

**COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH
ANUSANDHAN BHAWAN, 2, RAFI MARG, NEW DELHI - 110001**

No. 16-1(56)/2025-CCOAGR

Dated: 10.03.2026

OFFICE MEMORANDUM

Subject: Mandatory completion of APAR-linked courses on i-GOT Karmayogi Platform and completion of comprehensive assessments — reg

In pursuance of DoPT OM No. T-28/27/2025-iGOT dated 04.07.2025, CSIR has implemented the National Programme for Civil Services Capacity Building (NPCSCB) – Mission Karmayogi in CSIR vide OMs dated 17.09.2025 and 24.10.2025, wherein, inter alia, the courses identified for different posts were also notified.

2. Further, in compliance with DoPT OM dated 04.07.2025, the Competent Authority has approved the roll-out of a Comprehensive Assessment Framework from the reporting period 2025–26 (corresponding to the APAR cycle 2026–27).
3. As per the Comprehensive Assessment Framework, competency attainment shall be evaluated through standalone assessments based on the identified courses. Accordingly, the Competent Authority has identified three courses for each level of employees (Annexure-I), for which the question banks will be uploaded on the iGOT Portal. All concerned CSIR employees are required to complete the identified courses and pass the standalone assessment, the status of which will be reflected in their APAR through automatic fetching of relevant data from the iGOT Portal.
4. In order to facilitate seamless and automatic fetching of course completion and Comprehensive Assessment status, all CSIR employees are advised to review and update their email IDs on the iGOT Portal, ensuring that the same email ID is used on both the iGOT and SPARROW platforms.
5. In view of the requirement for completion of the mandatory courses for the Comprehensive Assessment Test, the deadline for completion of the prescribed courses has also been extended from **28.02.2026 to 31.03.2026**.
6. All the concerned employees are requested to ensure compliance with the above instructions within the timelines indicated on the iGOT Portal.
7. Hindi version will follow.


(Sumit Kumar)
19/03/26
Deputy Secretary

Copy to :-

1. Directors/Heads of all CSIR Labs/institts/Centre/Units
2. Sh. Nadir Sheikh, Sr, Scientist (HRDC) – Requested to upload the question bank on i-GOT and to extend the timeline as per the OM.
3. Sr.COA/COA/AO/Sr.DS/DS/US of all CSIR Labs/institts/ CSIR HQ/Centre/Units
4. Sr.Dy.FA/Dy.FA/Sr.COFA/COFA/FAO of all CSIR Labs/Insttts/CSIR HQ/Centre Units
5. Sr.COSP/COSP/SPO of all CSIR Labs/institts/CSIRHQ/Centre/Units
6. Office of DG, CSIR
7. Office of JS (Admn.), CSIR

8. Office of FA, CSIR
9. Office of CVO, CSIR
10. LA, CSIR
11. Sr. DS (CO)
12. IT Division - with the request to host this OM on CSIR website
13. Guard File
14. Office copy

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Mandatory Courses for Comprehensive Assessment Test for the Year 2025-26

Stakeholder	S. No	Course Name	Course Provider	Duration
JS and other equivalent posts	1.	Behaviour Architecture - Understanding Human Behaviour	Fractal	1 hr 59 mins
	2.	Human Decision Making and its Biases	Fractal	2 hr 18 mins
	3.	Overview of Viksit Bharat, 2047	NITI Aayog/ Karmayogi Bharat	1 h 3 mins
Sr. DS/Sr.COA/DS/COA/Sr. Dy. FA/Sr.COFA/Dy. FA/COFA/Sr. COSP/COSP/PSO/Sr.PPS and other equivalent posts	1.	Managing & Leading Team	ISB Hyderabad	1 h 40 mins
	2.	Understand How AI Impacts You and Your Government	Apolitical	1h 45 mins
	3.	Digital Personal Data Protection Act, 2023: An Overview	Karmayogi Bharat	1 hr 12 min
US/AO/FAO/SPO/PPS and other equivalent posts	1.	Cyber Security	IIT Madras	1 hr 25 mins
	2.	Digital Personal Data Protection Act, 2023: An Overview	Karmayogi Bharat	1 hr 12 mins
	3.	Leading with Clarity: Svadharma in Public Service	Capacity Building Commission	59m 48s
SO(Gen./F&A/S&P) /ASO (Gen./F&A/S&P) /Sr. Steno and other equivalent posts	1.	Basics of Communication	IIMC	1 hr 10 mins
	2.	Workplace Wellbeing	Harappa Education	1 hr 2 min
	3.	Noting and Drafting	ISTM	2 hr
JSA (Gen/F&A/S&P) /SSA(Gen./F&A/S&P)/ Jr. Steno/ MTS and other equivalent posts	1.	स्वच्छता ही सेवा- 2024 प्रशिक्षण माड्यूल	Ministry of Housing and Urban Affairs (MoHUA)	20 mins
	2.	Do's and Dont's for Government Employees- (Hindi)	ISTM	54 mins
	3.	Developing Effective Soft Skills	CRPF	40 mins

