

In association with



National Institute of Urban Affairs



MINISTRY OF HOUSING AND URBAN AFFAIRS

Internal FRACing Unit – Mission Karmayogi

Bi-MONTHLY PROGRESS REPORT

January- February 2023

Project Title : Project Management Consultant Team (PMC) for Internal
FRACing Unit - Mission Karmayogi

Client : Ministry of Housing and Urban Affairs
National Institute of Urban Affairs

Consultant : Nangia-Andersen LLP

Reporting Period : 01st January – 28th February 2023



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List of abbreviations

AMRUT	Atal Mission for Urban rejuvenation and Transformation
CBC	Capacity Building Commission
DAY – NULM	Deen Dayal Antyodaya Yojana - National Urban Livelihood Mission
DoPT	Department of Personnel Training
FDG	Focused Group Discussion
FRAC	Framework of Roles, Activities and Competencies
iGOT	Integrated Government Online Training
IFD	Integrated Finance Division
IFU	Internal FRACing Unit
LSG	Local Self Government
MDO	Ministries Departments and Organizations
NTP	National Training Policy
NPCSCB	National Programme for Civil Services Capacity Building
PMAY – HFA	Pradhan Mantri Awas Yojana (Urban) – Housing for All (U)
SBM	Swachh Bharat Mission
SMC	Smart Cities Mission
TNA	Training Need Assessment
UD	Urban Development
UT	Urban Transport

1. Mission Karmayogi

1.1. Introduction

Government personnel administration systems continue to focus mainly on the rules and procedures governing the recruitment, retention, and career development of civil service personnel as per the National Training Policy (2012). Systematic training of civil servants has continued to be mainly for the higher civil services, with many Groups B and C employees receiving sporadic training.

To address this challenge, the National Training Policy (NTP), 2012 proposed to transform the civil service and to move to a strategic human resource management system, which would look at the individual as a vital resource to be valued, motivated, developed and enabled to achieve the Ministry/ Department/ Organization's goals and objectives. Within this transformational process, it is essential to match individuals' competencies with the jobs they must do and bridge competency gaps for current and future roles through training. With this background, Mission Karmayogi was envisaged.

1.2. About Mission Karmayogi

Mission Karmayogi – National Programme for Civil Services Capacity Building (NPCSCB), a flagship project launched on 2nd September 2020, aims to promote citizen-centric governance through a robust digital ecosystem in India. Guided by eight principles Mission Karmayogi facilitate a shift from a **'rule-based'** to a **'role-based'** learning system emphasizing competency-driven capacity building and human resource management. This transformational journey of capacity building and development of **behavioural–functional–domain** competencies was planned with the help of an online comprehensive learning platform cum marketplace integrated Government Online Training iGOT linked to **FRAC (Framework of Roles, Activities & Competencies)**. It brings the scale and state-of-the-art infrastructure supported by knowledge resources to augment the capacities for each position in civil services by mapping their roles, activities, and competencies.

1.3. About The iGOT Platform

The iGOT Karmayogi shapes the 2012 National Training Policy (NTP) mandate to use e-learning technologies to cover the training needs of many officials who currently have little or no access to opportunities. Distance and e-learning provide “unparalleled opportunities for Meeting the training needs of a large number of civil servants dispersed across the State in different cities, towns and villages”. The NTP also talks of the need to match the competencies of the officer with those required for their role,” essential to match the individual's competencies with the jobs they must do and bridge their competency gaps”.

The iGOT Karmayogi platform is thus envisaged as a **democratized, competency-driven solution** space that all governments can access to enhance government execution capabilities. It makes possible the use of all aspects of the **70-20-10 learning and development model**. The 70-20-10 model is based on the principle that 70% of learning comes from experience, experiment, and reflection; 20% is derived from working with others, and 10% comes from formal interventions and planned learning solutions. The Platform allows the Government to break silos and harness the full potential of government officials for solutions rather than simply depending on the knowledge and skills of an individual official.



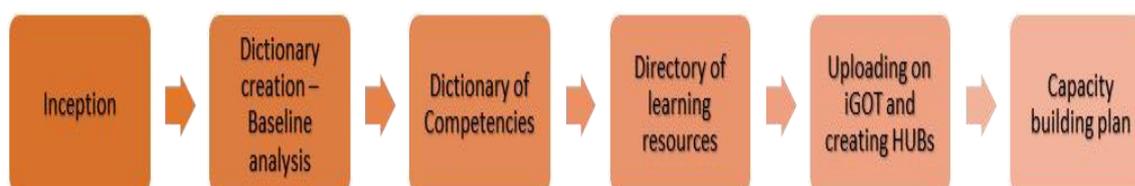
It provides resources across five hubs accessible to every government official. The roles, Activities and Competencies (FRAC) framework is one of the strongest pillars of the Mission Karmayogi.

1.4. About FRACing:

FRAC is the mapping of three constructs- roles, activities and competencies supported by knowledge resources for each position in the Government. Within the Government landscape, the process intends to cover all Govt ministries, departments, and organizations (MDOs) at the national, state, and local levels. FRAC demystifies the roles, activities, and competencies; a person is required to effectively deliver on the outcomes expected from them concerning their current and future positions in the Government.

1.5. Internal FRACing Unit (IFU)

The Internal FRACing Unit (IFU) is introduced to the ministry to support in visualizing and executing iGOT’s FRACing process as under:



The Internal FRACing Unit (IFU) has appointed the Project management Consultant (PMC) to support in visualizing and executing iGOT’s FRACing process on priority with 5 major divisions named Smart Cities Mission, Swachh Bharat Mission (Urban), AMRUT, Housing for All and National Urban Livelihood Mission (NULM). Further, IFU-PMC will cover all other divisions in MoHUA for which an OM and D.O. letter has been issued.

1.6. Scope of the project and the way forward

1. Framing the positions, roles, and activities of MoHUA officials as per the FRACing process of Mission Karmayogi and Creating a dictionary that defines the inter-relationships and defines each aspect (FRAC-ing)

Under this all the positions, roles, and activities of MoHUA officials in all divisions/ missions need to be identify and its dictionaries need to be created for iGOT platform. Dictionary will be the definition of each position, roles and activities linked with the unique code as below:

TABLE 1. Key information fields in the dictionary of positions, roles and activities

PID	MDO	Position Label	Position Description	Name of current incumbent
PID432	DoPT	Deputy Secretary	abc	abc

RID	Role Label	Role Description
RID221	Training (Governance)	abc

AID	Activity Type	Activity Description
AID081	Evaluation (Training)	abc

Presently FRACing exercise of each official of 6 divisions has been completed.

To execute the same in rest of the divisions the following information will be collected.

1. organization chart of the divisions,
 2. work allocation sheet
 3. The filled FRACing template: **The FRACing exercise will be carried out with all directors/ DS (Deputy Secretary) positions of a division and one sample at all positions in a division.** As major allocation of works is done at director/ DS levels or in some case (Under Secretary) US levels.
2. Documenting FRAC and its linkages to the competencies on iGOT platform.

Exercise 1 will help to document FRAC. Based on which the Domain competencies and Behaviour and functional competencies other than standard one applied in all the MDOs (Ministries, Departments and Organisations) will be identified. Once the draft competencies list has been prepared, validation exercise through a Focussed Group Discussions with all the officials at and above Under Secretary level will be carried out. Competencies dictionary will be prepared as per below format and will be **linked to the FRAC portal of iGOT platform**. FRAC portal of iGOT platform is still on developing phase. Dictionary will define the competencies and its different levels. This will then be linked to the position based on FRACing exercise and which will provide the required competencies an official should have at a particular position in a division.

TABLE 2. Key information fields in the dictionary of competencies

CID ¹⁷	Competency Area	Competency Label	Competency Type (BDF)	Competency Description	Competency Level	Level Description
CID817	abc	Problem Solving	Behavioural	abc	Level 1	abc
					Level 2	abc
					Level 3	abc

3. Identification of competency gaps of MoHUA officials and assisting them in improving these gaps using the iGOT learning hub in a timely and efficient manner. Ensure access to eLearning resources on iGOT platform, e.g., training videos, lectures and resources, practitioners' manuals and guides and publications for self-learning.

Documenting the competencies gaps identified and linked it with the courses available on iGOT learning hub. Preparing the training plan of available courses on iGOT platform for the officials. At individual level- once the required competencies of each position are identified and finalised it will be circulated to the MoHUA officials. Through self-assessment an official can identify his/her competency gaps for which the required courses can be consumed from iGOT learning hub (if available). Handholding the official in identifying the competency gaps and suggesting them the relevant courses.

