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ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION
Excellence in Service



RCSC/LS-63/2016/ 1612

17 November, 2016

NOTIFICATION

The 83rd Commission Meeting held on 15th November, 2016 reviewed the redeployment exercise of excess staff carried out by the Ministries/Agencies and HRMD and noted that there are still excess staff list to be collected and redeployed. Therefore, the Commission directed the following:

1. All Ministries/Agencies/Dzongkhags to submit the list of excess staff and their plan for redeployment of excess staff within 30th November, 2016.
2. The Agency shall submit the excess staff list to RCSC after initiating the internal transfer/redeployment. The transfer/redeployment may be executed:
 - a. In the same Position Level & Position Title; same Position Level & different Position Title as per the approved staffing strength; or
 - b. To a lower position category as per the approved staffing strength, however, the civil servant concerned shall be placed in the same Position Level (*e.g. Admin Asst. to Dispatcher*) and inform RCSC accordingly. This is as per the 70th Commission Meeting held on 12 July, 2016.
 - c. While executing intra Agency/Ministerial redeployment, the Ministry/Agency shall recommend to RCSC, if there is change in MoG in order to transfer/redeployment into a vacant position as per the approved staffing strength and in line with the Super-Structure Framework.
 - d. After the civil servant is redeployed into the new position, the Agency shall facilitate re-skilling programs to enable the civil servant performance.
3. The Agency/Ministry shall try to first **redeploy internally** those excess employees with issues related to health, marital ground and inadequate qualification and recommend those without issues to external redeployment.
4. In the event the Agency is unable to transfer/redeploy the excess staff, the Agency shall submit the list of staff to HRMD, RCSC **within one week of the notification**.
5. HRMD will establish list of vacancies from the staffing and match the excess staff with the vacant positions and execute following steps to redeploy the excess staff with RCSC:
 - a. Upon consultation with the Agency (receiving and relieving), RCSC shall redeploy the excess staff to a suitable vacant position. To the extent possible transfer/redeployment shall be facilitated within the same Dzongkhag.



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- a. Upon consultation with the Agency (receiving and relieving), RCSC shall redeploy the excess staff to a suitable vacant position. To the extent possible transfer/redeployment shall be facilitated within the same Dzongkhag.
- b. In the event civil servant concerned does not take up the transfer/redeployment option (*including lower positions*) on a **repetitive basis (twice)**, HRMC shall review and accordingly place the concerned civil servant on waiting list with a notification for not honoring the options given as per Section 14.4.16 of BCSR 2012.

(Lhendup Wangchu)
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