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



RCSC/LS-57/2023/1782

December 17, 2023

PRESS RELEASE

In exercise of the powers conferred by Chapter XI, Section 87 of the Civil Service Act of Bhutan 2010, the Royal Civil Service Commission during its 210th Commission Meeting held on 12 December 2023 approved the Bhutan Civil Service Rules and Regulations 2023 (BCSR 2023).

The revision of the BCSR 2023 aimed at upholding meritocracy, transparency, and professionalism in the Civil Service while ensuring currency of the BCSR. It also endeavors to enhance responsiveness and service delivery by streamlining and rationalizing HR functions. Simultaneously, it empowers agencies through the delegation of key HR functions and flexibility in HR processes and procedures.

A significant change in the BCSR 2023 is the policy decision to bifurcate the general rules from the guidelines so that agencies will experience greater flexibility in procedural HR matters by including it in the guidelines. The volume of the BCSR has therefore been reduced considerably with the intent of retaining essential policy provisions, aiming to enhance user-friendliness for civil servants. This streamlining involved the removal of extensive procedural details, which have now been incorporated into a separate HR Manual designed specifically for HR personnel.

Amongst others, some of the pertinent changes in provisions include:

1. Increasing the talent pool to expand and diversify the pool of skilled personnel;
2. Enhancing Civil Service motivation;
3. Enhancing career progression and career extension opportunities; and
4. Improving HR service delivery and greater delegation to Agencies to enhance efficiency, effectiveness, and responsiveness of HR functions.

With this revision, the RCSC anticipates greater clarity of policies and processes not only for administrators and supervisors but also for individual civil servants facilitating a better understanding of the HR system within which they are expected to operate and function.

The BCSR 2023 is the 8th edition and shall come into effect on 17th December 2023.



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