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



RCSC/LD-63/2020/552

24<sup>th</sup> September 2020

**NOTIFICATION**

The Royal Civil Service Commission conducted a detailed review of the career progression system of civil servants in the Professional and Management Category (PMC). During the process, it observed that civil servants particularly in the Technical Service could stagnate for a considerable period of time due to higher position level of entry, the lack of available vacancies for promotion to higher Position Level when they reach P2 and the need for requisite competencies required for Specialist positions. Stagnation in a position for an extended period is not desirable and can be demotivating.

Given these concerns, RCSC reviewed the issues in detail exploring similar systems across countries. It also consulted a wide array of key national stakeholders within the Civil Service as well as in the public sector to seek their views, including the Executives in the civil service during the two Executive Forums held in February, 2020. Following the consultations and deliberations, the Commission during its 60<sup>th</sup> Commission meeting decided on a comprehensive strategy which includes amongst others, to make the entry Position Level for PMC uniform across the board at **P5**, starting with the recruitment through the **Bhutan Civil Service Examinations of 2023** for appointment into the Civil Service in **2024**. However, owing to the critical shortages of qualified personnel vis-a-vis the requirement in the health sector, graduates with MBBS degrees, will continue to be recruited into P4 position level.

(Karma Hamu Dorjee)  
**Chairperson**

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1. Hon'ble Prime Minister of Bhutan for kind information
2. Hon'ble Chief Justice of Bhutan for kind information
3. Gyalpoi Zimpoen, His Majesty's Secretariat for kind information
4. Hon'ble Secretaries, All Ministries for kind information



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6. Heads, All Agencies for kind information
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8. Vice Chancellor, RUB for kind information
9. President, All Colleges under RUB for kind information
10. President, KGUMSB, Thimphu for kind information
11. Chief HRO/HROs, All Agencies for necessary action.
12. Head, Civil Service Examination Division, RCSC for necessary action