4. Create platforms such as Competency Hubs, Learning Hubs, Career Hubs, Discussion Hubs, and Network Hubs so that government officials can reach their full potential rather than solely complete assigned tasks.

Support in creating the competency passbook in Competency hubs. Creating some of the courses and curating and uploading the existing courses of the divisions of MoHUA on the learning Hubs. Trouble shooting and addressing the issues related to career hubs, discussion hubs, network hubs and event hubs.

5. Provide support in group learning opportunities and short-term professional courses, focused on reducing competency Gaps and specific capacity problems at different levels.

Support in creating **program** that can be linked with the domain competencies. The program will have **different courses covering the different levels of the competencies**.

6. Explore global best practices such as the UN competency Framework (2020), the OECD Competency Framework (2014), the IAEA Competency Framework and the UK Civil Service Competency Framework (2012) and adapt them for MoHUA's context.
7. Support in drafting formal training policy and capacity building plan for MoHUA and provide instructional design.
Preparing a list of training courses that is required to meet the required competencies for the official and framing the training plan. Monthly meeting will be organised for each division where the officials who gain training related to domain competencies can present their learning and feedback. Recognition of the officials can be an incentive here.
8. Developing the curriculum and pedagogical framework will be a quarterly exercise to build the capacity of MoHUA officers and for the new officials on joining. Organize quarterly workshops for every Mission, and program of MoHUA.
Support to new joining in understanding and consuming the courses related to the division assigned to them. The divisions induction courses will be developed with the help of senior's officials of the divisions. Delivering those courses for the feedback to the team and upgrading the same when any amendment has been done.
9. Creating Framework for Monitoring and evaluation of Annual Capacity Building Plan ACBP.
Preparing the Annual Capacity Building Plan which will include
 - The competencies required for each role and position.
 - The competency gaps of different roles and positions in a division
 - Training plan to meet the competency gap.
 - Monitoring framework for the training plan.
10. Supporting Capacity Building Unit for Monitoring and Evaluation. Ensure that on the addition of new roles and positions within the ministry, the roles and activities associated with any related position are subsequently tweaked which can only be done through a well- defined workflow on iGOT.



2. Work Completed during the months of January and February 2023

PMC's work during the month of January and February at MoHUA progressed with the nomination of officials for the Capacity Building Unit (CBU) of the Ministry/Division and aligning the content available with Missions with iGOT Karmayogi platform's requirements. Along with this, the previous tasks of registration on the iGOT Karmayogi platform were continued for the remaining officials.

The following sections detail the exercises attempted and completed in the Ministry during the month of January - February 2023. Office Memorandum (OM) and Demi Officials (DO) to carry out FRACing exercise in all divisions and attached offices of MoHUA was circulated and subsequently, a response has already been received by CPWD. A copy of OM is Annexed as Annexure A and DO as Annexure B for reference.

2.1. Focused Group Discussions (FGDs) conducted during said months.

In continuation to the series of meetings initiated by CBC in the month of October 2022 for preparing ACBP (Annual Capacity Building Plan) of the ministry, various consultations were conducted in MoHUA in January 2023. The FGD was held on 12.01.2023 in room no. 417 C for the officials of the Directorate of Estate Division under the Chairmanship of Shri Abhishek Bhagotia, Director, DoE. The Focused Group Discussion was conducted to introduce the DoE officials to the FRAC (Framework for Role, Activities and Competencies) template. The template will assist in formulating ACBP for Ministry. Further, another meeting with officials from Capacity Building Commission was held on 20.01.23 in room no. 417 C under the Chairmanship of Rahul Kapoor, Director, SCM, to understand and discuss the model for driving domain competencies for MoHUA.

2.2. Personal consultations held in January and February 2023

An introductory meeting with Mr Satinder Pal Singh, AS, along with Mr Rahul Kapoor, JS to discuss the future of the mission's progress and ongoing vision. Series of interpersonal meetings with officials of MoHUA were conducted to provide the assistance for supporting and filling up the self-assessment FRACing template by the officials, continuous follow up of the progress and understanding their activities related to mission for the FRACing exercise. Also an updated organization chart were collected and attached as an Annexure C.

2.2.1. Interpersonal meetings with officials of NULM, SBM, SCM, AMRUT, PMAY(U), UD, LSG and Works division at MoHUA

An introductory meeting in January with Dr. Madhu Rani Teotia Director-NULM was held wherein the Director was apprised about the Mission Karmayogi and FRACing exercise. The updated FRACing template was shared anew with the NULM team to receive the assessment from officials. A meeting was held on 20.01.23 with Ms Roopa Mishra, JS, SBM, to brief on the FRACing exercise under Mission Karmayogi for SBM officials and apprised about Course Creation for SBM on the iGOT Platform. Furthermore, as sought by DoPT and discussed with Sh. Rahul Kapoor, Director SCM, officials for the role of content creator, content reviewer and content publisher were identified.

Table 1: List of interpersonal meetings held with Mission officials.

No's:	OFFICER'S NAME	DESIGNATION	PURPOSE & STATUS
NULM Divisions			
1	Ms. Madhu Rani Teotia (IAS)	Director	To get input on FRACing templates and completed templates has been received. To verify the activities complied for the FRACing exercise.
2	Sh. Madhukar Pandey	Under	
3	Sh. Yogesh Kumar	Secretary US	
4	Sh. Abhay Kumar	Section Officer	
5	Sh. Suchit Goyal	SO	
6	Sh. Amit Sharma		
7	Sh. Kiran K. Sharma	Assistant	
8	Sh. Jaspreet Malhaan	Section Officer	
9	Sh. Sarvesh Kumar	ASO	
10	Sh. Ajay Kumar		
SBM Divisions			
1	Sh. R.S. Jayal	Director	To discuss and verify the FRACing exercise and fill up the template.
2	Sh. Binay Kumar Jha		To get input on FRACing templates and completed templates has been received.
3	Sh. Shakti Shamsher	Deputy Secretary DS	To understand and verify the activities related to mission for the FRACing exercise.
4	Sh. Binod K Yadav	Under Secretary	
5	Sh. H.C. Patnaik	Section Officer	To get input on FRACing templates and completed templates has been received.
6	Sh. S K Sharma		To discuss and verify the FRACing exercise and fill up the template.
7	Sh. K. Srinivas		
8	Sh. Jitendra Prasad Singh	ASO	
9	Sh. Gaurav Bora		To get input on FRACing templates and completed templates has been received.
10	Sh. Asha Wahane		
11	Sh. Gobind		To discuss and verify the FRACing exercise and fill up the template.
SCM Divisions			
1	Sh. Rahul Kapoor	Joint Secretary	To understand and verify the activities related to mission for the FRACing exercise and nomination of officers for CBU roles and finalization of content to be uploaded on iGOT platform.
2	Sh. Lal Chandama	Director	To understand and verify the activities related to mission for the FRACing exercise.
3	Sh. Jitendar Kumar Mehan		
4	Sh. Jagdish Chandra Upreti	Under	
5	Sh. Sabak Lal Prasad	Secretary	
6	Ms. Parveen Kumari		
7	Sh. Mahesh Lal	SO	
8	Sh. Bishan Das	Section Officer	
9	Sh. Pradeep Kumar Pradhan		To understand and verify the activities related to mission for the FRACing exercise. To verify the activities complied for the FRACing exercise.
10	Sh. B. L. Khora		
11	Sh. N. Patrick Ekka	ASO	To discuss and verify the FRACing exercise and fill up the template.
12	Sh. Lalit Sharma		

No's:	OFFICER'S NAME	DESIGNATION	PURPOSE & STATUS
AMRUT Divisions			
1	Sh. Vinay Pratap Singh	Director	To understand and validate the activities related to mission for the FRACing exercise.
2	Sh. Gurjeet Singh Dhillon		
3	Sh. Lavanya Kumar		
4	Sh. Anup Barman	Under Secretary	To understand and validate the activities related to mission for the FRACing exercise.
5	Ms. P A Lathika		
6	Sh. Harish Chandra Prasad		
7	Ms. Reema Jain	Deputy Director	To get input on FRACing templates and completed templates have been received.
8	Sh. Birju Kumar	Section Officer	
PMAY Divisions			
1	Ms. Bindu Shreedathan	DDG	To get input on FRACing templates.
2	Sh. R.K. Gautam	Director	To understand and validate the activities related to mission for the FRACing exercise.
3	Sh. Sanjeev Kumar Babbar	Deputy Secretary	To understand and validate the activities related to mission for the FRACing exercise.
4	Ms Sakshi	Deputy Director	To get input on FRACing templates.
5	Sh Mohd Ayub	Under Secretary	To get input on FRACing templates
6	Sh B.K. Mandal		To understand and validate the activities related to mission for the FRACing exercise.
7	Sh Vinod Gupta		To get input on FRACing templates
8	Sh Arun Kumar Kushwaha	Section Officer	To understand and validate the activities related to mission for the FRACing exercise.
9	Sh Pinkesh Jain		To get input on FRACing templates
10	Sh Uday Shankar Mehta		
11	Sh Bharat Bhusan Sutar	Assistant Section Officer	To get input on FRACing templates
12	Sh Dinesh Kumar		
13	Sh Ankush Saxena		

Team has also met with Sh. Kishan Kumar, SO, LSG, division, Sh. Mahesh Chandra Khanna, SO, UD division and Sh. Amrendar K Sinha (US) Works-III, Sh. Ravi Arora, JS, DoE and L&DO, Sh. Abhishek Bhagotiya, Director, DoE and Ms. Snehlata Nayar, SO, Department of Estates (DoE) for introduction and initiating the FRACing exercise of the officials at their divisions.

