

निगम कार्यालय  
प्रशिक्षण अनुभाग, ईस्टर्न कोर्ट,  
जनपथ, नई दिल्ली-110001  
ई-मेल :co.trainingcell@gmail.com



**BSNL** भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
Bharat Sanchar Nigam Limited  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

Letter No. BSNL-COMN/11(21)/37/2023-TRAINING

Dated 16.02.2026

To  
All Circle Heads  
Bharat Sanchar Nigam Limited

Subject: Completion of mandatory courses and assessments on iGoT Karmayogi portal for Officers/Officials of BSNL – reg.

Reference: 1. BSNLCO-TRG/26(11)/2/2021-TRAINING-Part(2) Dated 01.01.2026  
2. DoT O.M. F.No. 53-1/2024/iGOT-Trg Dated 09.01.2026  
3. DoT O.M. F.No. 53-1/2024/iGOT-Trg Dated 07.10.2025

Please refer to this office letter dated 01.01.2026 (at reference no. 1) above. Further, please refer to the instructions conveyed vide Department of Telecommunications (DoT) letter dated 09.01.2026 enclosed herewith regarding completion of mandatory role-based courses and Comprehensive Assessments on the iGoT-Karmayogi portal by officers/officials of BSNL.

2. In accordance with the aforesaid instructions, and in coordination with the Mission Karmayogi Team, a Capacity Building Programme (CBP) has been finalised for Officers/Officials of BSNL. All concerned Officers/Officials are required to complete the assigned iGoT-Karmayogi course targets, along with the prescribed Comprehensive Assessments, within the stipulated timeline, i.e., by 31.03.2026.

3. The mandatory courses assigned to each Officer/Official are available on the iGoT-Karmayogi portal and can be accessed after login under the "My iGoT" Section of the user's profile. The courses are reflected as targets based on the designation and level of the Officer/Official.

4. Circle Heads are requested to ensure that:

- All Officers/Officials under their jurisdiction are correctly onboarded and mapped on the iGoT-Karmayogi portal;
- iGoT profiles of the concerned Officers/Officials are duly updated;
- the assigned mandatory courses and corresponding Comprehensive Assessments are completed by 31.03.2026; and

- completion of courses and assessments is ensured within the stipulated timeline so that the course consumption and assessment status is duly generated on the iGoT-Karmayogi portal for use during the APAR cycle.
5. For any issue in this regard, Shri Sudhanshu Awasthi DM (Training) BSNL CO may please be contacted at Mobile No. 9425815443.

This issues with the approval of the competent authority.

Encl: As above.

११/११  
16/02/2026

(Manoj Chawla)  
DGM (Training)  
BSNLCO

Copy to: Program Manager, Mission Karmayogi for information please.

F. No. 53-1/2024/iGOT-Trg

Government of India  
Department of Telecommunications  
703, Mahanagar Doorsanchar Bhawan, JLN Marg, New Delhi-110002  
Capacity Building and Training (CB&T) Division

Dated:07-10-2025

Office Memorandum

Subject: Completion of Mandatory Courses on iGOT-Karmayogi Platform by All Officials of DoT.

Ref.: (i) OM 53-1/2024/iGOT-Trg dated 28.08.2025  
(ii) DoPT OM No. T-28/27/2025-iGOT dated 04-07-2025

As per the directive conveyed through Office Memorandum No. T-28272025-iGOT dated 04.07.2025 by the Department of Personnel & Training (DoPT), all Central Government employees and officers are required to complete prescribed courses on the iGOT-Karmayogi portal annually. This completion will be reflected in the Annual Performance Appraisal Reports (APARs) beginning the 2025-26 reporting period.

