

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

Dated: 1st Sept 2022

Subject: Constitution of “Internal FRACing Unit (IFU)” to monitor the FRACing activities under Mission Karmayogi in DoT- reg.

In September 2020, Government of India has launched Mission Karmayogi which is a National Programme for Civil Services Capacity Building (NPCSCP). The programme aims at building a future-ready civil service with the right attitude, skills and knowledge, aligned to the vision of New India. It also aims to prepare Indian Civil Servants for the future by making them more creative, constructive, imaginative, proactive, innovative, progressive, professional, energetic, transparent, and technology-enabled.

2. The Mission envisages a comprehensive reform of the capacity building apparatus at the individual, institutional and process levels for efficient public service delivery. The capacity building will be delivered through iGOT Karmayogi Digital Platform. This platform will act as a launch-pad for the NPCSCB.

3. Implementation of Mission Karmayogi starts with creation of a dictionary of positions, roles and activities, and documenting their linkage to competencies, which enables Ministries/ Departments/ Organizations (MDO) to build an accurate picture of the relationships and the full list of position, roles, activities and competencies (behavioural, domain and functional (BDF) relevant to them. In this regard every MDO has to finalize the Framework of Roles, Activities and Competencies (FRAC) in respect of available positions in the Department.

4. To monitor the implementation of FRAC process in DoT, the approval of Secretary (Telecom) is hereby conveyed in respect of constitution of the “DoT-Internal FRACing Unit (IFU)” in DoT, with following composition:

Position in FRACing Team	Designated Officer	Roles
Head	Secretary (T)	
Project Leader	M(S)/ M(T)/ M(F)	
Project Manager	Training Manager, DoT	Overall coordination for Mission Karmayogi and monitoring of FRACing exercise conducted by FIT.
Project Coordinator	Head of NTIPRIT/ NICE/ JS (A)	Co-ordinate, collaborate and handhold for development of FRAC profiling and competency mapping.

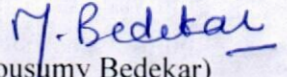
Team Member	All DDGs of DoT	FRACing of respective Divisions/Unit in coordination with FRACing Implementation Team (FIT) of DoT
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5. **Terms of Reference-** In addition to the above-mentioned role IFU will:

(e) Supervise the entire FRACing exercise.

(f) IFU will study and deliberate on the Dictionary and directory submitted by FRACing Implementation Team (FIT) of respective cadres, which will submit DoT Dictionary of cadre positions with Role, Activity and associated Competency to IFU for approval.

6. The FRACing exercise for DoT is to be completed by 30th Sept 2022.


(Mousumy Bedekar)
DDG (CB&T), DoT HQ
Tel. 23210056(o)

To

All members of DoT-IFU.

Copy 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.