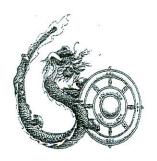


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ROYAL GOVERNMENT OF BHUTAN ROYAL CIVIL SERVICE COMMISSION

Excellence in Service



RCSC/LS/63/2015 2822

14 April, 2015

NOTIFICATION

Subject: Operationalizing decentralized promotions from July 2015

As provided in Chapter 13, Section 13.4.1 of the BCSR 2012, the authority to approve promotion within broad banded positions up to P2 level is delegated to Agencies. However, the existing practice as per the Civil Service Information System the final verification and endorsement for this category of promotion are still executed by the RCSC.

Therefore, in keeping with the above provision of the BCSR 2012, the Royal Civil Service Commission would like to fully delegate the authority for promotion within broad banded positions up to P2 level to Agencies with effect from **July 2015** onwards. The HRC and HRO of the Ministries/Agencies shall be accountable for all such promotions endorsed.

For the smooth transition and to achieve the effective decentralization of the authority for such promotion within broad banded positions (O4 – P2), the Agencies shall observe following key activities (requirements):

- HRM Division, RCSC will continue to provide support in verifying the promotions and informing the HR Division/Section of the cases that need to be reviewed again. HROs of the Ministries and Agencies shall continue to submit the summary sheet duly endorsed by the HRC. This support will be provided till July 2016 promotions.
- 2. RCSC shall issue reprimand Orders/Letters to the HR Committees and HROs for granting promotions to ineligible candidates. HR Committee and HR Divisions/Sections shall be provided grace period till July 2016 to adjust to the new system. From January 2017 promotions, RCSC shall start levying penalties as per Section 19.9.4, 19.9.5 and 19.9.11of BCSR 2012.
- Officials in HRM Division, RCSC will further sensitize and create awareness on the change to all HROs through one to one meetings and providing hands on training (in-house) on how to review the promotions.
- 4. From January 2017 regular HR audits shall review the promotions and penalties shall be levied accordingly.
- 5. Ministries and Agencies shall continue to forward promotion orders and summary sheet to the RCSC in view of RCSC having to maintain records of all civil servants.

RCSC, THIMPHU BHUTAN, Post Box No. 163. Telephone: PABX: 00975-2-322491, 322956, 322954, Fax No. 323086, 325980. Director: 332475, HRMD: 332476, HRDD: 336270, PPD: 336121 332473, LS: 332471, HRAS: 329993, AFS: 332472.

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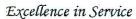
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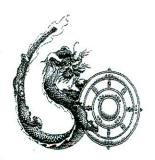
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ROYAL GOVERNMENT OF BHUTAN ROYAL CIVIL SERVICE COMMISSION





Therefore, the Heads of Agencies are requested to provide necessary support and cooperation in operationalizing the decentralized promotion successfully.

(Karma Tshiteem)

Royal Civil Service Commission

Copy to:

- 1. Hon. Secretaries, Ministries, Thimphu for kind information
- 2. Hon. Chairman, Anti Corruption Commission, Thimphu for kind information
- 3. Hon. Auditor General, RAA, Thimphu for kind information
- 4. Heads, Autonomous Agencies, for kind information
- 5. Dasho Dzongdag, 20 Dzongkhags for information
- 6. Chief HROs/HROs, All Agencies for necessary action

17/4/15