

GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
(DEPARTMENT OF PERSONNEL & TRAINING)

**RAJYA SABHA**  
**UNSTARRED QUESTION NO.4450**  
(ANSWERED ON 02.04.2026)

**COMPETENCY-BASED PROMOTIONS**

**4450. SHRI MALLIKARJUN KHARGE:**

Will the **PRIME MINISTER** be pleased to state:

- (a) whether it is a fact that the Framework of Roles, Activities and Competencies (FRAC) maps the attitudes, skills and knowledge required for each role performed by a Government employee;
- (b) whether Government proposes to assess employees on the basis of such mapped competencies and if so, the details thereof and if not, the reasons therefor;
- (c) whether Government plans to incorporate competency-based scores for promotion and appraisal processes of Government employees; and
- (d) if so, the details thereof, group-wise (Group A, B, C and D) and if not, the reasons therefor?

**ANSWER**

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE  
(DR. JITENDRA SINGH)**

(a): The Framework of Roles, Activities and Competencies (FRAC) aims to align all positions in Government with clearly defined roles, activities, and required competencies (behavioural, functional, and domain). The Government has adopted a competency-based capacity building approach, focusing on role-based learning, continuous skill development, and alignment of training with role requirements.

(b) to (d): The Department of Personnel and Training (DoPT) has mandated **all Central Government employees** and officers of the All-India Services to complete competency-linked courses mapped to their role/level and comprehensive assessments prescribed by their Ministries/ Departments/ Organisations (MDOs) or Cadre Controlling Authorities (CCAs) on iGOT portal annually, which is to be also reflected in their Annual Performance Appraisal Reports (APARs).

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