2. Accordingly, the following instructions are hereby issued to all officials and officers under DoT:

- The list of Mandatory Courses to be completed has been finalized and 6 courses are assigned for each of the following levels of officers/officials:
  - i. Joint Secretary (JS) and above & equivalent
  - ii. Director/DS & equivalent
  - iii. Under Secretary/ADG/ADET & equivalent
  - iv. SO/ASO/AD/JTO/PS & equivalent
  - v. MTS
- These courses will get reflected as targets in the “My iGOT” section of iGOT profile of respective user.
- Officers must log in to the iGOT Karmayogi portal and ensure that their profile is updated to correctly reflect their current position/designation under the correct organization (“Department of Telecommunications”) in the iGOT portal for corresponding course assignment. (Guide for iGOT Profile Update enclosed)
- For the reporting year, all officials must ensure completion of at least 50% of courses assigned as per DoPT guidelines.
- In addition to completion of courses, a Comprehensive Assessment Framework will be rolled out. All employees must successfully pass assessments for 3 selected courses; separate instructions/directions regarding these assessments will be issued in due course.
- Every Officer/official must complete the courses prescribed for their position/level and also complete the prescribed Comprehensive

Assessment by 31st March 2026. Level wise detailed course list is enclosed as Annexure-I.

- The status of course completion and assessment will be directly fetched from iGOT and reflected in APARs from the assessment year 2025-26.

3. Non-compliance may impact the Annual Performance Appraisal Report (APAR) as mandated by the revised guidelines. Heads of Units/Field Offices are requested to monitor and confirm compliance within their administrative domain.

This is issued with the approval of competent authority.

Digitally signed by  
Pankaj Kumar Salodia  
Date: 07-10-2025  
09:46:06  
(Pankaj Kumar Salodia)  
Director (Training-I)

Encl: As above

To,

All DoT Officers/officials (Through e-office Dashboard)

Copy to:

1. PSO to Member(S), DCC, Sanchar Bhavan, New Delhi-01
2. Unit Heads of all DoT Units to ensure the compliance.

S. No.	JS & Above	Duration	Content provider	Link
1	Critical Thinking	1h 51m	ISB Hyderabad	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_113950139420188672133/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_113950139420188672133/overview</a>
2	Generative AI in Public Policy and Governance	1h 15m	Birla Institute of Technology and Science, Pilani (BITS Pilani)	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_11433790664853913611317/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_11433790664853913611317/overview</a>
3	Know Your Ministry- Department of Telecommunications	2h	Department of Telecommunications (NCA-T)	
4	6G use cases and capabilities	41m 23s	NCA-T	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_11387154504442675213/overview?batchId=0138722201084559362&amp;ML=english&amp;MLId=do_11387154504442675213">https://portal.igotkarmayogi.gov.in/app/toc/do_11387154504442675213/overview?batchId=0138722201084559362&amp;ML=english&amp;MLId=do_11387154504442675213</a>
5	Dynamic Spectrum Sharing (DSS)	1h 48m	National Telecommunications Institute for Policy Research, Innovation and Training (NTIPRIT)	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_11371778223168716811/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_11371778223168716811/overview</a>
6	Infrastructure Financing	40m	Ministry of Communications- Department of Telecommunications (NCA-F)	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_1142544996933550081104/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_1142544996933550081104/overview</a>
	<b>Director/DS</b>			
1	Public Policy Writing	2 hr 45 mins	Indian School of Public Policy	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_1139301654992896001153">https://portal.igotkarmayogi.gov.in/app/toc/do_1139301654992896001153</a>
2	Know Your Ministry- Department of Telecommunications	2h	Department of Telecommunications (NCA-T)	
3	Gen AI for Everyone	4h 34m	Fractal	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_114085334432260096152">https://portal.igotkarmayogi.gov.in/app/toc/do_114085334432260096152</a>
4	Telecommunications Act 2023	1h 5m	Department of Telecommunications(NCA-F)	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_1143466478613463041276/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_1143466478613463041276/overview</a>
5	GFR 2017- Procurement-OR KYM	1h 25m	Defence Accounts Department (DAD)	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_11391600147094732814/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_11391600147094732814/overview</a>
6	Office Procedures	1h 35m	Department of Personnel and Training DoPT	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_113853845439004672151/overview?batchId=0138558834138398720">https://portal.igotkarmayogi.gov.in/app/toc/do_113853845439004672151/overview?batchId=0138558834138398720</a>
	<b>Under Secretary/ADG/ADET</b>			
1	Know Your Ministry- Department of Telecommunications	2h	Department of Telecommunications (NCA-T)	
2	Microsoft Excel for Beginners	7h 3m	Microsoft	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_1136364937253437441916/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_1136364937253437441916/overview</a>
3	Gen AI for Everyone	4h 34m	Fractal	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_114085334432260096152">https://portal.igotkarmayogi.gov.in/app/toc/do_114085334432260096152</a>
4	Telecommunications Act 2023	1h 5m	Department of Telecommunications(NCA-F)	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_1143466478613463041276/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_1143466478613463041276/overview</a>
5	Microsoft PowerPoint Beginners	3h 17m	Microsoft	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_11363713310963302411102/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_11363713310963302411102/overview</a>
6	Office Procedures	1h 35m	Department of Personnel and Training DoPT	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_113853845439004672151/overview?batchId=0138558834138398720">https://portal.igotkarmayogi.gov.in/app/toc/do_113853845439004672151/overview?batchId=0138558834138398720</a>