2.2.2. Validation meetings for finalization of Competencies for ACBP

FRACing exercise carried out in different divisions for preparation of the Annual Capacity Building Plan (ACBP) of MoHUA by the Capacity Building Commission is being culminated with validation sessions with respective divisions. A preliminary list of derived Domain Competencies by IFU team was shared with CBC. Subsequently, a meeting was conducted with Director SBM on 17th February, Director SCM and AMRUT on 23rd February 2023 (Annexure-J). A copy of list of preliminary derived Domain Competencies for SBM, SCM and AMRUT may be referred at Annexure-F, G and H respectively.

2.3. Summary of work done in January and February 2023:

Table 2: Summary of work done in November.

Sl. No	Type of work	Name of the Mission/ Division	Status	Remark
1	Interpersonal meetings with the Mission officers on the filling and submission of the FRACing template.	Missions/ Divisions	On-going	AMRUT-17/17 SBM-5/14 SCM-11/12 NULM- 10/12 HFA-5/25 UT- 20/25 DoE- 14/129 Housing I- 6/8
2	FGD on FRACing along with CBC	Directorate of Estate	Completed	Meetings were conducted for FRACing self-assessment of the officials. 12.1.2023
3	Meeting with the team of DoPT	IFU team	In-process	Meeting to understand the framework for driving competencies for MoHUA. Proceeding attached as annexure I.
4	Interpersonal meeting with JS SBM	SBM	Completed	To inform about the status of SBM for Mission Karmayogi and apprised about the status of contentcreation for iGOT Platform.
5	Benchmarking of Competencies of the officials	MoHUA	On-going	Identification of different competencies and defining the levels as per international competency frameworks
6	Registration of remaining officials of targeted Missions & divisions of MoHUA on the iGOT Platform.			OM dated 1Feb 2023 has been issued and the scheduled date for the FGD will be shared shortly.
7	To expedite the process of learning course on PM GatiShakti.		Completed	OM has been issued and shared with all divisions/Missions.

The Mission Karmayogi - IFU team held several interpersonal meetings with MoHUA officials to give assistance with completing the FRACing exercise and to monitor the progress. During a meeting with CBC in presence of Shri Rahul Kapoor, Director, SCM, on January 18, 2022, it was decided that the IFU would be responsible for the FRACing exercise of entire Ministry. Shri Rahul Kapoor, JS, MOHUA has also issued an OM on February 01, 2023, and a DO letter on February 09, 2023, detailing the same.

Subsequently, a meeting was held on 10.02.2023 with CBC in presence of Shri Rahul Kapoor, Director, SCM to discuss the status and further course of action for developing the Annual Capacity Building Plan (ACBP) of the Ministry.

Further, the IFU team has connected with officials of IFD, Budget, UT, DOE, LSG, and UD divisions for the FRACing exercise. National CPWD Academy wrote to Shri. Rahul Kapoor, JS on February 15, 2023, requested to meet with the PMC-IFU team of Mission Karmayogi to discuss the FRACing exercise. A copy of the letter may refer to Annexure D.

Nomination of officials for the role of Content Creator, Reviewer and Publisher has been completed for SCM, AMRUT and SBM. IFU team has derived the draft domain competencies for SBM, AMRUT, and SCM. FGDs were conducted with directors and concerned officials for carrying out the validation exercise of draft-derived competencies. SBM had a competency validation exercise on February 17, 2023, while AMRUT and SCM had one on February 23, 2023.

A meeting was held with the Additional Secretary (AS), Ministry of Housing and Urban Affairs on 23.02.2023 to apprise him about the status of Mission Karmayogi as shown in Annexure H. To discuss the status of Mission Karmayogi at the Ministry and further course of action, Shri Praveen Pardesi, Member Administration, Capacity Development Commission, met with the Additional Secretary (AS), Ministry of Housing and Urban Affairs, on February 28, 2022. Glimpse of the meeting has been attached as an annexure H.

2.3.1. Statistics of FRACing templates received and registered on the iGot

Figure 1: Details about filled FRACing templates received from MoHUA registration of officials till February.

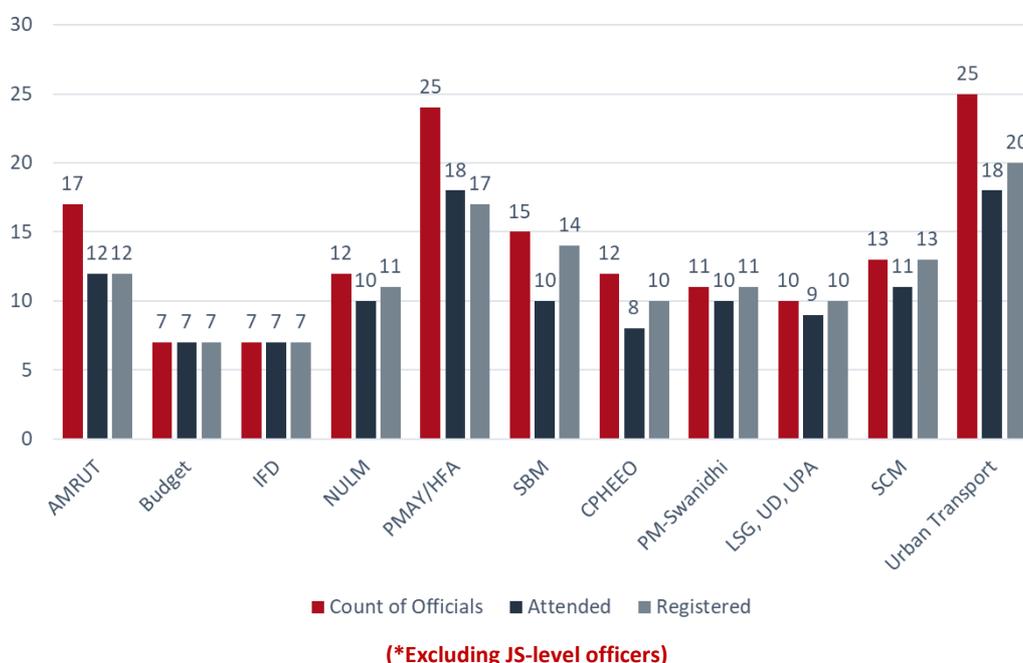
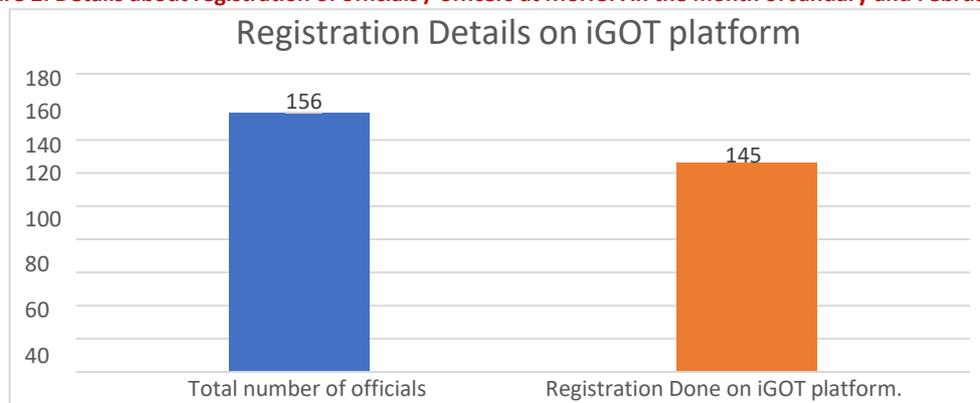
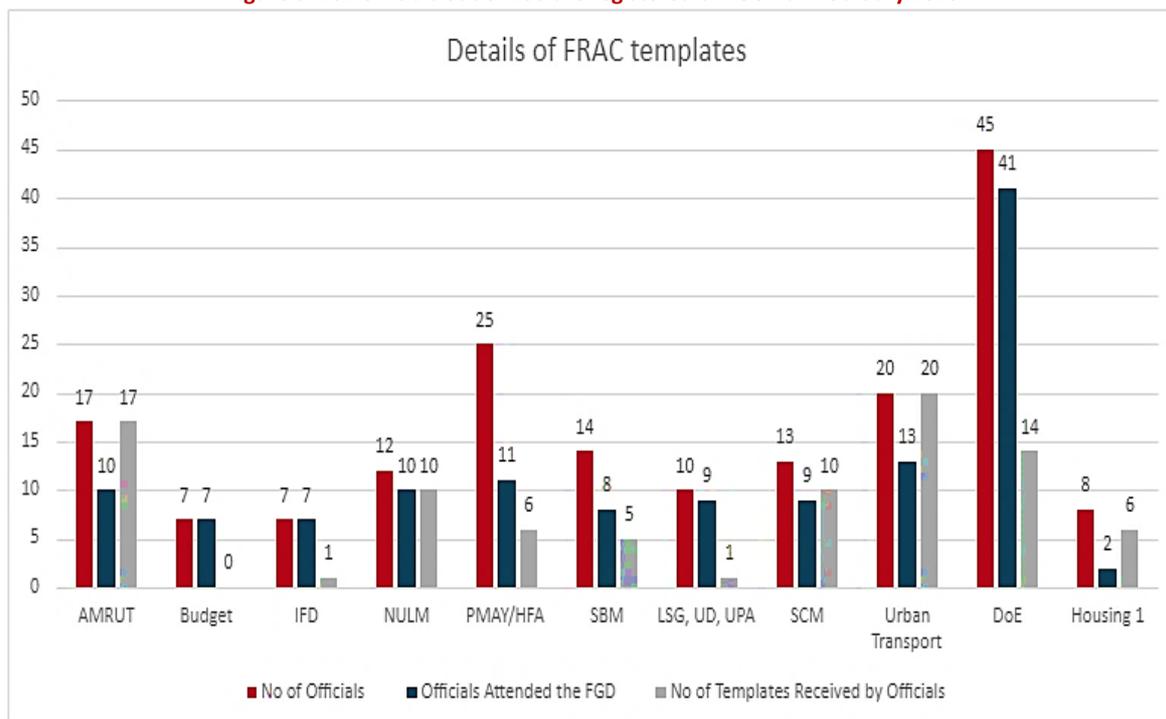


