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Royal Government of Bhutan
Ministry of Education and Skills Development
Human Resource Division



MoESD/HRD/07/2024/704

1st October 2024

PROMOTION NOTIFICATION FOR 1st JANUARY 2025

This is to notify all the eligible civil servants under the Ministry of Education and Skills Development serving at the Headquarter and in the Dzongkhags and Thromde to submit the promotion proposals for promotion falling due on 1st January 2025 routing through the respective Dzongkhag/Thromde HRC on or before 31st October 2024 as detailed below.

I. Broad-Banded Promotion up to P2A (Headquarter Staff only):

1. Served minimum of 4 years of active service in the current position as on 31st December 2024 for Professional and Management Category, Supervisory and Support Category (S5A-S1A), and Operational Category;
2. Civil servants for promotion from S1A till SS1A should have completed minimum of 5 years of active service in the current position as on 31st December 2024;
3. “Good” and above in the moderation exercise results for recent 3 financial years;
4. Clean service record.

Documents required:

1. Duly completed Promotion Application Form;
2. Moderation exercise results for recent 3 financial years (FY 2021-2022, 2022-2023, 2023-2024);
3. Valid Audit Clearance Certificate (for promotion);
4. Valid Security Clearance Certificate.

Note: Hard copies need not be submitted for Sl. No. 2, 3, and 4 above. HRD, MoESD will verify the information and documents online.

II. Fast-Track and Meritorious Promotions up to P2A (both Headquarter and Field Staff):

1. Served a minimum of 2 years of active service for the first Fast-Track Promotion and 3 years of active service for the second Fast-Track Promotion in the current position as on 31st December 2024;
2. Served a minimum of 3 years of active service in the current position as on 31st December 2024 for Meritorious Promotion (up to P2A level only);
3. ‘Good’ and above in the moderation exercise results for 2 years for Fast-Track Promotion;
4. ‘Outstanding’ for recent 3 years in the moderation exercise results for Meritorious Promotion;
5. Clean service record.

Documents required:

1. Duly completed Promotion Application Form;
2. Moderation exercise results for recent 3 years for Meritorious Promotion:
 - i. FY- 2021-2022, 2022-2023, and 2023-2024 for MoESD HQ employees; and
 - ii. Calendar year 2021, 2022 and 2023 for School Staff authenticated by Dzongkhag/Thromde HROs and submit along with the promotion proposals;
 - iii. Moderation exercise results for recent 2 years for fast-track promotion.
3. Valid Audit Clearance Certificate (for promotion);



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4. Valid Security Clearance Certificate;

Notes:

1. A civil servant in the entry position level who has not availed a single promotion shall not be eligible for Fast-Track and Meritorious Promotion.
2. MoESD HQ employees are not required to submit hard copies for Sl. No. 2, 3, and 4. HRD, MoESD will verify the information and documents online.
3. Dzongkhag and Thromde HROs shall verify online Audit Clearance and Security Clearance and not forward any promotion proposal to RCSC if there is an issue.
4. In accordance with Section 2.9.6., Chapter 2, of BCSR 2023, the Dzongkhags and Thromdes shall submit the Fast-Track and Meritorious Promotion proposals directly to RCSC, if any within the stipulated timeline.

III. P1 Specialist Promotion

A. P1 Specialist promotion (Headquarter):

1. Specialist Staffing Matrix (SSM) under Specialist Management Development Framework (SMDF) shall be the basis to determine the number of P1 Specialist Promotion as per the RCSC's Notification dated 1st May 2020;
2. Served 4 years of active service in the current position as on 31st December 2024;
3. "Good" and above in the moderation exercise results for recent 3 years;
4. Completed online/e-learning course on ethics and integrity for the civil service which has been developed by the Anti-Corruption Commission in collaboration with the Royal Civil Service Commission;
5. Clean service record.

Documents required:

1. Duly completed Promotion Application Form;
2. Moderation exercise results for recent 3 years:
 - i. Headquarter Staff: FY 2021-2022, 2022-2023, and 2023-2024;
 - ii. Field Staff: Calendar year 2021, 2022 and 2023 - authenticated by Dzongkhag/Thromde HROs and submit along with the promotion proposals;
3. Valid Audit Clearance Certificate (For promotion only);
4. Valid Security Clearance Certificate;
5. Copy of the course completion certificate on Ethics and Integrity of the Anti-Corruption Commission in collaboration with the Royal Civil Service Commission;
6. Area of Specialization;
7. Specialist Terms of Reference; and
8. Legal Undertaking

Notes:

1. SSM will not apply to the Teaching professionals.



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2. MoESD HQ Staff need not submit hard copies for Sl. No. 2, 3 and 4. HRD, MoESD will verify the information and documents online.
3. Dzongkhag and Thromde HROs shall verify online Audit Clearance and Security Clearance and **not process** any promotion proposals if there is an issue.
4. In accordance with the Specialist Management Development Framework (SMDF) Notification dated 1st May 2020, the Dzongkhags and Thromdes shall process P1 Specialist promotion proposals for Teachers and Counselors through the HRC based on the criteria.

