

निगम कार्यालय
प्रशिक्षण अनुभाग, ईस्टर्न कोर्ट,
जनपथ, नई दिल्ली-110001

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

BSNLCO-TRG/26(11)/2/2021-TRAINING-Part(2)

Dated: 29.09.2026

प्रति/To,

मुख्य महाप्रबंधकगण/इकाई प्रमुख

The CGMs/Heads of Units,

सभी दूरसंचार परिमंडल/इकाइयाँ,

All Telecom Circles/Units,

बीएसएनएल/BSNL

विषय: - मिशन कर्मयोगी के अंतर्गत वित्तीय वर्ष 2026-27 की तृतीय तिमाही (अक्टूबर-2026 से दिसंबर-2026) में iGoT पोर्टल पर अनिवार्य आठ (08) घंटे के प्रशिक्षण पाठ्यक्रम पूर्ण करने के संबंध में।

Subject: - Completion of Mandatory Eight (08) Hours of Training on the iGoT Portal during Q3 of F.Y. 2026-27 (October-2026 to December-2026) under Mission Karmayogi – Regarding.

संदर्भ: 1) इस कार्यालय का पत्र सं. उपर्युक्तांकित दिनांक 10.04.2026

2) मुख्य सतर्कता अधिकारी, बीएसएनएल के कार्यालय का पत्र सं. 24-11/2026-VA दिनांक 01.09.2026 (प्रतिलिपि संलग्न)

Reference: 1) This office letter of even number dated 10.04.2026

2) O/o CVO, BSNL Letter No. 24-11/2026-VA Dated 01.09.2026 (Copy enclosed)

उपर्युक्त संदर्भित पत्र एवं कार्मिक एवं प्रशिक्षण विभाग (DoPT) द्वारा जारी दिशानिर्देशों के अनुपालन में सभी ऑनबोर्ड कर्मचारियों द्वारा वित्त वर्ष 2026-27 की तृतीय तिमाही (अक्टूबर-2026 से दिसंबर-2026) में iGoT कर्मयोगी पोर्टल पर न्यूनतम आठ (08) घंटे का प्रशिक्षण पूर्ण किया जाना अनिवार्य है।

In continuation of this office letter under reference and in compliance with the guidelines issued by DoPT, every on-boarded employee is required to complete at least eight (08) hours of training on the iGoT Karmayogi portal during Q3 of F.Y. 2026-27 (October-2026 to December-2026).

2. अतएव सभी मुख्य महाप्रबंधक/इकाई प्रमुख कृपया अपने परिमंडल/इकाई के अंतर्गत निगम कार्यालय/परिमंडल कार्यालय/बीए/ओए में कार्यरत अधिकारियों/कर्मचारियों को निम्नानुसार निर्देशित करें:

प्रत्येक ऑनबोर्ड किए गए कर्मचारी (कनिष्ठ अभियंता एवं उससे ऊपर के स्तर) के लिए अनिवार्य है कि वह मुख्य सतर्कता अधिकारी, बीएसएनएल के कार्यालय द्वारा सुझाई गई पाठ्यक्रम सूची के अनुसार iGoT पोर्टल पर न्यूनतम आठ (08) घंटे का प्रशिक्षण नीचे दिए गए विवरण के अनुसार पूर्ण करें:-

क्रमांक	अवधि	प्रशिक्षण घंटों का लक्ष्य	आईपीएमएस केपीआई भारांक
	01.10.2026	किसी भी संख्या में प्रशिक्षण पाठ्यक्रम, जिनकी कुल	

1.	से 16.11.2026	अवधि न्यूनतम चार (04) घंटे हो (कार्यालय मुख्य सतर्कता अधिकारी, बीएसएनएल निगम कार्यालय द्वारा सुझाई गई पाठ्यक्रम सूची में से)	5
2.	17.11.2026 से 31.12.2026	किसी भी संख्या में प्रशिक्षण पाठ्यक्रम, जिनकी कुल अवधि न्यूनतम चार (04) घंटे हो	5
कुल	तृतीय तिमाही	न्यूनतम 8 घंटे	10

उपर्युक्त श्रेणी में शामिल कर्मचारियों के अतिरिक्त, समूह 'C' एवं 'D' के शेष सभी कर्मचारियों के लिए मुख्य सतर्कता अधिकारी, बीएसएनएल के कार्यालय द्वारा सुझाई गई पाठ्यक्रम सूची में से दिनांक 16.11.2026 तक iGOT पोर्टल पर कम से कम एक प्रशिक्षण पाठ्यक्रम पूर्ण करना अनिवार्य है, जिसके लिए आईपीएमएस केपीआई भारांक 5 निर्धारित है।