	<b>SO/ASO/AD/JTO/PS</b>			
1	Office Procedures	1h 35m	Department of Personnel and Training DoPT	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_113853845439004672151/overview?batchId=0138558834138398720">https://portal.igotkarmayogi.gov.in/app/toc/do_113853845439004672151/overview?batchId=0138558834138398720</a>
2	Microsoft PowerPoint Beginners	3h 17m	Microsoft	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_11363713310963302411102/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_11363713310963302411102/overview</a>
3	Microsoft Excel for Beginners	7h 3m	Microsoft	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_1136364937253437441916/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_1136364937253437441916/overview</a>
4	Gen AI for Everyone	4h 34m	Fractal	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_114085334432260096152">https://portal.igotkarmayogi.gov.in/app/toc/do_114085334432260096152</a>
5	GFR 2017- Procurement	1h 25m	Defence Accounts Department (DAD)	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_11391600147094732814/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_11391600147094732814/overview</a>
6	Know Your Ministry- Department of Telecommunications	2h	Department of Telecommunications (NCA-T)	
	<b>MTS</b>			
1	Microsoft Word Beginners	2h 56m	Microsoft	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_1136364244148060161889/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_1136364244148060161889/overview</a>
2	PRINTERS TROUBLESHOOTING AND MAINTENANCE	1h 38m	Sashastra Seema Bal (SSB)	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_1140449718387261441305/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_1140449718387261441305/overview</a>
3	Know Your Ministry- Department of Telecommunications	2h	Department of Telecommunications (NCA-T)	
4	Jan Bhagidari Program (Hindi) / Jan Bhagidari	1 hr 20 mins	Illumine Knowledge Resources	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_1141065817229475841277">https://portal.igotkarmayogi.gov.in/app/toc/do_1141065817229475841277</a> <a href="https://portal.igotkarmayogi.gov.in/app/toc/do_1141297935500820481111">https://portal.igotkarmayogi.gov.in/app/toc/do_1141297935500820481111</a>
5	Prevention of Sexual Harassment of Women at Workplace	1h 51m	Institute of Secretariat Training and Management	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_113569878939262976132/overview">https://portal.igotkarmayogi.gov.in/app/toc/do_113569878939262976132/overview</a>
6	Office Procedures	1h 35m	Department of Personnel and Training DoPT	<a href="https://portal.igotkarmayogi.gov.in/app/toc/do_113853845439004672151/overview?batchId=0138558834138398720">https://portal.igotkarmayogi.gov.in/app/toc/do_113853845439004672151/overview?batchId=0138558834138398720</a>

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प्रशिक्षण अनुभाग, ईस्टर्न कोर्ट,  
जनपथ, नई दिल्ली-110001  
ई-मेल :co.trainingcell@gmail.com



**BSNL** भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
Connecting Bharat  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

पत्र संख्या: BSNLCO-TRG/26(11)/2/2021-TRAINING-Part(2) दिनांक: 01.01.2026

Letter No. BSNLCO-TRG/26(11)/2/2021-TRAINING-Part(2) Dated: 01.01.2026

सेवा में / To

मुख्य महाप्रबंधक / इकाई प्रमुख, The CGMs/Head of Units,  
सभी दूरसंचार सर्किल / इकाइयाँ, All Telecom Circles/Units,  
बीएसएनएल / BSNL

विषय: - मिशन कर्मयोगी के अंतर्गत चौथी तिमाही (2025-2026) में आईजीओटी पोर्टल पर अनिवार्य आठ (08) घंटे के प्रशिक्षण पाठ्यक्रम - के संदर्भ में।

Subject: - Mandatory Eight (08) hours Training courses on iGoT portal in Q-4 (2025-2026), under Mission Karmayogi – reg.

