

The Framework of Roles, Activities and Competencies (FRAC)

AND EVERYTHING ELSE OF FRACING

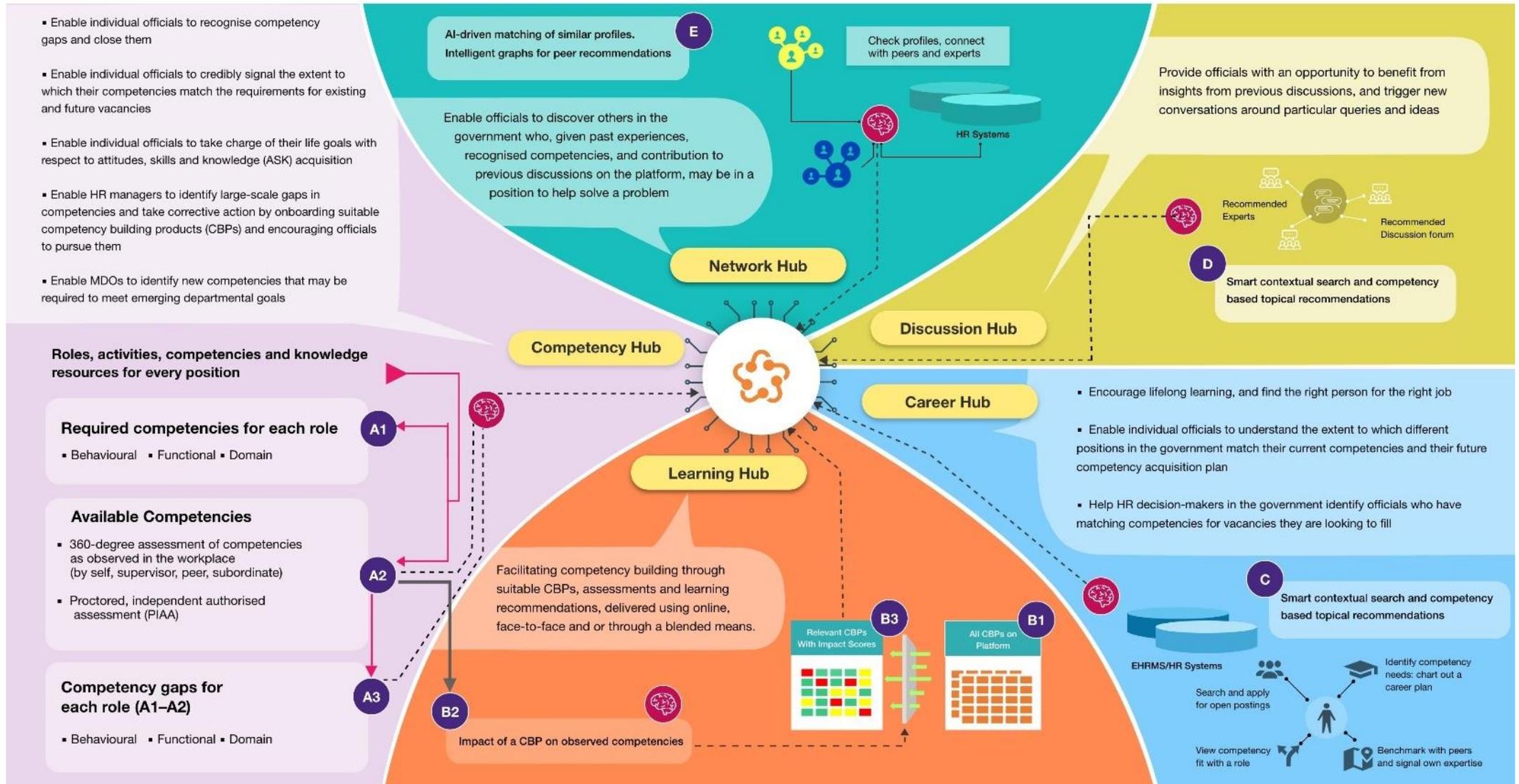




Introduction: The iGOT Karmayogi Platform

iGOT Karmayogi as a solutioning space

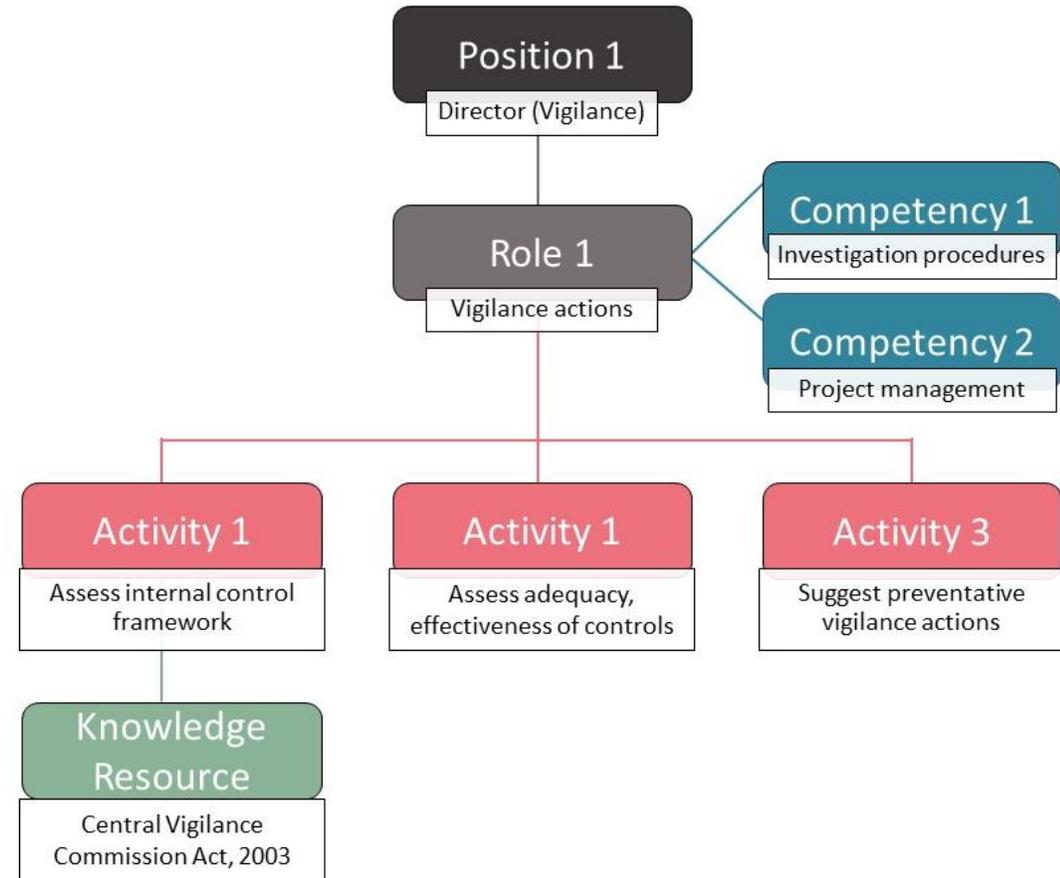
FRACing →



What is FRACing?

