



དཔལ་ལྷན་འབྲུག་གཞུང་།
རྒྱལ་གཞུང་གི་གཞི་གཞི་ལྷན་ཚོགས།
ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION
Excellence in Service



RCSC/LS-63/2016/ 1273

October 6, 2016

Notification on Revised Chapter 5: Contract Appointment, BCSR 2012

The Royal Civil Service Commission during its 74th, 76th, 78th, 81st Meeting held on 16/8/2016, 30/8/2016, 13/9/2016, and 04/10/2016 respectively has studied and revised the Chapter 5 on Contract Appointment of the BCSR 2012 including the contract agreement forms. The revision has been carried out to update and provide clarity on different categories of contract in the civil service as well as to outline coherent and clear service terms and conditions between the employing agency and the employee.

For implementation, the revised Chapter 5 on Contract Appointment including the annexure (attached herewith) shall replace the current Chapter 5 of the BCSR 2012. The revision shall, however, exclude GSP/ESP employees and the substitute teachers for maternity leave as conveyed earlier vide RCSC's letter No. RCSC/HRMD/7/ 2016/81 dated 7/7/2016.

This notification shall come into effect as of **1st November 2016** and shall be applicable as follows:

1. For any renewal/extension (regular and consolidated contract service), henceforth, which falls on/after the effective date shall follow the revised rule. Therefore, the revised agreement shall be signed along with the contract extension form for contract extension.
2. All existing consolidated contract employees may sign the revised contract agreement, with or without a month's notice to end the existing agreement, and execute a new contract as per the revised rule with effect from 01/11/2016. However, the contract duration shall not change.
3. Any new contract appointments, which fall on/after the effective date, shall follow the revised rule.
4. Any new contract appointments, which were carried out before the effective date but had not yet signed the contract agreement between the employing agency and the employee, shall follow the revised rule with contract duration starting from the date of appointment. However, there shall not be any payment in arrears.

From now and till the revision of the whole BCSR 2012, the RCSC shall take into account any issues and lessons learnt from the implementation of this revised chapter. A copy of the revised chapter is available on the RCSC website.

(Karma Tshiteem)
Royal Civil Service Commission



དཔལ་ལྷན་འབྲུག་གཞུང་།
རྒྱལ་གཞུང་གི་གཞི་གཞི་ལྷན་ཚོགས།
ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION

Excellence in Service



Explanatory Note: Amended sections of chapter 5 of BCSR 2012 are reflected in BOLD letters.

CC:

1. Cabinet Secretary, Cabinet Secretariat for kind information.
2. Secretaries, Ministries, Thimphu for kind information.
3. Secretary General, National Council/ National Assembly for kind information.
4. Dasho Zimpon, Office of the Gyalpoi Zimpon for kind information.
5. Dasho Dzongdag, Dzongkhags for kind information.
6. Head of Autonomous Agencies for kind information.
7. Executive Secretary, Thromdes for kind information.
8. All Chief HR Officers/HR Officers for information and necessary action.