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



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RCSC/LD-63/ 1681

13/11/2019

NOTIFICATION

In view of the pivotal role of leadership in an organisation, the Leadership Feedback System (LFS) was introduced with effect from August 24, 2016 as one way to measure the performance of civil servants in leadership positions. Feedback is critical to learning and growing for continuous improvement and one of the key objectives for introducing the LFS is to foster a culture of providing and receiving feedback through a formal channel, based on the wisdom that the only way to keep learning and growing is to be open and responsive to feedback. It was introduced as a positive mechanism to improve the ability of civil servants in positions of leadership, and thereby meeting the aspirations of the King, Country and People.

Recently, the Commission noted that there are allegations being posted on social media of information being leaked/released on the Leadership Feedback System. In this regard, RCSC would like to clarify and assure all the civil servants that such allegations are completely false. RCSC does not release any individual information on the LFS. The person receiving the feedback can only view their own consolidated feedback results and cannot trace the feedback to individuals. The identity and the feedback provided by an individual are completely confidential.

Therefore, the Commission during its 21st Commission Meeting held on 12/11/2019 would like to notify that if RCSC receives any such allegations of civil servants (persons receiving feedback) contending that she/he has information on the identity and details of the feedback from the LFS, *it shall conduct its investigation into the allegation. If found guilty of misinformation, then he/she shall be held responsible for breaching the BCSR 2018, Chapter 3, Civil Service values and code of conduct and liable for administrative action by the RCSC.*

(Karma Hamu Dorjee)

Chairperson

Royal Civil Service Commission

Copy to;

1. Hon. Chairperson, ACC for kind information



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2. Hon. Auditor General, RAA for kind information
3. Hon. Secretaries, Ministries for kind information
4. Dasho Dzungda, 20 Dzongkhags for kind information
5. Heads, Chief HROs/HROs/Asst. HROs, All Agencies, Ministries, Autonomous Agencies for necessary action