



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



RCSC/HRMD/1/2015/1220

27<sup>th</sup> October 2015

**NOTIFICATION**

The Royal Civil Service Commission during its 43<sup>rd</sup> Commission Meeting held on October 6, 2015 decided that the appointments in the Civil Service for all categories of positions should take place **with effect from 1<sup>st</sup> January** of each year based on the following:

1. It will enable the Civil Service to put in place strategic and systematic recruitment plan;
2. There will be greater transparency and predictability in the recruitment;
3. Aligns well with both existing system of promotion as well as future plans of the new PMS;
4. Recruitment budgets can be systematically planned and projected by the Ministry of Finance and Agencies and there will also be savings from having to announce multiple times.

Ministries and Agencies shall plan the requisitions in May and submit to the RCSC on annual basis for approval in July of each year. RCSC shall provide approval latest by October of each year. Accordingly, announcement and recruitment shall happen in November and issuance of Employee Identity Number by December of each year.

However, the decentralized recruitment continues to remain frozen and only in-service recruitment shall be explored to fill up the vacancies in the Ministries and Agencies.

(Karma Tshitem)  
Royal Civil Service Commission

Copy to:

1. Hon. Secretaries, Ministries, Thimphu for kind information.
2. Hon. Chairman, Anti Corruption Commission, Thimphu for kind information.
3. Hon. Auditor General, RAA, Thimphu for kind information.
4. Heads, Autonomous Agencies, for kind information.
5. Dasho Dzongdag, 20 Dzongkhags for information.
6. Chief HROs/HROs, All Agencies for necessary action.
7. HRMD Staff, RCSC for information.