform.**

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

Kindly refer to the Railway Board's letter of even number dated 24.03.2021 conveying Board's decision for rolling out of Mission Karmayogi initiatives across Indian Railways and an Action Plan for effective implementation of the same through an NPCSCB cell to be created over each railway unit.

2. 'Mission Karmayogi' - the National Programme for Civil Service Capacity Building (NPCSCB) seeks a paradigm shift in enhancing the capacity of the Civil Servants by building their behavioral, domain and functional competencies, creating a framework of shared resources and transitioning from a 'rules-based' system to the roles-based' system. The focus of the initiative is on building service capacity and enhancing the quality of citizen- government interface and securing greater citizen satisfaction in all sphere of public services. The initiative broadly consists of –

- i. Content/course creation and publishing on iGOT digital platform;
- ii. On-boarding of officials on iGOT Karmayogi digital platform;
- iii. Rolling out of 'Framework of Role Activities and Competencies' – FRAC.

3. In compliance to the Action Plan approved by the Board(CRB & CEO), NPCSCB cells have been created in Board's office and each Zonal Rly/PUs/CTIs & other railway units under a Nodal officer. The cell is overall responsible for implementation and monitoring of Mission Karmayogi initiatives, as mentioned in para 2 above.

3.1 To familiarize railway administration with Mission Karmayogi framework as well as to provide way forward, an online workshop was conducted by Railway Board along with DoP&T Team on 11<sup>th</sup> March, 2022, which was also attended by the Nodal officers of railways.

3.2 Further, National Academy of Indian Railways (NAIR) is also conducting workshops on Mission Karmayogi from time to time and railway officials concerned with the Mission Karmayogi may be nominated for the workshop.

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4 DoP&T have developed a digital platform – iGOT Karmayogi.

- i. It will serve as digital market place where carefully curated and vetted digital e-learning contents will become available as training modules on anytime, anywhere basis.
- ii. It will provide the platform for onboarding of user officials to enable them to access the learning contents available on it.
- iii. It will ultimately become the resource for ensuring transition from rule based system to role based system by identifying competency gaps and providing training solutions to bridge the same thereby enabling a position holder to discharge his/her duties more effectively.

4.1 NAIR and other CTIs have been nominated for creating & publishing contents/courses on the iGOT Karmayogi platform. However, it is felt that railways have many outstanding officials and their knowledge, experience and expertise shall also be utilized for populating iGOT Karmayogi platform with more railway related courses. It will speed up railway specific content/course creation and will benefit the user officials to progress in their career, build expertise and specialization and/or meet their professional and personal aspirations. Details reg Content development on iGOT Karmayogi platform along with roles linked with content/course development has been briefed in the attached Annexure.

5. With the above views, it has been decided to onboard all the railway units including RB, Zonal Rly/PUs/CTIs through their NPCSCB cell on the iGOT Karmayogi platform on the hub & spoke model where NPCSCB Cell at Railway Board as MoR will be at the top of the set up as the Super Administrator and all the railway units shall be brought under the MoR/Railway Board. However, each railway unit will have their own Administrator who will be able to manage and supervise all the activities on iGOT in respect of the railway unit concerned. The organisational set-up of IR on iGOT Karmayogi platform will be as follows :

- i. NPCSCB Cell at Railway Board will be Super Administrator for IR on iGOT Karmayogi Platform and will be able to monitor and supervise all the activities of various railway units.
- ii. Under MoR/Railway Board, various Zonal Railways, PUs, CTIs and other units like RDSO, CORE, WPO etc. will be enrolled as individual entities. All these Units will have their own MDO (Ministry/Department/Organization) Administrator and Department-wise course/content Reviewers & Creators.
- iii. NPCSCB Cell under respective Nodal officer will have the role of MDO Administrator for the concerned railway unit and will be responsible for the overall implementation and supervision. They will be able to identify and provide course/content creation and review access to users. They will also be responsible to process the requests related to their organization changes, made by the iGOT users.
- iv. On each railway unit, concerned PHoDs will have the role of Content Reviewer.
- v. On approval of the concerned PHoDs, MDO Administrator shall allocate roles of Content Creators to identified railway officials.
- vi. All the CTIs will also have the same functions as stated above beside roles of course/content publishers. These course/content publishers will also have the responsibility to serve as course/content publishers for their CTI as well as other railway units (department-wise). For example, course/content publishers at IRICEN will have responsibility to serve as course/content publisher(s) for Civil Engineering Departments of all the railway units including IRICEN.

