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**ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION**



RCSC/LS-63/2017-18/2553

January 1, 2018

PRESS RELEASE

In exercise of the powers conferred by Chapter XI, Section 87 of the CSAB 2010, the Royal Civil Service Commission during its 121st Commission Meeting held on 29th December 2017 approved the Bhutan Civil Service Rules and Regulations 2018 (BCSR 2018). It shall come into effect on 1st January 2018.

The BCSR 2018 is expected to bring about greater transparency, professionalism and meritocracy in the Royal Civil Service and thereby, strengthen this important institution's ability to serve the *Tsa-wa-Sum*, the attainment of Gross National Happiness and a just and harmonious society.

The major changes in the BCSR 2018 emanate from the five reforms the Commission has introduced, since 2014, to strengthen the civil service, such as:

- The OD Exercises carried out across Government Agencies from June 2014 and the implementation of its recommendations, with a major focus on improving public service delivery.
- Launch, on 11th November 2015, of the Civil Servants Welfare Scheme as well as the Civil Service Support Desk, retirement planning services and mentoring programmes for young civil servants.
- The introduction, on 26th November 2015, of the Doctor's Career Path Reforms to help attract, retain and motivate Doctors that are in critical shortage.
- The enhancement, on 1st March 2016, of the maternity leave and paternity leave to make it easier for civil servants to balance family and career.
- The introduction, on 1st March 2016, of the career progression reforms to facilitate smooth career movement for all civil servants in the Supervisory & Support Category as well as bring integrity to the four Position Categories by removing overlapping Position Levels.
- The introduction, on 5th August 2016, of the Super Structure to bring integrity to the entry systems into the civil service as well as ensure civil servants are trained and specialised in the areas they are recruited for. This is to foster greater professionalisation.
- The focus on succession planning and leadership development as well as Executive performance management, introduced from 26th August 2016.
- The introduction of a new Performance Management System called Managing for Excellence. This is to enhance performance, productivity and accountability of civil servants.

Aligned to the above changes, the BCSR 2018 has four new additional Chapters: Well-being Services, International Volunteer Programmes, Executive & Specialist and Human



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Resource Committee. In addition to the reforms, other changes have been incorporated to BCSR 2018 with the intent to promote an apolitical, impartial, meritocratic & professional civil service.

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