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ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION



Excellence In Service

RCSC/HRD-05/2014/ 977

September 12, 2014

Circular

Subject: Amendment of BCSR 2012 pertaining to In-Service Bachelor's Degree

The Royal Civil Service Commission after carrying out a comprehensive study on the in-service Bachelor's Degree programme found the following:

- Almost all the civil servants pursue in-service Bachelor's Degree programme to enhance their career path. However, thus far, only a fifth of those who successfully completed their Bachelor's Degree got through the BCSE. This shows that the main objective of pursuing Bachelor's Degree for the individual, is not achieved, and many become frustrated as a result;
- Significant financial resources are used for funding in-service Bachelor's Degree, as the RGoB provides, for a majority, salary, stipend & tuition fees. Since 2006, the total cost of such expenditure is estimated to be over Nu. 850 million;
- The gap between demand and supply of university graduates have widened over the period of time with the supply far exceeding demand. Therefore, funding in-service candidate also adds to the already excess supply of graduates entering the labor market;
- Most of the courses undertaken are not in the professional area of the candidates and therefore do not contribute to enhancement of competencies of the candidates upon completion of their study; and
- As agencies are not allowed to recruit new people in the place of in-service Bachelor's Degree candidates to protect their position level, service delivery is being affected. As of June 2014, 965 civil servants, who should be working, are studying (up to 3 years). In some cases, due to severe staff shortage, new people are recruited on contract, which imposes additional cost to the RGoB.

Based on the above findings, but also taking into account the need to provide an option for civil servants wishing to pursue Bachelor's Degree programme, the Royal Civil Service Commission during its 12th Commission Meeting held on September 9, 2014 decided the following to be incorporated in regard to in-service Bachelor's Degree:

Section 9.2.14 of Chapter 9: In-Service Training and Section 10.2.7.10 of Chapter 10: Leave, of the BCSR 2012 shall be revised as follows:



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Section 9.2.14 An eligible civil servant, without requiring to resign, shall be allowed to pursue Bachelor's Degree but irrespective of relevance of course, study leave shall be without pay, his position shall not be protected and completion of degree shall not entail automatic enhancement of Position Level. However, the current Position Level of the candidate shall be protected.

Section 10.2.7.10 Training period up to 18 months for any single training shall be counted as part of active service for the purpose of promotion, except for those undergoing Bachelor's Degree.

However, **exception** to the above Sections shall be made for:

- (a) Civil servants enrolling for B.Sc. programmes at College of Natural Resources (CNR) for the **2015 intake only** since the last batch qualifying for B.Sc. programme from MoAF will exhaust in 2015; and
- (b) PTC Teacher's up-gradation to Bachelors Degree at the Paro College of Education under the mixed mode programme.

The above changes shall not apply to civil servants who are currently undergoing their Bachelor's Degree.

This revision shall come into effect from September 12, 2014.

(Karma Tshiteem)
Royal Civil Service Commission

Cc:

1. Hon. Secretaries, Ministries, Thimphu
2. Dasho Dzongdag, 20 Dzongkhags
3. Chief HR Officer/HR Officer of Ministries/Agencies/ Dzongkhags for information and strict compliance