



FRAC Toolkit User Manual

User Manual
Document Version: 1.1

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1. Overview

The FRACing process enables government MDOs to build an accurate picture of the relationships and the full list of positions, roles, activities, competencies and knowledge resources relevant to them.

MDOs can assign roles related to FRAC to the users on the iGOT platform. While onboarding new users , MDO Admin needs to choose the user roles.

2. Audience

This user manual has been created to enable FRAC users to leverage the FRAC portal on the iGOT platform to create, review and manage roles, activities, competencies , positions and knowledge resources

3. Key actors

The key actors and roles in managing the FRAC portal are the following:

Actor	Description
FRAC Admin	Administor who can create, review and manage the FRAC portal
IFU Member	Creates positions, roles, activities, competencies and knowledge resources that needs to be added into the dictionary
L1 reviewer	Reviews the position, roles, activities , competencies and knowledge resources and sent it to L2 reviewer for final review
L2 reviewer	Reviews the position, roles, activities , competencies and knowledge resources and publish it to FRAC dictionary

4. Pre-requisites

In order to access the features of the MDO portal, MDO Admin user will need the following:

1. Access to FRAC portal: A link to the appropriate FRAC portal is needed.

For eg:

Karmayogi user portal link: <https://igotkarmayogi.gov.in/>

FRAC portal: <https://frac.igotkarmayogi.gov.in/>

2. Login credentials with the required roles.

5. FRAC Portal

FRAC portal is used to create , review and manage position, roles, activities, competencies and knowledge resources.

5.1 Dashboard

The Dashboard is the first page the user will land upon after successfully logging in. Here the users will be provided with the overall count of all positions, roles, activities, competencies, and knowledge resources that are currently available on the platform via the Tool.

Welcome to the iGOT FRACing Toolkit

This tool will help you list out the positions in your organisation along with labelling and description after checking whether an analogous entry does already exist in the FRACing database and then decide whether to modify an existing one, adopt the existing one or create a new one.

Likewise, it can be done for Roles, Activities, Competencies and Knowledge Resources.

This tool will also help you provide links to upload Knowledge Resources that according to you are relevant for every Role, Activity and Position.

Explore
Explore all the positions, roles, activities, competencies and knowledge resources in the country. List them out or visualize.

Map
See or make connections between each item available in the database.

Create
Create new positions, roles, activities, competencies or knowledge resources, if you can't find one existing.

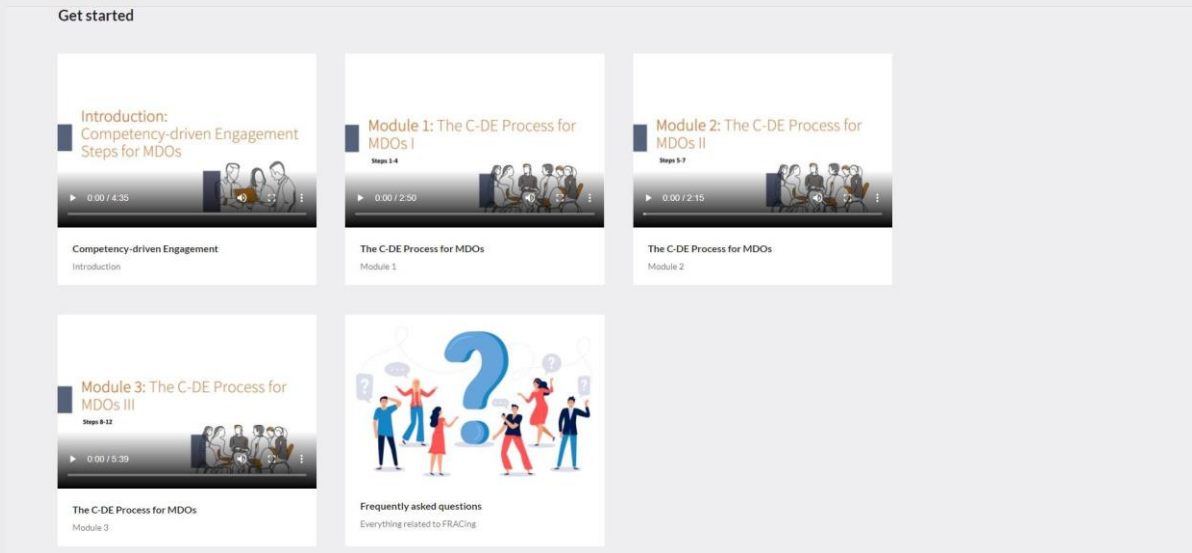
Avoid duplicates
Be organized. Avoid duplicates by using smart suggestions that shows you similar items while you create new.

From my MDO All of India

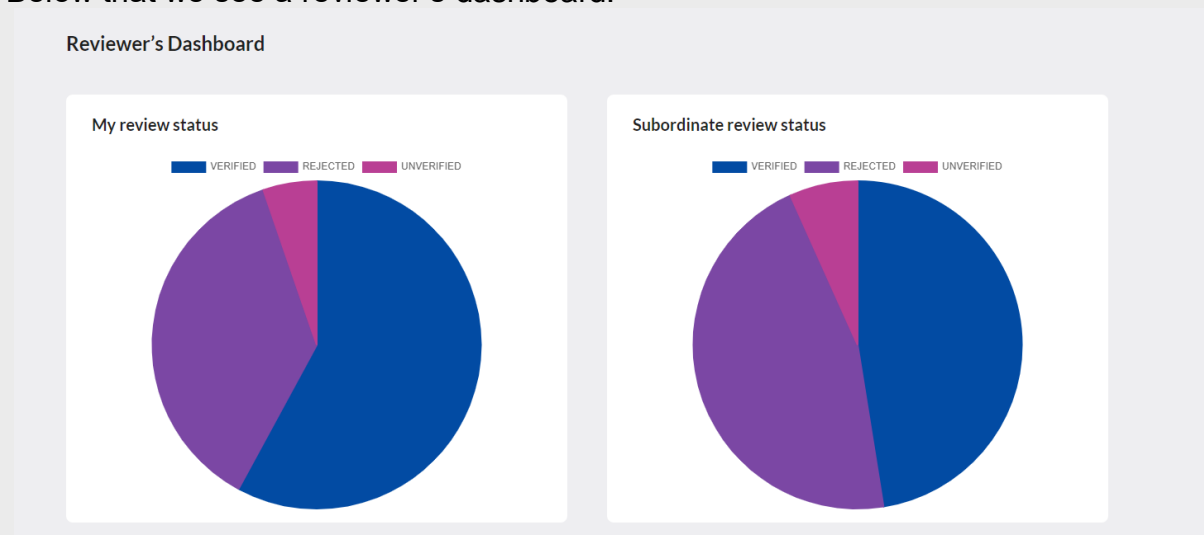
0 Positions	11990 Roles	19104 Activities	959 Competencies	27 Knowledge Resources
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Upon clicking on the displayed tiles, users can navigate through the various pages (e.g., clicking on “Positions” will lead you to the page below).

There is a section below the Position, Roles, Activities, Competencies and Knowledge resources title which has a list of videos and FAQs to help users do FRAC better.

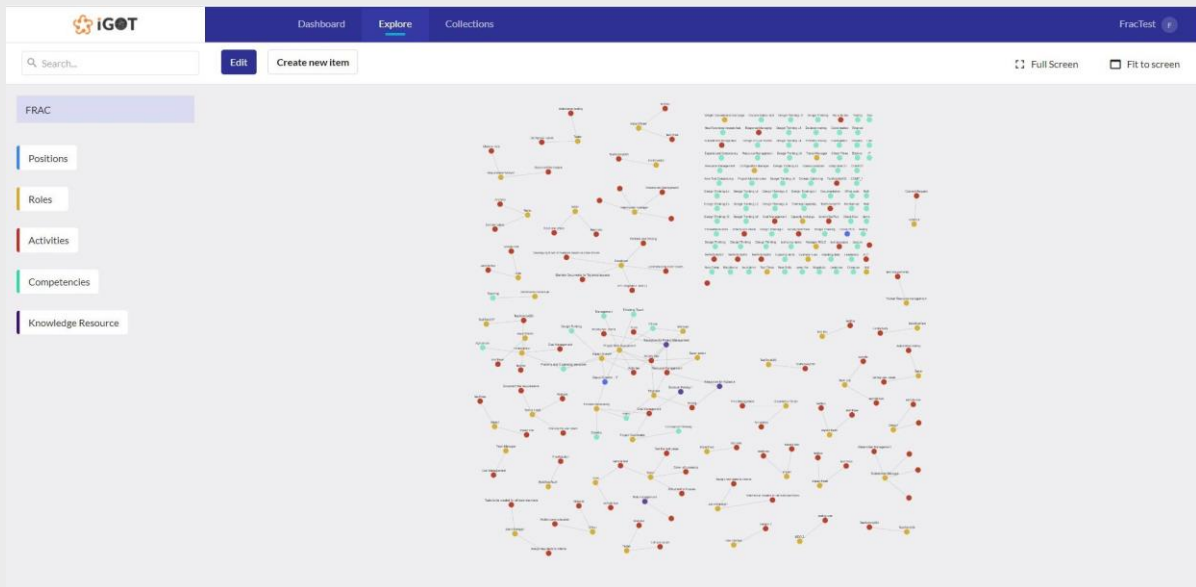


Below that we see a reviewer's dashboard.



5.2 Explore

The Explore page shows the users a graphical network of all positions, roles, activities, competencies, and knowledge resources. Users are also able to use the search bar to look for a specific component that has been mapped and is available on the system.



IFU Member, L1 reviewer , L2 reviewer and FRAC Admin will be able to edit or create a new position, role, activity, competency and knowledge resources

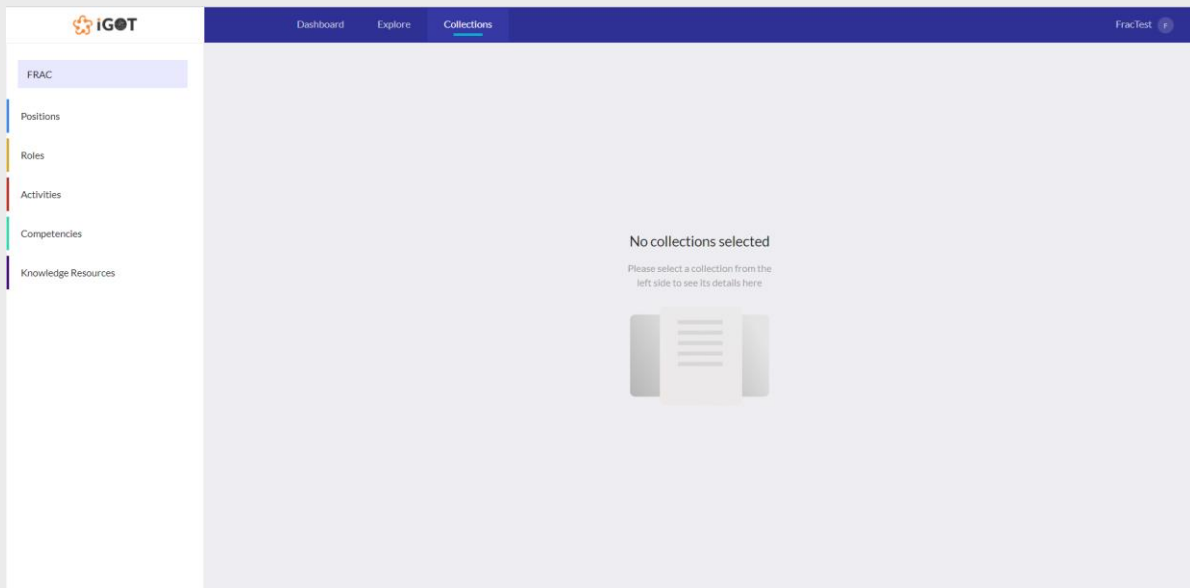
Note: This is an experimental feature, and will undergo many changes before it is fully usable.

5.3 Collections

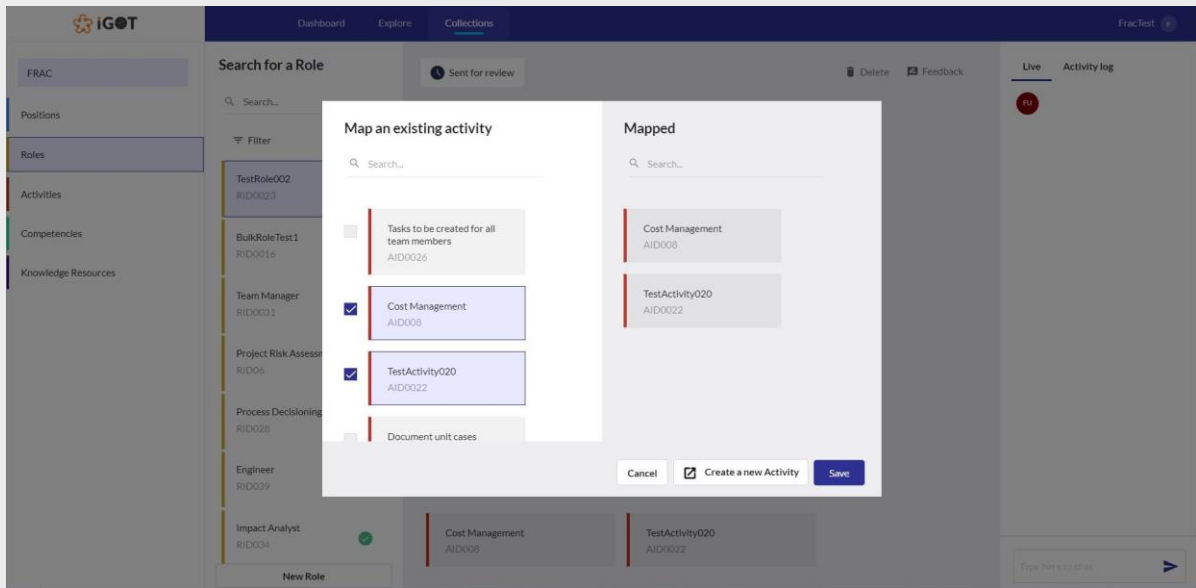
The Collections page allows users(IFU Member, L1 reviewer, L2 reviewer, FRAC

Admin) to create new positions, roles, activities, competencies, and knowledge resources as well as map these components to each other.

Users can select any of the menu items (displayed on the right-side pane) in any order as they choose (i.e., you do not have to create a new role to add a new activity etc.).



Additionally, all components can be added or be mapped together. For example: positions, roles, activities, competencies, and knowledge resources can also be added individually, or; multiple roles can be added to a single position, or; multiple knowledge resources can be mapped to a single activity, and so on and so forth. Any combination of the components is possible.

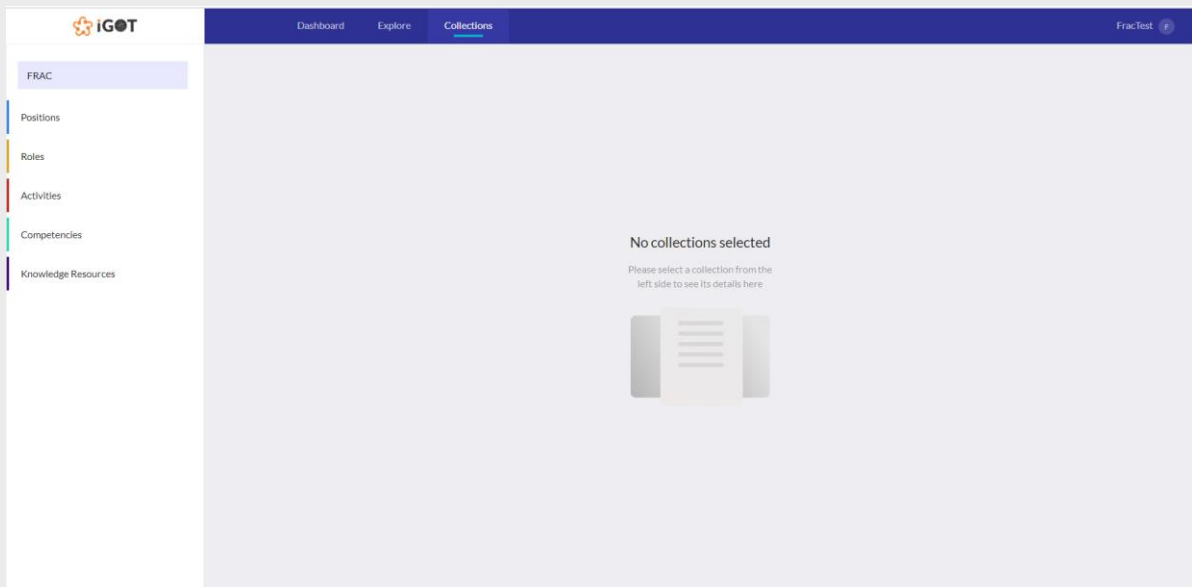


5.3.1 Positions

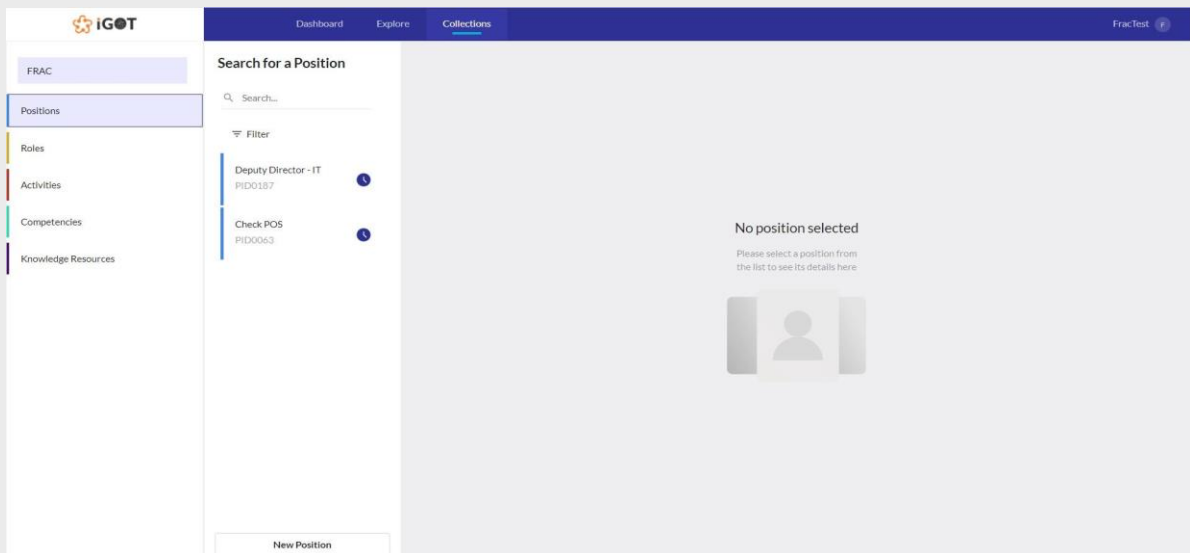
The position label is defined as the place in which an individual is located in an organization, entrusted with a set of roles and activities to be carried out.

5.3.1.1 Create new position

1. After you login, you will land on the Dashboard.
2. On the navigation bar, click “Collections”.

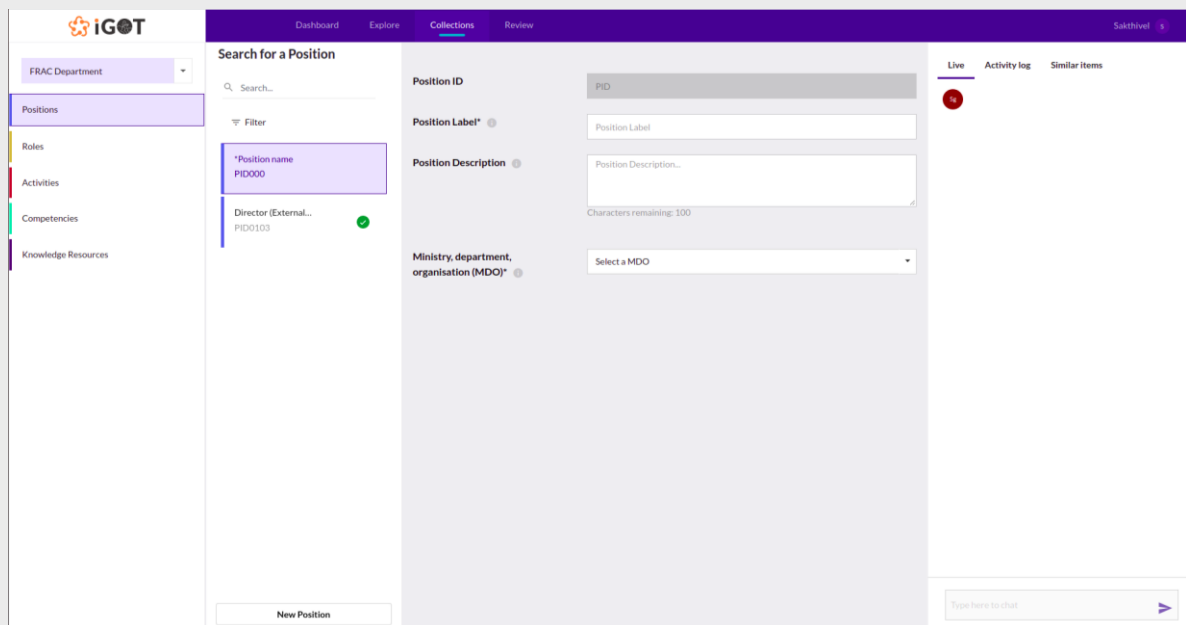


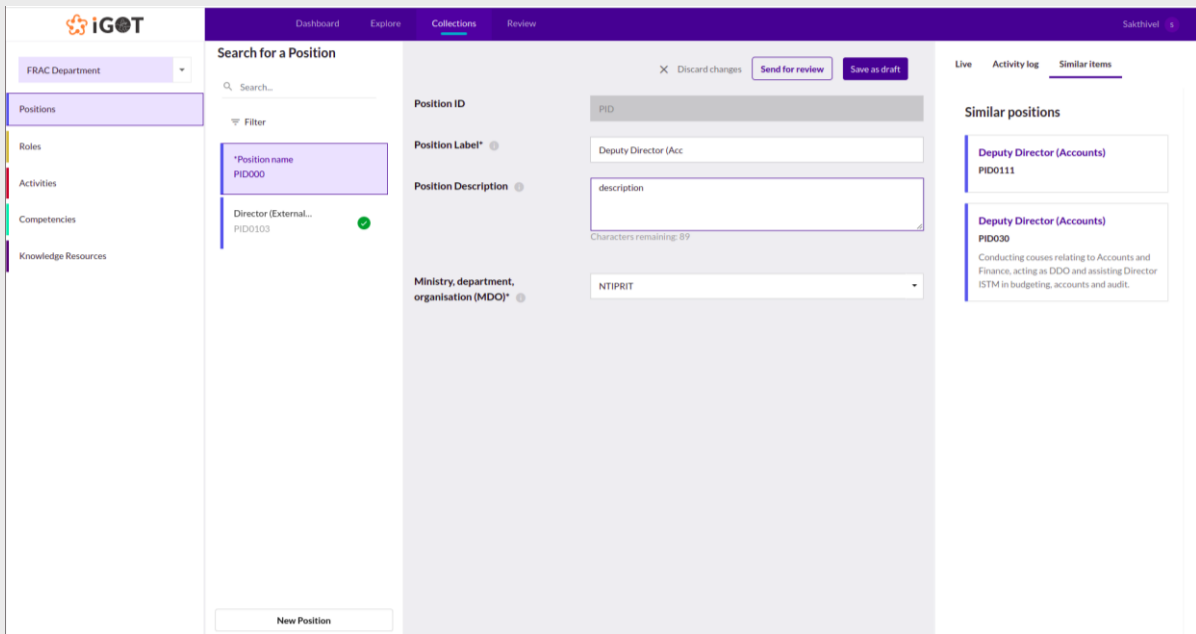
3. To view the list of existing positions, click on “Positions” on the left pane of the Collections.