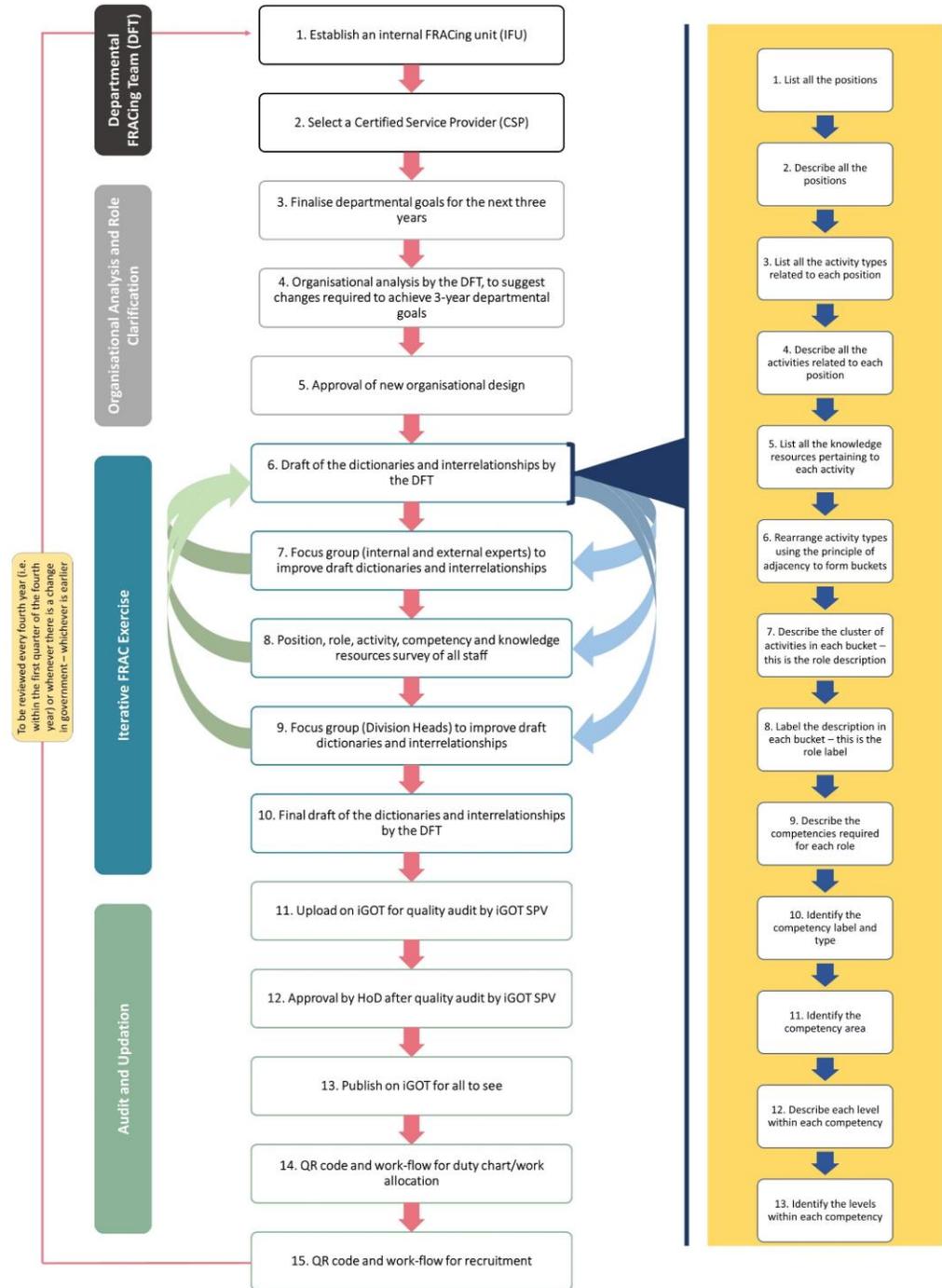
The process by which government ministries, departments and organisations (MDOs) **build an accurate picture** of the relationships and full list of positions, roles, activities, competencies and knowledge resources relevant to them.

