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 རྒྱལ་གཞུང་གི་གཞི་གཞུག་ལྷན་ཚོགས།  
 ROYAL GOVERNMENT OF BHUTAN  
 ROYAL CIVIL SERVICE COMMISSION  
*Excellence in Service*



RCSC/LS-63/2017/ 1966

November 27, 2017

**Notification**

The Royal Civil Service Commission would like to notify the following changes with regard to HR actions/incentives linked with the four performance categories of the Moderation Exercise:

Performance Category	HR Actions/Incentives
Outstanding	1. 100% score for the purpose of open competition selection
Very Good	2. 95% score for the purpose of open competition selection
Good	3. 80% score for the purpose of open competition selection
Need Improvement	4. Need Improvement year will be considered in-active service for the purpose of promotion only. However, Civil Servants in NI shall be eligible for all other HR actions. 5. Compulsory Retirement for 3 consecutive years of NI

All other HR actions/incentives shall remain as reflected in the Managing for Excellence Manual. This is in line with the decision of 116 Commission Meeting held on November 14, 2017.

(Tashi Pem)  
**DIRECTOR**

Copy to:

1. Hon'ble Secretaries, all Ministries, Thimphu for kind information
2. Dasho Dzungdag, all Dzongkhags for kind information
3. Head, all Autonomous Agencies for kind information
4. Executive Secretaries, All Thromdes for kind information
5. Director, Directorate Services/Chief HR Officers/HR Officers of Ministries/Agencies/Dzongkhags/Thromdes for necessary actions.