

Government of Odisha
General Administration and Public Grievance(SE) Department

No. GAD-SEB-MISC-0001-2025 815/SE, Bhubaneswar, dated 27.05.2026

To

All Departments of Government /
All Heads of Departments /
All RDCs/All Collectors

Subject: Extension of deadline for completion of iGOT Karmayogi courses and assessment for recording in APAR for the cycle 2025–26 for the state government employees.

Ref: (a) This Department letter no.64/SE dated 18.01.2025.

(b) The DoPT, Government of India Office Memorandum No. T-28/27/2025-iGOT dated 27.04.2026.

The undersigned is directed to say that the Government of India, under its flagship capacity-building reform initiative, namely "iGOT Karmayogi", has laid considerable emphasis on continuous digital learning and competency-based assessment of civil servants. In alignment with this national vision, the Government of Odisha has already incorporated the "iGOT Karmayogi" parameter as a component of work assessment in the Annual Performance Appraisal Report (APAR) of the state government employees from the APAR cycle 2025–26 vide the G.A. & P.G. (S.E.) Department letter no. 64/SE dated 18.01.2025. The timeline for mandatory completion of a minimum of 20 hours of i-GOT training annually in the online module for the PAR cycle 2025-26 was till 31.03.2026, which was further extended till 30.04.2026 vide this department letter no. 524/SE dated 07.04.2026, by following the revised timeline adopted by the Government of India.

2. In the meantime, the Government of India, taking into account practical constraints faced by employees in completing the prescribed mandatory courses and assessments within the stipulated time, has further extended the timeline for completion of such courses for Central Government employees as well as All India Services officers from 30.04.2026 to 31.05.2026.

3. In light of the foregoing, the State Government has been pleased to further extend the timeline up to 31.05.2026 for completion of the prescribed iGOT Karmayogi courses by State Government employees for the APAR cycle 2025–26, in consonance with the Government of India's decision. It has further been stipulated that the status of completion of such courses and assessment

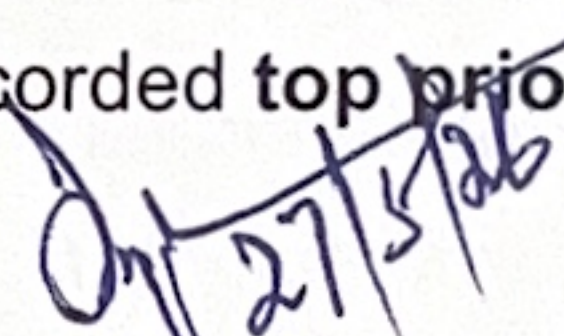
shall be mandatorily recorded in the Annual Performance Appraisal Reports (APARs) of the concerned officers.

4. In view of the above, it is hereby directed that all the Officers and State Cadre Officers under your administrative control shall mandatorily complete the prescribed iGOT courses and comprehensive assessment within the stipulated timeline. Non-compliance with these instructions shall have a direct bearing on APAR recording and may be reflected appropriately in the assessment of the officer.

5. All Departments and Cadre Controlling Authorities shall ensure strict monitoring of compliance in this regard. It shall also be ensured that the completion status of iGOT courses and assessments is duly verified and recorded in the APAR of each officer for the year 2025–26. No APAR should be finalized without incorporating such status.

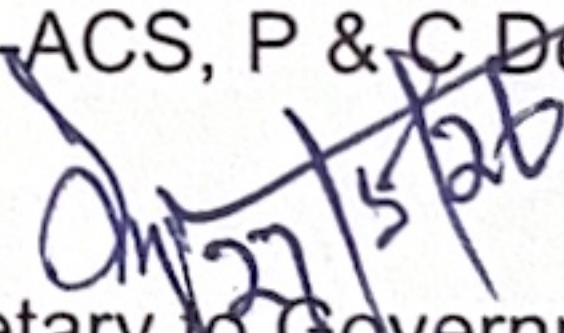
6. Any deviation or non-compliance with the above instructions will be viewed seriously and may result in the APAR being treated as incomplete/deficient.

7. This may be treated as **most urgent** and accorded **top priority**.


Special Secretary to Government

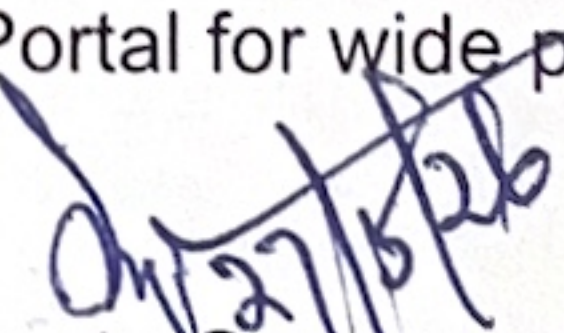
Memo No. 816 /SE, Dated 27.05.2026

Copy forwarded to the PS to Hon'ble Chief Minister/Hon'ble Ministers/ PS to Chief Secretary / PS to MBR, Odisha, Cuttack /PS to DC-cum-ACS, P & C Department for kind information.


Special Secretary to Government

Memo No. 817 /SE, Dated 27.05.2026

Copy forwarded to the System Administrator, CMGI, Odisha, for information and necessary action. He is requested to host on the HRMS Portal for wide publication.


Special Secretary to Government