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རྒྱལ་གཞུང་གི་གཡོག་ལྷན་ཚོགས།
ROYAL GOVERNMENT OF BHUTAN
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Excellence in Service



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Introduction of Learning Management System (LMS) to Support the Enhancement of Capacity in the Civil Service

A new Learning Management System (LMS), tailored for the Civil Service, has been developed with the primary aim to reinforce two established systemic interventions already in place, namely the Competency Based Framework (CBF), and Leadership Capability Framework (LCF). This milestone marks a significant advancement in the professionalization of the Civil Service by providing targeted training interventions. It is envisaged that the LMS will facilitate the introduction of relevant and timely HR interventions and enable the Civil Service to attain the desired competencies.

Implemented under the Zhiyong Electronic System (ZES), the RCSC is introducing the LMS as a comprehensive Training Dashboard. This platform will display the minimum requisite training specific to each professional position, meticulously aligned with the CBF and LCF, which in turn are calibrated based on position levels. Through ZES, all civil servants will have access to view the available training programs and can enroll in those that are relevant to their roles. Upon successful completion of the training and verification by designated Human Resource Officers, training records of the individual will be accordingly updated.

Moreover, the introduction of the LMS is expected to foster a culture of individual drive, responsibility and accountability for personal growth and continuous learning in the civil servants which ultimately is aimed at enhancing their relevance and competitiveness.