A continuous process



Adapted from DoPT (2020).

The 15-step FRACing process



Competencies

Behavioural competencies:

Underlying characteristics – motives, traits, skills, aspects of one's social image, social role or a body of knowledge – which can result in effective and/or superior performance in a job or role

Domain competencies:

Knowledge elements, skills and abilities that are required for effective and/or superior performance of an activity or a role
Usually specialised in nature and are applicable in a narrow set of organisations, functions or positions

Functional competencies:

Domain competencies (knowledge elements, skills and abilities) that are applicable across many organisations, functions and positions

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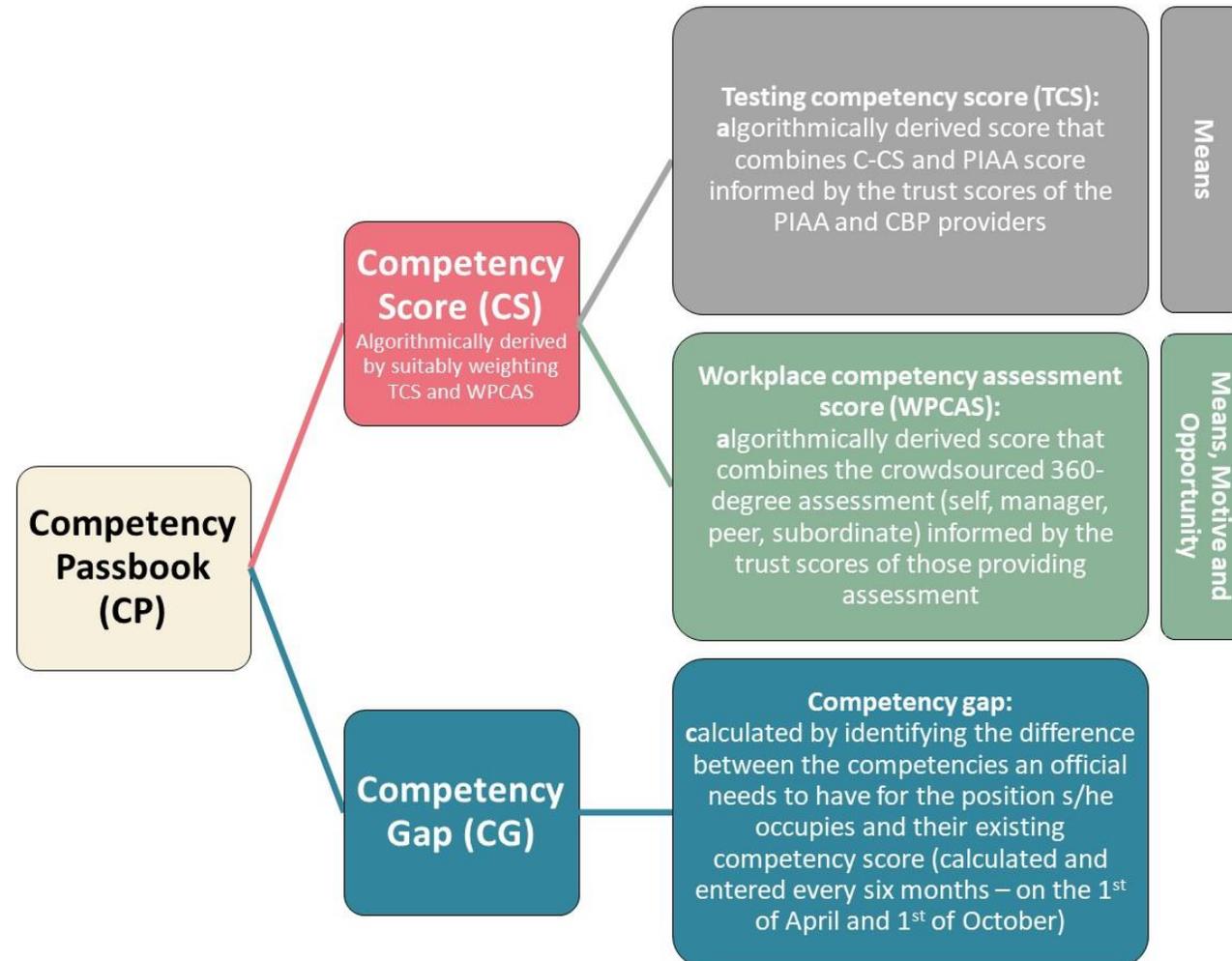
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The Competency Passbook



What are the outputs from FRACing?

Directories

1. Directory of participating ministries, departments and organisations (MDOs)
2. Directory of users (with their competency and trust scores)
3. Directory of CBP providers (with their trust and impact scores)
4. Directory of knowledge resources

Dictionaries

5. Dictionary of positions
6. Dictionary of roles
7. Dictionary of activities
8. Dictionary of competencies

Key information
fields in the
**dictionaries of
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Key information fields in the dictionaries of positions, roles, activities and competencies

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

Key information fields in the dictionaries of positions, roles, activities and competencies

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AID	Activity Type	Activity Description
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CID	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

The FRACing Process



Steps 1-5: DFT and Organisational Analysis

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1. The first step is for the MDO to establish the IFU. It will be supported by the iGOT SPV.

