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ཀྲུལ་གཞུང་ཞི་གཡོག་ལྷན་ཚོགས།  
ROYAL GOVERNMENT OF BHUTAN  
ROYAL CIVIL SERVICE COMMISSION  
*Excellence in Service*



RCSC/LD/63/2022/864

September 9, 2022

**Subject: Secondment of Civil Servants to State Owned Enterprises (SoEs) under the Ministry of Finance**

The Commission during its 153<sup>rd</sup> Commission Meeting held on September 6, 2022 decided to allow civil servants up to P1 and Specialist (ES3/2/1) to go on secondment to State Owned Enterprises (SoEs) under the Ministry of Finance for leadership Positions for a maximum period of three years aligned to the following policy of secondment as per BCSR 2018:

15.1.1 Provide necessary exposure to a civil servant to different systems to acquire expertise and experiences beneficial to the Civil Service.

15.1.2 Diversify the experience and knowledge and develop appreciation for social, cultural and economic conditions prevailing in the country.

In order to tap into expertise gained through such secondment programs, a civil servant upon return from secondment shall serve in the Civil Service equal to the duration of the secondment period. Should a civil servant fail to serve the required duration of service on completion of the secondment period, he/she shall be liable to refund double the salary of the position held prior to secondment for the secondment duration.

(Karma Hamu Dorjee)

Chairperson

Copy to:

1. Secretaries to the Government, All ministries.
2. Dzongdag, All Dzongkhags
3. Head of Autonomous agencies, All Autonomous agencies.
4. HROs, All agencies.