

Government of Odisha
General Administration and Public Grievance Department

No. GAD-SER2-MISC-0029-2025/ 19581 /Gen., Dated : 11.06.2025

From

Shri Manoj Ahuja, IAS
Chief Secretary, Odisha

To

All Additional Chief Secretaries to Government
All Principal Secretaries to Government
All Commissioner-cum-Secretaries to Government
All Revenue Divisional Commissioners
All Collector & District Magistrates

Sub: Annual Performance Appraisal Report (PAR) – Phased Integration of 'iGOT Karmayogi' in the Performance Assessment Framework of Employees of the Government of Odisha.

Madam/Sir,

I am directed to draw your attention to Order No. 26248/CS dated 04.09.2024 (GAD-SER1-TRG-0009-2015) in which it was decided to:

1. Onboard officials onto the iGOT Karmayogi platform;
2. Integrate iGOT with HRMS; and
3. Upgrade Odisha's HRMS so that the state goals under Viksit Odisha 2036 and Viksit Bharat 2047 are suitably broken down into three-year rolling goals for each department as well as individual targets for officials, that are recorded in their Annual Performance Appraisal Record (PAR) along with each official's competencies and performance.

Subsequently, the 'iGOT Karmayogi' parameter of work assessment was incorporated in the Annual Performance Appraisal Report, for Government servants, from the PAR period 2025-26, vide Order No. 64/SE dated 18.01.2025 (GAD-SEB-MISC-0001-2025).

However, the current appraisal and training systems do not systematically connect individual competencies and performances to strategic outcomes. Further, the current system does not have clearly laid out steps for breaking down state and departmental priorities into team goals and individual targets. In addition, there is no method to assess whether officials have the domain, functional and behavioral competencies required to execute against the roles they need to perform in the pursuit of targets set out for them.

Considering the above facts, it has been decided to adopt a phased approach for integrating the 'iGOT Karmayogi' parameter in the Annual Performance Appraisal Report (PAR) of employees of the Govt. of Odisha, starting from the PAR period 2025-26.

1. The first stage remains the same as stated in Order No. 64/SE dated 18.01.2025 (GAD-SEB-MISC-0001-2025), wherein the completion of iGOT courses of any type was to be considered as an indicator of proactive learning and capacity building. Accordingly, all authorities in the remarks-recording chain were requested to assess the Officer Reported Upon (ORU) on the basis of completion of a minimum of 20 hours of online iGOT training annually.

Going forward there will be Stage 2 (Two) and a Stage 3 (Three) in this process:

2. In the second stage, the PAR requirement will be progressively aligned to completion of courses tagged to **position and role-specific competencies**, as identified for each position in line with the Viksit Odisha 2036 and Viksit Bharat 2047 goals. Identification of position and role-specific competencies will be achieved through an exercise of breaking down the state goals under Viksit Odisha 2036 and Viksit Bharat 2047 into three-year rolling goals for each department as well as individual targets for officials.
3. In the third stage, the rating in this column will transition towards entries based **only on test-based certification of competencies** and competency gaps as recorded in the competency passbook of every official.

To operationalize the progression to phases 2 and 3, Gopabandhu Academy of Administration (GAA), will lead a process in which individual departments will break down state goals into three year rolling departmental targets and individual targets for officials, and to develop a competency dictionary for the state - which is a repository of competencies needed by Officials, in each position, in all Departments, to execute against the roles to deliver on the Viksit Odisha 2036 and Viksit Bharat 2047 goals. Simultaneously, Gopabandhu Academy of Administration (GAA) will take necessary steps for identifying and tagging all courses to these competencies, in coordination with Departments, so that officials know which courses can help them acquire the competencies their positions require.

Subsequently, Phase 3 will require formulation of competency assessment frameworks, creation of high-quality test items and testing centers that can be used to test both knowledge and skills of officials. Director General, Gopabandhu Academy of Administration, will coordinate with individual departments and State Public Sector Undertakings to design and roll out these test-based assessment frameworks, test items and testing centers that certify the competencies listed in the state's competency dictionary ensuring that the results from these tests are both valid and reliable.

Center for Modernizing Government Initiative (CMGI), will ensure that upgradation of Odisha's HRMS is done so that the state's HRMS system managed by CMGI has the workflow that can be used by Departments and State PSUs to break down departmental and organizational goals into team goals and individual targets along with each official's test results for the competencies they are required to have for their current posting. CMGI is to ensure that the workflow for this is operational by 31st July 2025 and Departments and State PSU can start using them from 1st August 2025 and complete the goal break down process by 1st October 2025.

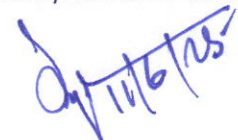
This may kindly be brought to the notice of all concerned authorities under your control for necessary action and compliance.

Yours faithfully,


Chief Secretary

Memo No. 19582 Dt. 11/06/2025

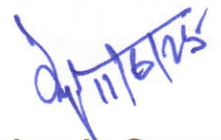
Copy forwarded to the P.S. to the Hon'ble Chief Minister, Odisha / OSD to Chief Secretary, Odisha for kind information of Hon'ble Chief Minister, Odisha and Chief Secretary, Odisha respectively.



Special Secretary to Government

Memo No. 19583 Dt. 11/06/2025

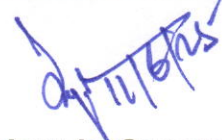
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Special Secretary to Government

Memo No. 19584 Dt. 11/06/2025

Copy to the Director General, Gopabandhu Academy of Administration (GAA), Bhubaneswar for information and necessary action.



Special Secretary to Government

Memo No. 19585 Dt. 11/06/2025

Copy to the Executive Director, Center for Modernizing Government Initiative (CMGI), Govt. of Odisha, Bhubaneswar for information and necessary action.

[Signature]
11/6/25

Special Secretary to Government

Memo No. 19586 Dt. 11/06/2025

Copy to the Dy. Secretary to Govt. of India, DoPT, North Block, New Delhi 110001 / CEO Karmayogi Bharat, Room No. 307, 3rd Floor, Old JNU Campus, New Delhi 110067 / Jt. Secretary (Coordination), Cabinet Secretariat, New Delhi / Dy. Secretary (IFA), MHA, North Block, New Delhi / Dy. Secretary (PMO), South Block, New Delhi for favour of kind information.

[Signature]
11/6/25

Special Secretary to Government