Figure 2: Details about registration of officials / officers at MoHUA in the month of January and February 2023



(*Note: 156 Officials are from- PMAY/HFA, Urban Transport, Budget, AMRUT, SBM, CPHEEO, SCM, LSG, UD, UPA, NULM, PM- Swamidhi and IFD. (The total number of officials may vary due to transfer, posting, and retirement.)

Figure 3: 132 officials out of 153 are registered on iGOT till February 2023



(*Note: The count of officials may vary because of administrative changes)

2.4. Way Forward for March and April 2023

The action plan for the March and April 2023 is as follows:

- Interpersonal meetings with officer / officials of each Mission for compiling of remaining FRACing template.
- Introductory FGDs with remaining missions/ divisions on “Content development and uploading it on the iGOT Karmayogi Bharat Platform”.
- Registration of remaining officials of targeted Missions & divisions of MoHUA on the iGOT Platform.
- Deriving of domain competencies for Missions / Divisions of MoHUA for developing ACBP.
- The Internal FRACing Unit (IFU) team will assist the CBC in carrying out the Training Need Assessment to develop the ACBP 2023-24.
- Following Road Map has been developed to monitor the progress of the work: 14 A

Proposed Road map for March 2023						
Project Management Consultant for Internal FRACing Unit						
S.No.	Item of Activity (Work)	Weeks of March 2023				
		W1	W2 (6 to 10)	W3 (13-17)	W4 (20-24)	W5 (27-31)
1	Focussed Group Discussions (FGD) with L& DO and DoE to carry out FRACing exercise of sample position.		←————→			
2	FGDs with Central Vista, Works, Administration, and PM Swanidhi to carry out FRACing exercise of sample position.			←————→		
3	Follow up with Budget, IFD, CPHEEO, UD and LSG for FRACing exercise of sample position.	←	-----	-----	-----	→
4	Formulation of Capacity Building Unit			★		
5	Mapping the number of courses under DAKSHTA training program, carried out by each official	←	-----	-----	-----	→
6	Submission of Domain Competencies			★		★

Note:
A. Proposed timeline is subject to the availability of the concerned officials.

←————→	Linked activities
←-----→	Unlinked activities
★	Deliverables

Annexure A: Office Memorandum to map the organizational framework and registration under Mission Karmayogi at MoHUA.

File No. 0-17024/40/2021-ADM -V-UD
Government of India
Ministry of Housing and Urban Affairs
(Smart Cities Mission)

Nirman Bhawan, New Delhi
Dated: 01st February, 2023

OFFICE MEMORANDUM

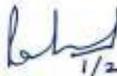
Subject: Request for meeting with PMC - IFU of Mission Karmayogi for FRACing to map the organizational framework and registration on i-GOT under Mission Karmayogi - reg.

MoHUA is implementing the *National Programme for Civil Services Capacity Building (NPCSCB) - Mission Karmayogi* which aims to create a competent civil service rooted in Indian ethos, with a shared understanding of India's priorities, working in harmonization for effective and efficient public service delivery.

2. Under this programme, the Annual Capacity Building Plan for MoHUA is being prepared for the FY 2022-23. In this context, an exercise is being carried out to *map the organisational structure, FRACing process (Framework of Roles, Activities, and Competencies), and gap analysis* for developing capacity building plan of this Ministry, which will be linked with *iGOT karmayogi* platform. Furthermore, for consumption of courses available on iGOT Platform registration of officials on platform is also needs to be completed.

3. In this regard, the PMC-IFU (Project Management Consultant - Internal FRACing Unit of MoHUA) team will organize **Focused Group Discussions (FGD)** on **FRACing and iGOT registration** followed by interpersonal meetings with all the officials of missions and departments/ divisions at MoHUA.

4. In this regard, all divisions, those are yet to appoint *nodal officers* for Mission Karmayogi may appoint the same, and communicate the contact detail at missionkarmayogi.mohua@gmail.com by **07.02.2023** positively. Further the officers of the divisions/departments may be directed to attend the FGD as per the schedule that will be shared by the IFU team of MoHUA shortly.


(Rahul Kapoor)
Director (SC-III)
Tele: 011-23062194
Email: rahul.kapoor@gov.in

To:

1. AS(SC)/ AS(Housing)/ AS(D&C), MoHUA
2. All Joint Secretaries/ JS & FA/EAs/OSD(UTY)/CCA, MoHUA
3. ADG(Media), MoHUA
4. All Directors/Deputy Secretaries, MoHUA
5. Director of Estates
6. Director of L&DO
7. Director of Printing
8. Senior Technical Director, NIC, MoHUA
9. SO, IT Cell for uploading the OM on e-Office portal

Copy To:
IFU - PMC Team



Annexure B: D.O. to line departments of MoHUA to conduct FRACing and registration under Mission Karmayogi at MoHUA.

Rahul Kapoor
Joint Secretary (MoHUA)
Tele: 011-23062194
Email: rahul.kapoor@gov.in



सत्यमेव जयते



सर्वेभ्यो नमो

भारत सरकार
आवासन और शहरी कार्य मंत्रालय
निर्माण भवन

GOVERNMENT OF INDIA
MINISTRY OF HOUSING AND URBAN AFFAIRS
NIRMAN BHAWAN

नई दिल्ली-110011, तारीख 20

New Delhi-110011, dated the 20

D. O. No. 0-17024/40/2021-ADM-V-UD

Dated: 9th February, 2023

Dear Madam/Sir,

As you may be aware, the Government has set up a *Capacity Building Commission (CBC)* under the *National Programme for Civil Services Capacity Building of Civil Servants (NPCSCB)* - "Mission Karmayogi". To execute the vision of the Mission an *Internal FRACing Unit (IFU)* has been set up in MoHUA to map the role, activities, and competencies of the each official in MoHUA for preparation of an Annual Capacity Building Plan (ACBP), and strengthen the skills, instincts, abilities, processes, and resources of officials to perform functions effectively, efficiently, and sustainably.

