



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

NEEDS ASSESSMENT FOR OPERATIONAL CATEGORY

APPROVAL FOR VACANCY ANNOUNCEMENT			
Position details			
Position Title:			
Entry Position Level:			
Qualification required as per PD			
Type of recruitment	Consolidated contract		
Working Agency (Dzongkhag/ Agency/ Ministry)			
Approved staff in 11 FYP*	Existing Staff (Cross check existing no. from Agency with	Gap	Required Number
<p><i>*Recruitment will have to be as per the approved staffing pattern for any operational category except for Drivers, which should be based on the standard of one vehicle to one Driver (Vehicles that are not off-road)</i></p> <p style="text-align: right;">TICK</p>			
Check list for recruitment/ deployment	1. Is it New Recruitment/ replacement?	New Recruitment	Replacement (Attach transfer/ Separation order)
	2.If replacement, is the record updated in CSIS Record to be updated	Yes	No (update before proceeding)
	3. Can the job be multitasked by existing people? (if yes, no new recruitment required)	Yes	No
	4. Do you have any excess staff in Operational category who is yet to be deployed?	Yes	No
	5. If yes to Sl. 4, can the excess civ- il servant be redeployed? (If yes, no new recruitment required, if No, provide justification below and submit the list of excess to RCSC)	Yes	No
	6. Did you verify with RCSC on the availability of excess staff? (Email/phone? Specify date and focal)	Yes with _____on _____	No (verify with your focal)

Additional Justification on requirement, if any:	
Agency HRC recommendation: (Reason)	Recommend/Not Recommend by the _____ HRC held on _____ to be recruited on consolidated contract for a period of _____ months (not exceeding 36 months)

Note: Recruitment should be based on the procedures specified in the BCSR unless otherwise specified with the minimum qualifications as stated in the Position Directory. Any exceptional cases beyond rules should be forwarded to the RCSC.

Name:
Chairperson of HRC

Name:
Member Secretary

Note:
This form should be enclosed with vacancy announcement(s) while processing the requisition in the CSIS for verification by the focal in RCSC.

