



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



RCSC/LD-63/2020/3737

29th April 2020

NOTIFICATION

The Commission has observed that for Civil Servants who come into conflict with the law, the completion of Court/disciplinary proceedings takes a substantial amount of time at every level of the appellate authority. Furthermore, in most cases when the appellant loses his case, he keeps appealing till the highest appellate Court resulting in cases taking many years to complete.

Civil Servants who are charged and convicted by the Trial Court of Law are suspended as per Section 19.10 of the BCSR 2018. During the period of suspension, as provisioned in the Section 19.10.9 of the BCSR 2018, “.. subsistence allowance at 50% of the last basic pay shall be paid until the completion of Court/disciplinary proceedings”. Further, “he/she shall be entitled to receive the remaining 50% of his basic salary and other benefits as applicable for the entire period of suspension on finalization of the Court/disciplinary proceedings and if the civil servant is found innocent and acquitted of all charges and accordingly reinstated in service”.

This has caused financial burden to the Government. In view of the above, the Commission during its 41st Commission Meeting held on 21st April 2020 decided as below;

1. Section 19.10.9 of the BCSR 2018 remains status quo;
2. However, on completion of the court/disciplinary proceedings, if the civil servant is proven to be guilty, the civil servant shall refund all the subsistence allowance at 50% of the last basic pay received during the entire suspension period. This refund will, if necessary, be realized from the incumbent's post retirement benefits or through any other process as appropriate.

This notification shall come into force with immediate effect.

(Karma Hamu Dorjee)
Chairperson

Cc:

1. Hon'ble Auditor General, RAA, Thimphu for kind information
2. Hon'ble Chairperson, ACC, Thimphu for kind information
3. Dasho Secretaries, Ministries, Thimphu for kind information and necessary action
4. Heads, Autonomous Agencies for information and necessary action
5. Dasho Dzongdag, 20 Dzongkhags for information and necessary action
6. Chief HRO/HRO, All Agencies for necessary action

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