2. Further, to facilitate the FRACing Exercise, CBC has framed a template for capturing the role, activities, and competencies of the officials and other baseline information for Training Needs Assessments (TNAs) for unique roles in respective Division.

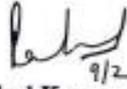
3. Vide O.M. No. 0-17024/40/2021-ADM-V-UD dated 1st February, 2023, It was requested to appoint a Nodal officer for Mission Karmayogi in each Mission/Divisions and communicate the same at missionkarmayogi.mohua@gmail.com. Further, it was requested to direct officials to attend the FGDs (Focus Group Discussion) on the registration process on iGOT platform and understand the FRACing exercise.

4. Currently, the registration and profile creation of 126+ officials have been completed and 65 officials have submitted the template out of 156 targeted officials. However, inputs on these templates by some officials are yet to be received.

5. Therefore, it is requested to expedite the furnishing of information on the aforesaid template shared with all Missions/Divisions earlier. It is also requested to ensure all the officials in your Mission/Division are registered on the iGOT platform. In case of any assistance please feel free to contact IFU team.

Encl.: As above

Yours sincerely,


9/2
(Rahul Kapoor)

Annexure C: Updated Organisational Charts of Missions and Divisions

Table 3: Updated organisational chart of Directorate of Estates (DoE)

Room No.	Names S/Sh/MS	Designation	Section
443-C	Abhishek Bhagotia, IAS	Director Of Estates	--
442-C	Kanwar Bhan	PPS	
436-C	M.C. Sonowal	Director Of Estates-II	--
436-C	Shalini Mishra	PA	
410-C	M.C.Nautiyal	Dy. Director	Estt./RTI
406-B	T.G.Laxshmi	Assistant Director	Admin.A
409-B	K. Sneha Latha Nair	Assistant Director	Admn.B
403-B	T.G. Lakshmi	Assistant Director	Cash & Budget
415-B	Parmeshwar Kalundia	Assistant Director	RTI
514-A/ B-Wing	Dilip Kumar Barnwal	Incharge	Central Registry
410-C	Dinesh Kumar Lakhumna	Dy. Director	A-I
419-C	Vijender Singh	Assistant Director	Type Special-III (Type VII&VIII)
419-C	Raj Kishore Singh	Assistant Director	Type Special – II (Type 6 A & 6B)
420-C	Bhuvnesh Kumar	Assistant Director	Type Special – I (Type-5B)
421-C	A Mohan Babu	Supdt. Accounts	Type E (Type 4S & 5A)
423-C	Rajiv Kumar	AD, LO (MP)	LO (MP)
540-C	Dr. D.V. Rao	Dy. Director & Estate Officer	Litigation
504-B	Usha Rani Wadhwa	Estate Officer	Litigation
513-C	Kuldeep Hooda	Estate Officer	Litigation
537-C	Harvesh Kumar	Estate Officer	Litigation
510-C	Harvesh Kumar	Assistant Director	Litigation
501-B	Ashok Kumar	Assistant Director	Litigation-I
401-B	Shiv Kumar	Dy. Director	A-II
513-B	Prahlad Mehto	Assistant Director	Type-I(A)
513-B	Pushpa Pandey	Assistant Director	Type-I(B)
504-C	D.K. Sharma	Assistant Director	Type-II(A)
504-C	P.L.Meena (Dual Charge)	Assistant Director	Type-II(B)
504-C	Indu Bharti	Assistant Director	Type-II(C)
504-C	Anurag Devgan	Assistant Director	Type-II(D)
414-B	B.L. Gupta	Assistant Director	Type-III(A)
414-B	Subhash Chutia	Assistant Director	Type-III(B)
414-A/ B-Wing	Manmohan Singh Bisht	Assistant Director	Type-III(C)
413-B	B.C. Shiv Kumar	Assistant Director	Type-IV(A)
413-B	Rashi Kumari	Assistant Director	Type-IV(B)
513-A/ B-wing	Saleem Ahmed	Assistant Director	RDV Cell
503-C	Vinod Kumar	Supdt. Accounts	A-II (Coord.)
538-C	Kiran Pal	Dy. Director	O & M & Hostel
403-C	Dhiraj Kumar	Assistant Director	Office & Market
422-C	Kunal Bhaskar	Assistant Director	Hostel
F-209,C.R Hostel	Vacant	Chief Superintendent	F Block Curzon Road(Room.209)
	Abhishek Swami	Superintendent	Kidwai Nagar Hostel
	Abhishek Swami	Superintendent	CWG Village
	Abhishek Swami	Superintendent	Hudco Place Ext.
539-C	Vacant	Dy. Director	
412-C	Pinaki Banerjee	Dy. Director	Policy
404-A C-Wing	Rajesh Kumar	Assistant Director	Policy-I

404-B C-Wing	Vacant	Assistant Director	Policy-II
404-A C-Wing	L. Haokip	Assistant Director	Policy-III
541-C	Rajesh Kumar	Dy. Director	Subletting
506-C	S.K. Sammadar	Supdt.A/Cs	Subletting
542-C	Sandipan Ghosh	Dy. Director	DD (CDN) & V & C
403-C	V. C. Chamoli	Assistant Director	CDN-I
403-C	S.K. Mallik	Assistant Director	CDN-II
520-C	Gurjeet Kaur	Assistant Director	V & C
413-C	Udham Singh	Dy. Director	Regions & Computer
404-C	Seema Rani	Assistant Director	Regions
412-B	Pawan Kumar	Supd/Acs	Computer Cell
07 Ground Floor	Vacant	Assistant Director	IFC
411-C	Sanjay Kumar	Dy. Director	Rent & General
515-B	B.S. Chauhan	Supdt.A/Cs	Rent & Dues Monitoring Call (Type III & IV)
415-B	P.L. Meena	Assistant Director	AD Accounts
602 Parliament Annex	Jagannath Prasad	Assistant Director	Rent Parliament
535-C	Raj Kishore Singh	Assistant Director	General
521-C	Surender Kumar	Incharge	Stationary Store
514-B	Bharti Poonja	Asstt. Director (OL)	Hindi
418-C	Poonam Gupta	Director (IT) / Scientist-E	NIC

Table 4: Updated organizational chart of Land & Development Office

No's:	OFFICER'S NAME	DESIGNATION
1.	Shri Suvasish Das	Land & Development Officer
2.	Shri Sunil Kumar	DY. L&DO –I
3.	Shri Niranjan Kumar Joshi	DY. L&DO –II
4.	Shri Pappu Kumar Singh	DY. L&DO –III
5.	Shri Satish Kumar Singh	DY. L&DO –IV
6.	Shri Rajeev Kumar Das	DY. L&DO –V
7.	Shri.Diwakar Kumar Barnwal	DY. L&DO –VI
8.	Shri B L Meena	DY. L&DO –VII
9.	Shri Suresh Kumar	Engineer Officer
10.	Smt. Anita Dogra	Sr. Accounts Officer

**Annexure D: Nomination of Nodal Officer by National CPWD Academy
for Mission Karmayogi**

केवल ई-मेल के माध्यम से



राष्ट्रीय सी.पी.डब्लू.डी.अकादमी
कमला नेहरू नगर, हापुर रोड,
गाज़ियाबाद (उ०प्र०)-201002
फोन सं: 0120-2985807
ई-मेल : ee6-trg.cpwd@nic.in

National CPWD Academy
Kamla Nehru Nagar, Hapur
Road, Ghaziabad (UP)-201002
Ph no. :- 0120-2985807
Email id:- ee6-trg.cpwd@nic.in



संख्या:49/एनसीए/ओटी/केपिसिटी बिल्डिंग/2022-23/58

दिनांक: 15.02.2023

सेवा में,

Sh. Rahul Kapoor
Director (SC-III)
Ministry of Housing and Urban Affairs (Smart Cities Mission)
Nirman Bhawan, New Delhi
Email: rahul.kapoor@gov.in

विषय: Request for meeting with PMC – IFU of Mission Karmayogi for FRACing to map the organizational framework and registration on i-GOT under Mission Karmayogi.
Appointment of Nodal Officer for Mission Karmayogi - reg.

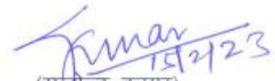
सन्दर्भ: Your office letter no. O-17024/40/2021-ADM-V-UD dated 01.02.2023.