4. Click on “New Position” to add a new position (alternatively, if you wish to either adopt or modify an existing position, the search feature will allow you to do so). While the Position ID will be generated automatically, you must add the Position Label and Position Description

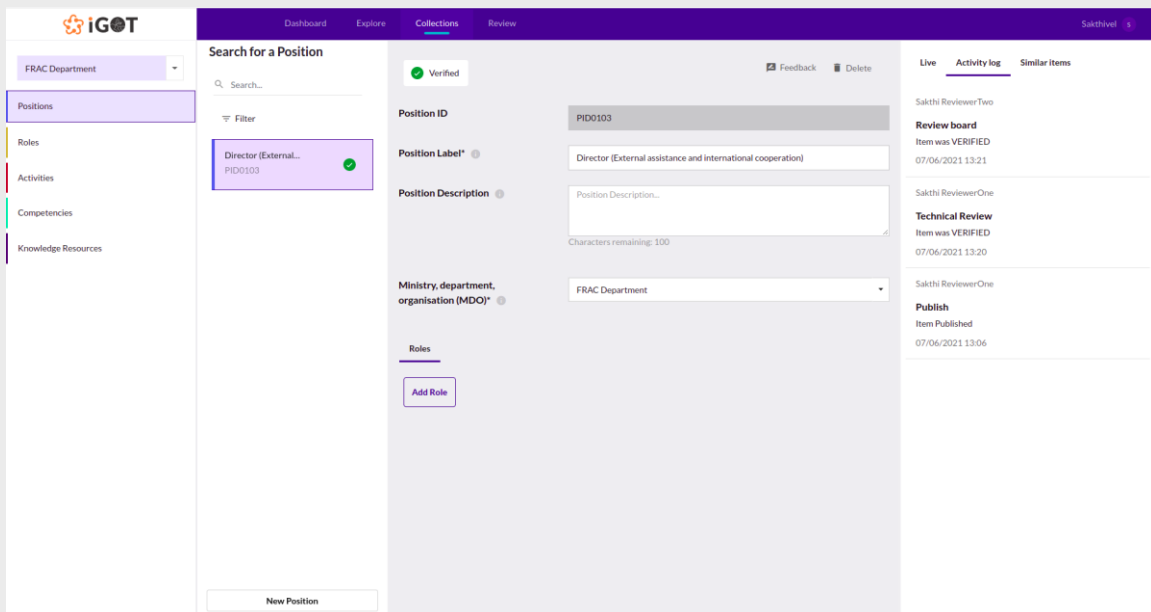
The MDO will be automatically filled as per the MDO of the logged in user; if the user is a member of the FRAC review board, the user will be able to manually add the name of the MDO.





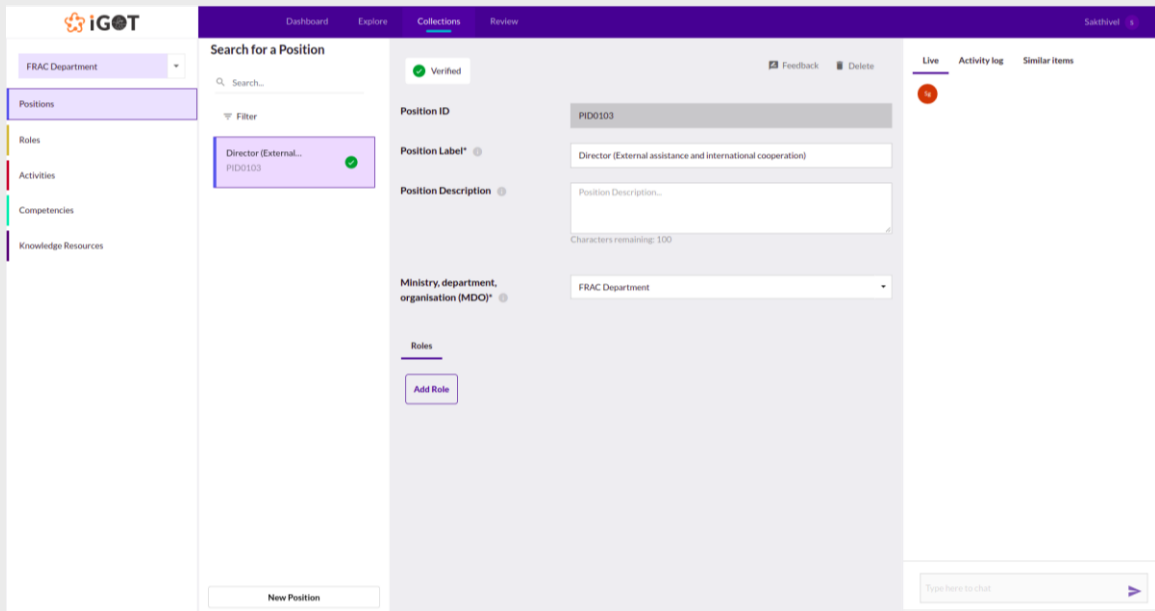
5. Click on “Send for review” to complete the process. Clicking on the “Save as draft” button will save the Position but not submit for review. Content filled in fields can also be discarded.

6. Information about any update made to the position will be displayed in the “Activity log” in the right pane of the position.

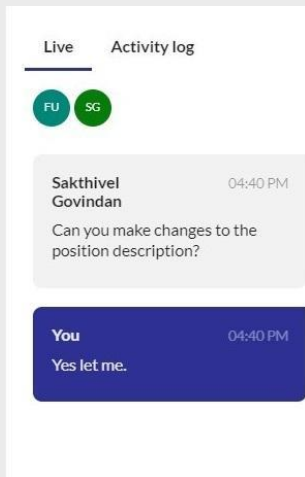


5.3.1.2 Edit Position

1. Click on the Position which needs edit/change.



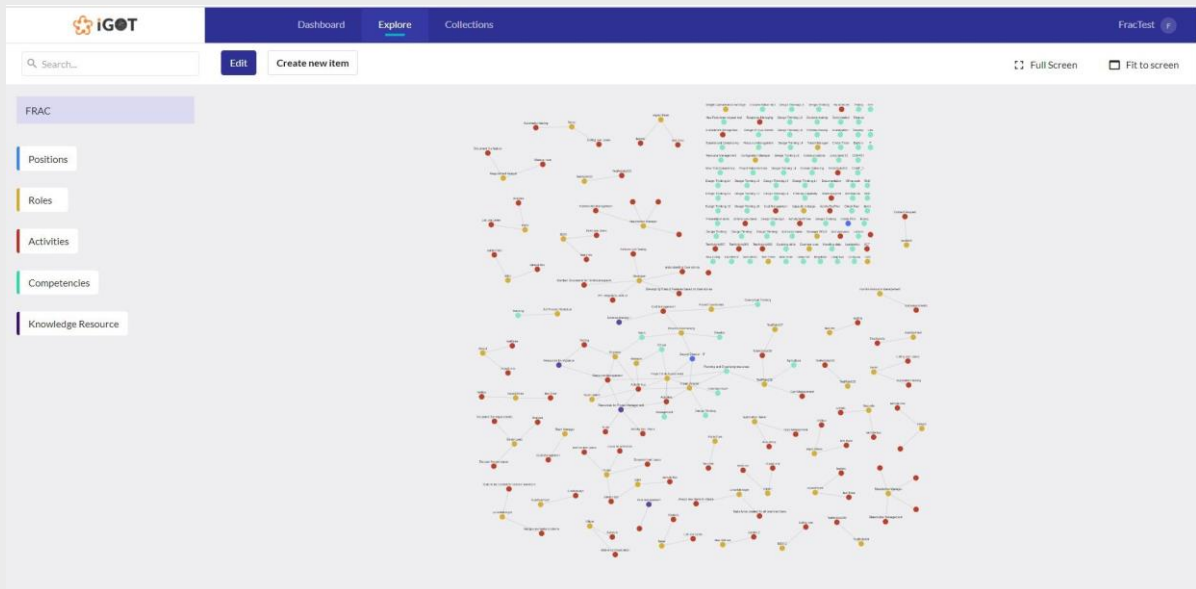
2. To make the changes through collaboration, write the details in the chat window and click on the “Send” button.



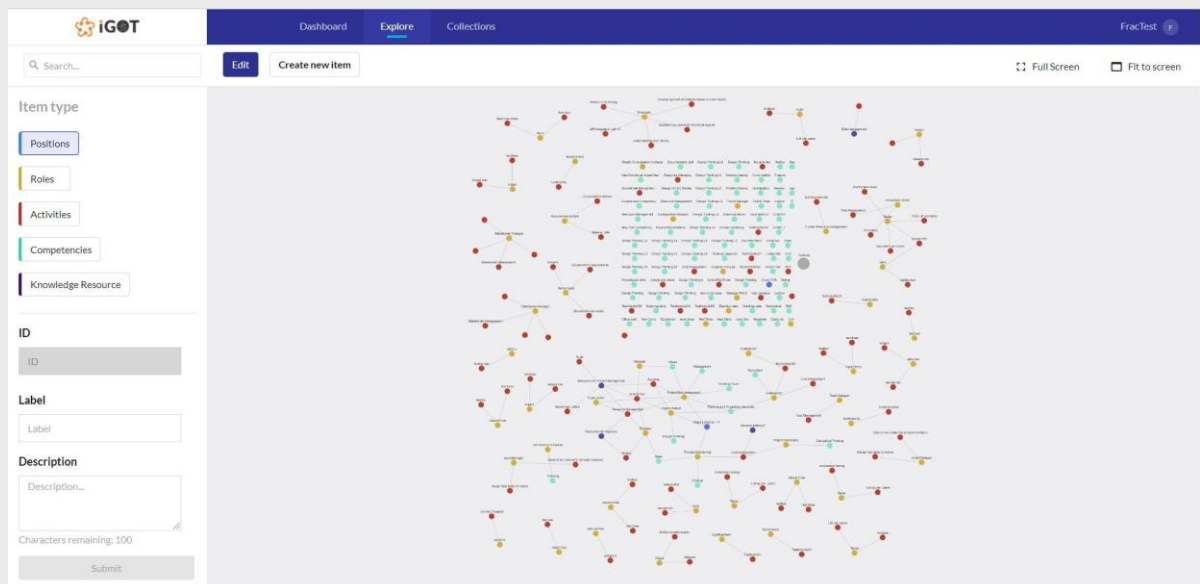
3. Make the required changes and click on “Send for review” to submit or “Save as draft” to save it to make changes later before submitting.

5.3.1.3 From Explore

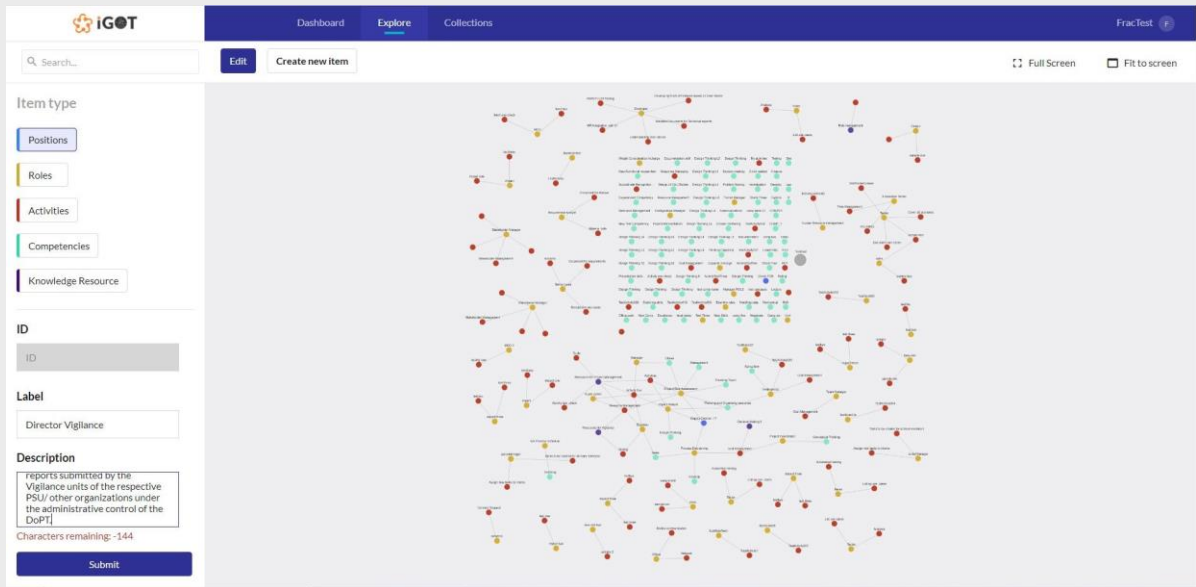
1. Click on the “Explore” menu on the top bar.



2. Here, click on “Create new item” and select the item type “Positions” from the left side menu.



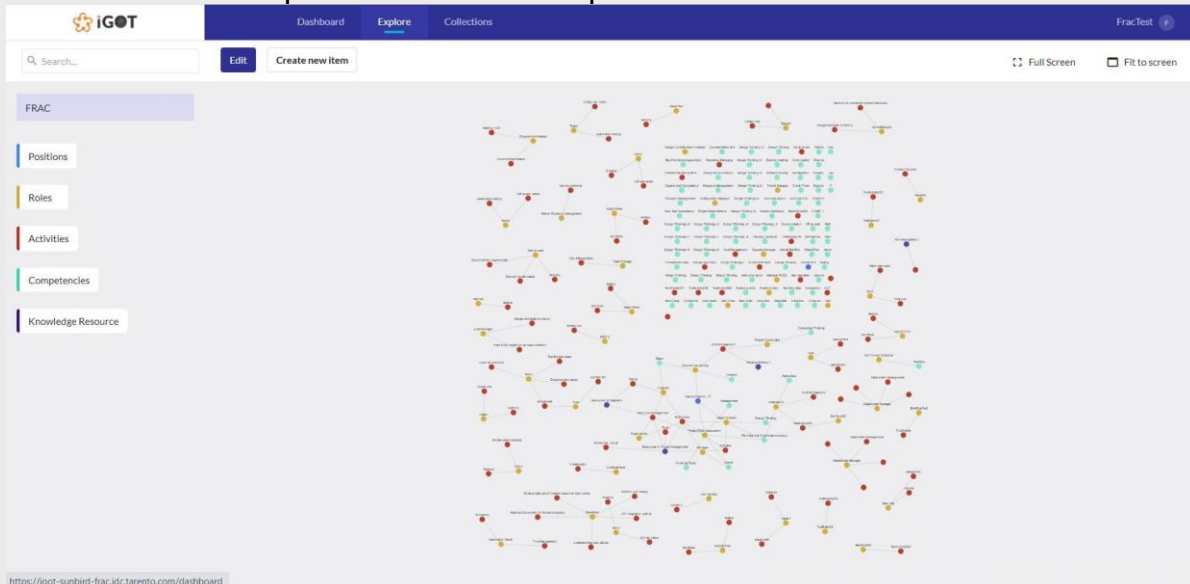
3. While the Position ID will be generated automatically, you must add the Position Label and Position Description.



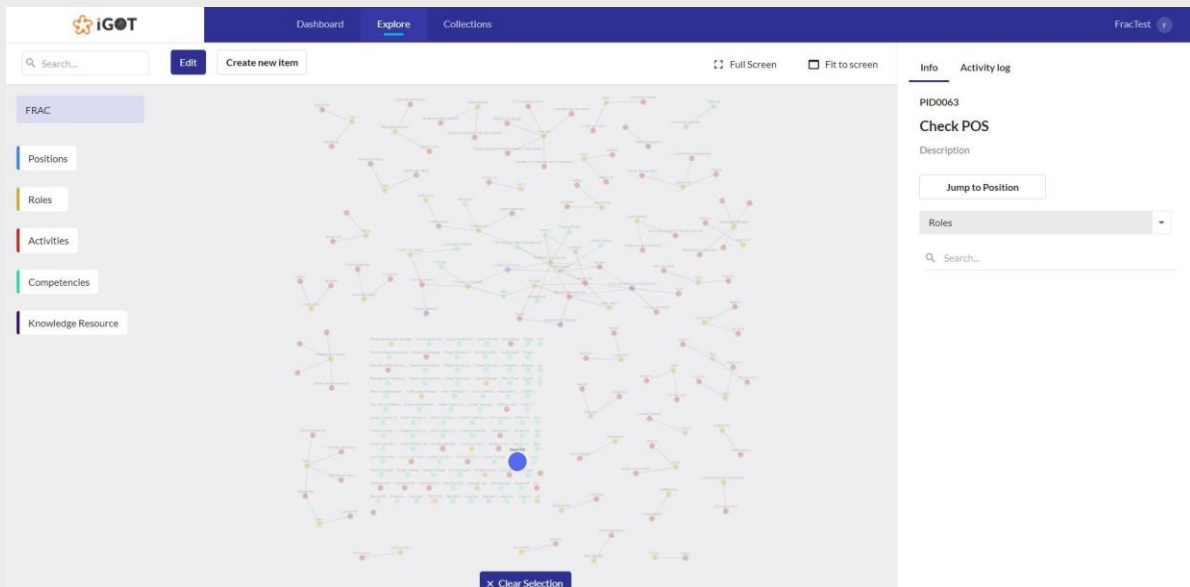
4. Click on “Submit” to complete the process.

5.3.1.4 Edit From Explore

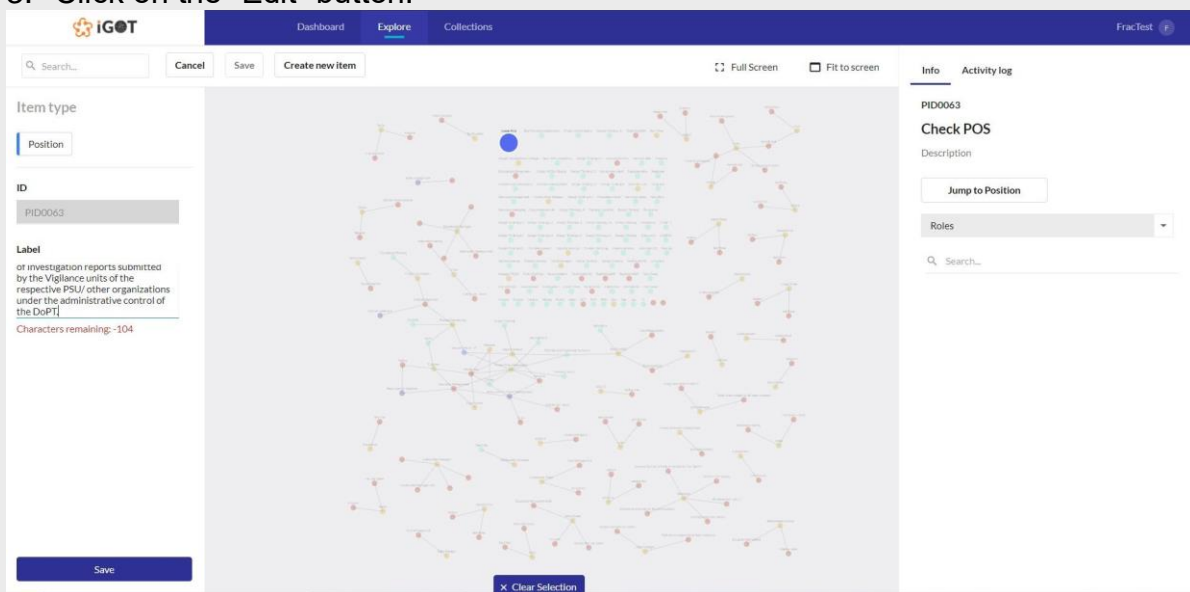
1. Click on the “Explore” menu on the top bar.



2. Click on the Position node (coloured dot) which you want to edit.



3. Click on the “Edit” button.



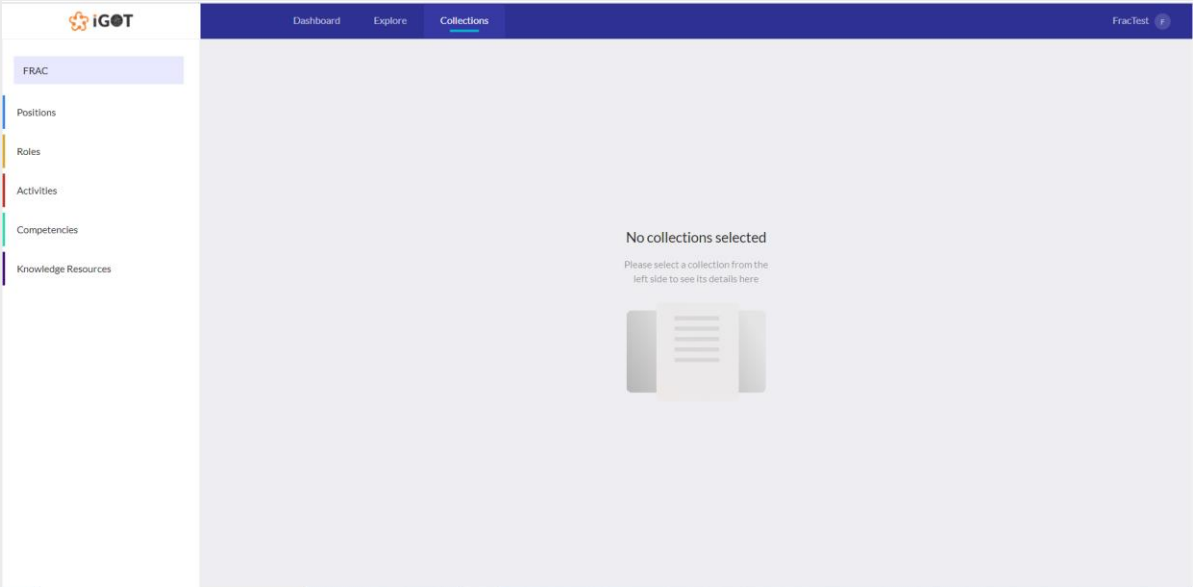
4. Make the edit and click on “Save” to complete the process.

