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ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION
Excellence in Service



RCSC/LD-63/2022/4237

June 16, 2022

Subject: Senior Civil Servant (P1M/EX) Performance Assessment Parameter and Process

The Performance Management system is a critical management tool to ensure accountability and performance. To ensure its effectiveness, and reduce administrative burden, a review was conducted of the Government Performance Management System and the Leadership Assessment in collaboration with the Prime Minister's office, and changes were mutually agreed upon. The Commission during its 142nd Commission Meeting held on June 7, 2022 approved the executive assessment amendments for implementation from July 1, 2022 onwards as follows:

1. New Agency Performance Agreement with the differentiated levels of KPIs at Agency, Department and Division level which comprise elements of Business delivery, Financial Management and Strategic HRM will be used as a single reference document for SCS performance assessment in addition to the online Leadership Feedback System report, Customer feedback reports, ACC and RAA reports etc.
2. The Head of Agencies' annual performance assessment will be carried out by an independent panel spearheaded by RCSC in August/September every year.
3. All Executives will have to assess the annual performance of their direct reports based on the new assessment framework. *Refer updated SCS assessment guideline for details attached as **Annex 1**.*
4. The Support Function Assessment (SuFA) is now discontinued as it will be covered under sl.No. 1.

(Karma Hamu Dorjee)
Chairperson

Copy to:

1. Chairperson, Anti-Corruption Commission.
2. Auditor General, Royal Audit Authority.
3. Gyalpoi Zimpon, HM Secretariat.
4. All Executives, All Agencies, for necessary action
5. All HR Officers, all agencies, for necessary action