1. Establish an internal FRACing unit (IFU)

2. Select a Certified Service Provider (CSP)

2. iGOT SPV will empanel and publish price lists for CSPs whose members will be certified by the SPV. The structure of the CSP will depend on the kind of competencies that the IFU has.

3. In doing so, the MDO must consult NITI Aayog vision documents, election manifestos, budget announcements as well as tasks assigned by the PMO.

3. Finalise departmental goals for the next three years

4. Organisational analysis by the DFT, to suggest changes required to achieve 3-year departmental goals

4. This will help in identifying the gaps at an organisational level that need to be filled up so that these goals can be achieved.

5. Once this approval is obtained, the FRACing process can begin.

5. Approval of new organisational design

The departmental FRACing team (DFT) will consist of the IFU and a CSP – this will enable departments to get an 'outside-in' view of talent requirements

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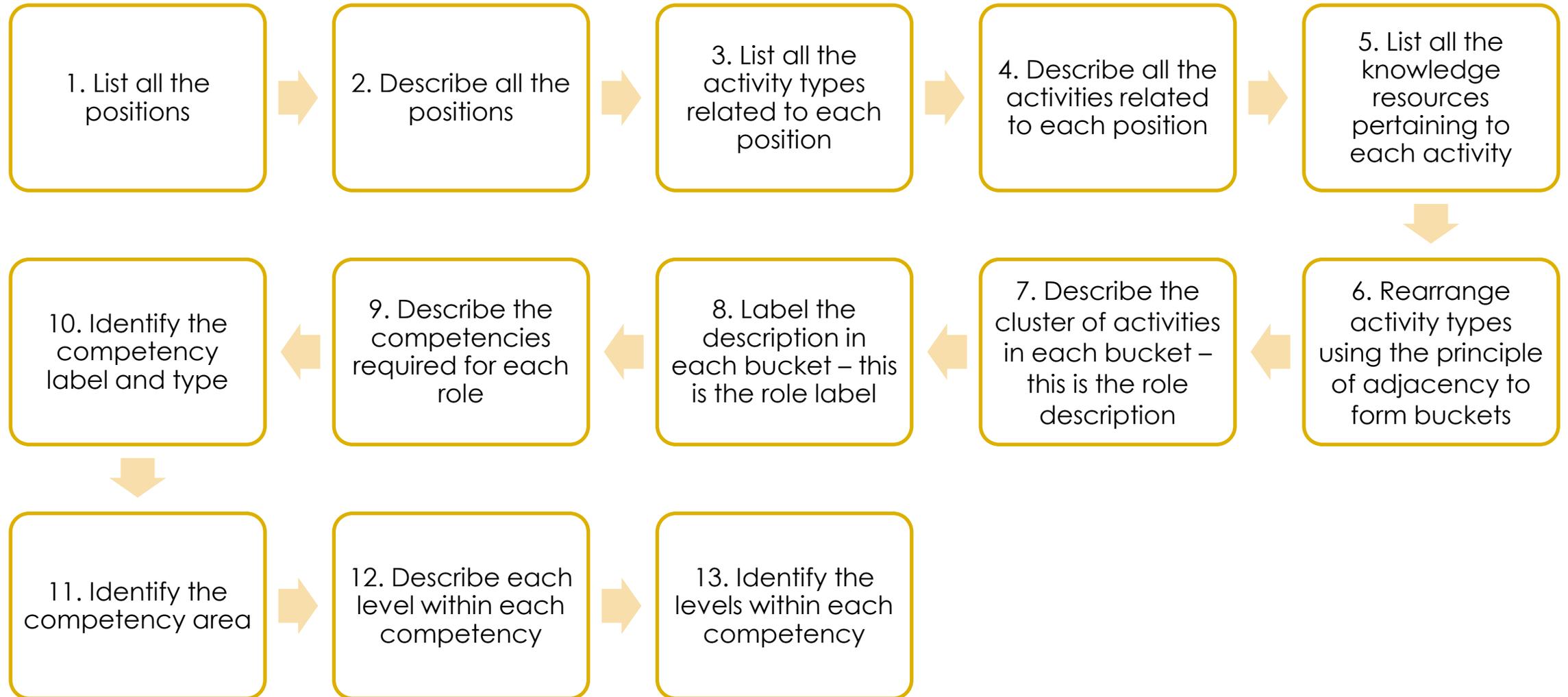
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Step 6: FRACing

