

GOVERNMENT OF PUDUCHERRY
DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS
(PERSONNEL WING)

No. T-11/30/2026/DPAR/PW/SS-I(3)(78538)

Dated: 01.09.2026

I.D. NOTE

Sub: iGOT Karmayogi – Mandatory completion of prescribed courses and Comprehensive Assessment by AIS Officers – APAR Cycle 2026-27 – Reg.

Ref: D.O. No. T-28/61/2026-iGOT dated 14.08.2026 of the Department of Personnel & Training, Government of India.

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The Department of Personnel & Training (DoPT), Government of India, vide reference cited has issued instructions regarding completion of the prescribed courses and Comprehensive Assessment on the iGOT Karmayogi portal by AIS Officers for the APAR cycle 2026-27.

2. In this regard, all AIS Officers of this Administration are requested to ensure the following:

- (i) their profile on the iGOT Karmayogi portal is duly updated with the correct role/ position/ designation, service and batch details; and
- (ii) all courses and Comprehensive Assessment identified for them are completed on the iGOT Karmayogi portal before 31.03.2027.

3. The above may be accorded due priority and all concerned officers are requested to ensure completion within the stipulated timeline.

/ BY ORDER /

(S. MURUGESAN)
UNDER SECRETARY TO GOVERNMENT

To

All AIS Officers, Puducherry.

रचना शाह, भा.प्र.से.
सचिव
Rachna Shah, IAS
Secretary



भारत सरकार
कार्मिक और प्रशिक्षण विभाग
कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय
Government of India
Department of Personnel & Training
Ministry of Personnel, Public
Grievances and Pensions

19/8 D. O. No. T-28/61/2026-iGOT

Secy DPAR / Secy. ARW

14th August 2026

Dear Chief Secretary,

As you are aware, the Department of Personnel & Training, vide O.M. No. T-28/27/2025-iGOT, dated 4th July 2025, issued instructions regarding the requirement for all Central Government employees and the officers of the All India Services (AIS) to mandatorily complete prescribed courses and Comprehensive Assessment on the iGOT Karmayogi portal, with completion status recorded in the Annual Performance Appraisal Reports (APARs) from reporting year 2025-26 onwards.

2. I am glad to note that during the APAR cycle 2025-26, more than 75% out of over 20 lakh employees who had their APAR Training Plans published on iGOT, have completed all mandatory APAR-tagged courses, with overall consumption of more than 82 lakh courses, including majority of the AIS Officers, who completed their mandatory APAR-tagged courses and Comprehensive Assessment well within the cycle, with the completion status reflecting in their APARs through SPARROW.

3. I take this opportunity to place on record my sincere appreciation for your leadership and the support extended by your State/UT in ensuring the smooth roll-out of this significant capacity-building initiative under Mission Karmayogi. This would not have been possible without the attention given by the Personnel/General Administration Department in your State/UT.

4. As we now move into the next APAR cycle (reporting period 2026-27), continued cooperation is expected. It is requested that:

- AIS officers in your State/UT be encouraged to update their profiles on iGOT to correctly reflect their current role/position/designation/service and batch details, so that they are mapped to their role-specific courses and assessments.
- The officers may be directed to complete the courses and Comprehensive Assessment identified for them before 31st March 2027.
- Given the encouraging results of this initiative for AIS Officers, you may consider extending this policy - of mandating the completion of few role-based courses and Comprehensive Assessment on iGOT, linking competency with performance appraisal - to the other employees of your State/UT.

5. I am confident that with your continued support and cooperation, we will be able to further strengthen the competency-driven human resource management ecosystem envisaged under Mission Karmayogi.

Best regards,

Yours sincerely,

Rachna

(Rachna Shah)

All Chief Secretaries of States/Union Territories

O/o. THE SECRETARY
CHIEF SECRETARIAT, PUDUCHERRY /
PERS / GA / LAD / VIG
TCP / HSG / SSI (HOME / CCD)

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