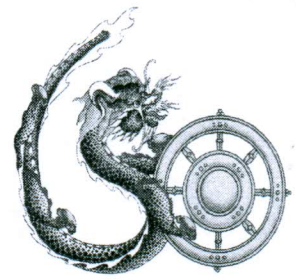




དཔལ་ལྷན་འབྲུག་གཞུང་།
 རྒྱལ་གཞུང་གི་གཡོག་ལྷན་ཚོགས།
 ROYAL GOVERNMENT OF BHUTAN
 ROYAL CIVIL SERVICE COMMISSION
Excellence in Service



RCSC/PPD/WU-3/2015/2428

25 February, 2015

All Heads of Agencies,

Dasho/Madam/Sir,

In continuation to our letter No. RCSC/PPD-41/2014/1280 dated 17 October, 2014 we are furnishing another set (the 2nd in the series) of FAQs with respect to Civil Service Wellbeing programme. The document is available at www.rcsc.gov.bt/csw This set of FAQs is expected to provide clear answers to most of the doubts raised by Agencies, with respect to CSWS, during the course of our discussions at various levels. While we intend to do the best for the civil servants, we have to be also mindful of the sustainability factor. Therefore, we may not always be in agreement with all the suggestions/proposals that have been put up. There is no doubt that some proposals, such as coverage for disability, loan for civil servants, etc., are genuine needs of civil servants but it appears a bit too early to embark on everything at the take-off stage. These and other proposals certainly merit consideration and we can find a way to weave them in as we go along.

We would, therefore, like to urge the Agencies who have not been able to confirm their positions on the Scheme to have a serious relook at the proposal vis-a-vis the FAQs (I & II) and send us a formal stand on the CSWS latest by 31 March, 2015. Major positive changes have been incorporated over the last FAQs uploaded in the month of October 2014. We are optimistic that this set of FAQs will find approval with majority of the civil servants as we have tried to be most accommodative since the efforts of the RCSC are also directed towards improving overall wellbeing of civil servants in the present as well as into the future.

Looking forward to your kind co-operation in taking the civil service forward.

Yours sincerely,

(Karma Tshiteem)
 Chairperson
 Royal Civil Service Commission

Copy to:

1. HR Officers, Ministries/Agencies/Dzongkhags/Thromdes