

3rd Cascading Workshop on Competency-based Framework (CBF) for Civil Service

The Royal Civil Service Commission is organizing a five-day cascading workshop on Competency-based Framework for HR Development Programme in Bhutanese Civil Service from 19-23 August 2019 at Financial Institutions Training Institute, Thimphu. 42 participants from various Ministries/Agencies/Districts are attending the workshop.



Participants with Commissioner, RCSC & Master Trainers

Ten Master Trainers (in-house) who were trained by expertise from Singapore were conducting the workshop.

The programme is introduced to enhance the capability, productivity and development of civil servants by

building the skills and knowledge based on the Competency-based Framework developed for all the occupational groups. The introduction of this programme marks a paradigm shift towards a more structured and exhaustive approach of capacity development. It will assist agencies in envisioning definite and coherent skill requirements to enhance various human resource functions.

This programme was initially launched in August 2018 and so far, Competency-based Frameworks for 7 occupational groups were developed and ready to be implemented. Competency-based Frameworks for another 11 occupational groups were currently under the process of developing. Through this workshop, CBF of following occupational groups will be developed:

1. Tax Officer
2. Human Resource Officer
3. Fire and Rescue Officer
4. Program Officer (Employment)
5. Education Officer
6. Medical Officer
7. Mines Inspector