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ROYAL GOVERNMENT OF BHUTAN
Ministry of Finance
HUMAN RESOURCE DIVISION

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MoF/HRD/5(1)/2024/844

June 17, 2024

NOTIFICATION ON THE NEW FOREIGN POSTING GUIDELINE 2024

In accordance with the decision of the 233rd HRC held on May 20, 2024 the Ministry of Finance hereby notifies all regarding the revision of the Foreign Posting Guideline, 2022 and Provision of the new Guideline which shall come into effect from June 15, 2024. The revision addresses the implementation of the new BCSR 2023 and is in light of the employee retention issues faced by the Ministry following Foreign Postings.

Please click ([here](#)) to view the new guideline.

Some of the major changes in the guideline are in **Chapter 9** and **Chapter 13** that pertains to **‘Eligibility Criteria’** and **‘Obligations’** after returning from Foreign Posting.

As per Chapter 13 of the revised Guideline:

- i. The MoF personnel returning from foreign posting shall serve in the civil service equivalent to the duration of foreign posting period.
- ii. During or after the tenure of foreign posting, a civil servant shall not be eligible for LTT, EOL or voluntary resignation. Eligibility for LTT, EOL, or voluntary resignation will only be granted after the civil servant has served for a period equivalent to the duration of their foreign posting upon their return. Exceptions may be granted by the HRC, MoF only for special or unavoidable circumstances as determined by the HRC.
- iii. The MoF personnel failing to serve the equivalent duration of foreign posting period, shall be liable to pay back all the pay and allowances received during the entire foreign posting period.

Moreover, as per Chapter 9 of the new guideline the candidate shall have a minimum of 06 remaining years of service to attain superannuation age on the date of transfer to be eligible for foreign posting.



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The rules, regulations, notifications, and circulars in force concerning the subject in the Foreign Posting Guidelines 2022, shall deem to have been superseded from the effective date of the new Guideline, including the undertakings already signed as per the Foreign Posting Guidelines 2022.



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