6. Draft of the dictionaries and interrelationships by the DFT

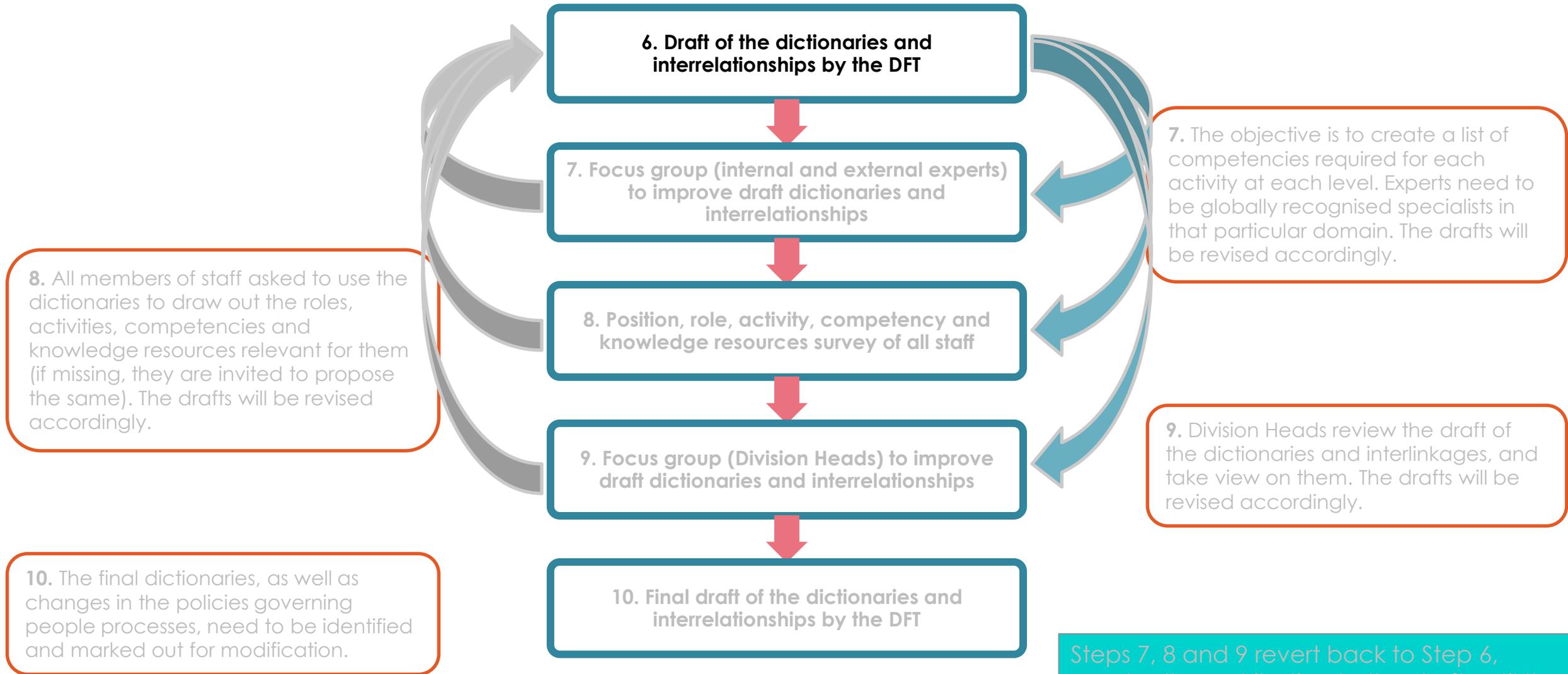
6. DFT will attempt a draft of all dictionaries ensuring that all positions, roles, activities and knowledge resources relevant to the MDO are covered.