5.3.2 Roles

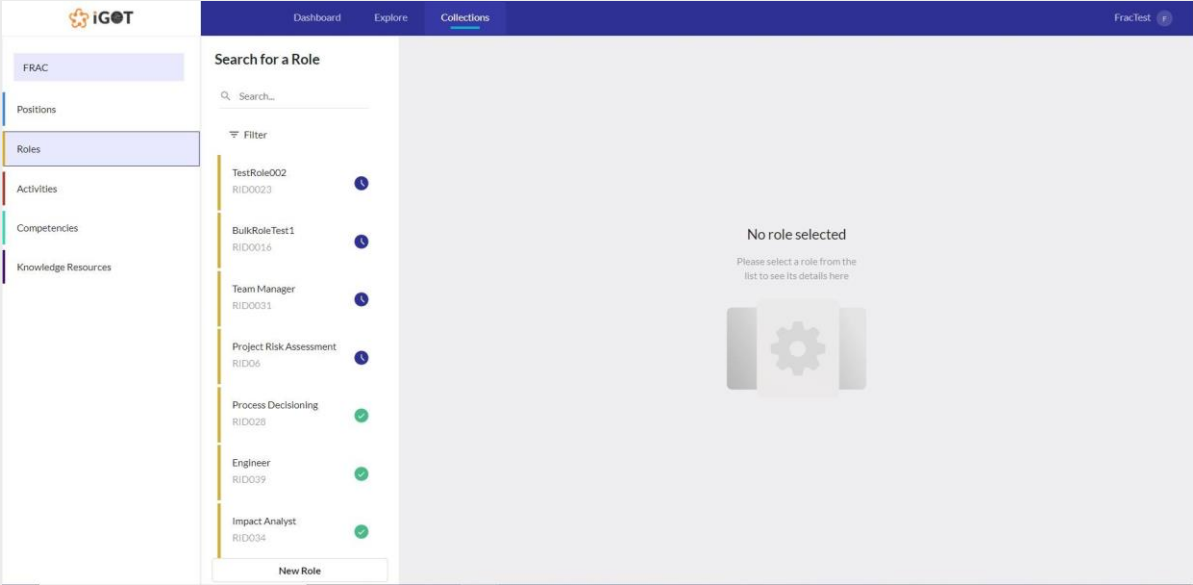
Roles describe the overall objective of a group of activities and how they contribute to the position.

5.3.2.1 Creating a new role

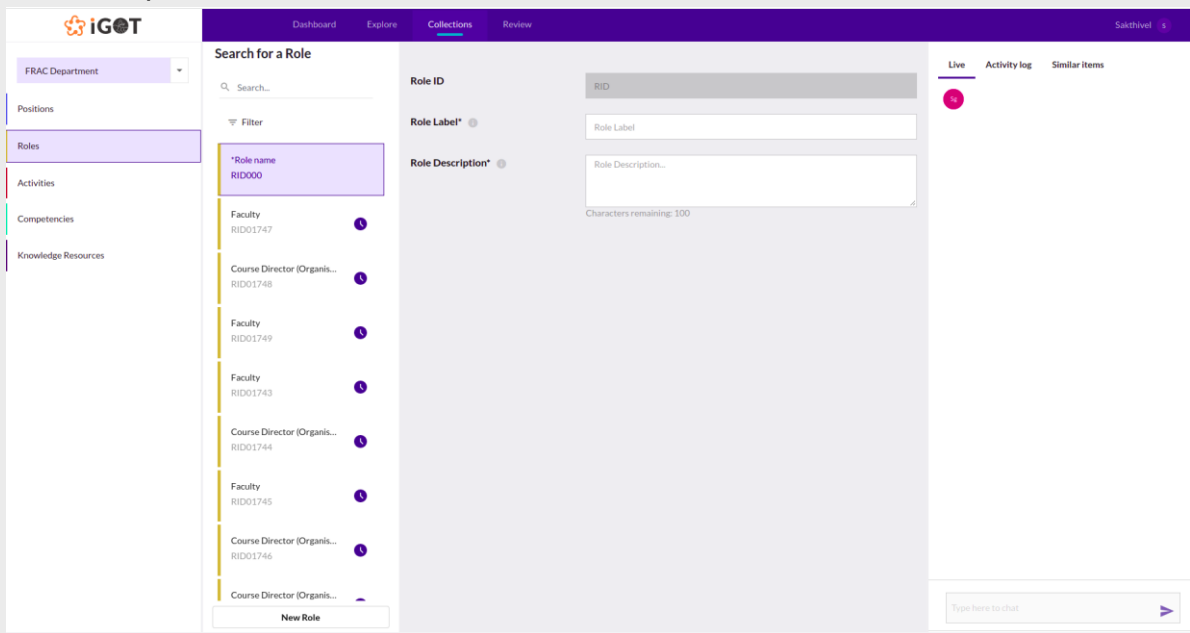
1. After you login, you will land on the Dashboard.



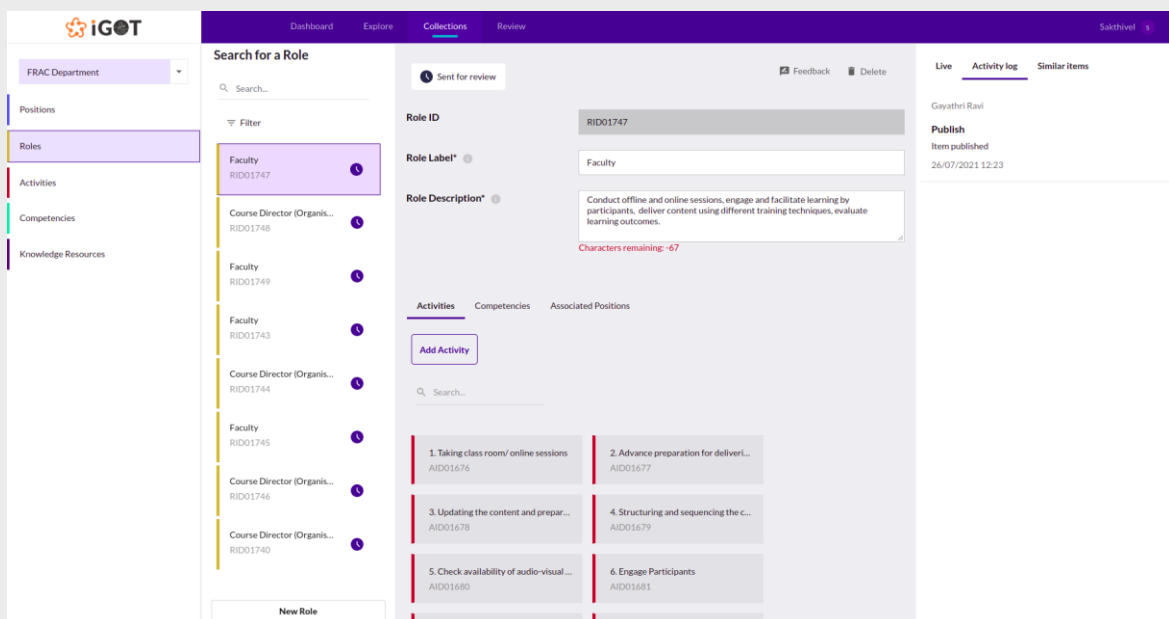
2. On the navigation bar, click “Collections”.
3. To view the list of existing roles, click on “Roles” on the left pane of the Collections.

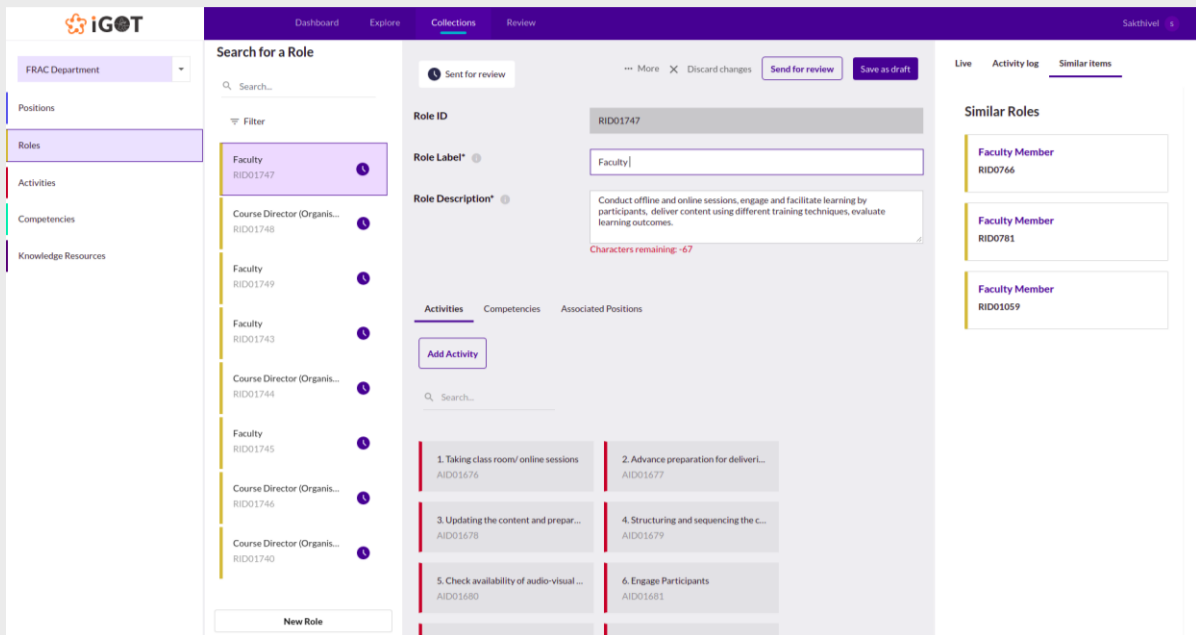


- Click on “New Role” to add a new role (alternatively, if you wish to either adopt or modify an existing role, the search feature will allow you to do so). While the Role ID will be generated automatically, you must add the Role Label and Role Description.



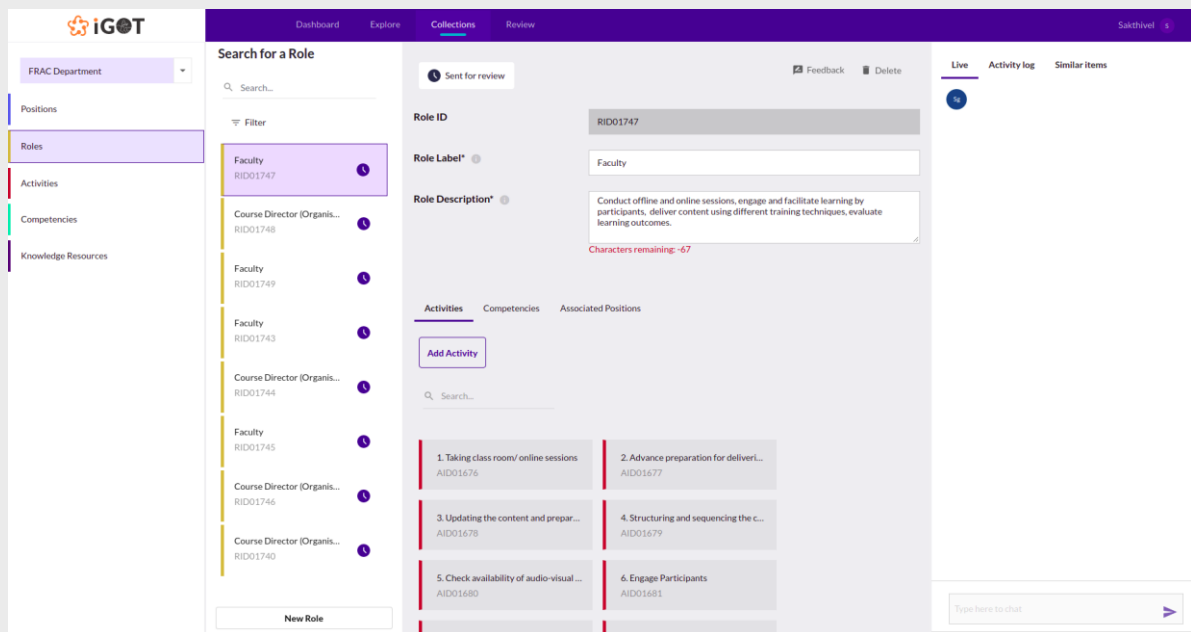
- Click on “Send for review” to complete the process. Clicking on the “Save as draft” button will save the Role but not submit for review.
- Information about any update made to the role will be displayed in the “Activity log” in the right pane of the role.



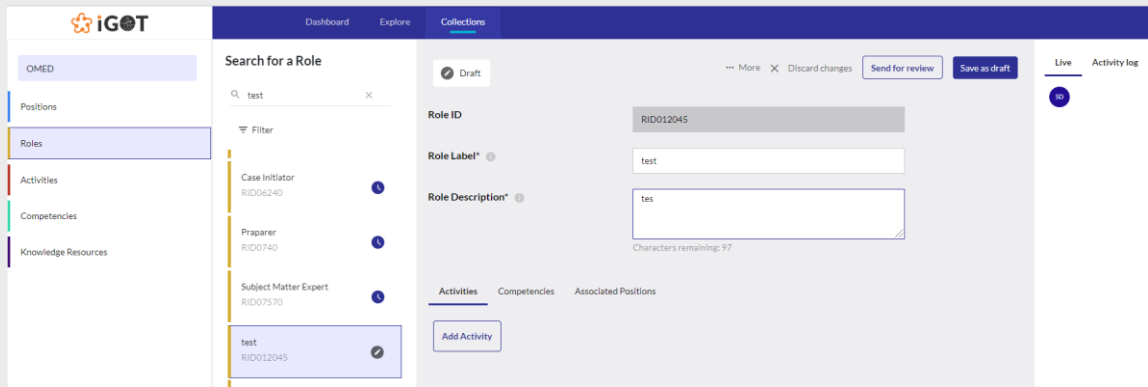


5.3.2.2 Edit Role

1. Click on the Role which needs edit/change



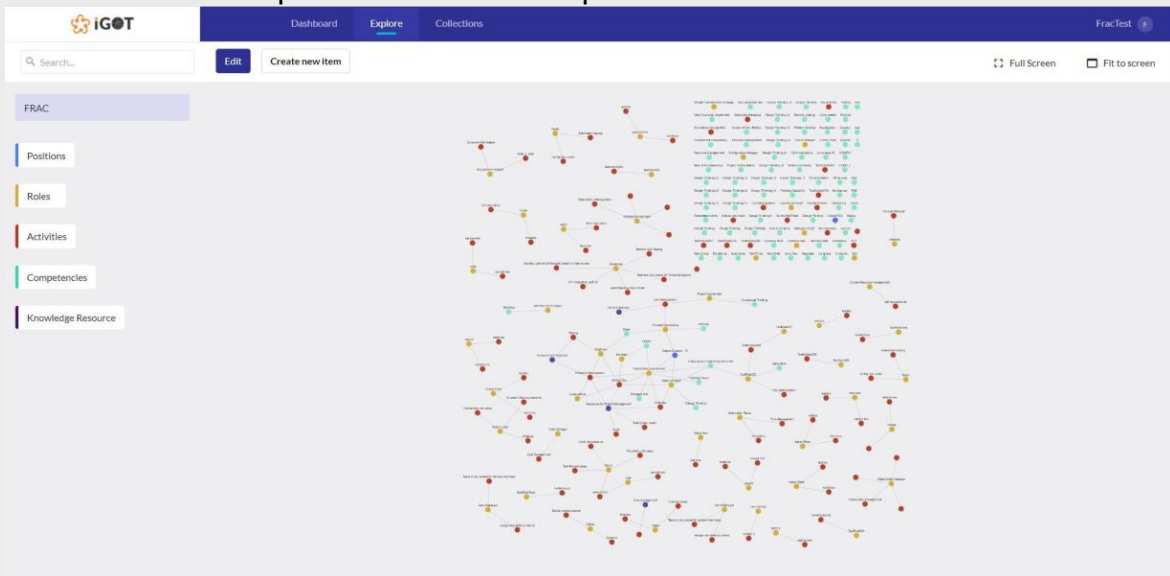
2. To make the changes through collaboration, write the details in the chat window and click on the “Send” button.



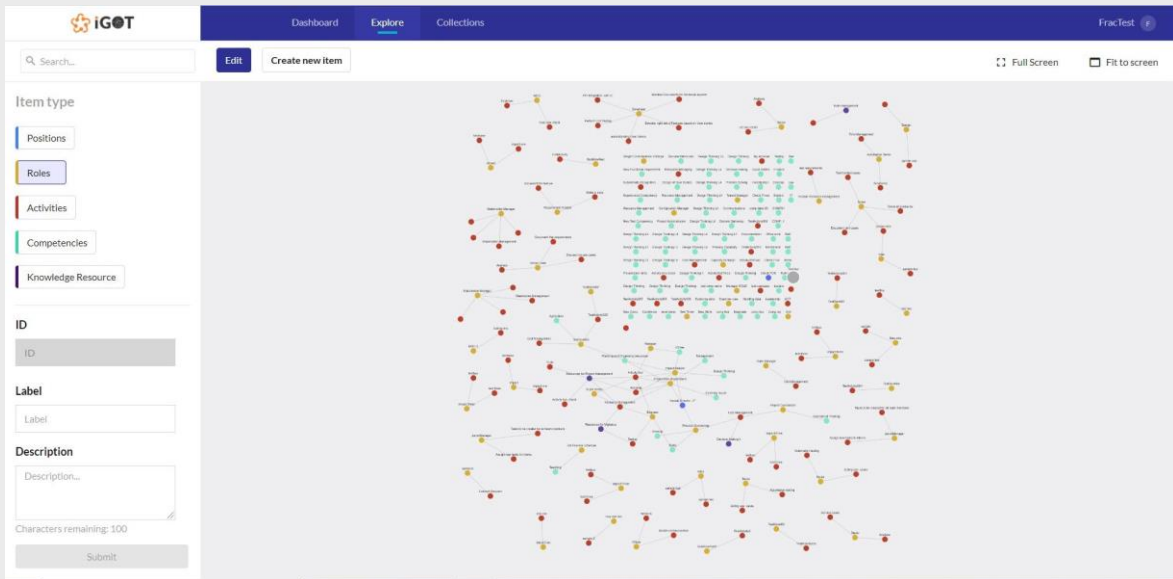
3. Make the required changes and click on “Send for review” to submit or “Save as draft” to save it to make changes later before submitting

5.3.2.3 From Explore

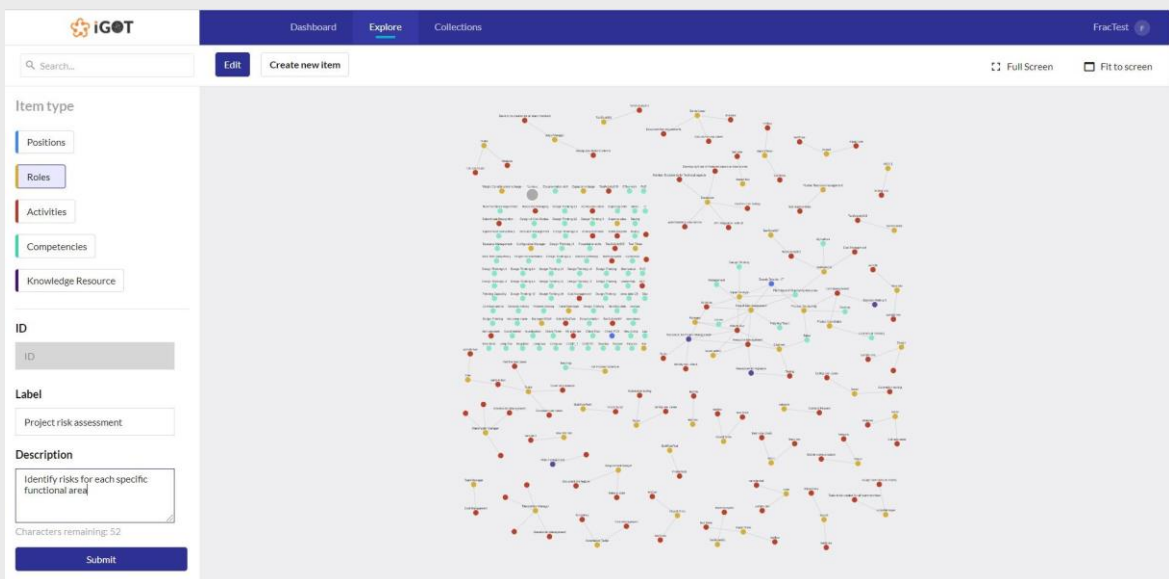
1. Click on the “Explore” menu on the top bar.



- Click on the “Create new item” and select the item type “Roles” from the left side menu.