महोदय,

Incompliance of para 4 of above referred letter the following officer is being appointed as nodal officer for Mission Karmayogi:

Name : Sh. Naimuddin
Designation : Chief Engineer (T&R)-I
Office address: National CPWD Academy, Kamala Nehru Nagar, Hapur Road, Ghaziabad (UP)-201002
Contact No. : 0120-298583, Mob. No. 9818181592
Email : naimuddin.m@gov.in

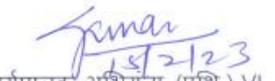
This issues with the approval of ADG (T&R).


(सत्येन्द्र कुमार)

कार्यपालक अभियंता (प्रशि.)-VI

प्रतिलिपि सूचनार्थ हेतु:

1. PS to ADG (T&R), National CPWD Academy, Kamala Nehru Nagar, Hapur Road, Ghaziabad.
2. DDG (Works), CPWD A-114, Nirman Bhawan, New Delhi-110011 (email : cpwd_ddg@nic.in)
3. Sh. Naimuddin, Chief Engineer (Trg.)-I, National CPWD Academy, Kamala Nehru Nagar, Hapur Road, Ghaziabad (email : naimuddin.m@gov.in).
4. Through email : missionkarmayogi.mohua@gmail.com


कार्यपालक अभियंता (प्रशि.)-VI



Annexure E: Preliminary derived domain competencies for SBM

Domain Competencies	Policies and Schemes	Acts and regulation	Department specific SOPs/ guidelines/ procedures	Other relevant resource material available on SBM portal.
Water and Sanitation:				
Understanding of Solid waste management and its components.		Solid Waste Management Rules, 2016.	<ul style="list-style-type: none"> Operational Guidelines Swachh Bharat Mission (Urban). Municipal Solid Waste Management/ Central Public Health and Environmental Engineering Organisation (CPHEEO), Manual 2016. 	<ul style="list-style-type: none"> Guidance Document on efficient collection and transportation of municipal solid waste. Technical advisory on Plastic Waste Management Issues, Solutions & Case Studies. Technical Advisories on Decentralized Processing of Organic Waste. Technical Advisory on Bulk Waste Generators. SBM Advisory on Material Recovery Facility (MRF) for MSW. Technical Advisory on Waste to Wealth. Technical Advisory on Equipment and workforce Norms for Managing Waterborne. Document on Sanitary Waste Management.

Domain Competencies	Policies and Schemes	Acts and regulation	Department specific SOPs/ guidelines/ procedures	Other resource material available on SBM portal.
Understanding of Sanitation including Used Water Management.			<ul style="list-style-type: none"> Operational Guidelines Swachh Bharat Mission (Urban). ODF Toolkit ODF Triggering Guidelines. ODF + ODF + + Toolkit. Water + Toolkit. Protocol Water + 	<ul style="list-style-type: none"> Advisory Document on on-site and off-site sewage management practices. Advisory document on Municipal Used Water Treatment Technologies for Medium and Small Towns. Technical evaluation and optimization of a mobile septage treatment unit. Brochure on Mobile Septage Treatment Unit. Technical advisory on Equipment & Workforce Norms for Managing Waterborne Sanitation in India.
Understanding of Swachh Survekshan.			<ul style="list-style-type: none"> Swachh Survekshan Toolkits. Operational Guidelines Swachh Bharat Mission (Urban). 	

Domain Competencies	Policies and Schemes	Acts and regulation	Department specific SOPs/ guidelines/ procedures	Other resource material available on SBM portal.
Understanding of Swachh Certification Protocols.			<ul style="list-style-type: none"> • ODF Toolkit • ODF Triggering Guidelines. • ODF + ODF + + Toolkit. • Water + Toolkit. • Protocol Water + 	
Understanding of Garbage Free Cities Protocol.			<ul style="list-style-type: none"> • Garbage Free City Toolkit. 	
Understanding of Dumpsites and Legacy waste management and existing technologies to remediate it.			<ul style="list-style-type: none"> • Municipal Solid Waste Management/ Central Public Health and Environmental Engineering Organisation (CPHEEO), Manual 2016. • Technical Advisory on Landfill Reclamation. 	SBM 2.0 Toolkit: Legacy waste management and Dumpsite remediation.
Understanding of Swachhta Start-up Challenge and the fundamental procedures that have been taken up to execute it.				
Public Outreach:				
Understanding of Information Education Communication (IEC) and Behavior Change Communication (BCC)			<ul style="list-style-type: none"> • Operational Guidelines Swachh Bharat Mission (Urban). • Report on National Behaviour Change Framework for GFC. 	Document on Transforming urban landscapes of India Success Stories in Information, Education & Communication (IEC) & Behavior Change.

Domain Competencies	Policies and Schemes	Acts and regulation	Department specific SOPs/ guidelines/ procedures	Other resource material available on SBM portal.
Capacity Building:				
Understanding of Capacity Building and its importance in improving the efficacy of the Mission.			<ul style="list-style-type: none"> • Operational Guidelines Swachh Bharat Mission (Urban). • National Capacity Building Framework for GFC. 	
Understanding of Centre of Excellence			Operational Guidelines Swachh Bharat Mission (Urban).	
Digitalization in waste management:				
Understanding of ICT and technologies innovation in the waste management system.			Operational Guidelines Swachh Bharat Mission (Urban).	Document on Transforming urban landscapes of India Success Stories in Information & Communications Technology (ICT)
Understanding of Swachhtam portal and its functionality to enable mission governance with Integrated MIS.				
Understanding of SBM E-learning portal				
Understanding of Swachhata App and its key functionality.				
Understanding of iGOT platform under Mission Karmayogi				

Domain Competencies	Policies and Schemes	Acts and regulation	Department specific SOPs/ guidelines/ procedures	Other resource material available on SBM portal.
Circular Economy:				
Understanding of Intelligent production, use and waste routes for the Environment and society.				Report on Circular Economy in Municipal Solid and Liquid Waste Management.
Understanding of Sustainable Development Goals and its relevance in water and sanitation.				
Financial Innovations:				
Understanding of Green Bonds/ Climate Bonds				
Understanding of Sustainable finance- ESG (Environmental, Social and Governance).				

Annexure F: Preliminary derived domain competencies for SCM.

Domain Area	Domain Competencies	Policy & Schemes	Acts, Rules & Regulations	Dept. specific SOPs / Guidelines	Other Department resource material
Urban Governance	<ul style="list-style-type: none"> Urban Services provision by ULB 				
Urban Planning	<ul style="list-style-type: none"> Model Building Bye laws, Transport Policy, Mobility Plan 			<ul style="list-style-type: none"> Smart Cities Mission Guidelines, URDPFI Guidelines, 	<ul style="list-style-type: none"> Ease of Living Assessment Framework Index, Municipal Performance Index Assessment Framework Index, Climate Smart Cities Assessment Framework-1.0, 2.0,
Financial Management	<ul style="list-style-type: none"> Expenditure & revenue management, Accounting Mechanism, Revenue Generation, Expenditure Mechanism, 				<ul style="list-style-type: none"> Consultation Paper on City GDP Measurement Framework
Institutional Governance	<ul style="list-style-type: none"> Capacity Building, Organisational strengthening, Manpower Planning 				<ul style="list-style-type: none"> National Urban Learning Platform - An Ecosystem Approach to Capacity Building,
IEC	<ul style="list-style-type: none"> Media Communication, 				

Domain Area	Domain Competencies	Policy & Schemes	Acts, Rules & Regulations	Dept. specific SOPs / Guidelines	Other Department resource material
Technologies	<ul style="list-style-type: none"> Digital Governance, Technologies improving city liveability, 				<ul style="list-style-type: none"> Data Assessment Maturity Framework, Cycle-1, Cycle-2, ICCC Maturity Assessment Framework, NUIS Digital Blueprint, National Urban Innovation Stack - Strategy and Approach, Data Smart Cities Strategy, India Urban Data Exchange Material, Centre for Digital Governance, Citizen Centric Smart Governance Program Implementation Guidelines for the National Urban Governance Platform, Technical Implementation Guidelines: Citizen Centric Smart Governance Program

Annexure G: Preliminary dervied domain competencies for AMRUT.