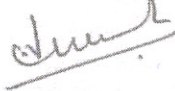


5.1. To facilitate the on-boarding of railway units on iGOT Karmayogi Platform, the respective Nodal officers are requested to provide a generic mail ID/Login credentials in r/o their NPCSCB Cell (for example, mail ID/Login credential for NPCSCB Cell of Railway Board is npcscb.rb@gmail.com) to use the same as MDO Administrator on iGOT Karmayogi Platform.

5.2. The details may be provided in the following proforma by 26.05.2022, positively to NPCSCB Cell/RB through mail at npcscb.rb@gmail.com.

NPCSCB Cell @ ..... (name of the railway unit)				
Entity	Name	Designation	e-mail	Mobile No. (avl. on Whatsapp)
Nodal Officer (already nominated)				
Cell in-charge				
Cell's generic mail ID (for MDO Admin role)				

6. Once the task of on-boarding MDO administrator(s) on iGOT Karmayogi Platform is completed, the respective NPCSCB Cell as MDO Administrator under the Nodal officer will facilitate on-boarding of user officials. Details thereof will be shared separately.

  
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Copy to : The Jt. Secretary, Railway Board.



Ann-A

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

No. 2020/E(Trg)/30/14

New Delhi dt: 24.03.2021

The General Managers/CAOs,  
All Zonal Railways/PUs.  
COFMOW, New Delhi.

The Director Generals/Director,  
RDSO, Lucknow.  
Central Training Institutes.

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

Mission Karmayogi - the National Program for Civil Service Capacity Building (NPCSCB) has been initiated by DoP&T subsequent to approval of the Union Cabinet. It seeks a paradigm shift in enhancing the capacity of the Civil Servants by building their behavioral, domain and functional competencies, creating a framework of shared resources and transitioning from a 'rules-based' system to the roles-based' system. The focus of the initiative is on building service capacity and enhancing the quality of citizen-government interface and securing greater citizen satisfaction in all sphere of public services. The initiative broadly consists of -

- i. **Content/course creation and publishing on iGOT digital platform :**  
The iGOT-Karmayogi Platform is to eventually evolve into a vibrant and world class marketplace for content modeled on FRACs where carefully curated and vetted digital e-learning content will become available as training modules on 'anytime, anywhere' basis. It will facilitate individual learners to acquire his/her competencies and follow self driven as well as mandated learning path to enhance their skill as a civil servant.
- ii. **Onboarding of MoR on iGOT digital platform :** Onboarding refers to the action or process of enlisting users/learners onto the iGOT Karmayogi Platform.
- iii. **Rollout of 'Framework of Role Activities and Competencies - FRAC :**  
The exercise for defining the Framework for Roles, Activities and Competencies including skill (FRACs) is intended to be carried out and integrated with 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.

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1.1. A detailed outline of the various frameworks of the Mission Karmayogi initiative is attached as Annexure - A.

2. Board has approved to roll out the Mission Karmayogi across the Indian Railways and following action plan has been approved :

i. DG/NAIR and DGs/other CTIs shall be the Nodal authorities on behalf of Indian Railways for creating and publishing contents/courses on the iGOT platform for the respective Departments.

ii. All the railway units i.e. Railway Board, Zones & Divisions, PUs, CTIs etc. shall create an 'NPCSCB' Cell preferably under the AGM/HAG level officer to carry out onboarding of officials on iGOT digital platform including FRACing.

3. The AGMs supervising 'NPCSCB' Cell shall be the Nodal Officer for the respective railway unit i.e. Zones, PUs, CTIs etc. Details of the Nodal officer (Name, Designation, nic mail ID & mobile no.) shall be informed to Railway Board office at [trainingbranch.rb@gmail.com](mailto:trainingbranch.rb@gmail.com) and [jitendra.kumar3@gov.in](mailto:jitendra.kumar3@gov.in) for onboarding them on iGOT and further liasioning on the matter.

4. These instructions along with annexures have also been uploaded on the Railway Board Website under the link : 'For IR Personnel → Training Circulars'.

Encl: As above.

( **Deepak Peter Gabriel** )

Pr. Executive Director (IR)

as Pr. Executive Director (T&MPP)

Railway Board

**Copy to:**

1) The OSD/PSO/PPS/PS for information of Chairman & CEO, Member(Finance), Member(Infra), Member(O&BD), Member(Tr & RS), DG(HR), DG(RHS), DG(RPF), DG(Safety) & Secretary, Railway Board.

2) All Officers and Branches of Railway Board.

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