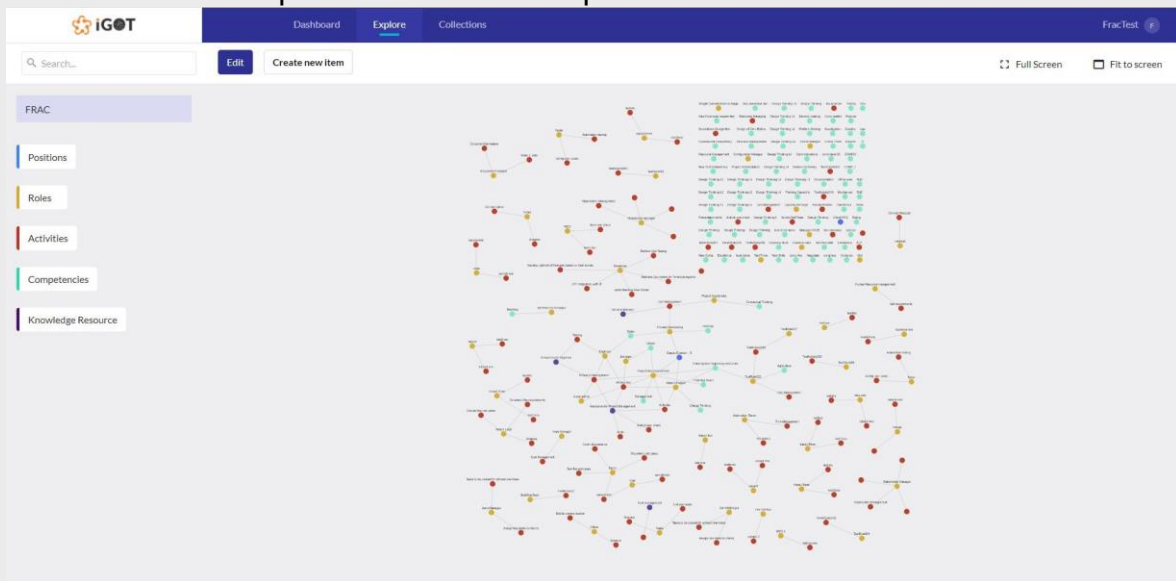
- While the Role ID will be generated automatically, you must add the Role Label and Role Description.



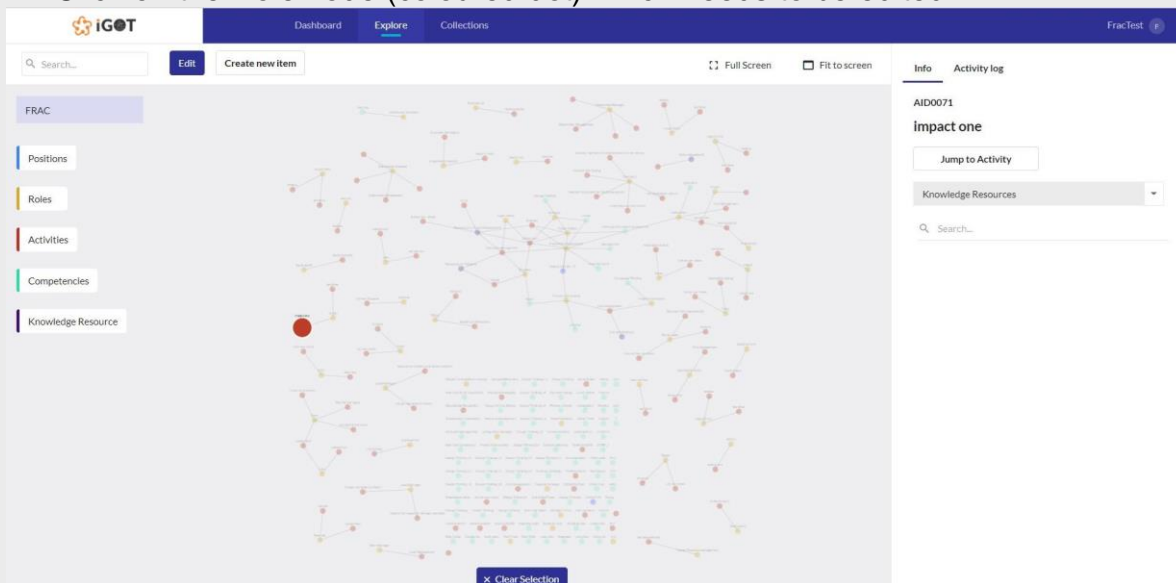
- Click on “Submit” to complete the process.

5.3.2.4 Edit From Explore

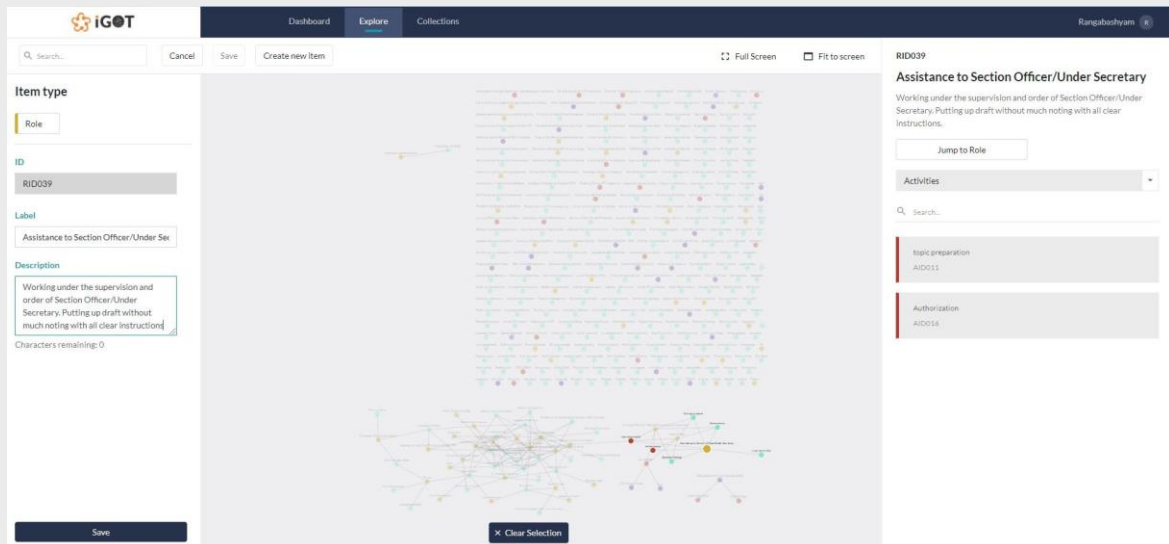
1. Click on the “Explore” menu on the top bar.



2. Click on the Role node (coloured dot) which needs to be edited.



3. Click on the “Edit” button.



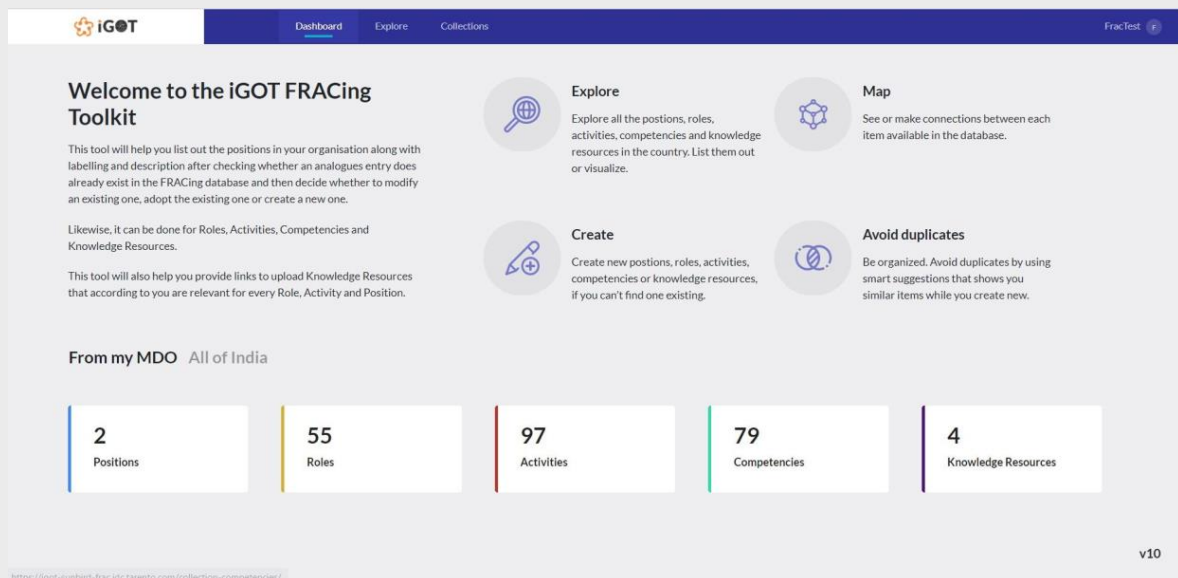
4. Make the edit and click on “Save” to complete the process

5.3.3 Roles

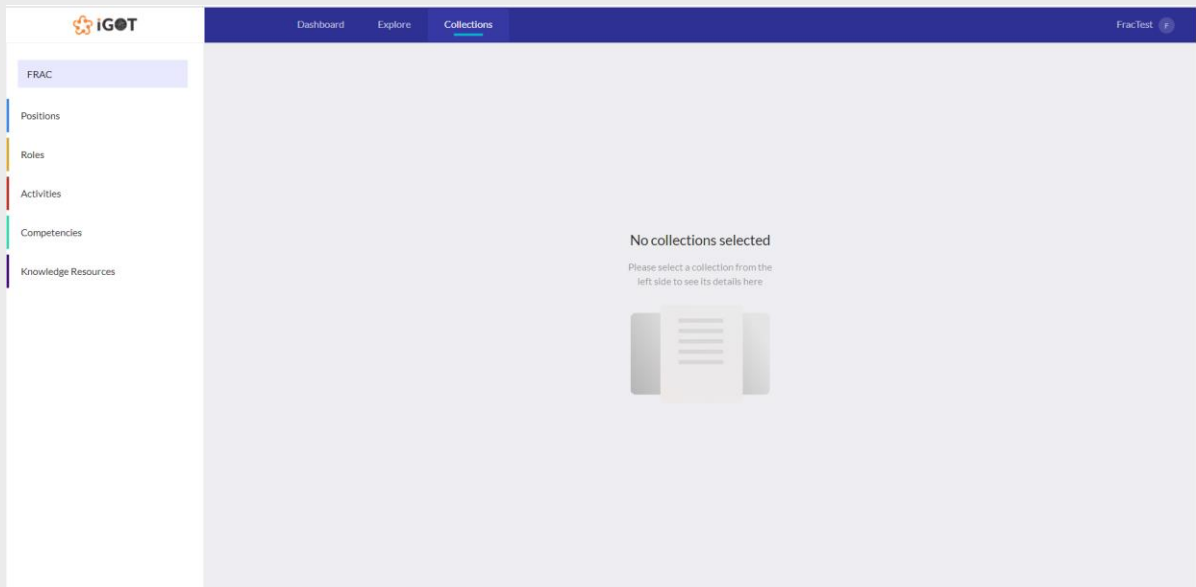
Roles describe the overall objective of a group of activities and how they contribute to the position. Roles help understand the mandate of a position. There could be similar positions across the government, but differentiated by the roles they form. Roles help articulate these distinctions by highlighting why the position exists and how it works towards larger organizational goals and priorities.

5.3.3.1 Create new Role

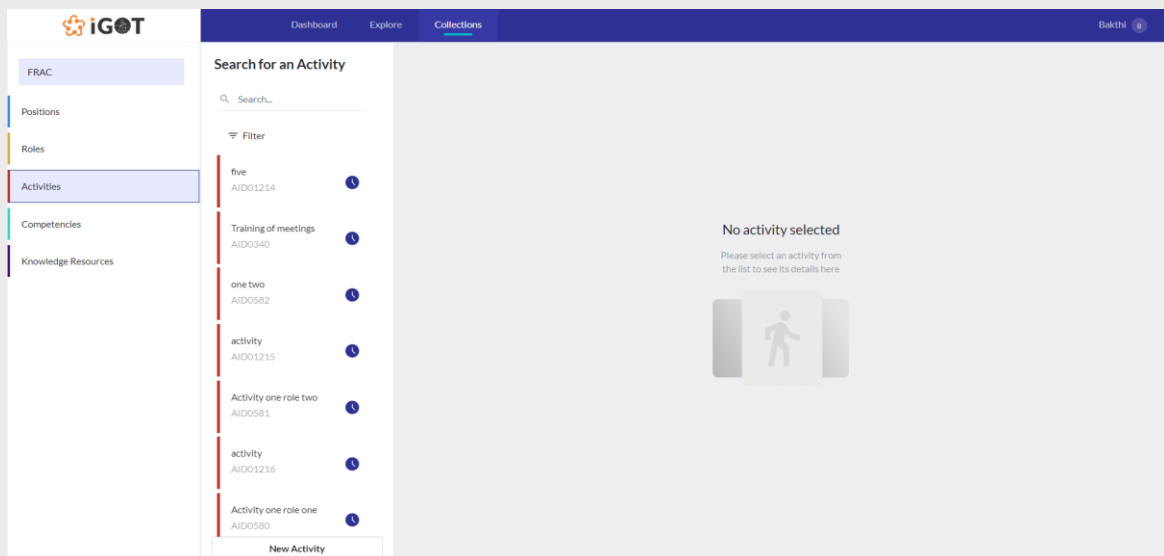
1. After you login, you will land on the Dashboard.



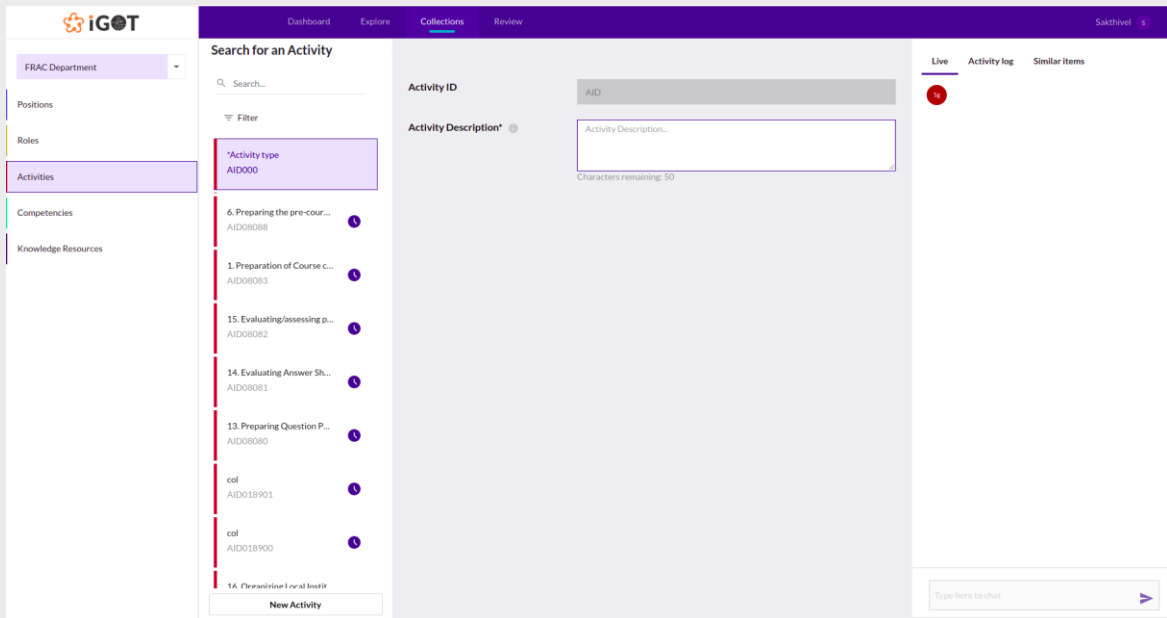
2. On the navigation bar, click “Collections”



3. To view the list of existing activities, click on “Activities” on the left pane of the Collections.



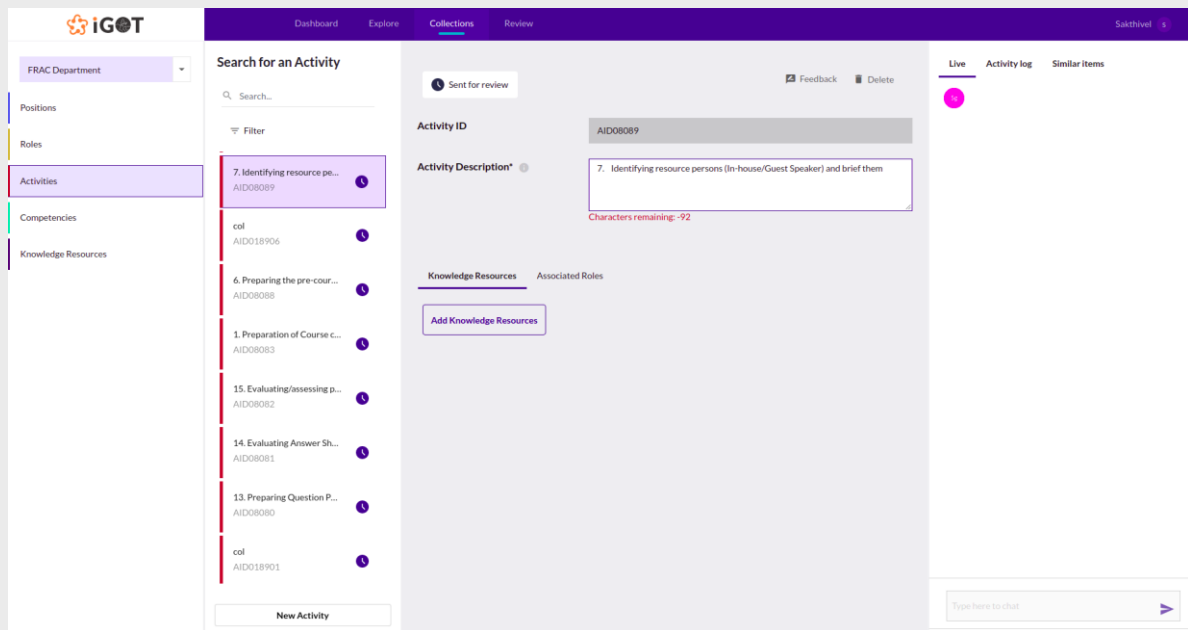
4. Click on “New Activity” to add a new activity (alternatively, if you wish to either adopt or modify an existing activity, the search feature will allow you to do so). While the Activity ID will be generated automatically, you must add the Activity Type and Activity Description.



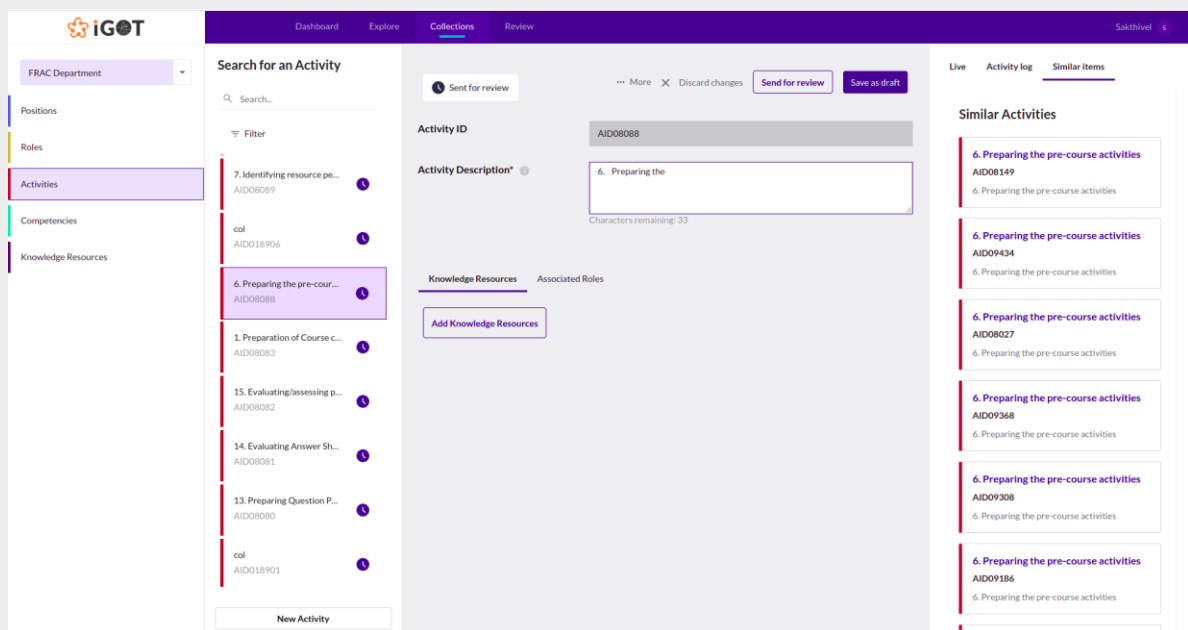
5. Click on “Send for review” to complete the process.
6. Information about any update made to the activity will be displayed in the “Activity log” in the right pane of the activity.

5.3.3.2 Edit Activity

1. Click on the Activity which needs edit/change.

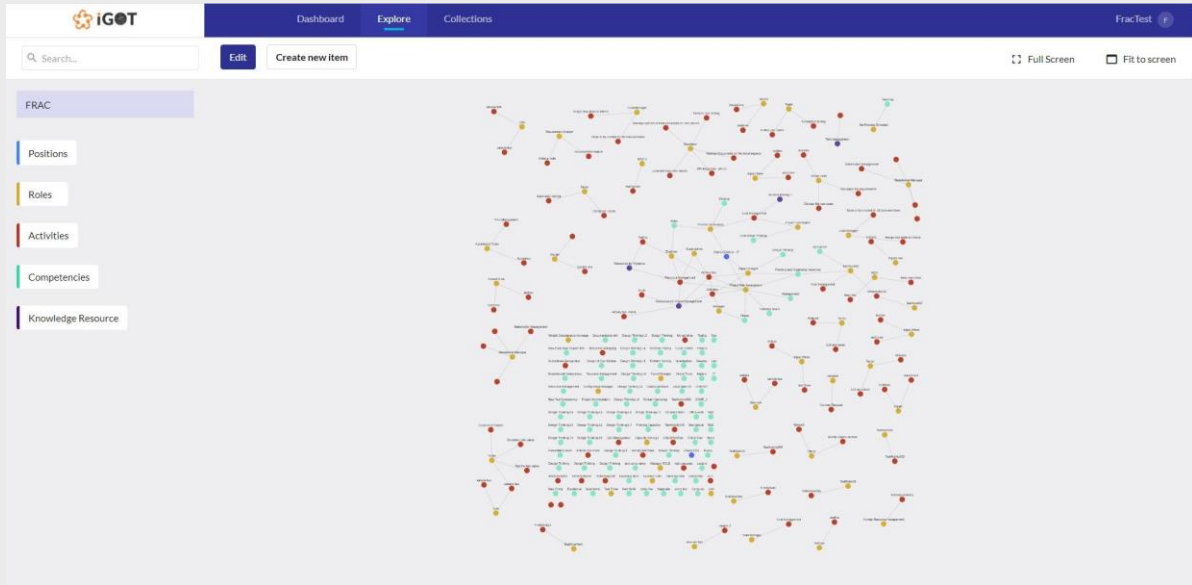


2. To make the changes through collaboration, write the details in the chat window and click on the “Send” button.
3. Make the required changes and click on “Send for review” to submit or “Save as draft” to save it to make changes later before submitting.

