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རྒྱལ་གཞུང་གི་གཞིགས་ལྷན་ཚོགས།
ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION
Excellence in Service



RCSC/LS-63/2017/ 3519

15/03/2017

Hon'ble Secretary
Ministry of Finance
Thimphu

Dasho,

This is in reference to letter No. DNB/MoF/R-3/2016-17/581 dated 6 January, 2017 with regard to retirement benefits based on the revised pay scale for those civil servants who have been seconded to agencies/organizations outside the civil service.

In this regard, the Commission in view of the grievances filed by civil servants against the rule on retirement benefits on the last pay scale drawn directed RCSC Secretariat and Ministry of Finance to review the relevant rules in order to address these issues faced by the civil servants.

Subsequently, the MoF and the RCSC reviewed the relevant sections and submitted its recommendation to the Commission during its 89th Commission Meeting held on 10th January. The Commission approved to amend the following sections of the BCSR 2012 as:

Section 15.6.9. A civil servant shall be allowed to draw the retirement benefits paid by the employing organization for the seconded period. However, the seconded period shall be deducted from the total number of years in service while calculating retirement benefits at the time of separation from the Civil Service.

New insertion in the Secondment Chapter of the BCSR 2012:

Section 15.10. The pay scale of civil servants resigning from the Civil Service while on secondment before joining the Civil Service shall be re-fixed at the starting pay of the revised pay scale at the same Position Level held prior to his secondment for the purpose of calculating retirement benefits.

The above rule will be effective with immediate effect

Therefore, RCSC would like to request the MoF and all the relevant authorities for conformity to the above mentioned rules.



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Thanking you for your continued support and cooperation.

Yours sincerely,

(Tashi Pem)
Director
Secretariat, RCSC

Copy to;

1. Chief HROs/HROs, All Agencies for necessary action
2. CHRO/HRO/Asst. HRO 20 Dzongkhags, Ministries, Autonomous Agencies