Domain Competencies	Components/Areas	Related Resource material (acts and Regulations, department specific SoPs, guidelines, policies, Schemes, Procedures, etc.)
AMRUT/ AMRUT 2.0	Understanding and application of AMRUT / AMRUT 2.0 Mission guidelines	<ul style="list-style-type: none"> AMRUT / AMRUT 2.0 Mission operational guidelines
	City Water Balance and City Water Action Plan	<ul style="list-style-type: none"> Guide to submit City Water Balance Plan CWBP Format of City water action plan Samples of CWBP and CWAP
	State Water Action Plan	<ul style="list-style-type: none"> Format of State water action plan and form SAAP Format of Aquifer management Plan.
	Aquifer Management Plan	<ul style="list-style-type: none"> Document of Seminar held on National Project on Aquifer Management Draft Manual on Aquifer Mapping Process Flow and SOPs Concept Papers and Aquifer Mapping Reports - Pilot Areas on Ministry of Jal Sakti
	Pey Jal Survekshan	<ul style="list-style-type: none"> Toolkits and portal of Pey Jal Survekshan Assessment Frameworks
	Formulation of GIS Based Master Plan for AMRUT Cities	<ul style="list-style-type: none"> Design & Standard document Model RFP MoU NRSC
	Application of Drone/UAV Technology for formulation of GIS based Master Plan for Small and Medium towns. Policies and technologies related to Water Supply & Sewerage Management.	<ul style="list-style-type: none"> Design & Standard document for application of Drone/UAV Technology Related magazines

Domain Competencies	Components/Areas	Related Resource material
AMRUT/ AMRUT 2.0	Local Area Plan and Town Planning Schemes under AMRUT.	<ul style="list-style-type: none"> Guidelines, of pilot Formulation of Local Area Plan and Town Planning Schemes.
	Urban Water Conservation Jal Shakti Abhiyan/ JSA 2.0	<ul style="list-style-type: none"> Guidelines for Jal Shakti Abhiyan/ JSA2.0
	Nirbhaya Funds.	<ul style="list-style-type: none"> Framework of Nirbhaya Funds.
Ease of Doing Business	Procurement of services and resources	<ul style="list-style-type: none"> Model RFP and defining ToR (setting of PMC, mission management unit and IRMA, Consultancy firm for master plan, consultancy firm for developing base map on GIS, etc.)
	Urban Reforms	<ul style="list-style-type: none"> AMRUT 2.0 reforms toolkits
TCPO	Understanding and application of Online Building Permission System	<ul style="list-style-type: none"> Online Building Permission System guidelines Frameworks and methodology
	Establishment matters	<ul style="list-style-type: none"> Recruitment Rules for TCPO Annual Report SoP
Fifteenth Finance Commission (FFC)	Release of ULB funds under 15th FC.	<ul style="list-style-type: none"> Operational Guidelines for release of ULB funds under 15th FC.
	Incubation of 8 new greenfield cities	
	General Accounting- Finance commission reports, Municipal revenue. Components of City Finance Portal	<ul style="list-style-type: none"> Finance Commission annual reports National Municipal Accounting Manual (NMAM) City Finance Portal toolkits

Broad sector	Competencies	Related Resource material
Urban planning matters	E- Governance	
	Urban Planning	Urban Regional Development Plans Formulation and Implementation (URDPFI) guidelines, 2014
	Understanding the mandate of Ministry of Housing and Urban Affairs.	Government of India (Allocation of Business) Rules, 1961
	Building Bye Laws (MBBL)	Ministry of Housing and Urban Affairs annual report. Model Building Bye Laws (MBBL)
	Urban Flooding and its mitigation	Standard Operating Procedures for mitigating Urban Flooding – 2016
	Urban Green	Urban Greening Guidelines- 2014
	Urban governance	The Constitution (Seventy-Fourth Amendment) Act, 1992
	Concept of Centres of Excellence in urban planning	
Nirbhaya Funds.	Harmonized planning	Harmonized Guidelines and Space Standards for barrier Free Built Environment for Persons with Disability and Elderly Persons.
	Satellite imaginaries and GIS platform	
	Nirbhaya Funds	Framework of Nirbhaya Funds. Nirbhaya Funds guidelines (Lighting of dark spots in 500 cities under Nirbhaya fund).

Annexure H: Glimpse of the meeting held with AS, Admin along with CBC Team

Picture 1: Meeting between AS Admin, MoHUA and Member Administrator, CBC



Picture 2: Meeting between AS Admin, MoHUA and Member Administrator, CBC



Annexure I: Proceeding of the Workshop of Competency on 20th January 2023

Date: 20th January 2023

Time: 10:30 AM to 1:00 PM

Venue: Conference Hall 417-C at 10:30 AM, Nirman Bhawan, New Delhi

Purpose: Procedure to derive competencies and access to templates / documents related to FRACing process.

Chairperson: Sh. Rahul Kapoor, Joint Secretary (Smart City Mission)

Attendees:

- MoHUA officials: Sh. Rahul Kapoor, Joint Secretary (Smart City Mission).
- Project Management Consultant PMC to CBC E&Y: Mr. Surya Narayana, Mr. Supratik Ghosh, and Ms. Shreya Modi.
- PMC to Internal FRACing Unit as part of Departmental FRACing Team DFT: Ms. Charu Upadhyay, Ms. Jaya V Srivastava, Ms. Vandana Thakur, Ms. Shailshree Tewari and Mr. Dhananjay Kumar

Proceeding:

The workshop was held under the chairmanship of Shri Rahul Kapoor, Director, Smart Cities Mission.

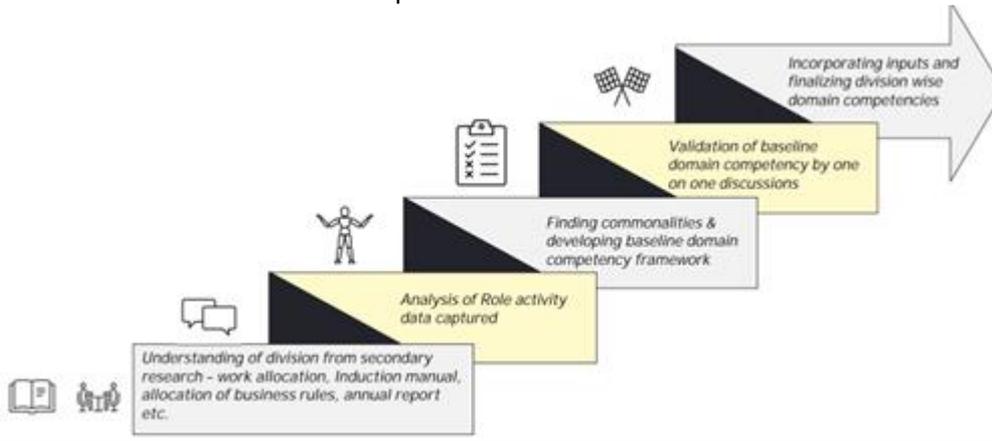
The workshop started with Shreya Modi (Senior Manager, EY). She briefed about the FRACing exercise and explain the components of FRACing i.e Roles, Activities and Competencies. How the activities need to be framed covering the 4 components: Action verb, object of the verb, why the worker performs the action and how the work is done was discussed with examples. She explained the procedure that they have followed to derive the competencies from detailed activities mentioned by the officials.

Point discussed: -

- Roles and activities mentioned need to be in standardized format.
- Competencies were mapped under 3 groups:
 - Universal competency group (Behaviour and Functional competencies): - applicable to all MDOs.
 - Position/ Level-Specific competency group (Behaviour competencies)
 - MDO/ Division- Specific Competency Group (Domain competencies)
- Under behaviour and function, the competencies identified are universal in nature that can be applied to all the ministries.
- Based on designation/ position behaviour competencies of an official or its level may vary in the same division.
- Domain competencies will be derived from below 4 components.
 - Domain Knowledge areas (has a definition)
 - Policies and Schemes Acts,
 - Rules and Regulations
 - Dept. specific SOPs / guidelines



Procedure to derive domain competencies are as under:



Queries raised and status: -

- Clarity between Function and Roles as mentioned in CBC templates. - Closed
- List of Functional and Behaviour competencies with their levels- Pending
- Clarity on Domain and Functional competencies as most of the competencies found in functional areas seems a part of domain competencies- Pending.
- (It was suggested to includes tools-based competencies and common competencies like GFR, office procedure, gem portal, etc. in Functional competencies)

