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



RCSC/WS-12/2019/ 3713

March 14, 2019

**NOTIFICATION**

The Royal Civil Service Commission (RCSC) during its 147<sup>th</sup> Commission meeting of 12.03.2019 reviewed the refund module of the Civil Servants Welfare Scheme in its effort towards making the Scheme sustainable for all times.

It was discussed that the CSWS, which is initiated to support its members with financial relief in times of need, cannot have a refund module to its members upon termination of the membership as it is not sustainable. The 'Semso' payouts in the course of membership tenure are credited to all members at that point of time and making reimbursement to the separating member at a later date after the event appears to be reversing that noble gesture, which can neither be the desire of the member nor the intent of the Scheme.

As such, the **Section 12.7** in the CSWS By-law 2015, which states "75% of the total accumulated amount through contribution would be reimbursed to the member upon separation from the Civil Service but only if s/he has not made a single claim" shall be considered null and void.

Therefore, all the HROs of the Ministries/Agencies/Dzongkhags are requested to take note of the decision of doing away with refund module for premature separation with immediate effect. Any refund proposal for members separated after 12.03.2019 shall not be entertained.

  
(Tashi Pem)  
Director

Copy to:

- and Thromdes
1. HR Officers of Ministries/Agencies/Dzongkhags for necessary actions.