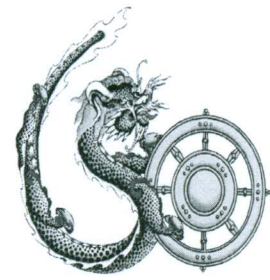




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ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION
Excellence in Service



RCSC/LS-63/2015/ 1447

26th November 2015

Notification

Subject: Amendment to Sections of BCSR 2012 as per Doctor's Career Path Reform

As part of BCSS reform, Doctor's Career Path has been reviewed by 34th & 44th Commission Meeting held on 25/6/2015 & 17/11/2015 respectively. The Doctors Career Path Reform is to attract, retain and motivate Doctors who provide critical services to our society. The changes will address the problems of seniority lost due to long duration of study in this field by: (i) Meritorious promotion for senior Doctors; (ii) Entry level at P3 for Doctors with Masters; (iii) More than 2 years study to be considered active service for promotion & (iv) First promotion after 3 years excluding probation.

Based on the above, the Commission has amended the following Sections in BCSR 2012 w.e.f 1/7/2015:

7.12.16 Candidates as per Schedule I (attached) with Master's degree shall be appointed in Position Level P3 provided they meet all the criteria as specified.

10.2.7.10. Training period up to 18 months for any single training shall be counted as part of active service for the purpose of promotion. **However, for civil servant in Schedule I, the entire duration of the course shall be considered as active service for promotion provided the course duration is more than 2 years.**

13.6.10. Study Leave up to 18 months of any single training shall be counted as part of active service for promotion. **However, for civil servant in Schedule I, the entire duration of the course shall be considered as active service for promotion provided the course duration is more than 2 years.**

13.6.8. Fulfillment of the minimum duration requirement as per the category of promotion as follows:

13.6.8.1. First promotion – Four years, excluding probation period & **for civil servants in Schedule I, three years excluding probation shall apply.**

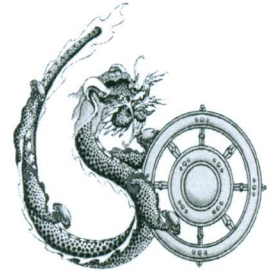
13.11.3. Meritorious promotions shall be granted to profession identified as per Schedule I provided they meet all the criteria.

The Agency may process the promotion of Doctors who meets the criteria as per Schedule I (Form attached).

(Karma Tshiteem)
Royal Civil Service Commission



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Schedule I

Doctors (MBBS/BDS)

Doctors' need to meet all the following criteria:

Sl. No.	Proposals approved by the Commission	Criteria
1.	Meritorious promotion for senior Doctors	<ul style="list-style-type: none"> • Seniority lost (MBBS/BDS & Masters Degree) • Currently practicing the profession • Not applicable for Dr. appointed in P3 & P2 • Not applicable for Doctors in P1, ES3 & ES2 level. • PE rating of Outstanding • Duration criteria of 3 yrs • Clean service record
2.	Entry level at P3 for Doctors with Masters	<ul style="list-style-type: none"> • Seniority lost (MBBS/BDS & Masters Degree) • Masters in clinical • Requirement and thus study approved before hand by MoH/JDWNRH • Masters degree has to be 3 yrs & above
3.	More than 2 years study to be considered active service for promotion	<ul style="list-style-type: none"> • Seniority lost (MBBS/BDS & Masters Degree) • Masters (clinical) • Course duration more than 2 years • Excludes extension period due to failure of course • Currently practicing the profession • PE rating based on university performance • Duration criteria of 4 yrs • Clean service record
4.	First promotion : 3 yrs + 1 yr probation	<ul style="list-style-type: none"> • Seniority lost (MBBS/BDS) • Course duration is more than 5 years • Lost seniority while pursuing MBBS/BDS • Currently practicing the profession • PE rating as per BCSR 2012 • Clean service record

Seniority lost = (Course duration of MBBS/BDS – 5 years) + (Course duration of Masters – 2 years)

List of Doctors eligible for Promotion as per Schedule I

Sl. No.	Name	LDP	Appt. Date	Current		Proposed		Bachelors		Masters			Total Yrs lost *	No. of yrs as of 1/7/2015	PE rating for last 3 yrs
				PT	PL & SL	PT	PL & SL	Duration	Sr. Lost (CD-5 yrs)	Masters (Clinical)	Duration	Sr. Lost (CD-2 yrs)			

Note

- 1 CD= Course Duration
- 2 *Total Yrs Lost = (Course duration of MBBS/BDS – 5 years) + (Course duration of Masters – 2 years)