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ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION
Excellence in Service



RCSC/LS-63/2017/910

23rd August 2017

NOTIFICATION

Sub: Medical Certificate of Fitness & Mandatory Drug Testing for Recruitment into the Civil Service

In addition to the Medical Certificate of Fitness that is required for recruitment into the civil service, drug testing (*for non permissible drugs as listed under BNCA*) will also be a mandatory requirement for all new recruitment into the civil service from January 1, 2018 onwards. This is to uphold section 3.2.25 of the Bhutan Civil Service Rules and Regulations 2012 which states “a civil servant shall totally abstain from use of psychotropic or habit forming drugs, unless prescribed by a competent medical officer”, as well as to support the national effort to deter drug use.

For those joining the civil service through the Bhutan Civil Service Examination (BCSE), the requirement of the Medical Certificate of Fitness and mandatory drug testing will have to be submitted by those who have successfully completed the BCSE, before appointment.

Therefore, this is to notify all the graduates appearing BCSE 2017 that;

1. The candidates selected through BCSE Main Examination for appointment into Civil Service shall be required to undergo mandatory pre-employment drug testing, which would be conducted after confirmation of BCSE selection result and before appointment into the Civil Service;
2. The candidate selected for appointment into Civil Service shall be disqualified for employment into civil service (*for that particular year*) if he/she refuses to produce the Medical Fitness and Drug Testing report *or* is tested positive to the prescribed pre-employment drug tests. Further, his/her appearance in the BCSE shall be counted as one of the 2 permissible attempts in the main exam.
3. If a selected candidate is tested positive, the vacancy shall be offered to the next candidate in accordance to the ranking in the BCSE;
4. The candidate tested positive shall be eligible to appear next BCSE but appointment into the Civil Service would be subject to clearing medical fitness and drug test again;



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5. The drug testing shall be conducted by drug testing laboratory duly recognized and approved by BNCA;
6. All expenses related to drug Testing and the medical certificate of fitness shall be borne by the candidates.

The above notification is issued as per the decision of 105th Commission Meeting held on 8th August 2017 for immediate compliance.

(Dasho Karma Tshiteem)
Chairman

Copy:

1. Hon. Prime Minister of Bhutan for kind information
2. Hon. Secretaries, Ministries, Thimphu for kind information
3. Gyalpoi Zimpon, His Majesty's Secretariat, Thimphu for kind information
4. Heads, Autonomous Agencies for kind information
5. VC, RUB, Oval Office, Thimphu for kind information
6. President, KGUMSB, Thimphu for kind information