[नोट: प्रशिक्षण के घंटों तथा पूर्ण किए गए पाठ्यक्रमों की संख्या की गणना केवल उन पाठ्यक्रमों के लिए की जाएगी, जिन्हें सफलतापूर्वक पूर्ण करने के उपरांत प्रमाण-पत्र जारी किया गया हो। अपूर्ण अथवा प्रगतिरत प्रशिक्षण पाठ्यक्रमों को गणना में शामिल नहीं किया जाएगा।]

2. Accordingly, all CGMs/Heads of Units are requested to issue suitable directions to the officers/officials posted in Corporate Office/Circle Offices/BAs/OAs, as under:

Every on-boarded employee (JE & above level) must complete a minimum of eight (08) hours of training on the iGOT portal from the course list advised by O/o CVO, BSNL as per details given below: -

Sr. No.	Period	Training Hours Target	IPMS KPI Weightage
1.	01.10.2026 to 16.11.2026	Any number of training courses having a cumulative duration of at least four (04) hours (from the course list advised by O/o CVO, BSNL CO)	5
2.	17.11.2026 to 31.12.2026	Any number of training courses having a cumulative duration of at least four (04) hours	5
Total	Q3	Minimum 8 Hours	10

All remaining Group 'C' and Group 'D' employees, other than those covered above, must complete at least one training course on the iGOT portal from the course list advised by the O/o CVO, BSNL, by 16.11.2026. An IPMS KPI Weightage of 5 shall be assigned for the same.

[Note: - Training hours and the number of courses completed shall be counted only for those courses for which a certificate has been issued upon successful completion. Incomplete or in-progress courses shall not be taken into account.]

3. iGOT पोर्टल के माध्यम से प्रशिक्षण की प्रगति की निगरानी हेतु मुख्य महाप्रबंधक (एएलटीटीसी),

गाजियाबाद को नोटल अधिकारी नामित किया गया है। प्रशिक्षण का प्रगति रिपोर्ट मुख्य महाप्रबंधक (एलटीटीसी), गाजियाबाद को ई-मेल पते rollout.projectkarmyogi@gmail.com पर भेजी जाए।

3. CGM (ALTTC), Ghaziabad shall be the nodal officer for monitoring the progress of the training through the iGOT portal. The training progress report shall be sent to CGM (ALTTC), Ghaziabad, at rollout.projectkarmyogi@gmail.com.

यह सक्षम प्राधिकारी की स्वीकृति से जारी किया जाता है।

This is issued with the approval of the competent authority.

संलग्न: संदर्भ के अंतर्गत उल्लिखित मुख्य सतर्कता अधिकारी, बीएसएनएल के कार्यालय द्वारा जारी पत्र।

Encl: Letter issued by the O/o CVO, BSNL, as mentioned under reference.

मनोज 29/09/2026
(मनोज चावला)/(Manoj Chawla)

उपमहाप्रबंधक (प्रशिक्षण)/DGM (Training)

निगम कार्यालय, बीएसएनएल/BSNL CO

प्रतिलिपि/Copy to:

1. पी.पी.एस. महोदय, अध्यक्ष एवं प्रबंध निदेशक, बीएसएनएल – अवगत कराने हेतु।
1. PPS to CMD, BSNL for kind information please.
2. पी.पी.एस. महोदय, निदेशक (कार्मिक), बीएसएनएल – अवगत कराने हेतु।
2. PPS to Director (HR), BSNL for kind information please.
3. मुख्य महाप्रबंधक (एलटीटीसी), गाजियाबाद – जानकारी एवं आवश्यक कार्रवाई हेतु।
3. CGM (ALTTC), Ghaziabad for kind information and necessary action please.
4. निगम कार्यालय की सभी इकाइयों के प्रमुख – जानकारी एवं आवश्यक कार्रवाई हेतु।
4. All Heads of Units of BSNL CO for kind information and necessary action please.
5. बीएसएनएल इंटरनेट पोर्टल।
5. BSNL Intranet portal.

No. 24-11/2026-VA

Dated:01-09-2026

To

The PGM (Training)
BSNL Corporate Office,
Janpath, New Delhi – 110 001

Sub: Institutionalization of Preventive Vigilance component in training programmes and encouragement of employees to undertake training on iGOT Portal – reg.

