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 ROYAL GOVERNMENT OF BHUTAN
 ROYAL CIVIL SERVICE COMMISSION



Excellence in Service

RCSC/LD-63/2022/2878

Ministry of Information & Communications

Diary No. 308 Date of Receipt. 12/4/22 5th April-2022

NOTIFICATION

The Commission had reviewed the rules and regulation on the probation period with the purpose to ensure that the period of one year is used for grooming and developing the civil servant to make him/her work-ready for civil service from a personal conduct, attitude, values and professionalism perspective. The effort is to identify the potential in the candidates and further develop them while at the same time work on their weak areas. It is to bring out the best in probationers and strengthen the accountability system by delineating and clarifying the Agency responsibility and the probationer's responsibility. However, should all efforts of management and the individual fail to groom the probationer to satisfactory standard, the Agency can opt not to regularize the service of the probationer.

The 132nd Commission meeting held on 29-March-2022 approved to strengthen the onboarding process, introduced biannual assessment of the probationers, developed the criteria for assessment and laid down the procedure for separating non-performers.

Accordingly, the following rules and regulation are amended and shall replace the relevant sections of probation period in Chapter 4 and Chapter 7 of BCSR 2018 (*Annexure 1*):

This notification shall be applicable for those appointed from 1-January-2022 onwards.

HRO / All Depths / Divs

for implementation by all

(Karma Hamu Dorjee)
 Chairperson

HRO to provide oversight on this for all Depths.

- 1. Heads, All Agencies for kind information and necessary action.
- 2. Chief HRO/HROs, All Agencies for information and necessary action.

[Signature]
 Secretary
 Ministry of Information and Communications
 Thimphu: Bhutan

