

## Launch of Competency-based Framework for Civil Service

The Royal Civil Service Commission in collaboration with Singapore Polytechnic International, with funding support from Temasek Foundation International, Singapore has launched the programme on “Competency-Based Framework for Civil Service” on 6<sup>th</sup> August 2018 at Royal Institute for Tourism and Hospitality.



The programme is aimed at building the capabilities of the civil servants to enhance professionalism, growth and development in the civil service to ultimately enhance efficiency and effectiveness of the service delivery.

The outcome of the programme will increase the capability in

developing and designing competency-based Frameworks and bring out systemic change by putting in place a Guide Book on Competency-based Framework for the civil service and the implementation of the Framework in making many HR related decisions.

The Civil Service Act of Bhutan 2010 mandates the Royal Civil Service Commission to build and maintain capacity and competency in the Civil Service. To fulfill this mandate, a significant amount of fund has been committed in the HR development



areas in every Five Year Plan. The training needs are not necessarily assessed and structured on the competency needs of the organisations.

The competency-based programme is initiated recognizing the need to develop a Competency-based Framework for all the positions in the Civil

Service. Such Framework will guide all Government Agencies, especially the Parent Agencies, to identify the skills need of the employees towards achieving organizational goals. This initiative will also help in continuous development and

professionalization of civil servants to to deliver their responsibilities effectively and enhance productivity.

The Competency Framework will guide the utilization of the 12th FYP HRD budget, especially short term trainings, carry out succession planning and talent management, reduce skills mismatch and have a structured competency-based management practice in Civil Service organisations. The new capabilities in designing and developing competency framework would be a new set of skills for the participants. The capabilities that we build through the two collaborations will enable the Commission to make significant systemic changes towards transforming the Civil Service from 'good to great' and deliver "excellence in Service" to the people of Bhutan.



The programme aims to share insights into Competency-based Framework and Approach with 120 public service officers in Bhutan. Amongst them, some 50 officers will receive further training and acquire skills and

knowledge to apply Competency-based Framework and Approach. Subsequently, 20 of these 50 officers will be selected to undergo further training to become Specialists (Master Trainers) who will learn to design and develop a customised training programme and train an additional 100 programme participants using the customised training programme.