Ref: This office letter No. 24-11/2025/02 dated 10.08.2026

In continuation of this office letter dated 10.08.2026, it is reiterated and emphasized that, during the campaign period of **Vigilance Awareness Week (VAW) 2026**, under the **"Capacity Building Programmes"** area, the Commission has advised the **institutionalization of the Preventive Vigilance component** in training programmes such as **Induction Training and Mid-Career Training Programmes**.

In this regard, the Commission has encouraged organizations to review their existing Induction and Mid-Career Training Programmes and ensure formulation and inclusion of appropriate **Preventive Vigilance modules** therein. The indicative Preventive Vigilance modules for the purpose, downloaded from the **CVC website**, are enclosed herewith as **Annexure-I** for reference and necessary action.

Further, with a view to encourage employees to undertake training courses available on the **iGOT Karmayogi Portal**, it is proposed that suitable training courses available on the iGOT Portal may be made mandatory for all employees of BSNL and completion of such courses may be linked with their **IPMS scorecard**, as considered appropriate.

A list of **suggested iGOT training courses**, along with relevant details of the courses, is enclosed as **Annexure-II** for consideration and further necessary action.

This issues with the approval of CVO, BSNL.


(Om Parkash)
AGM (VA)

Jayed
29/9/2026

PROPOSED TOPICS FOR PREVENTIVE VIGILANCE MODULE DURING INDUCTION/ MID CAREER TRAINING



➤ Lecture on Conduct Rules

- ✦ Overview
- ✦ Constitutional Basis
- ✦ Major provisions – Central Civil Services Classification, Control and Appeal Rules (All India Service Rules/ Railway rules/any other relevant rules)

➤ Lecture on Complaint Handling System

➤ Lecture on E-Governance & Technology as an Enabler

- ✦ Process Re-Engineering
- ✦ Reducing Discretion
- ✦ Leveraging technology
- ✦ Cyber crime
- ✦ Innovation

➤ In addition to the above, some group activities on any of the topics may be conducted. The modalities given below may be followed:

The organizer may divide the participants into groups and assign specific topics from above indicative list or any other topic specific to the organization for the groups to discuss on:

(a) The Group may identify the bottlenecks in the vertical which make it vulnerable to corruption or lack of transparency and efficiency in implementation of schemes etc.

(b) Group may suggest preventive measures to plug the bottlenecks with timelines.

(c) Prepare a small power point presentation

➤ Groups to make a presentation about their topic before an Expert Panel.

➤ Expert Panel to discuss the topic and also provide their general and specific comment on each group presentation and way forward

The above is only an indicative module. Organizations may modify to make it relevant as per their organizational requirements.



PROPOSED TOPICS FOR PREVENTIVE VIGILANCE MODULE DURING INDUCTION/ MID CAREER TRAINING

INDICATIVE LIST OF TOPICS

- **Preventive Vigilance "A Conceptual Framework":**
 - ✦ Overview of Vigilance functions including evolution.
 - ✦ Punitive, Participative & Preventive Vigilance
 - ✦ Importance of Preventive Vigilance
 - ✦ Examples of best practices on Preventive Vigilance.
- **Lecture on Procurement principles including General Financial Rules, e-procurement and Government e-Marketplace – Need for efficiency and transparency -with some examples**
- **Lecture on Audit – an overview, objective, types of audits etc. (if possible, with case study/example)**
- **Lecture on relevant DoP&T's Guidelines for preventive vigilance namely vigilance clearance, AIPR, rotational transfer etc, Reserve Bank of India Guidelines (for Banks only)/Department of Public Enterprises Guidelines (for CPSEs only)**
- **Lecture on Whistle Blower Mechanism**
 - ✦ Internal mechanism in every organization
 - ✦ Protection of Whistle Blower
 - ✦ Feedback on action taken
 - ✦ Use of technology
- **Lecture on Ethics**
 - ✦ Evolution over ages
 - ✦ Ethical Dilemma – case studies
 - ✦ Conflict of interest

Annexure - II

iGOT Training Courses:

S.No	Name of Course	By Organization (Name)	Duration
1	Public Procurement Framework of GOI	Department of Expenditure, Ministry of Finance	1 hr 55 min
2	Procurement Process on GeM for Services	Government e-Marketplace (GeM)	53 min
3	Direct Purchase on GeM	Bharat Sanchar Nigam Limited(BSNL)	38 min 11 sec
4	Code of Conduct for Government Employees	Institute of Secretariat Training & Management (ISTM)	35 Min
5	Digital Personal Data Protection Act, 2023: An Overview	Karmayogi Bharat	1 hr 12 min