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ROYAL GOVERNMENT OF BHUTAN

Ministry of Finance

HUMAN RESOURCE DIVISION

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MoF/HRD/4(1)/2024/924

April 15, 2024

PROMOTION NOTIFICATION FOR JULY 2024

This is to notify all the eligible civil servants under the Ministry of Finance including the Para Regular and Para Contract employees to submit the promotion proposals falling due on July 01, 2024 through the proper channel on or before **April 30, 2024**.

The following criteria/requirements must be fulfilled and required documents must be submitted to the HRD, MoF routed through the respective Departments:

I. Broad-Banded Promotion up to P2A/SS1A (Regular, Contract, Para Regular and Para Contract employees/Staff).

1. Served a minimum of 4 years of active service in the current position as on June 30, 2024 for Professional and Management Category, Supervisory and Support Category (S5-S1), Operational Category (O4-O1);
2. Civil servants for promotion from S1A to SS4 till SS1 should have completed a minimum of 5 years of active service in the current position as on June 30, 2024;
3. "Good" and above in the Performance and Potential scores for the recent 3 years for civil servants and Performance Evaluation for Para Regular and Para Contract Employees;
4. Clean service record.

Documents required:

1. Duly completed Promotion Application Form;
2. Moderation exercise results for civil Servants for the recent 3 years: *FY 2020-2021; 2021- 2022; and 2022-2023*;
3. Performance Evaluation (both signed by the Supervisor and Supervisee) for Para Regular and Para Contract employees/staff for recent 3 years: *FY 2020-2021; 2021- 2022; and 2022-2023*;
4. Valid Audit Clearance Certificate-for promotion; and
5. Valid Security Clearance Certificate.

Note: Hard copies need not be submitted for Sl. No. 2, 4, and 5 above. The HRD, MoF will verify the information and documents online.

II. Meritorious up to P2A

1. Served a minimum of 3 years of active service in the current position on June 30, 2024 for Meritorious Promotion (*up to P2A level only*);
2. Consecutive 'Outstanding' for Performance and Potential scores in the recent 3 years;
3. Clean service record.



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Documents required:

1. Duly completed Promotion Application Form;
2. Moderation exercise results for recent 3 years for Meritorious Promotion:
2.1 MoF HQ and Regional Office employee/staff, the Moderation Results for FY 2020- 2021, 2021-2022, and 2022-2023 will be verified by the HRD, MoF;
3. Valid Audit Clearance Certificate-for promotion; and
4. Valid Security Clearance Certificate.

Notes:

1. *Employees/staff are not required to submit hard copies for Sl. No. 2, 3, and 4. HRD, MoF will verify the information and documents online.*

III. P1 Specialist Promotion

1. Specialist Staffing Matrix (SSM) under Specialist Management Development Framework (SMDF) shall be the basis to determine the number of P1 Specialist Promotion as per the RCSC's Notification dated May 01, 2020;
2. Served 4 years of active service in the current position as on June 30, 2024;
3. "Good" and above in the Moderation Results for recent 3 years and updated in the ZEST;
4. Passed the Ethics Training; and
5. Clean service record.

Documents required:

1. Duly completed Promotion Application Form;
2. Moderation exercise results for recent 3 years i.e. *FY 2020-2021, 2021-2022, and 2022-2023;*
3. Valid Audit Clearance Certificate- for promotion only;
4. Valid Security Clearance Certificate;
5. Certificate for Ethics training as per the RCSC's Notification dated March 01, 2022.
6. Area of Specialization;
7. Specialist Terms of Reference (ToR); and
8. Legal Undertaking.

Notes:

1. *Employees/staff need not submit hard copies for Sl. No. 2, 3 and 4. HRD, MoF will verify the information and documents online.*
2. *The Regional Offices under MoF may submit the proposal for P1 Specialist Promotion to HRD, MoF, if any. The HRD will validate and submit to the HRC for a decision.*



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IV. Executive Specialist (ES) Level Promotion

1. Specialist Staffing Matrix (SSM) under Specialist Management Development Framework (SMDF) shall be the basis to determine the number of Specialist Promotion as per the RCSC's Notification dated May 01, 2020;
2. Served a minimum of 4 years of active service in the current position at P1A as on June 30, 2024;
3. Possess a minimum of Master's Degree with specialization (*status should be reflected as "completed" in the ZEST*);
4. Obtained Level 2 and above in the LFS score for the recent 3 years (*those who are serving as Division Chiefs/RDs*);
5. Obtained a minimum of Very Good for the recent 2 years and Competency Assessment of VG and above.
6. For promotion from ES3 until ES1, a minimum of two "OS" from the last promotion and Competency Assessment of VG and above.
7. Publication - definition and requirements of publication is given in the RCSC's Notification dated September 20, 2021 (*Annexure I*);
8. Recommendation of the respective Department Heads; and
9. Clean service record.

Documents required:

1. Duly completed Promotion Application Form;
2. Moderation results for the *FY 2020-2021, 2021-2022, and 2022-2023*;
3. A list of Publication(s), including the name(s) of the author, the year of publication, and the source of publication/s need to be submitted along with the promotion proposal;
4. Work Plan for the next 3 years (2025, 2026 and 2027) as a Specialist III at ES level (Performance Appraisal Form as per MaX Manual);
5. LFS scores (*to be verified online by the RCSC*);
6. Valid Audit Clearance Certificate-for promotion;
7. Valid Security Clearance Certificate;
8. Specialist Promotion Proposal Form Area of Specialization;
9. Specialist Terms of Reference (ToR); and
10. Legal Undertaking.

Notes:

1. *Hard copies need not be submitted for Sl. No. 2, 5, 6 and 7 above. The HRD, MoF will verify the information and documents online while the RCSC will verify the LFS scores.*
2. *As per the RCSC's Notification dated May 01, 2020, the Ministry will seek Clean Sheet information from the Anti-Corruption Commission against the candidate/s concerned.*
3. *Aspiring and eligible candidates shall arrange and bind the documents as per the order reflected under the 'Documents required' and route through the Department Heads.*



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V. General Information:

1. All promotion proposals must be routed through the proper channel (HRC): Department Heads for Department employees/staff and Regional Directors/Cluster Head for Regional/Cluster Offices employees/staff.
2. All promotion proposals must be in line with Chapter 10 on 'Performance Management and Career Progression' and Chapter 12 on 'Specialist', BCSR 2023; the SMDF dated May 01, 2020, Notification on definition of Publication dated September 14, 2020 and September 20, 2021, and Ethics Training dated March 01, 2022.
3. All promotion proposals must reach HRD, MoF **on or before April 30, 2024.**
4. Promotion proposals for *Meritorious Promotion for the Field Staff* must be submitted directly to RCSC by the Dzongkhag/Thromde concerned, if any within the stipulated timeline of the RCSC.
5. The Ministry will not be held accountable for any issues arising from late receipt/submission of promotion proposals to the Ministry/RCSC.

For clarification, please contact HRD, MoF at 02-321568/334711/3222268 during office hours.



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Copy:

1. Hon'ble Secretary, MoF, Thimphu for kind information.
2. Heads of the Department: DRC/DMDF/DTA/DPBP/DPP, MoF for kind information.
3. Regional Directors of respective RRCOs for kind information and dissemination to their staff.
4. Chiefs of Divisions, MoF, Thimphu for kind information and dissemination to their staff.
5. All Cluster Heads, Cluster Finance Services for kind information and dissemination to their staff.
6. All the Finance personnel under RBG, RBA and RBP for kind information and dissemination to their staff.
7. Office copy.