



དཔལ་ལྷན་འབྲུག་གཞུང་།  
རྒྱལ་ལུང་ནི་གཡོག་ལྷན་ཚོགས།  
ROYAL GOVERNMENT OF BHUTAN  
ROYAL CIVIL SERVICE COMMISSION  
*Excellence in Service*



RCSC/LS-63/COM/2017/ 12 66

September 12, 2017

**NOTIFICATION**

**Subject: Managing for Excellence framework for Executives, Specialists and Managers (P1 (Managerial) and Offtg. Chief (P2))**

The Royal Civil Service Commission would like to notify Agencies that the Performance Management System as per BCSR 2012 for Executives, Specialists (ES3-ES1) and Chiefs P1/Offtg. Chief (P2) will be replaced by Managing for Excellence framework approved during 109<sup>th</sup> Commission Meeting held on September 5, 2017 for the FY 2016-2017 and hereafter as follows:

**A. Executives (EX3-EX1):**

- If an Executive heads Agency, the Agency's score will be proxy for his/her performance score.
- If an Executive heads Department, sum of scores of the Agency and the Department (50:50) will be the performance score of the Executive.

**B. Specialists (ES3-ES1)**

- If Specialist heads an Agency, it's score will be proxy score for his/her performance.
- Other Specialists who do not head Agencies/Departments, s/he will get the Department's or Agency's score as proxy score based on type of working Agency.

**C. Professional and Management (P1 (Managerial)/Offtg. Chief P2):**

- If a P1/ Offtg. Chief (P2) heads Division in the Ministries, the Department's performance score will be his/her performance score.
- If a P1/ Offtg. Chief (P2) heads Division in Autonomous Agencies, it's score will be his/her performance score.
- All other P1 (Specialist) who do not head Divisions will fall in the general pool considered for Moderation Exercise.



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Executives, Specialists (ES3-ES1) and Chiefs (P1)/Offtg. Chiefs (P2) in Agencies, who are not evaluated under APA or APT will have **new** Performance Appraisal form evaluated by Head of the Agency/Chairperson of Board/Executives based on agency structure.

(Lhendup Wangchuk)  
Acting Chairperson

Copy to:

1. Heads, all Constitutional Offices;
2. Hon'ble Secretaries, all Ministries;
3. Heads, all Autonomous Agencies;
4. Dasho Dzongdags, all Dzongkhags; and
5. Chief HRO/HRO, All agencies.