The 13 steps of drafting dictionaries



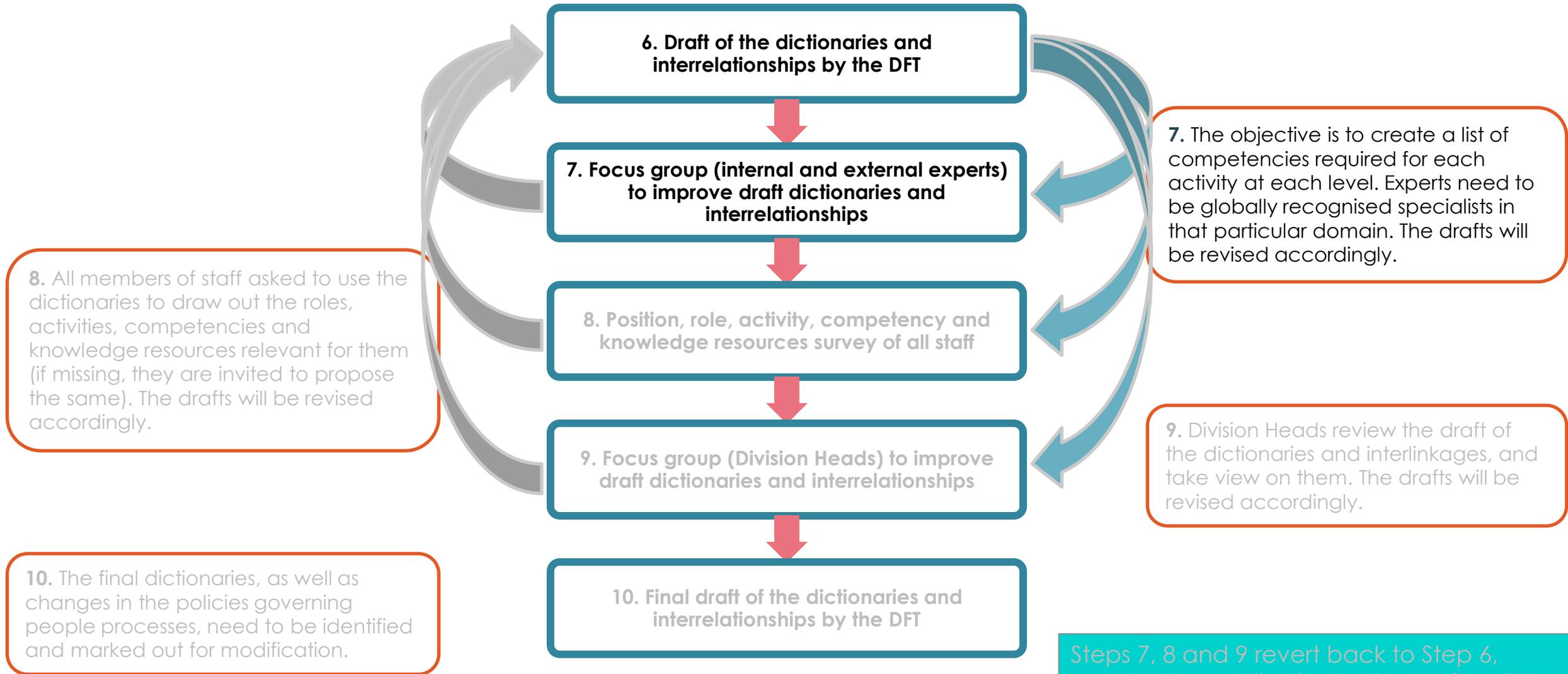
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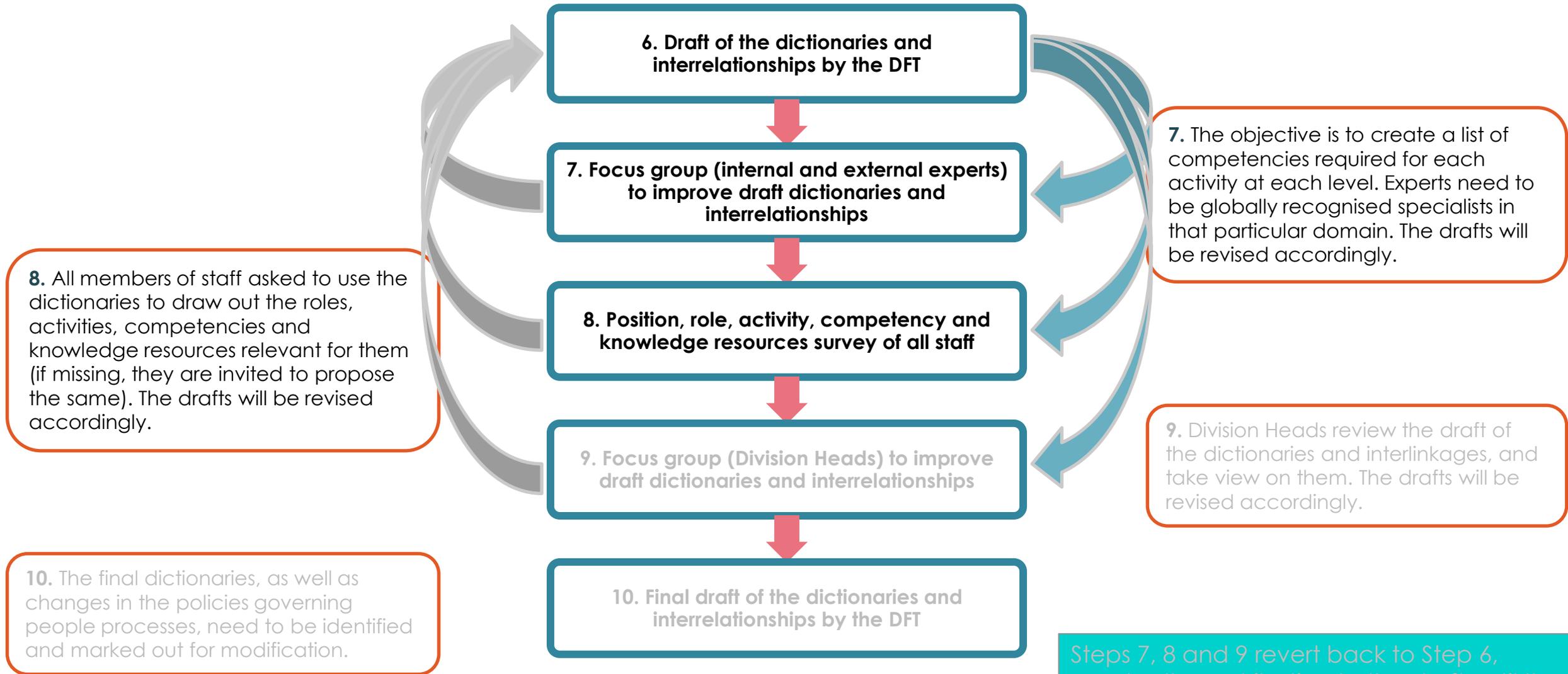


Steps 7, 8 and 9 revert back to Step 6, constantly contributing to the draft until the draft has been finalised (Step 10).