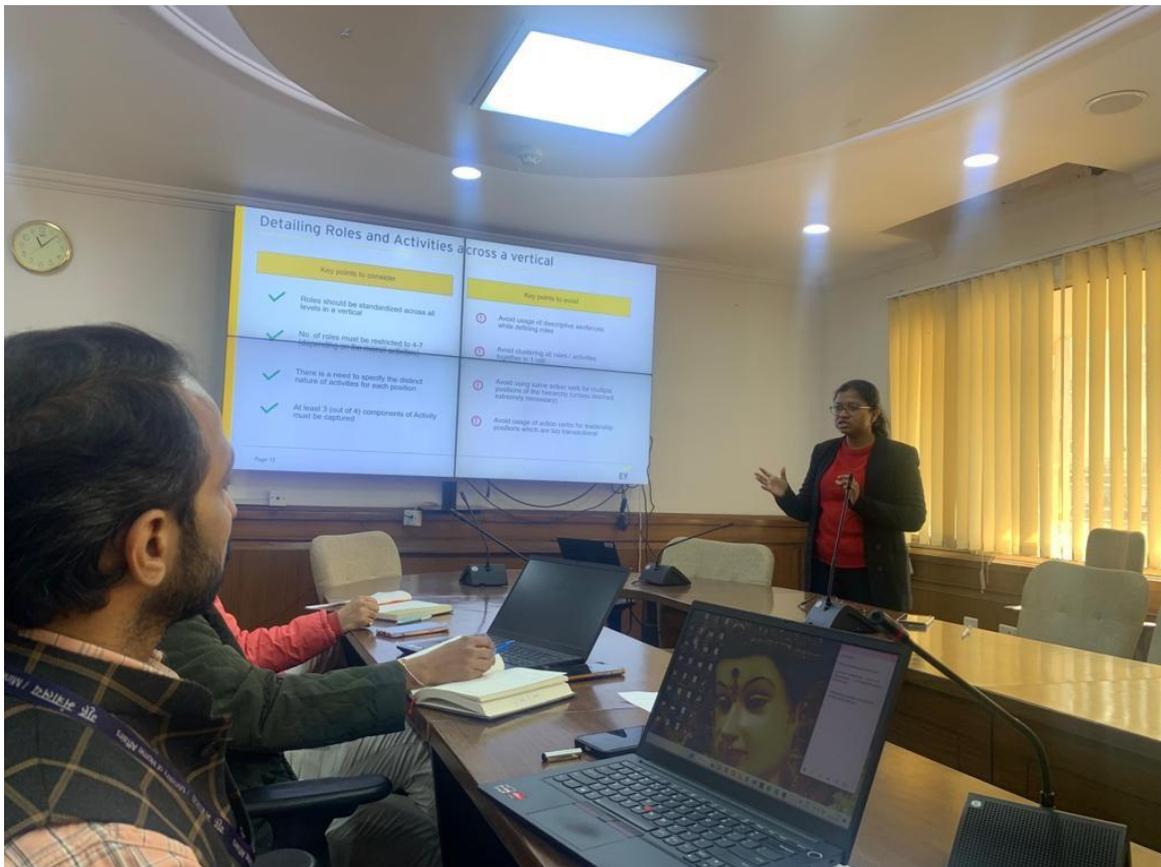
Following officials were present in the workshop:

ATTENDANCE SHEET
Introducing Workshops on Competency Model 25/01/2023

S.NO.	NAME	EMAIL ID	MOB.NO.	SIGNATURE
1.	RAHUL KAPOOR	Director, scm		
2.	SHREYA MODI	shreya.modi@in.ey.com	9527231788	<i>Shreya Modi</i>
3.	M.Surya Narayana Sastri	surya.sastri@in.ey.com	9650162555	<i>Surya</i>
4.	SUPRATIK GHOSH	Supratik.ghosh@in.ey.com	9007741638	<i>Supratik</i>
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Few Glimpses of competency workshop held on 20th January 2023:





**Annexure J: Glimpse of the meeting held with AMRUT, SCM and SBM division
in the presence of CBC Team**

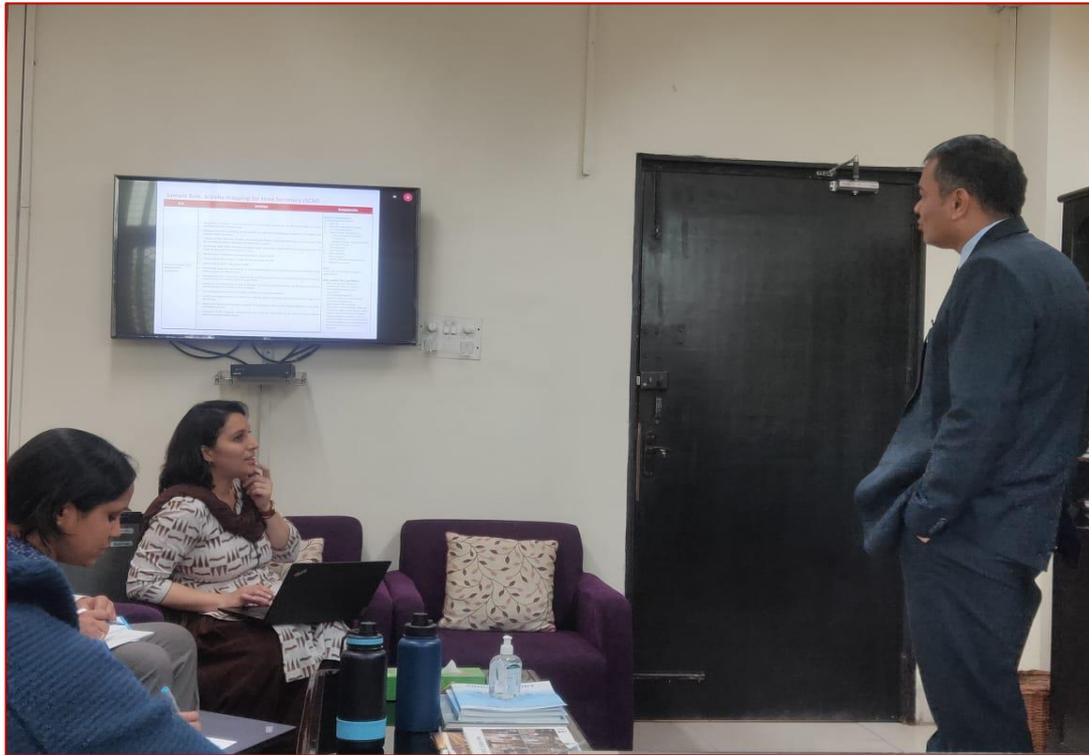
Picture 3: Competencies validation exercise with AMRUT



Picture 4: Competencies validation exercise with AMRUT



Picture 5: Competencies validation exercise with SCM



Picture 6: Competencies validation exercise with SCM



Annexure K: Glimpse of the interpersonal meetings and FGDs carried out in January 2023.

Picture 7: Interpersonal meeting conducted with ASO, SBM for FRACing template.



Picture 8: Meeting for DOE for the registration of officials on the iGOT Platform and TNA self-assessment.



Picture 9: A copy of OM issued by JS, SCM to expedite the process of learning course on PM GatiShakti for MoHUA officials,

K-14012/101(05)/2022-SC-Desk-IV
Government of India
Ministry of Housing and Urban Affairs
(PM GatiShakti – National Master Plan)

Dated: 17th January, 2023

OFFICE MEMORANDUM

Subject: Training of officers of DS and above level on PM Gatishakti NMP.

Dear Sir/Madam,

With reference to OM vide No. 4/7 12O21 -Adm./Log (E- 65252) dated 25th Nov 2022 (enclosed) from Logistics Division, DPIIT, MoCI, it is requested that all missions/divisions officers of DS & above level may kindly attend the following four training modules on PM GatiShakti National Master Plan available on iGoT platform.

- Module 1: Introduction of PM GatiShakti
- Module 2: Planning & Decision-Making Tools under NMP Portal
- Module 3: State Engagement
- Module 4: Project Monitoring Framework

It is requested to complete the training module at the earliest on PM Gatishakti NMP.

Encl.: As above


(Rahul Kapoor)
Director (Smart Cities Mission)
Tele: 011-23062194
Email: rahul.kapoor@gov.in

To

1. Sh. Ravi Arora, JS L&E
2. Sh. V P Singh, Director AMRUT
3. Sh. Binay Jha, Director SBM
4. Sh. Yogesh Antil, DSs MRTS (I)

Picture 10: Twitter post on Swachh Bharat Mission handle on Mission Karmayogi and interpersonal meetings being held with Ms Roopa Mishra, JS, SBM at MoHUA.



Picture 11: Twitter post on the meeting with officials from CBC under the Chairmanship of Rahul Kapoor, Director, SCM, to discuss the model for driving domain competencies for MoHUA.



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