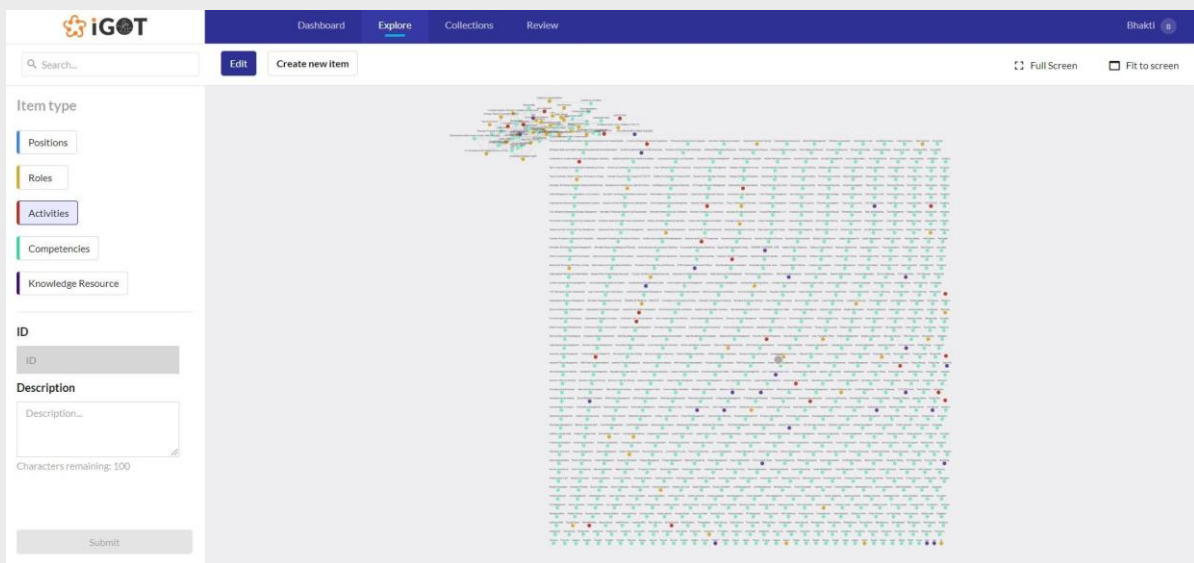


5.3.3.3 From Explore

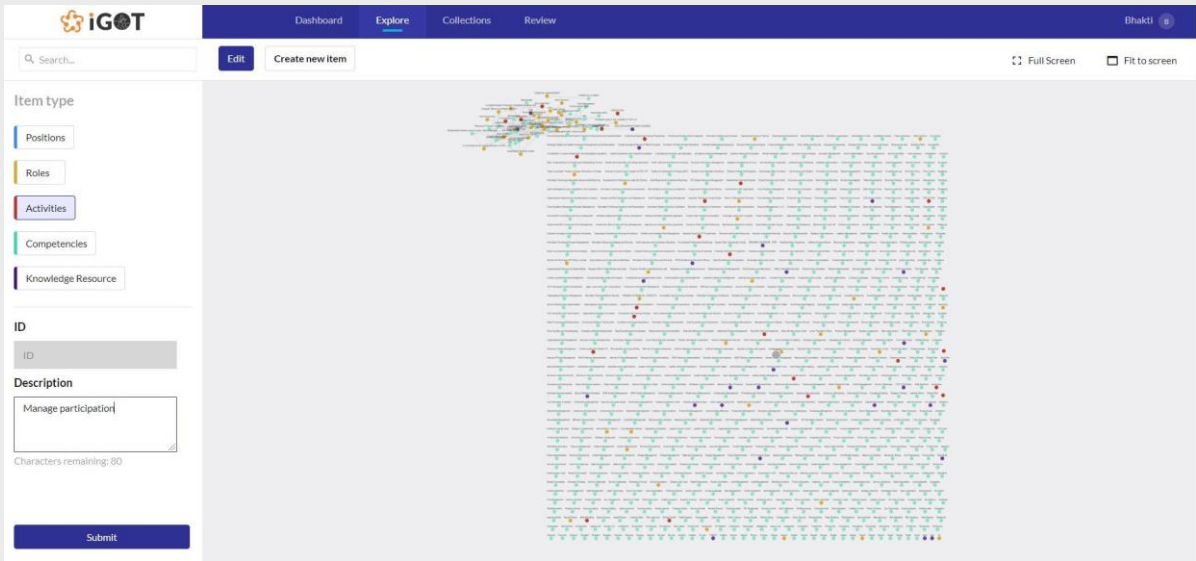
1. Click on the “Explore” menu on the top bar.



2. Click on the “Create new item” and select the item type “Activities” from the left side menu.



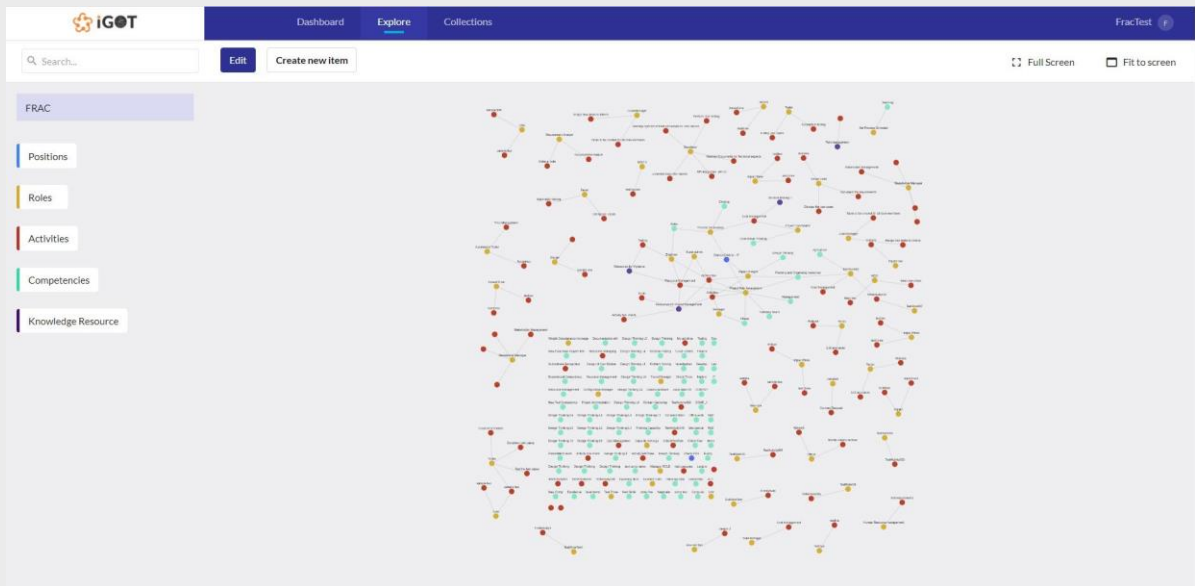
3. While the Activity ID will be generated automatically, you must add the Activity Description.



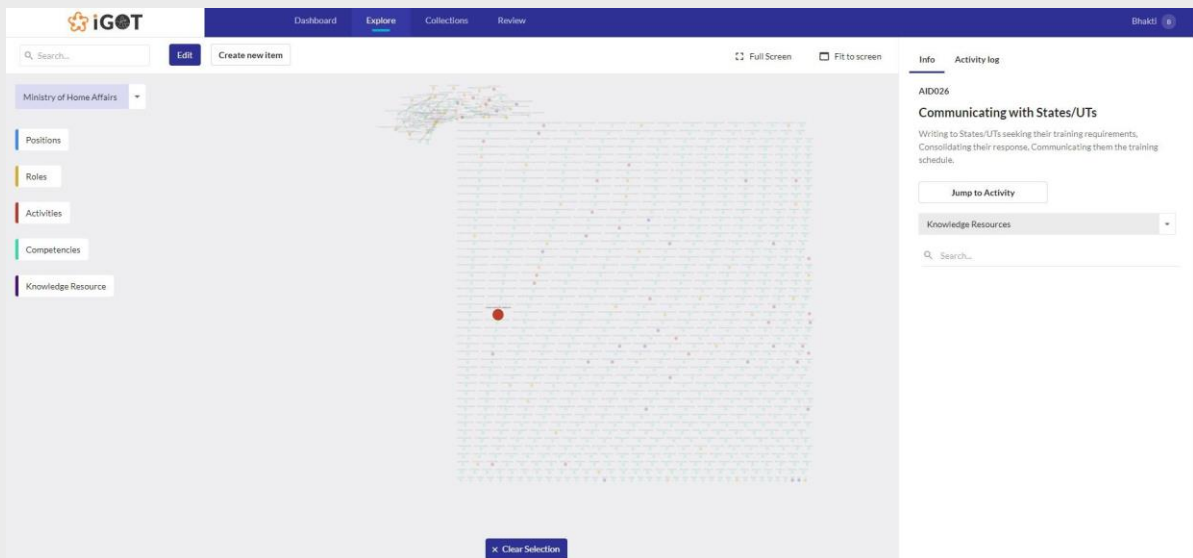
4. Click on “Submit” to complete the process.

5.3.3.4 Edit From Explore

1. Click on the “Explore” menu on the top bar.



2. Click on the Activity node (coloured dot) which needs to be edited.



3. Click on the "Edit" button.

4. Make the edit and click on “Save” to complete the process.

5.3.4 Competency

Competencies are a combination of attitudes, skills, and knowledge that enable an individual to perform a task or activity successfully in a given job and roles are the starting point for arriving at them.

Competencies help with:

1. Providing information on individual requirements from a role
2. Identifying learning and development needs for government officials
3. Streamlining the recruitment process

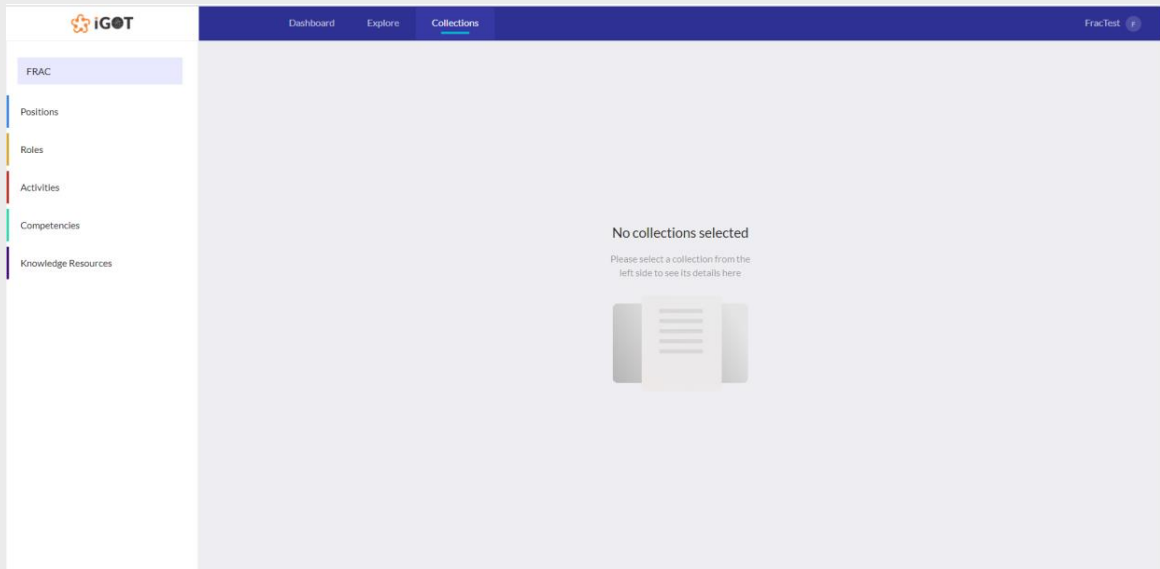
5.3.4.1 Creating a new competency

1. After you login, you will land on the Dashboard.

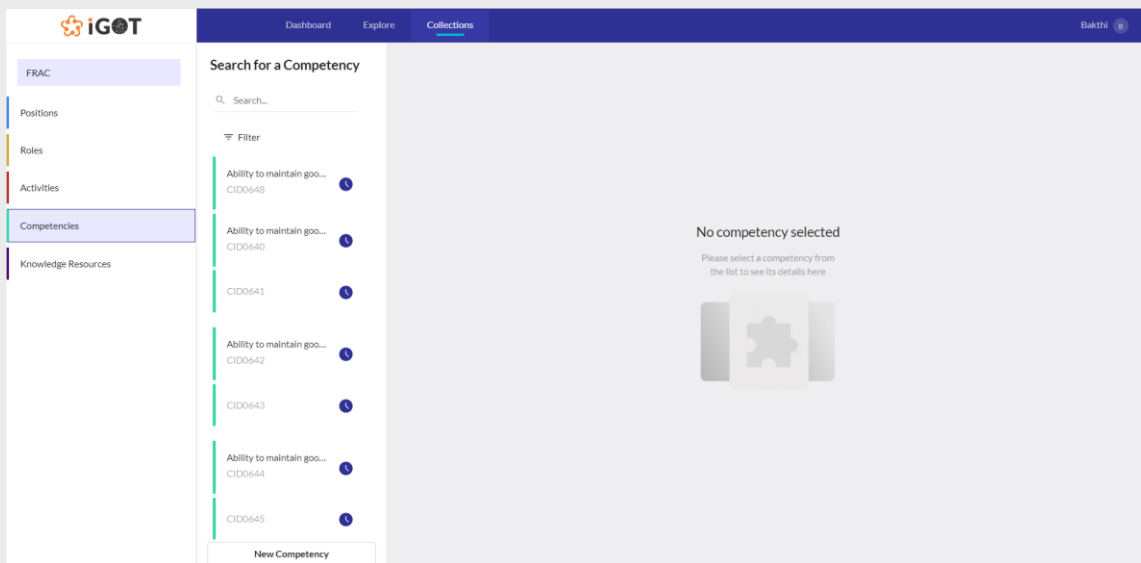
The screenshot shows the iGOT FRACing Toolkit dashboard. At the top, there is a navigation bar with 'Dashboard', 'Explore', and 'Collections' tabs. The main content area is titled 'Welcome to the iGOT FRACing Toolkit' and includes a description of the tool's purpose. Below this, there are four main action cards: 'Explore' (with a magnifying glass icon), 'Map' (with a network icon), 'Create' (with a plus sign icon), and 'Avoid duplicates' (with a checkmark icon). Each card has a brief description of its function. At the bottom, there is a section titled 'From my MDO All of India' with five data cards showing counts: 2 Positions, 55 Roles, 97 Activities, 79 Competencies, and 4 Knowledge Resources. The version number 'v10' is visible in the bottom right corner.

Category	Count
Positions	2
Roles	55
Activities	97
Competencies	79
Knowledge Resources	4

2. On the navigation bar, click “Collections”.



3. To view the list of existing competencies, click on “Competencies” on the left pane of the Collections.



4. Click on “New Competency” to add a new competency (alternatively, if you wish to either adopt or modify an existing competency, the search feature will allow you to do so). While the Competency ID will be generated automatically, you must add the Competency Label, Competency Description, Competency Type, Competency Area, Competency Level, Competency Level Label (optional) and Competency Level Description for each level added.

The screenshot shows the 'iGOT' system interface for adding a new competency. The main form is titled 'Search for a Competency' and includes the following fields and options:

- Competency ID:** A text field containing 'CID'.
- Competency Label*:** A text field containing 'Competency Label'.
- Competency Description*:** A text area containing 'Competency Description...' with a character count of 100.
- Competency Type*:** Radio buttons for 'Behavioural', 'Domain', and 'Functional'.
- COD:** A dropdown menu with the option 'Select a MDO'.
- Competency Area:** A text field containing 'Competency Area'.
- Competency Levels*:** Radio buttons for '5 levels', '4 levels', and '3 levels'. The '5 levels' option is selected. Below this, there are two level configuration sections:
 - Level 1:** A text field containing 'Basic' and a 'Level description' field.
 - Level 2:** A text field containing 'Proficient' and a 'Level description' field.

On the left sidebar, under the 'Competencies' section, there is a list of existing competencies with their IDs and status indicators (green checkmarks or red exclamation marks). A 'New Competency' button is located at the bottom of this list. The top navigation bar includes 'Dashboard', 'Explore', 'Collections', 'Review', and 'Sakthivel'. The right sidebar contains 'Live', 'Activity log', and 'Similar items'.

5. Add Competency Label, Competency Description and Competency Type.

The screenshot shows the 'Add Competency' form in the iGOT system. The form is divided into several sections:

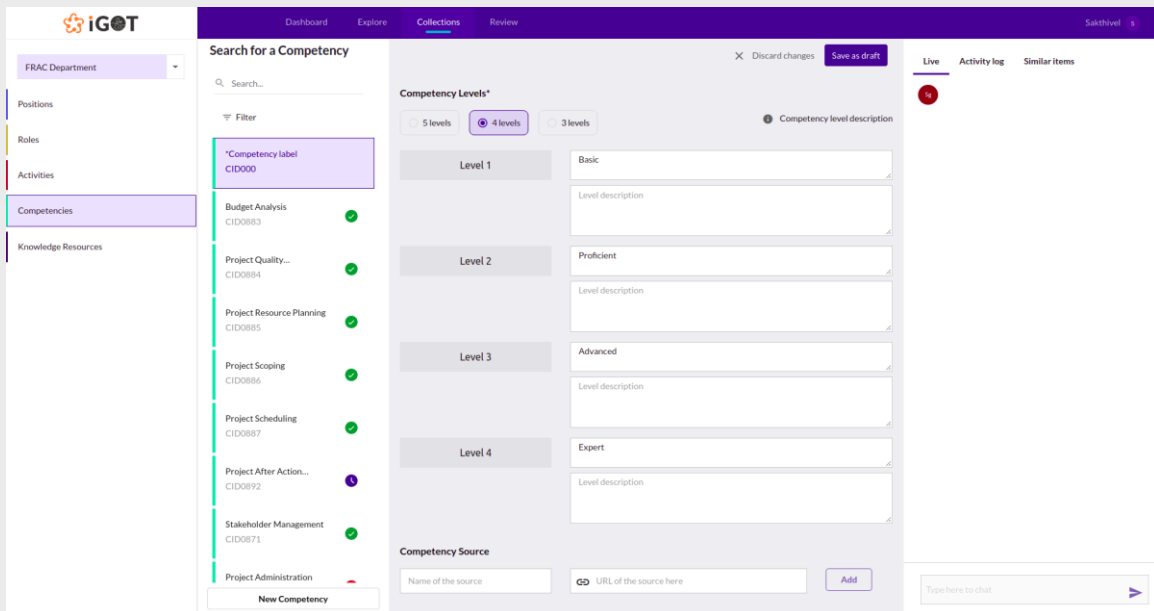
- Competency ID:** A text field containing 'CID'.
- Competency Label:** A text field containing 'Project Management'.
- Competency Description:** A text area containing 'Description'.
- Competency Type:** Radio buttons for 'Behavioural' (selected), 'Domain', and 'Functional'.
- COD:** A dropdown menu with 'Select a MDO'.
- Competency Area:** A text field containing 'Competency Area'.
- Competency Levels:** Radio buttons for '5 levels' (selected), '4 levels', and '3 levels'. Below this, there are text fields for 'Level 1' (containing 'Basic') and 'Level 2' (containing 'Proficient').

On the left side, there is a sidebar with a search bar and a list of competencies. The 'Competency label' 'CID000' is highlighted in purple. Other competencies listed include 'Budget Analysis', 'Project Quality...', 'Project Resource Planning', 'Project Scoping', 'Project Scheduling', 'Project After Action...', 'Stakeholder Management', and 'Project Administration'.

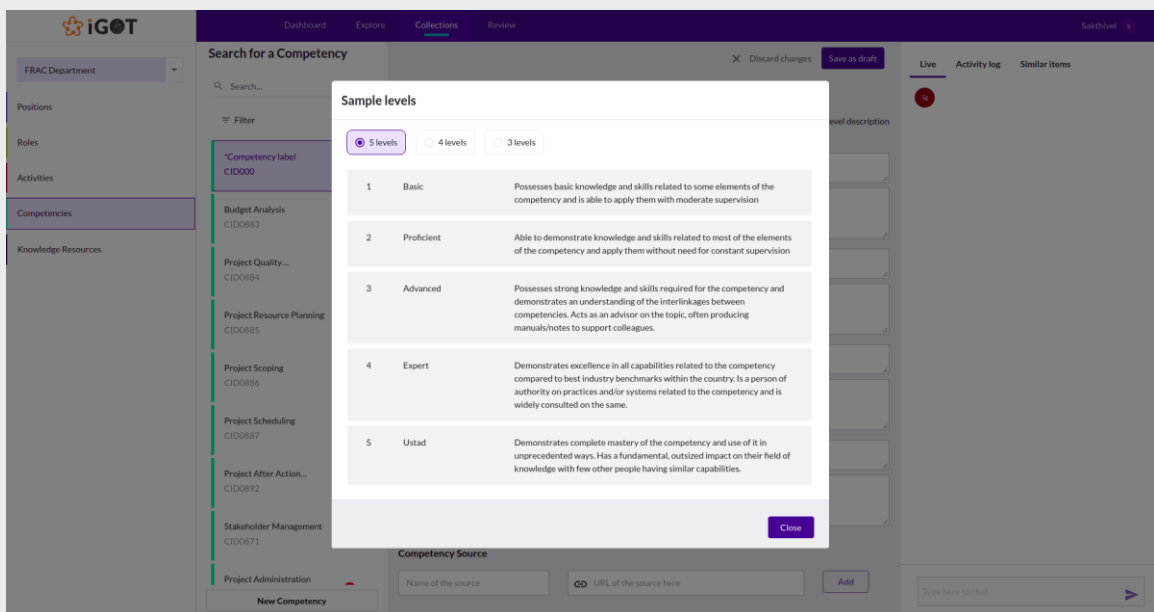
6. Add Competency Area.

