



RCSC/LTD/1/COM/2023/ 4139

June 21, 2023

ANNOUNCEMENT

The Royal Civil Service Commission would like to inform that the online Leadership Feedback System (LFS) for the year 2022-2023 is now open. All the eligible civil servants are required to fill in the LFS by **July 25, 2023**.

The LFS was introduced in 2016 with an objective to provide purposeful feedback to those in leadership positions and to serve as an important reference tool for self development. Since its introduction the LFS report has been most useful as a key data point for various HR actions such as identification of areas for capacity building, talent spotting and selection/nomination for key positions etc.

Please note the following key informations:

A. LFS Provider and Recipient/Inter-Agency Feedback process:

Recipient	Provider	Remarks
1. All P2 Officiating, P1 Managers, and EX3/2/1 2. ES3/2/1 (only if s/he is the head of institute/centers). 3. Principals and Vice Principals.	1. Mandatory for all PMC civil servants. 2. Optional for SSC civil servants. 3. Inter-Agency Feedback between Dzongdag and Secretary, MoHCA. 4. Non-civil Service head of the executive like minister in the Ministry	1. Officials currently on LTT, Secondment, and EOL are not eligible recipients. 2. Supervisory and Support Category even if s/he is the officiating head, shall not receive feedback. 3. Officiating who are in P3 and below are not eligible recipients

B. Manager’s accountability to provide feedback to all eligible feedback recipients are indicated below:

Profile/Position level	Recipient	Remarks
1. Secretary Ministry/Commission /EX1	1.1. All reportees Executives/P1M	1.1 Supervisor’s feedback
2. Head of Agency/EX3/2	2.1 All reportees/P1M	2.1 Supervisor’s feedback
3. Head of Department/Ministry/EX3/2/1	3.1 All reportees/P1M	3.1 Supervisor’s feedback
	3.2 Director/DG within the ministry	3.2 Peer review



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Profile/Position level	Recipient	Remarks
	3.3 Secretary	3.3 Subordinate's feedback
1. Head of Centre/division//P1S/ES/3/2/1/ P1M	4.1 Supervisor/ Executives	3.1 Subordinate's feedback
	4.2 Head of Centre/division//P1S/ES/3/2/1/ P1M	3.2 Peer review

In order to enhance awareness among civil servants on providing and receiving professional feedback, an advocacy video has been developed. This video addresses the frequently asked questions by the providers and recipients of feedback on the purpose of such a system, expected benefits to individuals and organizations by capitalizing on providing and receiving feedback. This video can be viewed on RCSC page and LFS login page. Link

Given the criticality of LFS to enhance accountability of leadership, all eligible civil servants shall fill in the LFS by the given deadline and failure to comply will be consequential for future HR actions.