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ROYAL GOVERNMENT OF BHUTAN  
ROYAL CIVIL SERVICE COMMISSION  
*Excellence in Service*



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Press Release

Accountability is the main driving force to fundamentally reshape the civil service into an efficient and effective institution that delivers our national objectives. The RCSC remains committed to meeting the aspirations of His Majesty the King to “boldly embrace accountability as a measure of our service” as commanded during the 114th National Day.

Since the start of the year, RCSC has rolled out the following initiatives:

- Leadership Statement to assess what individual executives contribute to their respective agencies over and above the planned domain targets of the APA/APT.
- Support Function Assessment Framework to evaluate the support function parameters and organizational culture contours, which are currently missing in the APA evaluations, and are considered an integral part of managing high-performing organisations.
- Nurturing Leadership Program, a capacity building initiative to actively engage all leaders and empower them to share and implement their ideas for the betterment of the nation.

It has been more than 6 months since the introduction of various leadership assessment parameters and targeted development interventions. Therefore, the Royal Civil Service Commission has decided that it is now timely to assess the efficacy of these interventions in enhancing the leadership capabilities, in general, and accountability, in particular. This renewed focus on accountability will start with the civil service leadership because it is the leaders who drive results and exemplify accountability in their respective organisations.

The first batch of leaders identified for assessment of leadership are executives in EX1 and EX2 position levels. A high-level independent panel is being constituted to conduct the assessments, which will start from January 2022. The results of the assessment will guide the Royal Civil Service Commission in its decisions on career and succession planning, and where required, providing alternative pathways to officials who are assessed as not being the best fit for their current positions.