The screenshot shows the 'Add Competency Area' dialog box in the iGOT system. The dialog box is titled 'Choose competency area' and contains a search bar and a list of areas. The '16 competencies' area is highlighted in purple. Other areas listed include 'Project and Contract Management', 'Big Data Analytics', 'Assurance', and 'Workforce Development'. The dialog box also includes 'Cancel' and 'Create new area' buttons.

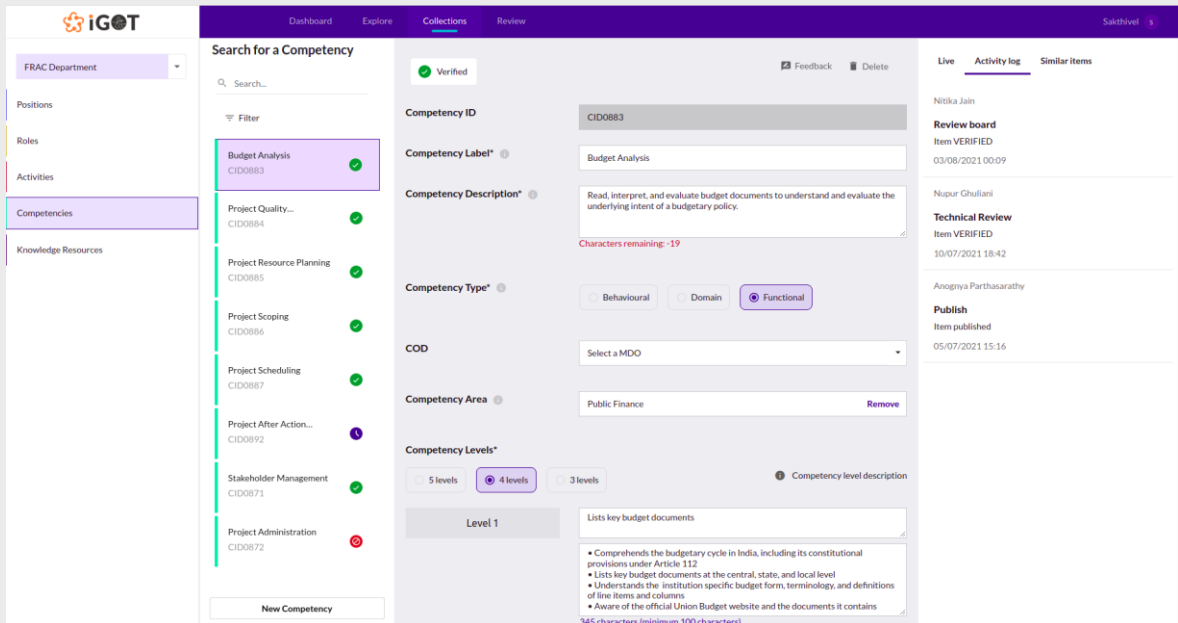
7. Add Competency Level. Bullet points will automatically appear when drafting the Competency 'Level Description'. Additionally, competency source and its url needs to be added and also the associated roles can be mapped.



8. Selecting the “i” level description icon gives generic information on all the levels.

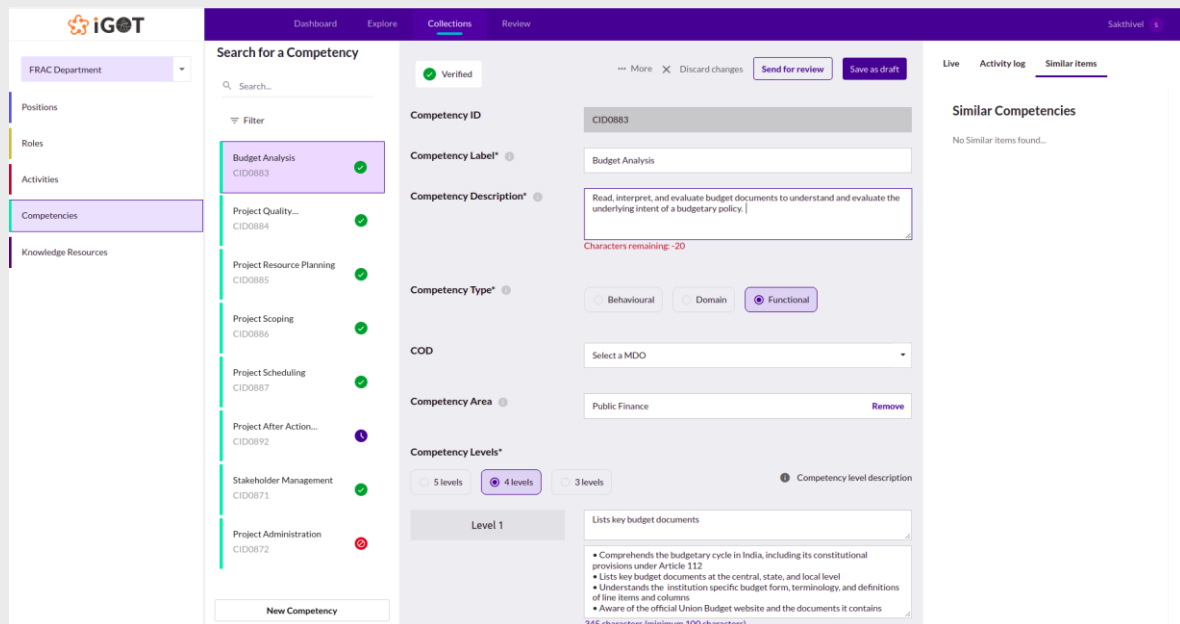


9. Click on “Send for review” to complete the process. Information about any update made to the competency will be displayed in the “Activity log” in the right pane of the competency.



5.3.4.2 Edit Competency

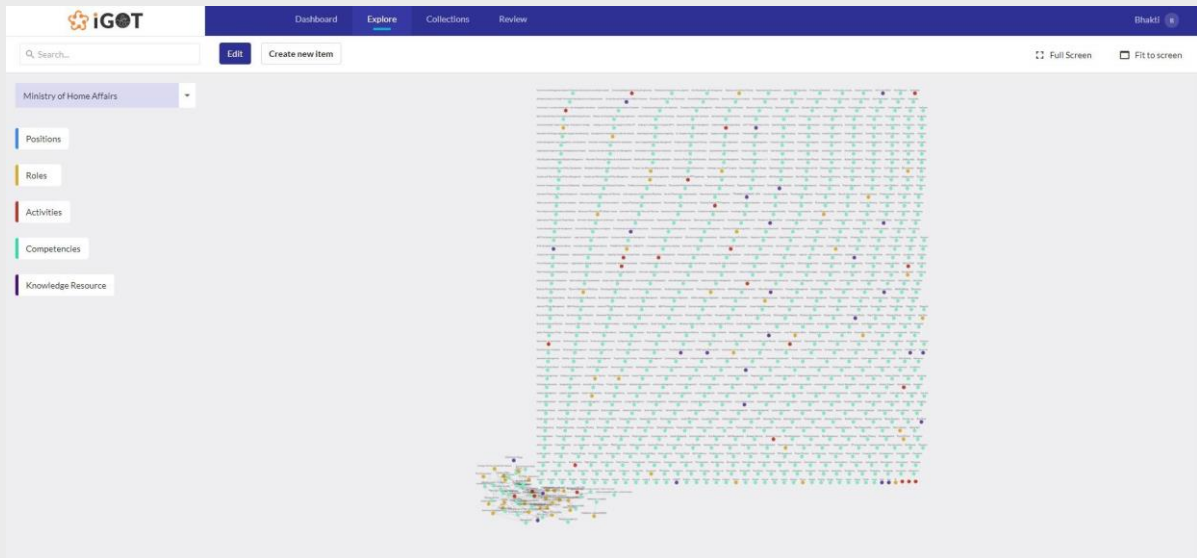
1. Click on the Competency which needs edit/change.



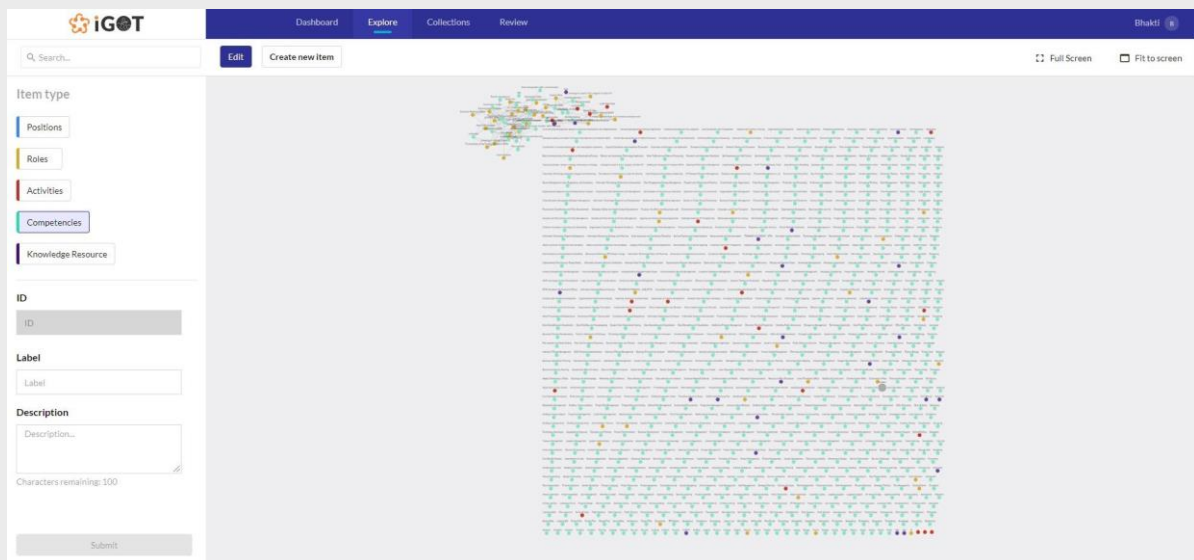
2. To make the changes through collaboration, write the details in the chat window and click on the “Send” button.
3. Make the required changes and click on “Send for review” to submit or “Save as draft” to save it to make changes later before it is submitted.

5.3.4.3 From Explore

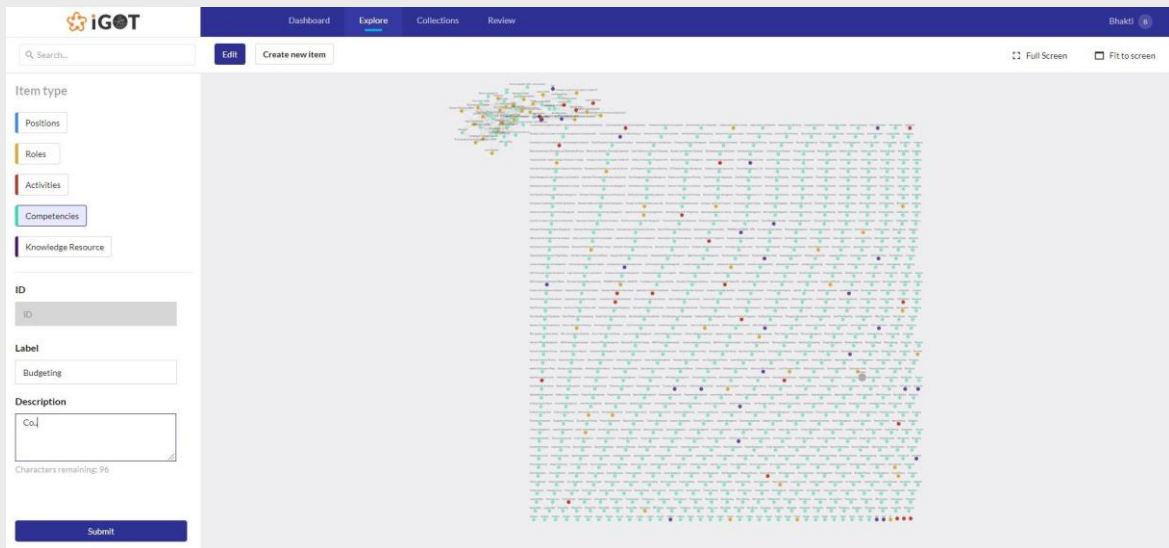
1. Click on the “Explore” menu on the top bar.



2. Click on the “Create new item” and select the item type “Competencies” from the left side menu.



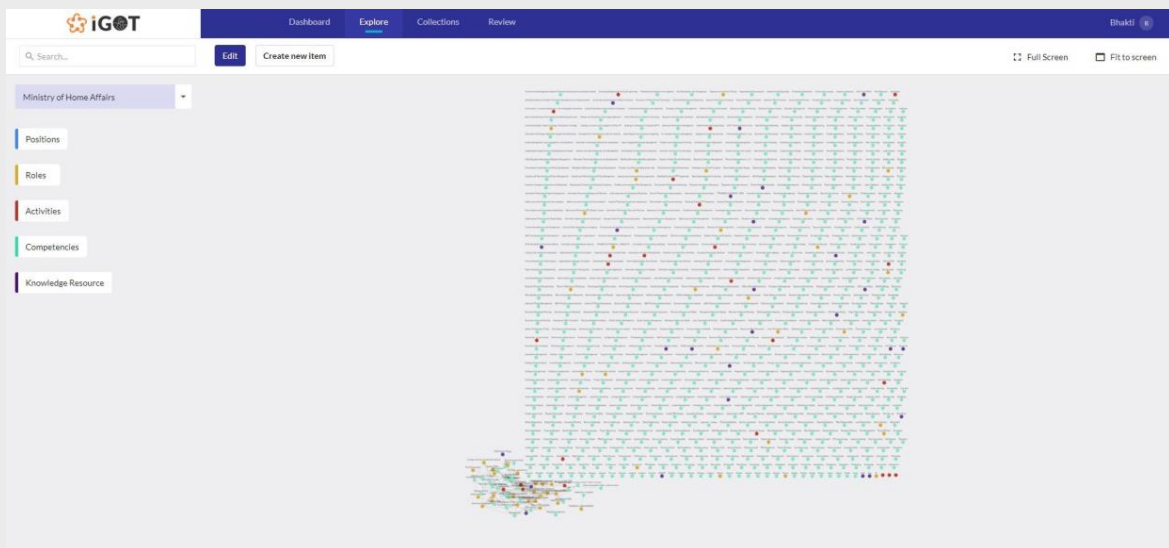
3. While the Competency ID will be generated automatically, you must add the Competency Label, Competency Description, Competency Type, Competency Area, Competency Level, Competency Level Label (optional) and Competency Level Description.



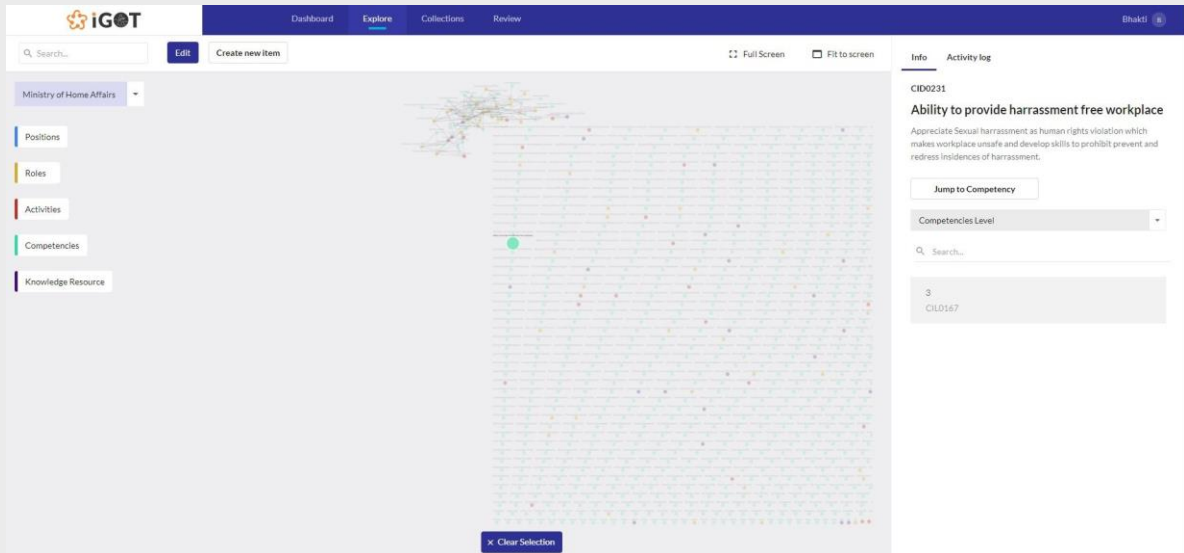
4. Click on “Submit” to complete the process.

5.3.4.4 Edit From Explore

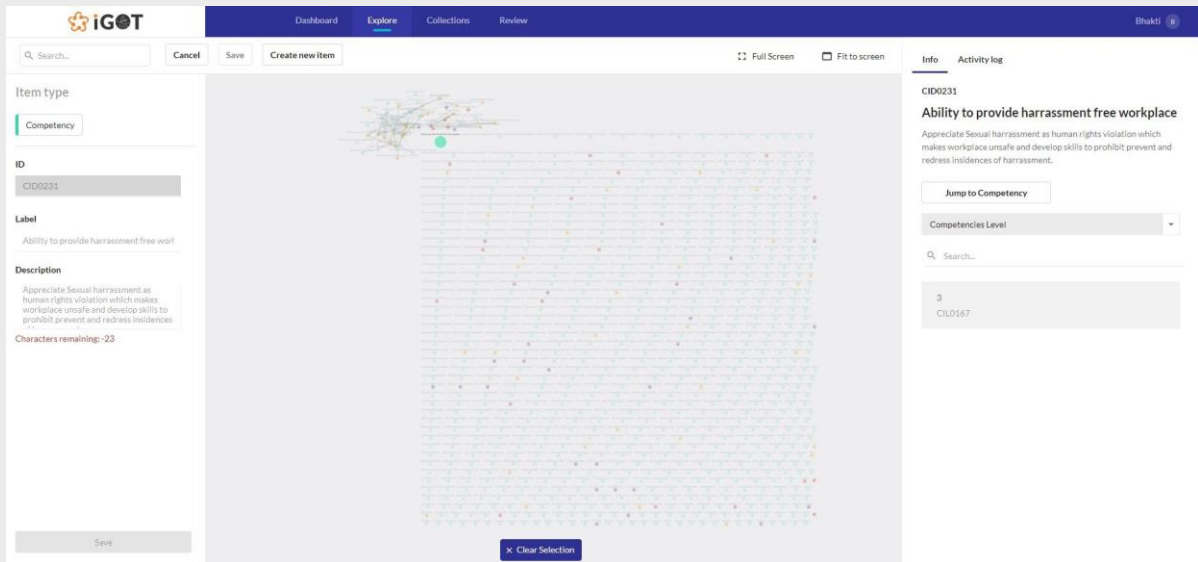
1. Click on the “Explore” menu on the top bar.



2. Click on the Competency node (coloured dot) which needs to be edited.



3. Click on the “Edit” button.



4. Make the edit and click on “Save” to complete the process.

5.3.5 Knowledge Resources

5.3.5.1 Creating a new knowledge resource

1. After you login, you will land on the Dashboard.

The screenshot shows the iGOT FRACing Toolkit dashboard. At the top, there is a navigation bar with 'Dashboard', 'Explore', and 'Collections' tabs. The main content area is titled 'Welcome to the iGOT FRACing Toolkit' and includes instructions on how to use the tool. Below this, there are four circular icons representing different functions: 'Explore', 'Map', 'Create', and 'Avoid duplicates'. At the bottom, there is a section titled 'From my MDO All of India' with five data cards showing counts for Positions, Roles, Activities, Competencies, and Knowledge Resources. A URL is visible at the bottom left, and 'v10' is at the bottom right.

Welcome to the iGOT FRACing Toolkit

This tool will help you list out the positions in your organisation along with labelling and description after checking whether an analogous entry does already exist in the FRACing database and then decide whether to modify an existing one, adopt the existing one or create a new one.

Likewise, it can be done for Roles, Activities, Competencies and Knowledge Resources.

This tool will also help you provide links to upload Knowledge Resources that according to you are relevant for every Role, Activity and Position.

Explore
Explore all the positions, roles, activities, competencies and knowledge resources in the country. List them out or visualize.

Map
See or make connections between each item available in the database.

Create
Create new positions, roles, activities, competencies or knowledge resources, if you can't find one existing.

Avoid duplicates
Be organized. Avoid duplicates by using smart suggestions that shows you similar items while you create new.

