



རྒྱལ་བཞུད་ལྷན་ཁུངས་ལྷན་ཚོགས།

ROYAL CIVIL SERVICE COMMISSION

“Excellence in Service”

RCSC/LTD/NOT/03/2026/5778

26 March 2026

NOTIFICATION

Subject: Secondment of Civil Servants to SoEs and other public Corporate bodies

As part of the strategic initiative under the High-Impact Leadership roadmap in fostering an *Enlightened Entrepreneurial Bureaucracy*, the Royal Civil Service Commission is pleased to initiate the tenure-based secondment of civil servants to SOEs and other Corporate Entities outside the civil service at P1 and above equivalent management positions. The Commission, during its 80th Commission Meeting, has approved this strategic intervention where *Civil service meets Enterprise by Exchanging Talent, Building Leaders, Powering National Development*. The objective of the secondment is to:

- Catalyse a dynamic exchange of talent, knowledge, and expertise between the civil service and the public corporate sector;
- Transform leadership capabilities by forging corporate efficiency and entrepreneurial pragmatism into the DNA of public sector leadership; and
- Build a thriving national development ecosystem powered by cross-sectoral human capital growth, institutional collaboration, and shared prosperity.

The secondment shall be implemented transparently through open competition called by the host agency, in accordance with Section 13.10 of the BCSR 2023, and shall adhere to all provisions prescribed therein governing the overall process and requirements associated with secondment. Eligible civil servants holding a *No Objection Certificate* from both Parent and Working Agencies may apply for P1-equivalent and above secondment positions in SOEs and other Public Corporate bodies with effect from 1 April 2026.

For any clarification or further information, please contact the RCSC at ltd@rcsc.gov.bt

(Tashi Pem)
Chairperson

Copy to:

1. Head of Agency, all Civil Service Agencies for kind information
2. Hon'ble Secretary, Ministry of Finance for kind information and necessary action



P.O. Box 163, Thimphu, Bhutan

PABX: +975-2-322491, +975-2-322956, +975-2-322954

www.rcsc.gov.bt