



དབལ་ལྷན་འབྲུག་གཞུང་།
རྒྱལ་གཞུང་གི་གཡོག་ལྷན་ཚོགས།
ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION



Excellence in Service

RCSC/LD-63/ 2132

28/12/2022

NOTIFICATION

Extra Ordinary Leave (EoL) is a facility extended to civil servants to avail sabbaticals up to 24 months, in their long years of service as a career civil servant. Prefixing other types of leave to EoL does not align with the rationale underpinning EoL and also disrupts service delivery in agencies. The Commission during its 165th Commission Meeting held on 27/12/2022 decided that henceforth prefixing and suffixing different types of leave to EoL shall not be allowed.

For those civil servants who have already availed earned leave prefixed to Extra Ordinary Leave, coinciding with their effective promotion date, shall be treated as absence from duty for the purpose of promotion. Hence in line with section 13.6.15 of the BCSR 2018, they are not eligible for promotion. Their promotion shall be effective only after rejoining their agency coinciding with the earliest promotion cycle.

This shall come into effect from the day of this notification.

(Karma Hamu Dorjee)

Chairperson

Royal Civil Service Commission

Copy to;

1. Hon. Chairperson, ACC for kind information
2. Hon. Auditor General, RAA for information
3. Hon. Secretaries, Ministries for information
4. Dasho Dzungda, 20 Dzongkhags for information
5. Heads, Chief HROs/HROs/Asst. HROs, All Agencies, Ministries, Autonomous Agencies for necessary action.



དཔལ་ལྷན་འབྲུག་གཞུང་།
རྒྱལ་གཞུང་གི་གཡོག་ལྷན་ཚོགས།
ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION



Excellence in Service

RCSC/LD-63/ 2133

28/12/2022

NOTIFICATION

The Commission reviewed the Early Retirement Scheme (ERS) that was instituted in 2006 for its efficacy and found the scheme did not serve its intended purpose, while adding cost to the Government Exchequer. Therefore, the Commission during its 165th meeting held on 27/12/2022, decided to suspend the Early Retirement Scheme until the Commission reviews its policy on ERS and accordingly develops a new/revised scheme that aligns with the ongoing civil service reforms.

This shall come into force with immediate effect.

(Karma Hamu Dorjee)
Chairperson
Royal Civil Service Commission

Copy to;

1. Hon. Chairperson, ACC for kind information
2. Hon. Auditor General, RAA for information
3. Hon. Secretaries, Ministries for information
4. Dasho Dzungda, 20 Dzongkhags for information
5. Heads, Chief HROs/HROs/Asst. HROs, All Agencies, Ministries, Autonomous Agencies for necessary action.