

## 2<sup>nd</sup> Cascading Workshop on Competency-based Framework for Civil Service

The Royal Civil Service Commission is conducting a five days cascading workshop on Competency-based Framework for the Civil Service from 10-14 June 2019 at Financial Institutions Training Institute, Thimphu. Around 30 participants from four ministries and



two autonomous agencies are attending the workshop. The workshop is being facilitated by 8 Master Trainers, selected within our civil service, who were trained through the technical support from Singapore Polytechnic Institute and Temasek Foundation International.

Figure 1: Participants with Director, RCSC & Master Trainers

The programme is introduced to enhance the capability and productivity by building the skills and knowledge based on the Competency-based Framework developed for respective major occupational group. The introduction of this programme marks a



paradigm shift towards a more structured and exhaustive approach of capacity development. It shall assist agencies in envisioning definite and coherent skill requirements to enhance various human resource functions.

This programme was initially launched in August 2018 and so far, Competency-based Frameworks

for 7 occupational groups were developed and ready to be implemented. Competency-based Frameworks for another 5 occupational groups were currently under the process of developing. Through this workshop, Framework of following occupational groups will be developed:

1. Customs Officer
2. Environment Officer
3. Legal Officer
4. Statistical Officer
5. Survey Engineer
6. Urban Planner