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རྒྱལ་གཞུང་གི་གཡོག་ལྷན་ཚོགས།
ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION
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RCSC/HRMD/7/2024/4212

June 6, 2024

Dzongdags/Executive Secretary
Dzongkhag/Thromde Administration
All Dzongkhags/Thromdes

President
National Medical Services
Thimphu

Subject: Implementation of Transfer Policy within Dzongkhag Administration

Dashos,

The RCSC Commission during its 3rd Commission Meeting held on June 5, 2024 reviewed Section 13.4.5.1 of the BCSR 2023. This section mandates that all civil servants must complete a minimum of three years in their new position category or three years in their current position from the initial date of appointment to be eligible for transfer within and outside the working agency.

To facilitate effective human resource management, the Commission has delegated the authority to initiate intra-agency transfer of your staff within three years from their initial place of posting to the Dzongkhag/Thromde Administration, provided the following conditions are met:

- The transfer is within the Dzongkhag and does not involve a change in the position title.
- The transfer is solely in the public interest, with vacancies prioritized based on the requirements of specific working agencies.

This delegation empowers the Dzongkhag/Thromde Administration to prioritize human resource needs, particularly in schools and hospitals, ensuring the efficient mobilization of staff within the Administration. The Human Resource Committee upholds the principle of meritocracy at all times, ensuring that all transfer decisions are based on merit and the best interests of the public service.

Thanking you,

Yours sincerely,

(Sonam Pelden Thaye)
Director



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2. Secretary, Ministry of Education and Skills Development for kind information
3. Chief HRO, HR Division, Ministry of Education and Skills Development for kind information
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5. Offtg. HRO, HR Division, NMS for kind information
6. Asst. HRO, HR Services, Referral Hospitals for kind information
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