རྒྱལ་གཞུང་ཞི་གཡོག་སྡེན་ཚོགས།

ROYAL CIVIL SERVICE COMMISSION

"Excellence in Service"

RCSC/LS-63/2026-2027/0370

28 July 2026

Notification

Subject: Extension of Waiver on the Performance and Potential Requirement for P1 Open Competition and Waiver of Leadership Potential Assessment (LPA) Requirement

The Royal Civil Service Commission, upon reviewing the implementation of the waiver granted vide Letter No. RCSC/LTD/1COM/2024/1165 dated 19 September 2024, has assessed its impact on the pool of eligible candidates for P1 open competition. The review found that a significant proportion of eligible P2 officials continue to rely on the waiver and also observed that the number of applicants for recent P1 Chief positions was lower than expected and noted that discontinuing the waiver at this stage would substantially reduce the pool of eligible applicants.

Accordingly, the Commission, during its 94th Commission Meeting held on 22 July 2026, has approved the following:

1. **Extension of the Waiver on Performance and Potential Requirement**
   - The existing waiver shall be extended for a further two appraisal cycles (the waiver will remain in effect until the moderation deadline for the FY 2027-2028).
   - During this period, P2 Civil Servants shall remain eligible to apply for P1 positions if they have obtained 'Very Good (VG)' or above in both Performance and Potential in either of the two most recent appraisal years.
2. **Waiver of the Leadership Potential Assessment (LPA) Requirement**
   - The requirement to qualify the LPA for P1 open competition is hereby waived until further notice.
   - With the implementation of the Leadership Development Programme (LDP), the LPA no longer serves its intended purpose.
   - The main purpose of the LPA is to shortlist candidates for the selection of P1 Chief positions by assessing the foundational requirements at the managerial level. However, given the limited number of eligible candidates applying for Chief positions at present, the need for shortlisting is currently not felt.

All agencies are requested to disseminate this information to eligible officials and ensure that future P1 open competition processes are administered in accordance with the above decisions.

This notification supersedes any previous instructions inconsistent with the above.

(Tashi Pem)
Chairperson

Copy to:

1. Chief/HROs of all Agencies for information and necessary action.

P.O. Box 163, Thimphu, Bhutan
PABX: +975-2-322491, +975-2-322956, +975-2-322954
www.rcsc.gov.bt