From my MDO All of India

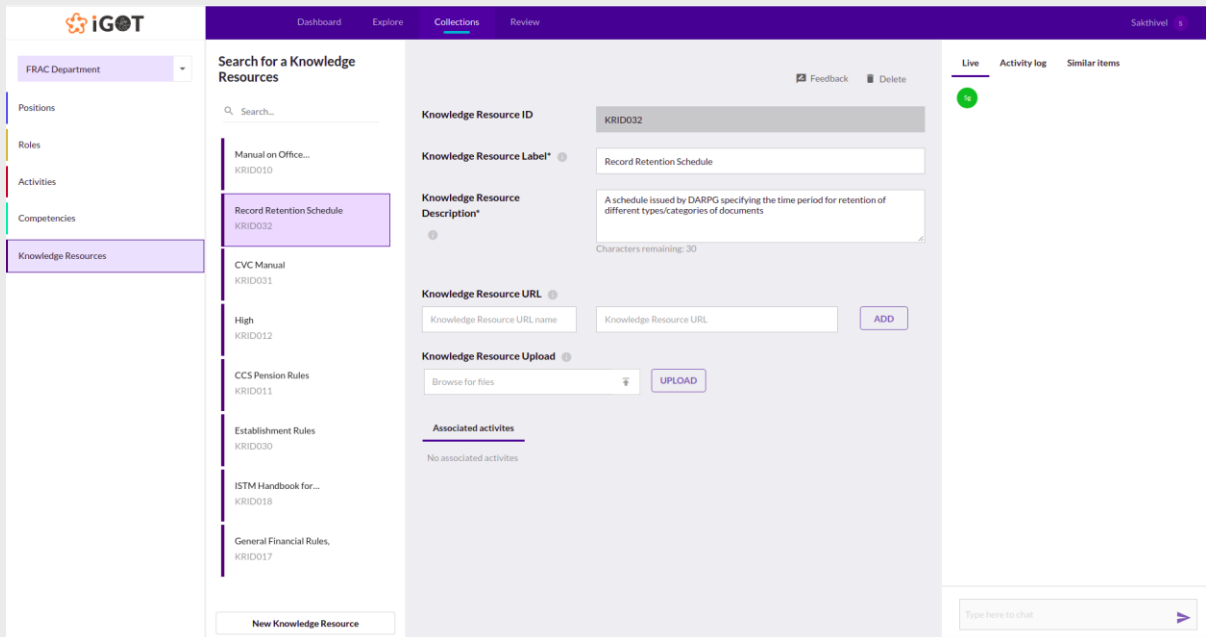
2 Positions	55 Roles	97 Activities	79 Competencies	4 Knowledge Resources
----------------	-------------	------------------	--------------------	--------------------------

<https://igot-sunbird-fracidc.tarento.com/collection-competencies/>

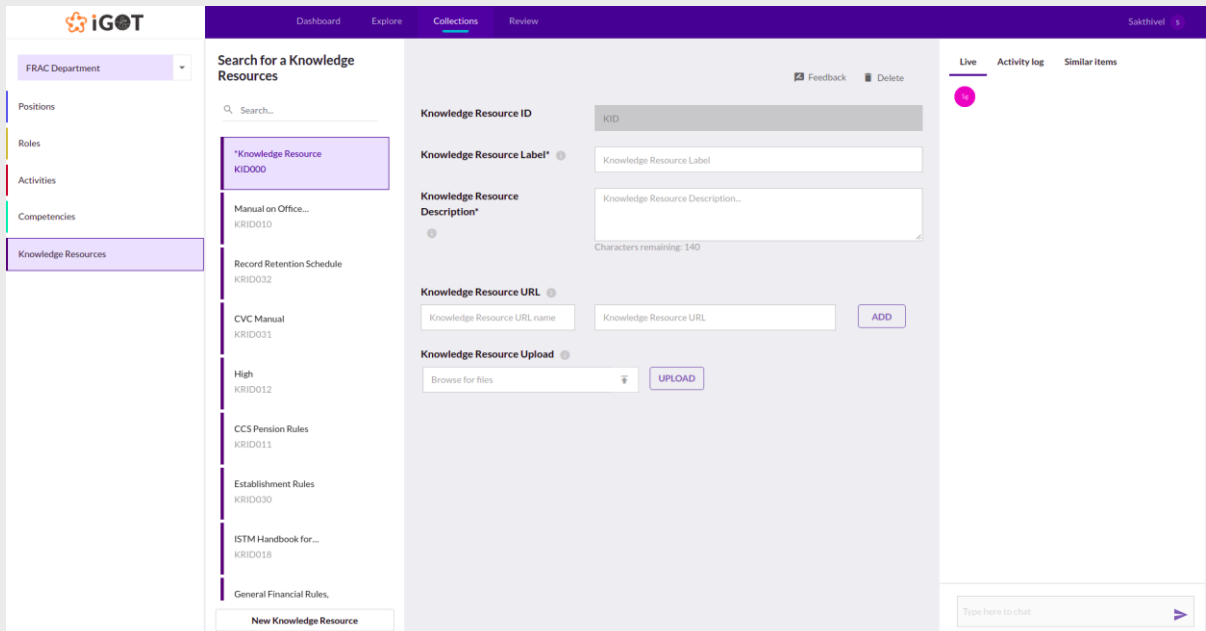
v10

2. On the navigation bar, click “Collections”.

3. To view the list of existing knowledge resources, click on “Knowledge Resources” on the left pane of the Collections

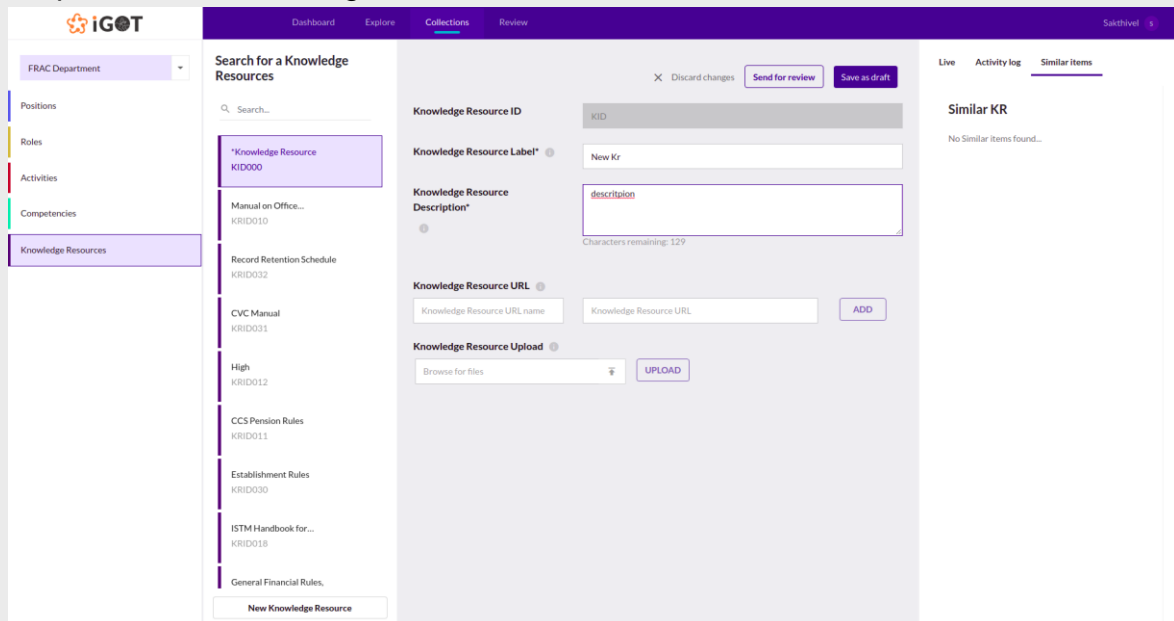


4. Click on “New Knowledge Resource” to add a new knowledge resource (alternatively, if you wish to either adopt or modify an existing knowledge resource, the search feature will allow you to do so). While the Knowledge Resource ID will be generated automatically, you must add the Knowledge Resource Label, Knowledge Resource Description, Knowledge Resource URL and/or upload Knowledge Resource files.



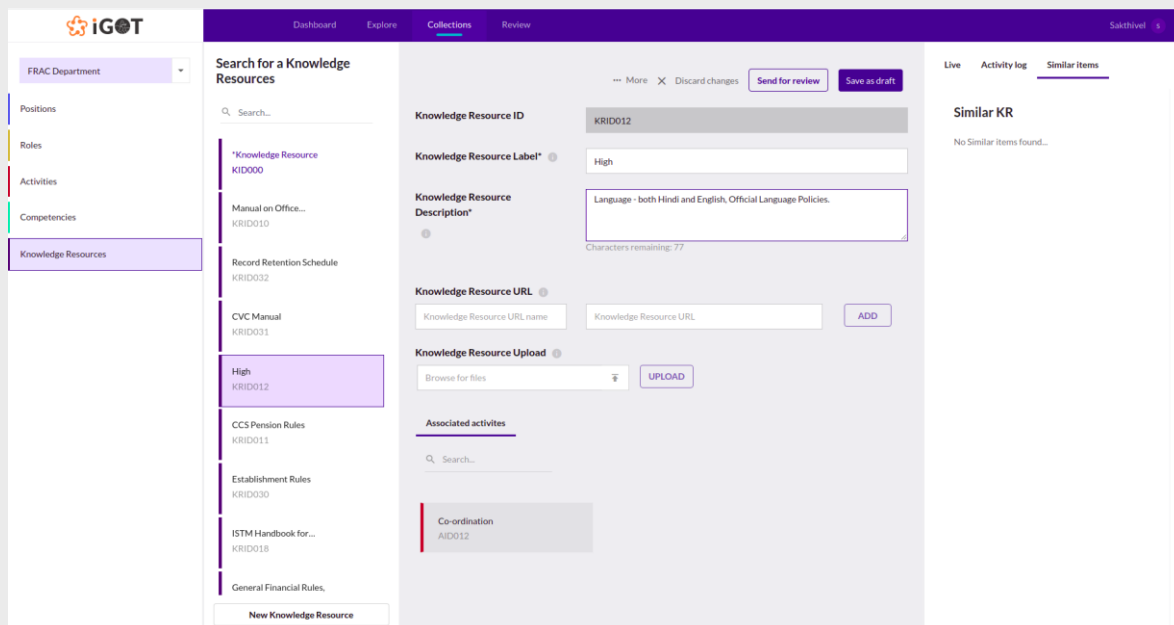
5. Click on “Send for review” to complete the process. Information about any update

made to the knowledge resource will be displayed in the “Activity log” in the right pane of the knowledge resource.



5.3.5.2 Edit Knowledge resource

1. Click on the Competency which needs edit/change.

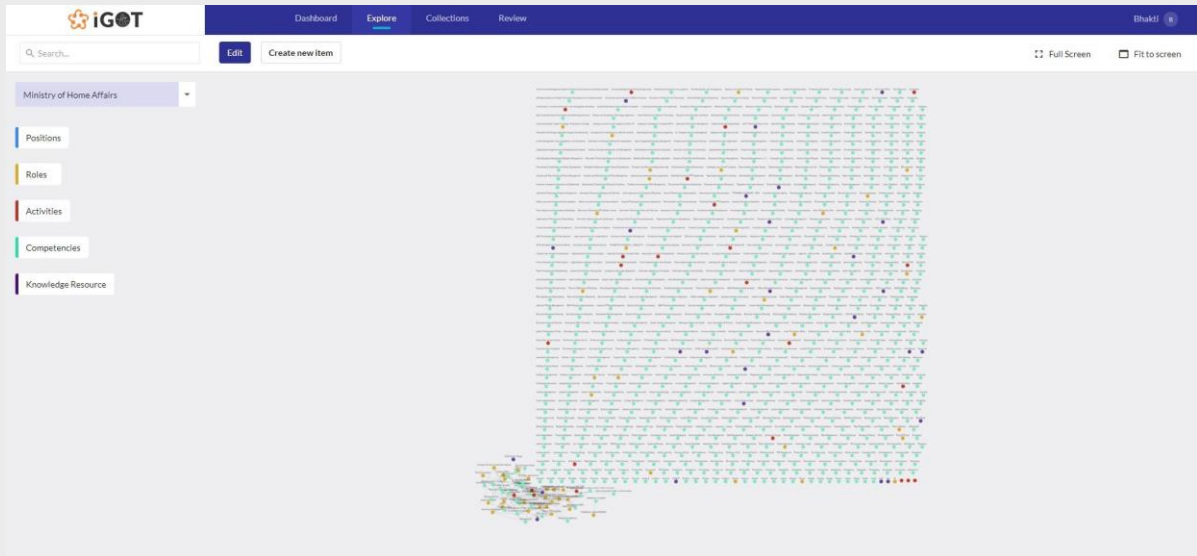


2. To make the changes through collaboration, write the details in the chat window and click on the “Send” button.

3. Make the required changes and click on “Send for review” to submit or “Save as draft” to save it to make changes later before submitting.

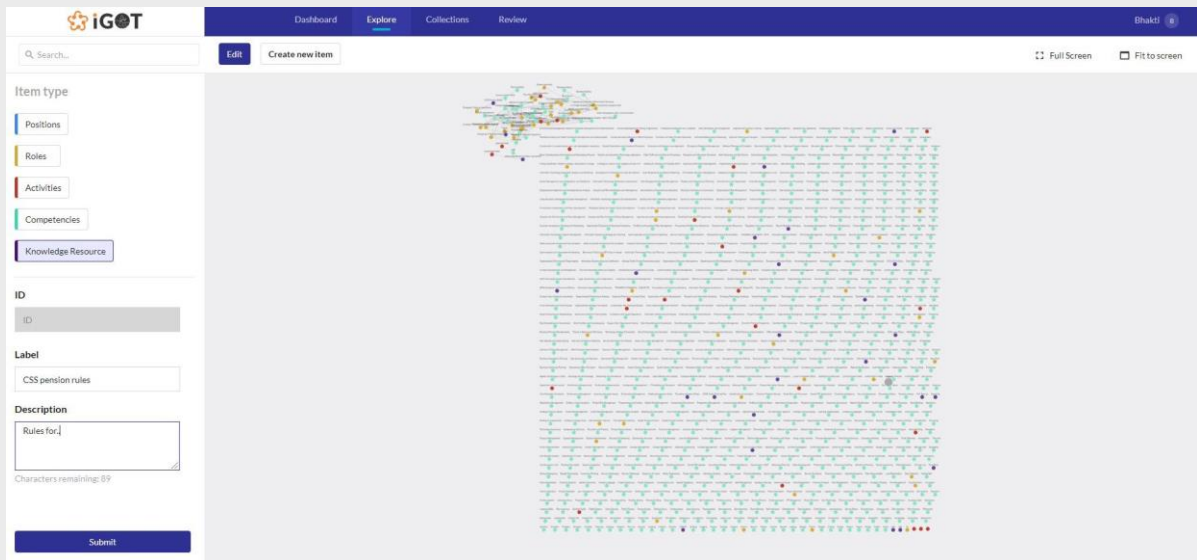
5.3.5.3 From Explore

1. Click on the “Explore” menu on the top bar.



2. Click on the “Create new item” and select the item type “Knowledge Resource” from the left side menu.

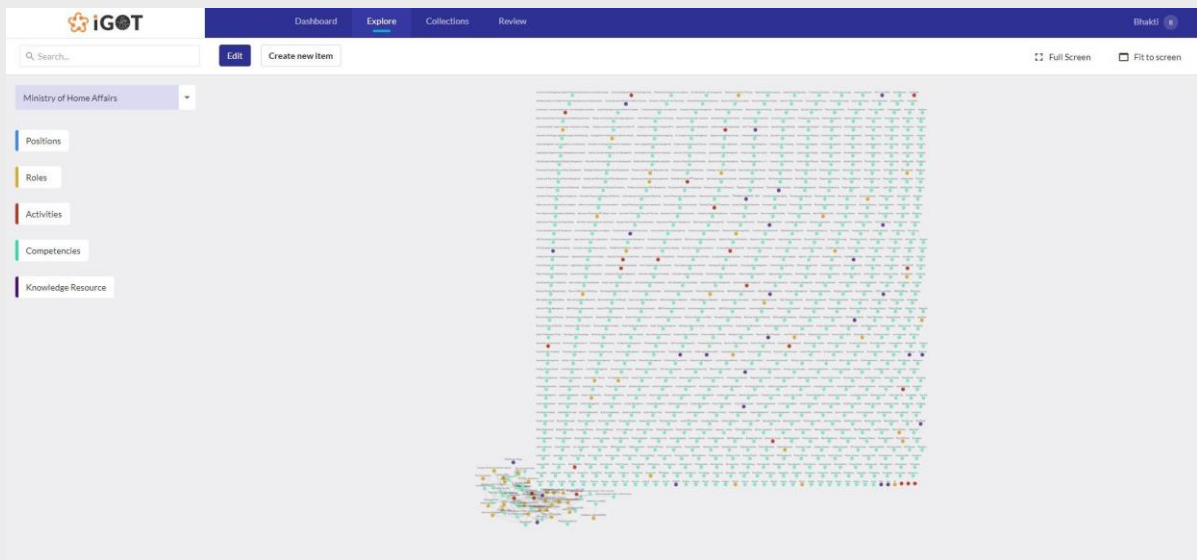
3. While the Knowledge Resource ID will be generated automatically, you must add the Knowledge Resource Label, Knowledge Resource Description and a Knowledge Resource file and/or URL.



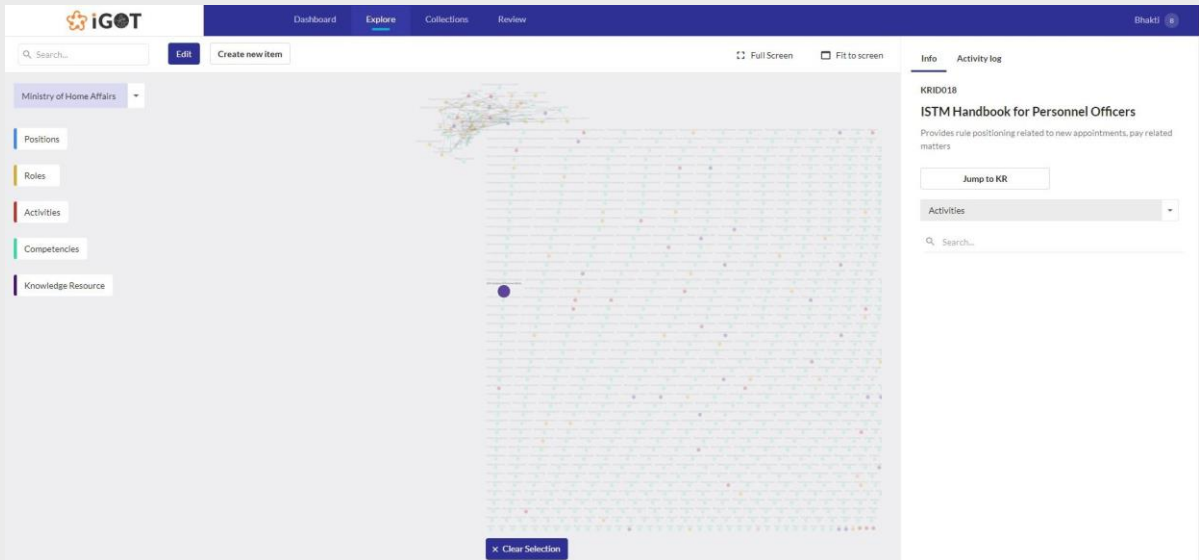
4. Click on “Submit” to complete the process.

5.3.5.4 Edit From Explore

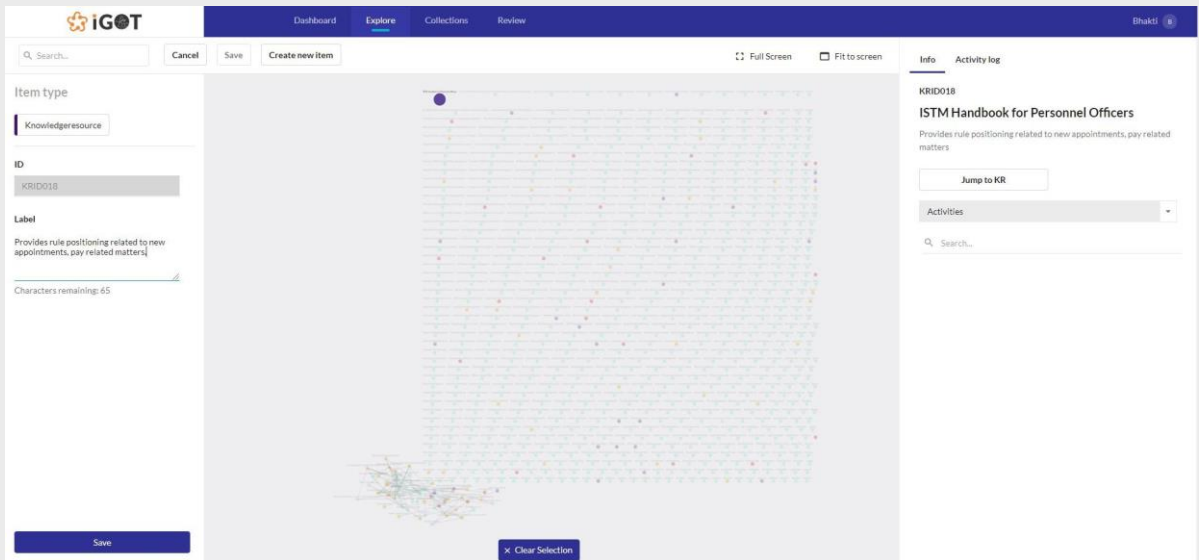
1. Click on the “Explore” menu on the top bar.



2. Click on the Knowledge Resource node (coloured dot) which needs to be edited.



3. Click on the “Edit” button.



4. Make the edit and click on “Save” to complete the process.

5.4 Review (FRAC L1 reviewer) and Review & Accept board (FRAC L2 reviewer))

The Review page is only accessible to the FRAC review board where members of the review board (L1 technical check members and L2 review and accept board members) can review the positions, roles, activities, and competencies that are added to the platform by various stakeholders (namely, by MDO representatives, individual officials, or CBP providers).

The FRAC review board goes through each of the added positions, roles, activities, and competencies and decides whether it needs to be approved, or rejected. It is mandatory for the FRAC review board to add a comment as to why they have rejected it. The review board can also make changes to the positions, roles, activities, and competencies themselves as required.

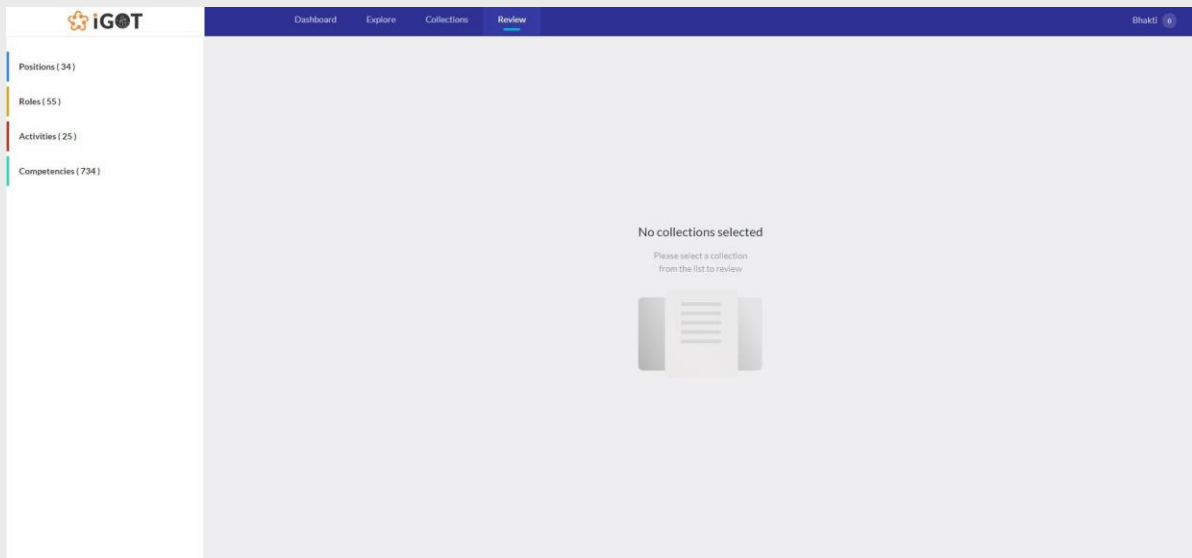
In the latest workflow of FRAC, we have added a 3-step review process:

1. *Scrubbing (IFU Member)* - Where multiple members collaborate, scrub and draft the items
2. *Technical check (FRAC REVIEWER L1)*- All the items submitted from the scrubbing level undergo a technical check. These reviewers can edit or reject the item with a rejection note that goes to the creator.
3. *Review board (FRAC REVIEWER L2)* - All the approved items from technical check reviewers come here and upon approval, the items get added to the FRAC dictionary. Upon rejection with a note, the item goes back to the creator.

