

# Bhutan Civil Service System (BCSS) Reform

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To “**Enhance professionalism**” in the civil service and to strengthen the current system, Bhutan Civil Service System (BCSS) reform was undertaken as one of the five areas of reforms by the Royal Civil Service Commission. The BCSS reforms seeks to address the following (*Annual Report, RCSC, 2015*):

- bring clarity into the system by segregating civil servants into the four Position Categories i.e. EX/ES, P&M, S&S and O;
- reduce and rationalize the entry points into the Civil Service and provide sufficient career path in every position category to address stagnation;
- ensure that people are utilized in the areas for which they were recruited and trained such that they develop more expertise;
- professionalise the Civil Service including the people recruited for administration and management through targeted training linked to their Terms of Reference to build a cadre of people who can ensure that the country’s goals and objectives are met;
- address the issues that currently disadvantage important professions such as doctors, who have to spend considerable time on specialization necessary to deliver quality health services around the country; and
- address the issues related to sub-optimal use of specialists in other fields such as agriculture.

As part of the BCSS reform, the following are the key components:

## I. **Doctor’s Career Path reform**

The Doctors Career Path Reform is to attract, retain and motivate Doctors who provide critical services to our society. The changes will address the problems of seniority lost due to long duration of study in this field by: (i) Meritorious promotion for senior Doctors; (ii) Entry level at P3 for Doctors with Masters; (iii) More than 2 years study to be considered active service for promotion & (iv) First promotion after 3 years excluding probation.

The Doctor’s Career Path reform was **implemented as of 1<sup>st</sup> July 2015**. A total of 17 doctors have been promoted with the reform.

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## II. Career Progression for Supervisory & Support (S&S) category

The Career Progression reform facilitates smooth career progression for S&S category and delineates a clear career path for all position categories which addresses the issue of stagnation through:

- i. The new concept of Senior Supervisor (SS2 to SS4) which shall replace the overlapping Position Level of P3, P4 & P5;  
*(The remuneration and benefit of civil servant in the SS shall be equivalent to Professional & Management category such as retirement age, pay and other allowances)*
- ii. An additional career advancement up to SS1 equivalent to P2 is provided for every civil servants in S&S category; and
- iii. Smooth career movement up to SS1 irrespective of the entry and qualification with increase in promotion duration to five years for promotion from S1 to SS4 and above.

The Career Progression for S&S category was **implemented w.e.f 1<sup>st</sup> March 2016**. The first batch of civil servants shall be promoted from **1<sup>st</sup> July 2016**.

## III. Super Structure

The objective of Super Structure is to place the “Right Person for the Right job”, promote professionalism in the civil service and allow movement to the most relevant MOG. Following the reforms, the existing 19 MOGs and 94 Sub Groups will be clubbed under a super structure made up of 5 overarching groups. The five groups includes: (i) Executive & Specialist Services group, (ii) Administration Services group, (iii) Finance Services group, (iv) Education Services group, and (v) Technical Services group. This will serve as a guide for movement of civil servants within their professional areas as well as ensure specialisation in their profession.

These five broad groups are categorized based on entry into the Civil Service through BCSE. During the transition, the principle of vested right shall prevail whereby the civil servants by the virtue of being in one of the five groups will be considered under the particular group even if their MOG has changed. Nonetheless, civil servants shall have the option to move to the previous MOG. For example, an engineer working as planner will be given the option to go back and work as engineer or continue in the current position. Further as part of the reform, Specialist utilization shall be reviewed

Consultation meeting with the civil servants across civil service was held from June 2015 to January 2016. The Super Structure will be **implemented by 2016**.