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



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**PRESS RELEASE**

**RCSC: Foundational In-service Training (FIT) from Jan 2020 for selected Technical Graduates**

A 30 day Foundational In-service Training (FIT) is being introduced for BCSE selected technical graduates entering the Civil Service in January 2020. FIT will start on 3rd January 2020 and will be conducted by the Royal Institute of Management as an annual program. The objective of FIT is to enable the new entrants into civil servants to acquire basic organizational and operational competencies to be able to be work ready. In the past, without such trainings, technical graduates had to learn on the job resulting in low work productivity and difficulty in delivering services..

The course covers both managerial and behavioral competencies. They will be introduced and given basic hands on training to Whole of Government systems like the Government Performance Management System (GPMS), BCSR 2018, Managing for Excellence (MaX), Leadership Feedback System (LFS), budget preparation and procurement management. They will also be trained in behavioral skills on leadership, design thinking and mindfulness practices.

This program also seeks to foster esprit de corps and camaraderie amongst all entrants to the civil service for enhanced coordination and collaboration amongst sectors and instill a spirit of public service including the importance of values, ethics and integrity in discharging the service to the nation.

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