संदर्भ: - इस कार्यालय के सम संख्या के पत्र दिनांक 01.10.2025 के संदर्भ में।

Reference: - This office letter of even no. dated 01.10.2025.

संदर्भित इस कार्यालय पत्र और विभाग द्वारा जारी दिशानिर्देशों के क्रम में, यह अनुरोध किया जाता है कि प्रत्येक नियुक्त कर्मचारी को वित्तीय वर्ष 2025-2026 की चौथी तिमाही में iGoT कर्मयोगी प्लेटफॉर्म पर कम से कम आठ (08) घंटे का प्रशिक्षण पूरा करना होगा।

In continuation of this office letter under reference and the guidelines issued by DoPT, it is requested every on-boarded employee must complete at least Eight (08) hours of training on iGoT Karmayogi platform in Q-4 of F.Y. 2025-2026.

2. निगम/परिमंडल कार्यालय/व्यवसायिक क्षेत्र/परिचालन क्षेत्र में पदस्थ अधिकारियों/कर्मचारियों को यह निर्देश जारी किए जाने का अनुरोध है कि iGoT पोर्टल पर जेई एवं उससे ऊपर के स्तर के कर्मचारियों द्वारा न्यूनतम आठ (08) घंटे का प्रशिक्षण तथा सभी समूह 'सी' एवं 'डी' कर्मचारियों द्वारा कम से कम एक (01) प्रशिक्षण निर्धारित समयावधि अर्थात् वित्तीय वर्ष 2025-26 की चतुर्थ तिमाही (Q-4) के भीतर अनिवार्य रूप से पूर्ण किया जाए। उक्त प्रावधान को सभी दूरसंचार परिमंडलों के मुख्य महाप्रबंधकों के आईपीएमएस में पहले ही सम्मिलित किया जा चुका है। इसके अतिरिक्त, चतुर्थ तिमाही (जनवरी-2026 से मार्च-2026) के लिए कर्मचारियों के आईपीएमएस स्कोर कार्ड में नियंत्रक अधिकारी द्वारा उपयुक्त वेंटेज प्रदान किए जाने पर भी विचार किया जाए।

[नोट: केवल वही प्रशिक्षण घंटे/संख्या मान्य होंगे जिनके लिए प्रशिक्षण पूर्ण करने के उपरान्त प्रमाणपत्र जारी हुआ है। प्रगति-अवस्था वाले प्रशिक्षण घंटे/संख्या को मान्य नहीं किया जाएगा]

2. It is requested to issue suitable directions to the officers/officials posted in Corporate/Circle office/ BA/ OA to complete minimum eight (08) hours of training by JE & above level employees and atleast ONE training by all the Group C & D employees on iGoT portal within stipulated time i.e. Q-4 of F.Y. 2025-2026. The

same has already been incorporated in the IPMS of the CGMs of all the Telecom Circles. Further, suitable weightage may be offered to all employees in their IPMS Score Card of Fourth Quarter (JAN.-2026 to MAR.-2026) by the controlling officers.

[Note: - The training hours/count will be calculated for the training course for which the certificate will be issued after completion of training. The incomplete (In-progress) training hours/count will not be taken into account.]

3. मुख्य महाप्रबंधक (एएलटीटीसी) गाजियाबाद iGoT पोर्टल के माध्यम से प्रशिक्षण की प्रगति की निगरानी के लिए नोडल अधिकारी होंगे। प्रगति रिपोर्ट rollout.projectkarmyogi@gmail.com पर एएलटीटीसी के मुख्य महाप्रबंधक को भेजी जानी चाहिए।

3. CGM (ALTTC), Ghaziabad shall be the nodal officer for monitoring the progress of the training through iGoT portal. Progress report shall be sent to CGM, ALTTC on email ID rollout.projectkarmyogi@gmail.com.

