

RCSC MID-FISCAL YEAR PERFORMANCE HIGHLIGHTS

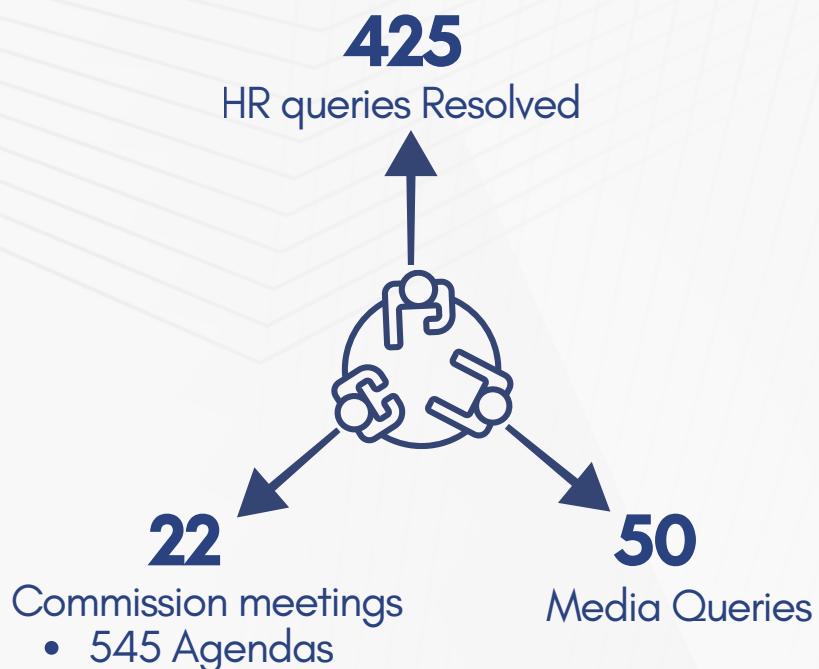
JULY-DEC 2025



*"To become an
Enlightened
Entrepreneurial
Bureaucracy by
2035"*

BCSR POLICY DECISIONS

- 01  **Lateral Transfer Moratorium to Address Attrition and Workforce Stability**
- 02  **Streamlining of HRC Responsibilities in Ministries**
- 03  **Enforcement of Mandatory Settlement of All Government Dues Prior to Separation**
- 04  **Implementation of Three-Month Notice Requirement for Separation While on EOL**
- 05  **Implementation of Non-Overlapping Policy Between Short-Term Training (STT) and Long-Term Training (LT) / EOL**



High Impact Leadership

Launched a year aOS Leadership Minimum Mandatory Training
Including 300 leaders, 2,078 participants were trained

Leader as Coach Program
20 high-performing civil servants trained and certified as coaches to be deployed as Change Agents

Leadership Potential & Situational Judgement Test
Written assessment conducted for 95 P2 officers through LPSJT

Leadership Development Program
170 P2 officers trained through Leadership Development Program

Leaders in Civil Service Program
Instituted Leaders in Civil Service Program and trained 30 P1 Chiefs

Performance-Based variable Incentive Framework developed

International Executive Coaching
Executive coach assigned to 35 executives

Training on High Impact Leadership & Team
24 executives trained on building high performing teams in collaboration with CTI

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Talented & Entrepreneurial Professionals



Capacity Building & Training

Short Term Training Implemented

- SCP, Singapore: 26
- MTCP, Malaysia: 2
- KOICA, Korea: 2
- IDEAS, Japan: 1
- Young Leaders Program, Japan: 8
- JICA, Japan: 21

CPD training implemented under GoI PTA

STT implemented:

- No. of STT: 21
- No. of Slots: 763



Scholarships & Long-Term Training

Long Term Training Implemented

- Australia Award: 13
- Humphrey: 1
- Fullbright: 1
- Nehru Wangchuck Scholarship: 9
- IAS/IFS/IRS: 12
- MEXT Teacher Training, Japan: 2
- MEXT Research, Japan: 2
- JDS, Japan: 8
- Lee Kuan Yew, Singapore: 1

Pre-service Scholarships

- 62 pre-service scholars placed (RTC, India & other countries)
- 281 UG Slot for 2026 announced

High Performing Workforce

Workforce Planning & Public Service Delivery

Promotion

- Meritorious Promotion for 52 Stellar Performers, Fast-track promotion for Doctors and nurses

Recruitment

- RCSC Level BCSE: 620 Slots
- Agency level: 995

Separation

- 809 CS Separated from July -Dec 2025

Service Delivery

- 177 Community Centre Operators mainstreamed at Gewog level

Structural & Staffing Reforms

- Finalized the 13th FYP staffing for MoICE, Health Sector, JDWNRH and Dzongkhags.
- Planning & Economic Development Sector launched in all Dzongkhags
- ROIID created in Trashigang for 13th FYP infrastructure works
- Endorsed the National Teacher Council in MoESD
- JDWNRH operational autonomy
- Instituted teaching English curriculum in 26 Lobdras under the Dratsang Lhentshog.
- Granted flexibility on the intra-departmental movement of staff/staffing for the agencies (MoIT and RAA)

Systems, Audits & Efficiency

- Remote HR Auditing Guidebook developed
- Compliance HR Audit (38th phase) completed
- Workload reviews conducted for teachers, principals, VPs, and RIM faculty
- Pilot Cluster Procurement Services launched by MoF
- AI Training needs assessment survey report published
- Moderation exercise 2024-25 completed by all agencies
- Civil Service Exit Survey initiated and Report for 2024-25 published

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Motivated Civil Servants

Wellbeing initiatives conducted:

- Art Therapy Workshop
- Guided Mindful Breathing & Soundscape,
- Tree Plantation Program for civil servants.
- Civil Service Award implemented for 2,430 civil servants and 783 public servants
- SOP on Prevention & Response to Sexual Harassment launched



Innovative Civil Service

E2B10X Initiatives :

- Zhiyog Droezem launched with first session on Bhutan's evolving energy future
- RCSC PR AND Communication Strategy finalised
- Three e-Forums conducted on AI for smarter teaching and learning; Economic and bureaucratic efficiency; National Accounts Statistics
- Framework drafted for Agency Excellence Award
- Concept note developed for Zhiyog eAcademy
- RCSC Chatbot launched
- Social media management streamlined
- GAO IWP reviewed
- Delineation of HRC functions
- Five Civil Service Spotlights produced

Civil Service Welfare scheme

- Semso approved and disbursed for 23 members, 231 dependents, 14 medical referrals and 433 childbirths, Lifetime Membership approved and certificate issued to 80 superannuated civil servants

Partnership and Engagements

With gratitude to our partners, and in the spirit of deeper collaboration ahead



Chandler Institute of
Governance

Center for Transformation
and Innovation, USA



Harvard Kennedy
School, USA

Government of India



Japan via JDS and JICA

Pelsung



Singapore - SCP

UNDP, UNFPA



Sustainability Accelerator, USA



Bangladesh for
MBBS programs



Sri Lanka for MBBS
programs



Thailand