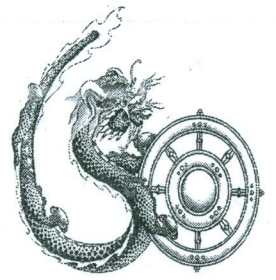




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ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION
Excellence in Service



RCSC/LS-57/2015/ 467

13 August 2015

NOTIFICATION

As per Chapter 3: Civil Service Code of Conduct and Ethics of the BCSR 2012, civil servants are required to declare and avoid "Conflict of Interest" as provided in Section 3.2.11. This is to ensure that official decisions and discharge of responsibilities are not compromised. However, a number of the corruption cases being investigated by the Anti-Corruption Commission reveal that this is not being practiced.

Therefore, all civil servants are urged to observe this rule strictly, and are reminded, in line with BCSR 2012 Section 3.3.1, of their accountability to do so. Civil servants in managerial and supervisory positions are also reminded that they shall be held liable for such lapses, even when they are not directly involved.

Further, as per Chapter 18, Clause 18.4.1 of the BCSR 2012 "A civil servant shall declare the business/trade of his/her spouse/dependents to the Agency where the civil servant is employed. The Agency shall maintain a list of spouses and dependents of their employees engaged in formal or non-formal business."

Therefore, the Royal Civil Service Commission would like to remind all the Heads of the Agencies and Supervisors concerned to enforce the above rule and ensure strict compliance by all the civil servants. Doing so will help prevent civil servants getting into such problems. The RCSC's periodic HR Audit will check on compliance and enforce accountability in line with the BCSR 2012.

(Karma Tshitem)
Royal Civil Service Commission

Copy to:

1. Hon. Secretaries, Ministries, Thimphu for necessary action
2. Dasho Dzungdag, 20 Dzungkhags for necessary action
3. Chief HRO, HRO of Ministries/Agencies/Dzungkhags for necessary action