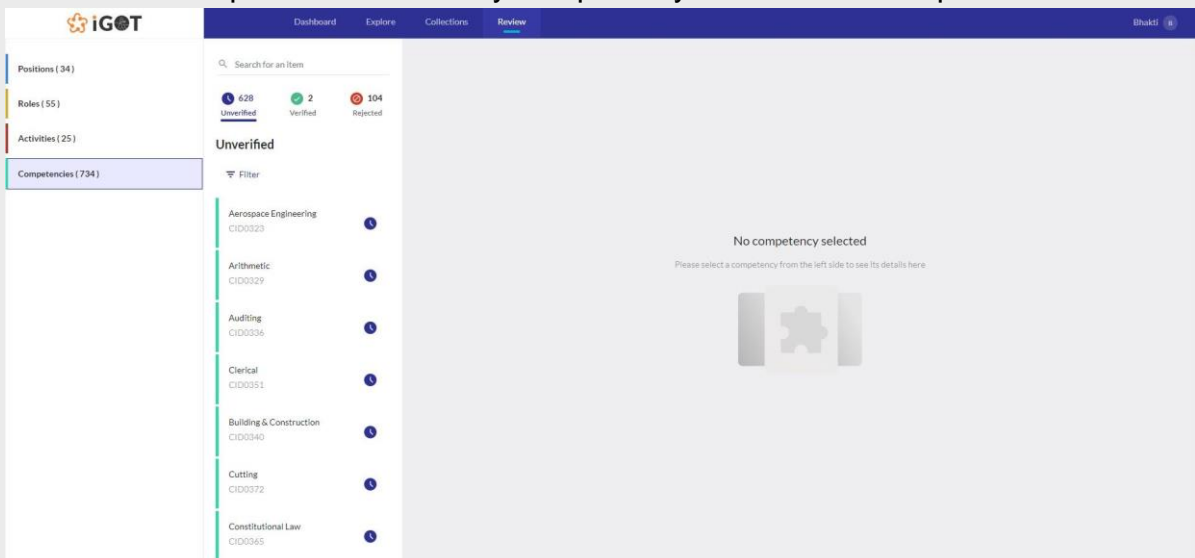
Note: As of now, the review process for knowledge resources is not available

To review, follow the below steps

1. Click on the “Review” menu on the top bar. L1 access members can view positions, roles, activities and competencies sent for review from the scrubber while L2 access members can view the same which are sent for review from the L1 members and not the scrubber.



2. Click on the position/role/activity/competency menu on the left pane to see the list.



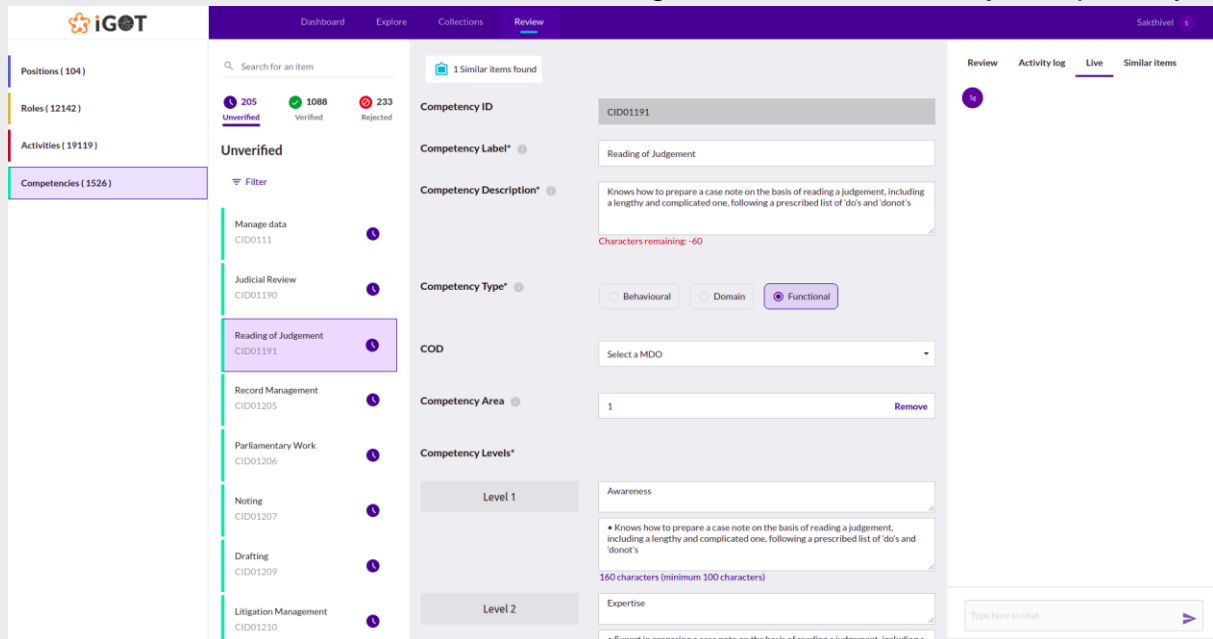
The screenshot shows the iGOT dashboard in the 'Review' section. The left sidebar lists 'Positions (34)', 'Roles (55)', 'Activities (25)', and 'Competencies (734)'. The main content area displays a search bar and summary statistics: 428 Unverified, 2 Verified, and 104 Rejected. Under the 'Verified' section, two items are listed: 'Drafting of charge sheet' (CID0804) and 'Data Storytelling and Visualisation' (CID0798), both with green checkmarks. The right side of the dashboard shows a message: 'No competency selected. Please select a competency from the left side to see its details here.' Below this message is a graphic of three interlocking gears.

This screenshot shows the iGOT dashboard with the 'Rejected' section selected. The summary statistics are: 428 Unverified, 2 Verified, and 104 Rejected. The 'Rejected' list includes: 'Manage projects' (CID078), 'Listening Skills' (CID0214), 'Handling Public Grievances' (CID0191), 'Demonstrate' (CID096), 'Sympathy' (CID0201), 'developing others' (CID0156), and 'Achieve Desired Results' (CID0186), each with a red 'X' icon. The right side of the dashboard displays the same 'No competency selected' message and gear graphic as in the previous screenshot.

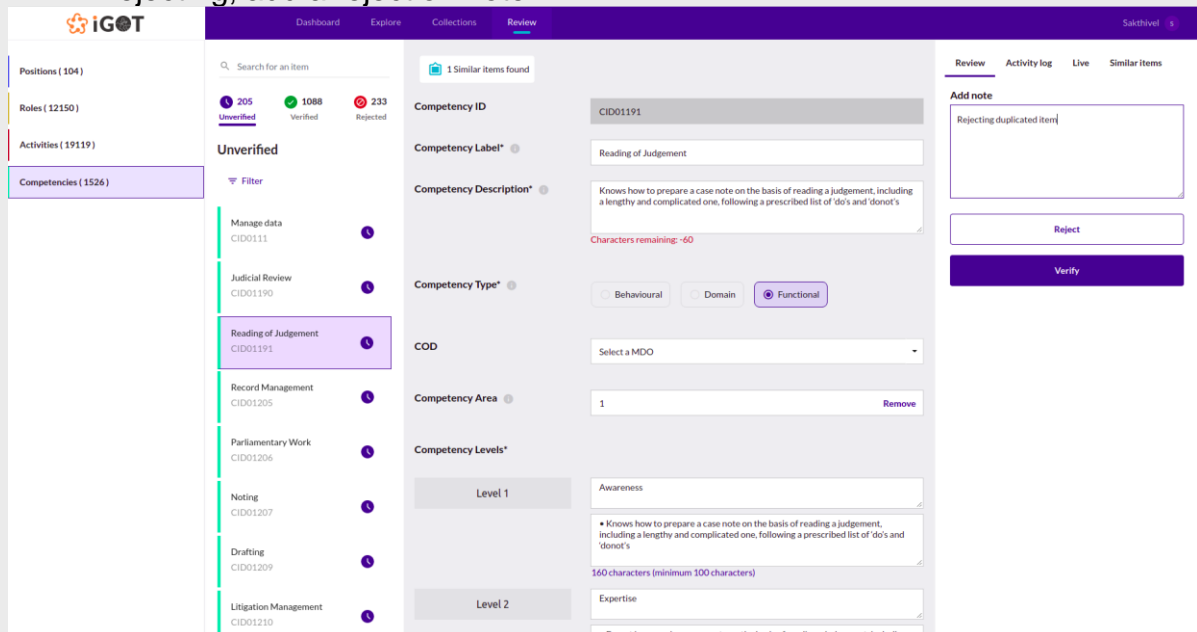
3. Verify the details of the position/role/activity/competency, make changes if necessary and take action whether to approve or reject.

This screenshot shows the detailed view of a competency for review. The left sidebar shows 'Positions (104)', 'Roles (12142)', 'Activities (19119)', and 'Competencies (1526)'. The main area is titled 'Unverified' and shows a list of competencies, with 'Reading of Judgement' (CID01191) selected. The right panel provides a form for reviewing this competency. It includes fields for 'Competency ID' (CID01191), 'Competency Label*' (Reading of Judgement), and 'Competency Description*' (Knows how to prepare a case note on the basis of reading a judgement, including a lengthy and complicated one, following a prescribed list of 'do's and 'donot's'). There are radio buttons for 'Competency Type*' (Behavioural, Domain, Functional), a dropdown for 'COD' (Select a MDO), and a 'Competency Area' field (1). The 'Competency Levels*' section has two levels: Level 1 (Awareness) and Level 2 (Expertise), each with a text area for description. On the far right, there are tabs for 'Review', 'Activity log', 'Live', and 'Similar items', along with an 'Add note' field, 'Reject' and 'Verify' buttons.

1. Chat with other reviewers while reviewing a Position/Role/Activity/Competency.



2. If rejecting, add a rejection note.



3. On approving, you will see this.

The screenshot shows the 'Review' page for a competency item with ID CID01191. The left sidebar lists various categories with counts: Positions (104), Roles (12150), Activities (19119), and Competencies (1526). The main content area shows the item details: Competency ID (CID01191), Competency Label (Reading of Judgement), and Competency Description (Knows how to prepare a case note on the basis of reading a judgement, including a lengthy and complicated one, following a prescribed list of 'do's and 'donot's'). The Competency Type is set to 'Functional'. The COD is 'Select a MDO'. The Competency Area is '1'. The Competency Levels are 'Level 1' (Awareness) and 'Level 2' (Expertise). The right sidebar has an 'Add note' field, a 'Reject' button, and a 'Verify' button.

4. An approved item is published to the public dictionary.

The screenshot shows the 'FRAC Dictionary' page for 'Competencies'. The left sidebar shows navigation options: Overview, Positions (7), Roles (13), Activities (18), and Competencies (1079). The main content area shows a list of competencies with filters for COD (All), Type (All), and Area (All). The list includes:

Competency ID	Competency Name	Type	Description
CID0883	Budget Analysis	Functional	Read, interpret, and evaluate budget documents to understand and evaluate the underlying intent of a budgetary policy.
CID0884	Project Quality Management	Functional	Understand and apply the three processes of project quality management (quality planning, assurance, and control) in monitoring project metrics against goals, to ensure continuous improvements.
CID0885	Project Resource Planning	Functional	Develop and assess project resource plans to ensure optimal resource utilisation.
CID0886	Project Scoping	Functional	Develop project scope statements that include key activities, resource, timelines, and deliverables, to ensure the project is accomplished in a timely manner.

5. A rejected item is sent back to the scrubber for revisions.

iGOT Dashboard Explore Collections Review Sakthivel

FRAC Department

Positions
Roles
Activities
Competencies
Knowledge Resources

Search for a Competency

Search...

Filter

- Climate Change... CID01619 ⊘
- Technology-enabled... CID20131 ✔
- Self-defence CID01858 ✔
- Protection and Counselin... CID01617 ⊘**
- Support Service to Person... CID01859 ✔
- Writing skills CID0244 ⊘
- People First CID0247 Ⓛ
- Customer Solutions CID01610 ✔

[New Competency](#)

Rejected Feedback Delete

Reviewer's comment

"1. Regarding Competency label: Should Protection be replaced with Prosecution in the Competency Label?" "2. Regarding Competency description: - It is not clear what is increasing in value due to the activities mentioned in the first half of sentence. The phrase - 'its IP value' does not seem to be pointing to anything. What is 'its' referring to? Additionally, assuming that 'its' here is referring to the intellectual property being protected, it is not clear how 'Implement, evaluate and streamline IP prosecution, licensing and counselling activities' will contribute to enhancing the value of this intellectual property. Please consider rephrasing." "3. Regarding Competency type: Aren't IP related activities relevant across MDOs? One can have IP in Information and Broadcasting but also in Corporate Affairs and Civil Aviation. Shouldn't it then be a Functional Competency?"

Competency ID CID01617

Competency Label* Protection and Counseling- IP

Competency Description* Implement, evaluate and streamline IP prosecution, licensing and counseling activities to maximize its IP value to enhance investment and partnership opportunities
Characters remaining: -63

Competency Type* Behavioural Domain Functional

COD Select a MDO

Competency Area Intellectual Property Administration Remove

Live **Activity log** **Similar Items**

Napur Ghuliani

Technical review

Item REJECTED

■ "1. Regarding Competency label: Should..."

07/11/2021 01:05

Napur Ghuliani

Competency Level - Establishes IP protection strategy and agreements

Changed from 'Determines an appropriate IP protection strategy that thoroughly and accurately protect inventions Reviews IP implementation systems towards exploiting IP rights for commercialization Conducts post-agreement activities in accordance with the organization's policies and procedures Prepares various technology, intellectual property and other agreements (such as maintenance agreements, equipment purchase, outsourcing agreements, professional services agreement)'

"to: Determines an appropriate IP protection strategy that thoroughly and accurately protects inventions Reviews IP implementation systems with the aim of exploiting IP rights for commercialization Conducts post-agreement activities in accordance with the organization's policies and procedures Prepares various technology, intellectual property and other agreements (such as maintenance agreements, equipment purchase, outsourcing agreements, professional services agreement)."

07/11/2021 01:05

Napur Ghuliani

Description

Changed from 'Implement, Evaluate and Streamline IP prosecution, licensing and counselling activities to maximize its IP value to enhance investment and partnership opportunities'

"to: Implement, evaluate and streamline IP prosecution, licensing and counselling activities to maximize its IP value"

Competency rejection from FRAC tool 🖨️ 📄

idc-eagle@tarento.com to me Thu, Aug 5, 2021, 1:52 PM ☆ ↶ ⋮

iGOT

Competency rejected

The competency 'Economic Planning (CID0088) you created has been rejected.

Comment from reviewer is "What is economic planning? A very large area, can be a competency area under which there should be many competencies, can remove this. Levels missing, area missing".

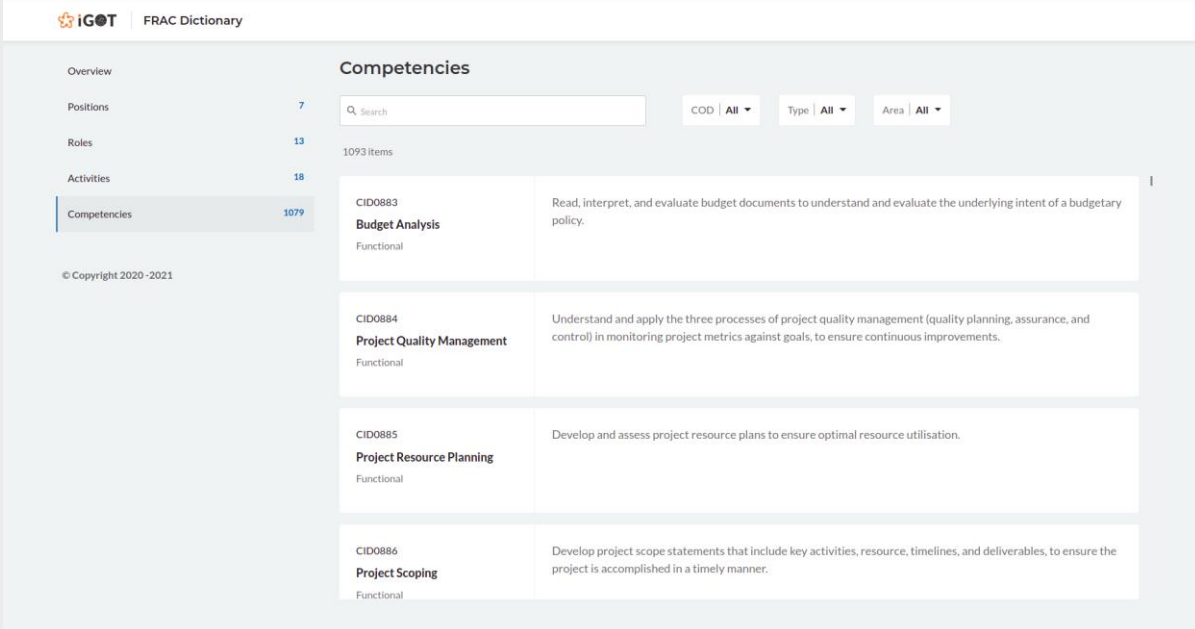
Please log in to your FRACing tool to view the details.

[View competency](#)

[↶ Reply](#) [↷ Forward](#)

6. FRAC Dictionary

The Level 2 reviewed competencies will automatically be listed in the public FRAC dictionary.



The screenshot displays the 'FRAC Dictionary' interface. On the left, a navigation menu lists 'Overview', 'Positions' (7), 'Roles' (13), 'Activities' (18), and 'Competencies' (1079). The main content area is titled 'Competencies' and includes a search bar, filters for 'COD' (All), 'Type' (All), and 'Area' (All), and a count of '1093 Items'. A table lists four competencies:

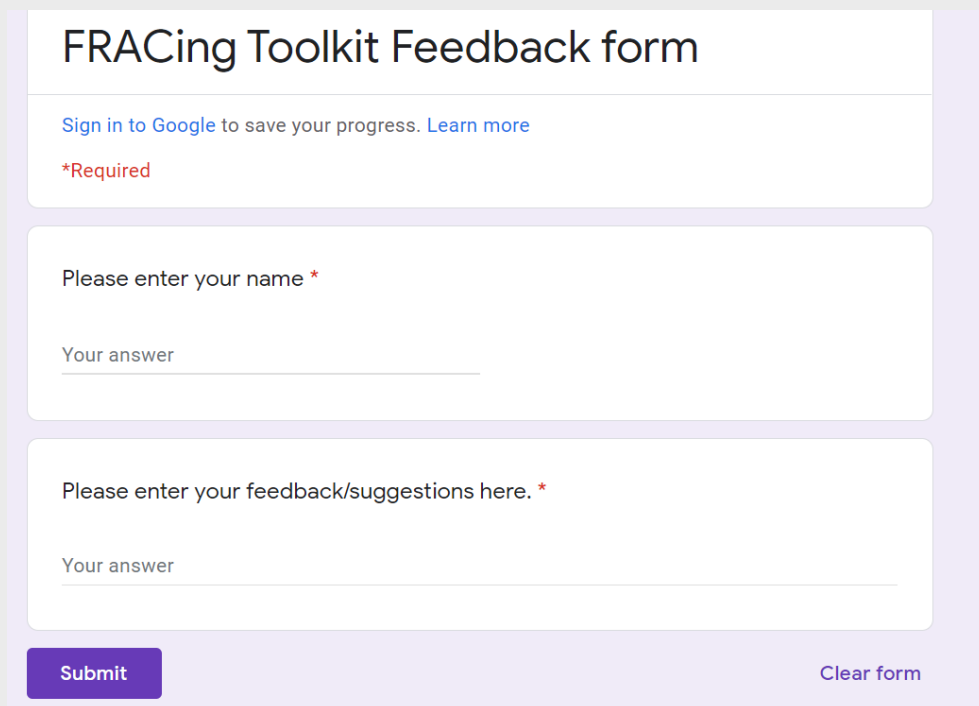
ID	Competency Name	Functional Area	Description
CID0883	Budget Analysis	Functional	Read, interpret, and evaluate budget documents to understand and evaluate the underlying intent of a budgetary policy.
CID0884	Project Quality Management	Functional	Understand and apply the three processes of project quality management (quality planning, assurance, and control) in monitoring project metrics against goals, to ensure continuous improvements.
CID0885	Project Resource Planning	Functional	Develop and assess project resource plans to ensure optimal resource utilisation.
CID0886	Project Scoping	Functional	Develop project scope statements that include key activities, resource, timelines, and deliverables, to ensure the project is accomplished in a timely manner.

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7. FRAC Menu

7.1 Feedback

Feedback and Rating for position, roles, activities, competencies and knowledge resources can be given from their respective screens. This feature is available for all the FRAC users.



The screenshot shows a feedback form titled "FRACing Toolkit Feedback form". At the top, there is a link to "Sign in to Google to save your progress. Learn more". Below this, a red asterisk indicates a required field. The form contains two text input fields. The first field is labeled "Please enter your name *" and has a placeholder "Your answer". The second field is labeled "Please enter your feedback/suggestions here. *" and also has a placeholder "Your answer". At the bottom left, there is a purple "Submit" button, and at the bottom right, there is a "Clear form" link.

This form can be accessed from the dashboard profile icon dropdown. You can send us your feedback/suggestions or any changes you would like to see in the FRACing Tool using the link below:

<https://forms.gle/2DxEhBYL2J6B6wCj6>

7.2 Walkthrough

The profile icon dropdown also has walkthrough option and selecting the same will lead to a page with video of the FRAC tool



7.3 What's New

The 'What's new' option of the same dropdown upon selection opens up the page with version details along with the changes.