यह सक्षम प्राधिकारी की स्वीकृति से जारी किया गया है।

This is issued with the approval of competent authority

मनोज  
01/01/2026

(मनोज चावला) / (Manoj Chawla)

उपमहाप्रबंधक (प्रशिक्षण) / DGM (Training)

निगम कार्यालय बीएसएनएल/ BSNLCO

प्रतिलिपि/Copy to:

1. PPS to CMD, BSNL for kind information please.
2. PPS to Director (HR), BSNL for kind information please.
3. CGM (ALTTC), Ghaziabad for kind information and necessary action please.
4. All Heads of units of BSNL CO for kind information and necessary action please.
5. Intranet portal.



F. No. 53-1/2024/iGOT-Trg

Government of India  
Department of Telecommunications  
Mahanagar Doorsanchar Bhawan, JLN Marg, New Delhi-110002  
Capacity Building and Training (CB&T) Division

Dated: 9<sup>th</sup> Jan-2026

**Office Memorandum**

Subject: Completion of Mandatory Courses and Assessments on iGOT Karmayogi portal of DoT officers deputed in BSNL-reg.

As per the directive conveyed through OM No. T-28/27/2025-iGOT dated 04-07-2025 (enclosed) by the Department of Personnel & Training (DoPT), all Central Government employees and officers are required to complete prescribed courses on the iGOT-Karmayogi portal annually along with a comprehensive assessment. This completion will be reflected in the Annual Performance Appraisal Reports (APARs) beginning the 2025-26 reporting period.

2. Accordingly, officers in DoT have been assigned six (06) mandatory courses at different levels (MTS, ASO/SO, JTS/STS, DS/Director and JS & Above) vide OM No. 53-1/2024/iGOT-Trg. Dated 07-10-2025(enclosed). Since many officers of DoT are working in BSNL whose iGOT profiles are under BSNL-MDO, it is requested that the six (06) mandatory courses along with the respective comprehensive assessments may be assigned level wise to all such DoT officers in BSNL if not already assigned as DoPT guidelines. Indicative list of DoT officers working in BSNL is enclosed for reference.

3. All officers may also be directed to ensure that the assigned Mandatory Courses, along with the corresponding assessments (once assigned), are completed by 31st March, 2026 so that the course consumption and assessment status is duly generated on iGOT portal for use during the APAR cycle. Officers may also be directed to update their profiles on the iGOT Karmayogi portal so that their

learning activities are properly mapped to their current role/designation.

4. For effective coordination, suitable officer(s) may be designated as a nodal officer from BSNL. For any clarifications/ processes for assignment of Courses/ Comprehensive Assessments following officers may be contacted:

Name: Pankaj Kumar Salodia Designation: Director (Training) Email ID: <a href="mailto:dirtrg-dot@gov.in">dirtrg-dot@gov.in</a> Mobile No.: 9868130805	Name: Chandan Oraon Designation: ADET(Training) Email ID: <a href="mailto:adet.trg-dot@gov.in">adet.trg-dot@gov.in</a> Mob. No. 7978787082
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Digitally signed by  
Pankaj Kumar Salodia  
Date: 09-01-2026  
13:16:04

(Pankaj Kumar Salodia)  
Director (Training-I)

To

1. CMD BSNL, Bharat Sanchar Bhavan, Harish Chandra Mathur Lane, Janpath, New Delhi-110001

Copy to:

- |   |                                |
|---|--------------------------------|
| 1 Member (S), DCC,<br>. Sanchar Bhawan, New Delhi.                    | For kind information           |
| 2 CMD TCIL, TCIL Bhawan Greater<br>. Kailash – I, New Delhi - 110 048 | For similar action as<br>above |
| 3 CMD ITI Ltd., ITI Bhavan,<br>. Dooravaninagar, Bangalore - 560016   |                                |
| 4 CEO C-DOT, C-DOT Campus,<br>. Mehrauli, New Delhi - 110030          |                                |