Steps 6-10: Iterative FRAC process

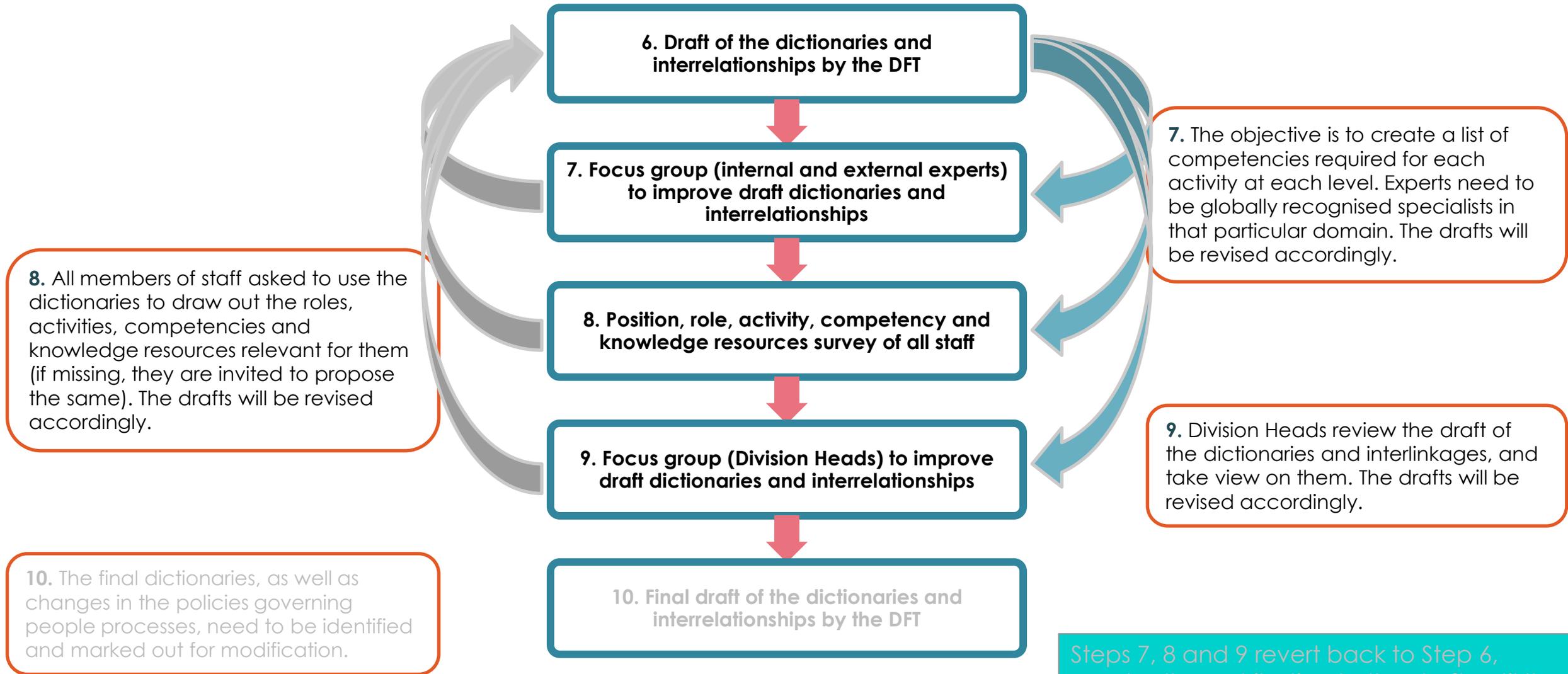


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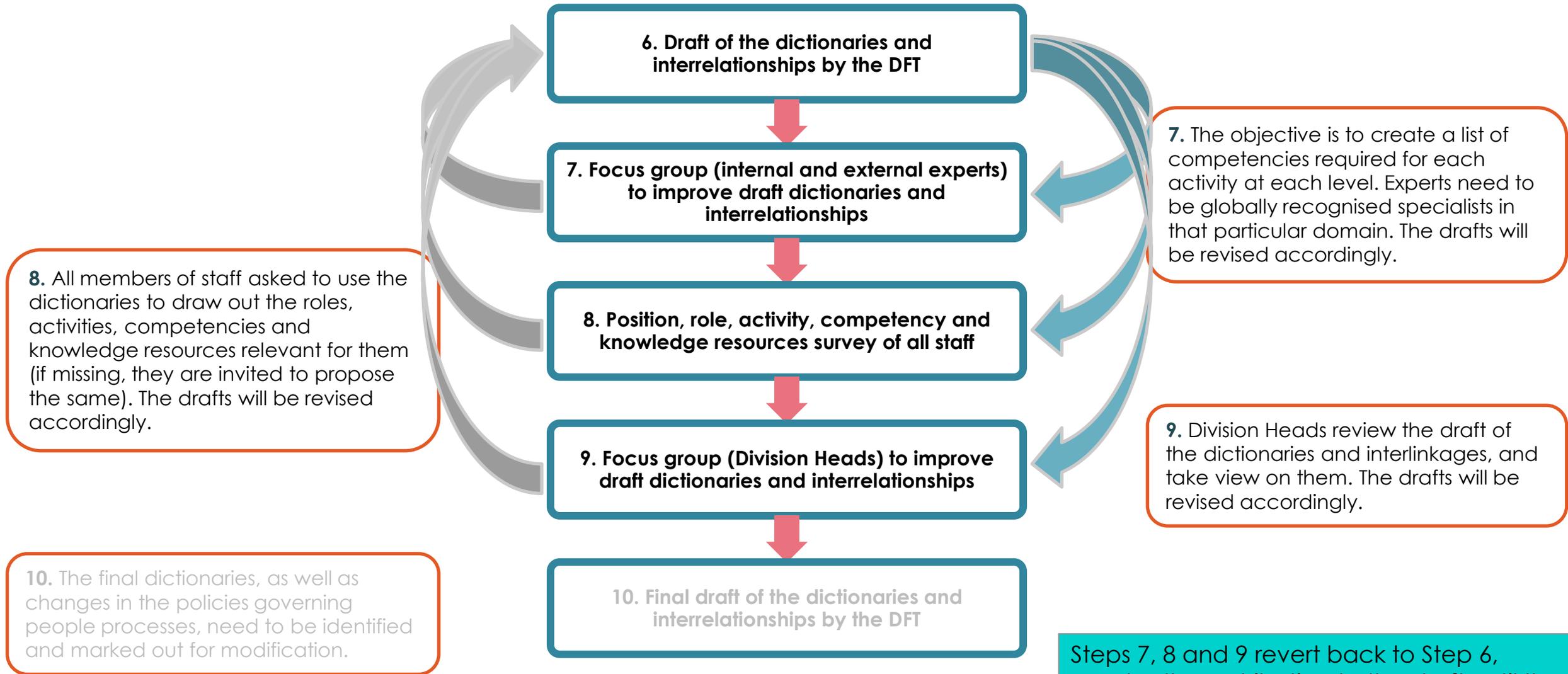
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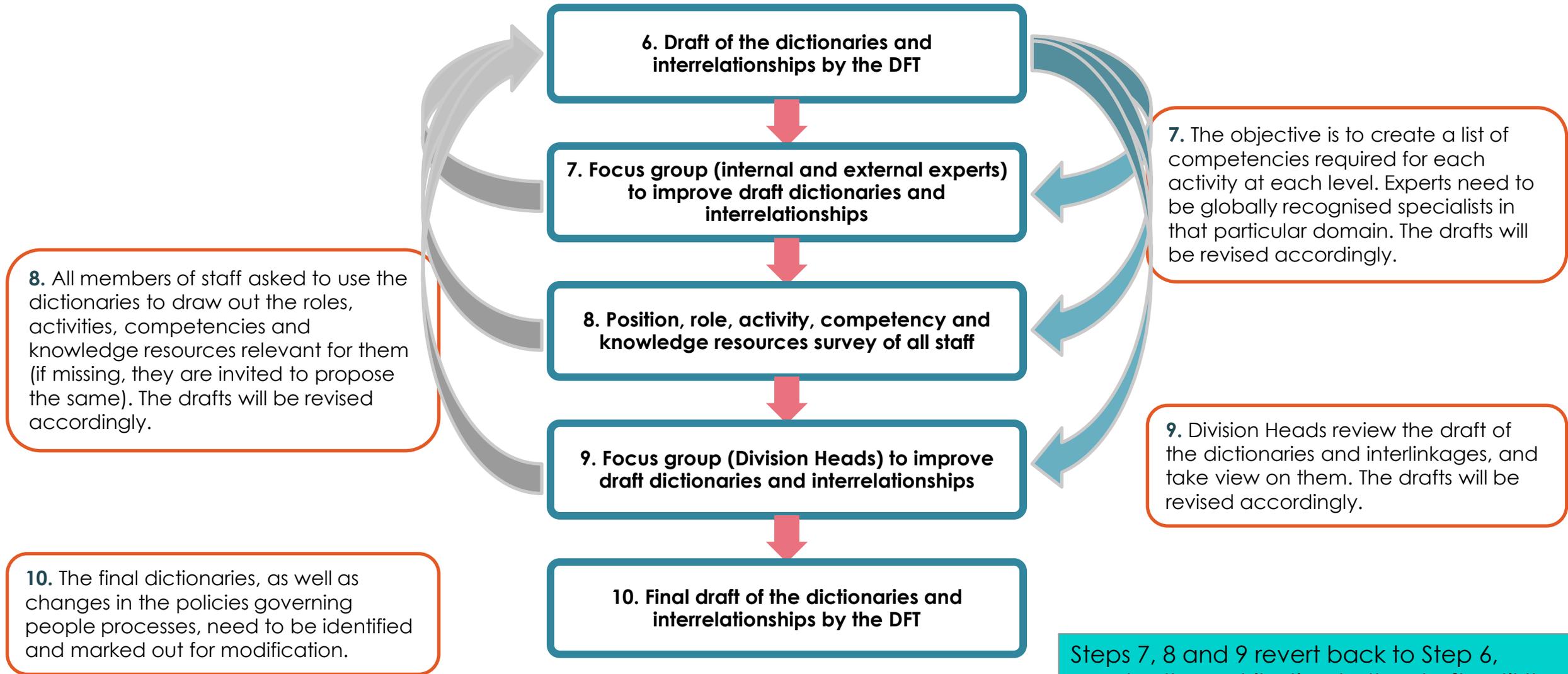
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Steps 11-15: Audit and Updation

11. At this stage, the IFU takes charge and the dictionaries are uploaded on the iGOT platform for a quality audit conducted by the iGOT SPV.

11. Upload on iGOT for quality audit by iGOT SPV

12. Approval by HoD after quality audit by iGOT SPV

12. Once the quality audit is complete by the iGOT SPV, the final dictionaries are shown to the HoD for approval.

13. Finally, once the dictionaries are approved by the HoD, they are published on iGOT for all users to view.

13. Publish on iGOT for all to see

14. QR code and work-flow for duty chart/work allocation

14. In order to ensure that all changes to distribution of work are done using workflow on iGOT, we will require an enforceable government order stating that no orders with regards to distribution of work will be valid unless it has been generated on iGOT. The work distribution order should carry a unique QR code.

15. Similar to 14, the QR code requirement will have to be imposed via an enforceable government order

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