



Department of Personnel
Government of Goa
Secretariat, Porvorim, Goa-403521.

File No.10/1/2025-PER / 2247

Dated: 22/07/2026

C I R C U L A R

Subject: Increase in mandatory Learning Hours on iGOT Platform & Creation of AI CBP.

Attention is invited to the Circular No.10/1/2025-PER/1768 dated 11/06/2025, wherein all the Head of Departments were instructed to ensure 100% on-boarding of Government employees on iGOT Karmayogi platform and all the State Government Officers/ employees had to complete at least three courses and minimum six hours of training on iGOT Karmayogi Platform annually, and the completion of these courses shall be recorded in the Annual Performance Appraisal Report (APAR) of regular Officer/employee and in the personal file of non-regular staff. A Compliance report of 6 hours of learning by all staff for the FY 2025-26 shall be emailed to GIPARD by all Head of the Departments latest by **31st July, 2026.**

2. As a step towards increased capacity building & after careful consideration, the Government is pleased to **increase the learning hours to "15 hours"** instead of **6 hours learning on iGOT platform for the Year 2026-27.**

3. Further, after carefully examining the matter, certain Departments like **Education, PWD, Police, Electricity, Forest, Health, and many other Departments have their own prescribed professional training for certain professional /technical positions**, in such cases the total learning hours for the staff occupying the said posts **is restricted to 04 hours only.**

4. Thus, all the State Government Officers/ employees shall complete minimum 15 hours of training on iGOT Karmayogi Platform for the Year 2026-27 except those mentioned at point '3'. Completion of these courses shall be recorded in the Annual Performance Appraisal Report (APAR) of the concerned regular Officers/employees & personal file of non-regular staff.

5. Further for the FY 2026-27, Head of Departments shall prepare AI based Capacity Building Plan & publish the AI generated CBP on the iGOT platform latest by **14th August, 2026**. Head of the Departments shall also ensure course completion by all staff with a minimum of 15 hours of learning through the AI Capacity Building Plan latest by **10th March 2027**. A Compliance report of the same for the FY 2026-27 shall be emailed to GIPARD on or before **15th March, 2027**.

6. Besides the two mandatory courses as prescribed for the FY 2026-27 by the Department of Personnel through circular No. 10/1/Trg/2023-PER/919 dated 30/03/2026, an additional course as per the following details shall be made mandatory:

- ❖ 'दिव्यांगजन अधिकार अधिनियम 2016' offered by RCVP Noronha Academy of Administration and Management (RCVPNAAM) Bhopal (duration 50mins 21sec)

Thus, **for the FY 2026-27 the above mentioned three courses shall be made mandatory for all the staff of Goa Government.**

7. It shall also be noted that non-compliance of above instructions may lead to action deemed fit by the Government against the employee.


(Durga Kinlekar)

Under Secretary (Personnel-II)

To,

1. All Head of Departments.
2. All Goa Government Officers/Employees
3. All Corporations/Autonomous Bodies

Copy to:-

1. The Joint Secretary to Hon'ble Chief Minister, Mantralaya, Porvorim-Goa
2. P.A to Chief Secretary, Secretariat, Porvorim-Goa.
3. The Director (Trg.), GIPARD, Ella Farm, Old Goa.
4. Guard file.
5. Office copy.