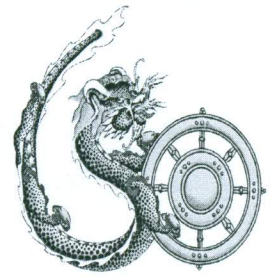




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ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION
Excellence in Service



RCSC/LS-63/2016/ 3623

6th May 2016

Revised Notification on Doctors Career Path Reform

The Doctors Career Path Reform Notification No. RCSC/LS-63/2015/1447 dated 26/11/2015 has been revised by 60th Commission Meeting held on 3/5/2016.

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 through: (i) meritorious promotion for senior Doctors; (ii) entry level at P3 for Doctors with Masters; (iii) consideration of more than 2 years of study as active service for promotion (completion of the course) & (iv) first promotion after 3 years excluding probation.

Based on the above, the 34th, 44th & 60th Commission Meeting amended the following Sections in BCSR 2012:

7.12.16 Candidates as per Schedule I (attached) with Master's degree shall be appointed in Position Level P3 provided they meet all the criteria as specified.

10.2.7.10. Training period up to 18 months for any single training shall be counted as part of active service for the purpose of promotion. **However, for civil servant in Schedule I, the entire duration of the course shall be considered as active service for promotion provided the course duration is more than 2 years.**

13.6.10. Study Leave up to 18 months of any single training shall be counted as part of active service for promotion. **However, for civil servant in Schedule I, the entire duration of the course shall be considered as active service for promotion provided the course duration is more than 2 years.**

13.6.8. Fulfillment of the minimum duration requirement as per the category of promotion as follows:

13.6.8.1. First promotion – Four years, excluding probation period & for civil servants in Schedule I, three years excluding probation shall apply.

13.11.3. Meritorious promotions shall be granted to profession identified as per Schedule I provided they meet all the criteria.

The Commission during its 60th Meeting held on 3/5/2016 has approved as an exception to consider doctors undergoing post graduate study at KGUMSB as active service for the purpose of processing promotion during the study period except during the elective posting outside Bhutan. However, all other specified criteria have to be met.

The revised notification comes into effect from 3/5/2016 and this shall supersede the earlier notification No. RCSC/LS-63/2015/1447 dated 26/11/2015.

The Agency may process the promotion of doctors who meet the criteria as per Schedule I (Form attached).