B. P1 Specialist promotion (for Principal):

1. Served 4 years of active service in the current position as on 31st December 2024;
2. Publication - definition and requirements of publication is given in the RCSC's Notification dated September 20, 2021 (**Annexure I**);
3. School level and student number as stipulated in the letter (**Annexure II**);
4. Obtained Level 2 and above in the LFS score for the recent 3 years;
5. A minimum of two "Very Good" and above in the moderation exercise results for recent 4 years;
6. Fulfilled 160 hours of Professional Development (40% facilitated and 60% attended) (**Annexure III**);
7. At least Level 3 category (i.e., Good) in the School PMS score;
8. Completed online/e-learning course on ethics and integrity for the civil service which has been developed by the Anti-Corruption Commission in collaboration with the Royal Civil Service Commission;
9. Clean service record

Documents required:

1. Duly completed Promotion Application Form;
2. Moderation exercise results for the calendar year 2021, 2022 and 2023 authenticated by the Dzongkhag and Thromde HROs and submit along with the promotion proposals;
3. A list of Publication (title endorsed by the Ministry), including the name(s) of the author, the year of publication, source of publication. Publications (soft copy) need to be also submitted along with the promotion proposal;
4. LFS score (to be verified online by the RCSC);
5. Valid Audit Clearance Certificate (for promotion);
6. Valid Security Clearance Certificate;
7. Specialist Promotion Proposal Form (**Annexure IV**); and
8. Duly filled PD Format signed by the School HR Committee or SMT (**Annexure III**);
9. Copy of the course completion certificate on Ethics and Integrity of the Anti-Corruption Commission in collaboration with the Royal Civil Service Commission;
10. Area of Specialization;
11. Specialist Terms of Reference; and
12. Legal Undertaking

Notes:

1. Hard copies are not required to be submitted for Sl. No. 2, 5, and 6 above. HRD, MoESD will verify the information and documents online while the RCSC will verify the LFS score.



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2. *Dzongkhag and Thromde HROs shall verify online Audit Clearance and Security Clearance and not forward any promotion proposal if there is an issue.*
3. *Aspiring and eligible candidates shall arrange and bind the promotion documents as per the order reflected under the 'Documents required' and route through the Dzongkhag/Thromde HRC prior to submission to the Ministry.*

C. P1 Specialist promotion (for Vice Principal):

1. Served 4 years of active service in the current position as of 31st December 2024;
2. Publication - definition and requirements of publication is given in the RCSC's Notification dated September 20, 2021 (*Annexure I*);
3. School must have a Principal at Executive Specialist (ES) level;
4. At least a minimum of two "Very Good" in the moderation exercise results for recent 4 years;
5. Fulfilled 160 hours of Professional Development (40% facilitated and 60% attended);
6. At least Level 3 category (i.e., Good) in the School PMS score;
7. Completed online/e-learning course on ethics and integrity for the civil service which has been developed by the Anti-Corruption Commission in collaboration with the Royal Civil Service Commission;
8. Clean service record

Documents required:

1. Duly completed Promotion Application Form;
2. Moderation exercise results for the calendar year 2021, 2022 and 2023 authenticated by the Dzongkhag and Thromde HROs and submit along with the promotion proposals;
3. *A list of Publication (title endorsed by the Ministry), including the name(s) of the author, the year of publication, source of publication. Publication(s) (soft copy) also need to be submitted along with the promotion proposal;*
4. "Very Good" and above in 270 degree assessment (MoESD will carry out separately);
5. Valid Audit Clearance Certificate (*for promotion*);
6. Valid Security Clearance Certificate;
7. Specialist Promotion Proposal Form (*Annexure IV*); and
8. Duly filled PD Format signed by the School HR Committee or SMT (*Annexure III*);
9. Copy of the course completion certificate on Ethics and Integrity of the Anti-Corruption Commission in collaboration with the Royal Civil Service Commission;
10. Area of Specialization;
11. Specialist Terms of Reference; and
12. Legal Undertaking

Notes:

1. *Hard copies are not required to be submitted for Sl. No. 2, 5, and 6 above. HRD, MoESD will verify the information and documents online while the RCSC will verify the LFS score.*
2. *Dzongkhag and Thromde HROs shall verify online Audit Clearance and Security Clearance and not forward any promotion proposal if there is an issue.*



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3. *Aspiring and eligible candidates shall arrange and bind the promotion documents as per the order reflected under the 'Documents required' and route through the Dzongkhag/Thromde HRC prior to submission to the Ministry.*

D. P1 Specialist Promotion for Principal DEO/Principal TEO

1. Served 4 years of active service in the current position as on 31st December 2024;
2. Dzongkhag/Thromde concerned must have a Chief DEO/TEO;
3. Notwithstanding Sl.# 2, eligible Dy. Chief DEOs/TEOs who submit their promotion documents shall be assessed by the Ministry and ascertain weighted score accordingly. The choice of placement will be based on merit in the weighted score;
4. "Good" and above in the moderation exercise results for recent 3 years;
5. Average School PMS scores of the concerned Dzongkhag/Thromde will be considered;
6. 270 degree assessment (to be ascertained by the Ministry);
7. Fulfilled 160 hours of professional development (40% facilitated and 60% attended);
8. Completed online/e-learning course on ethics and integrity for the civil service which has been developed by the Anti-Corruption Commission in collaboration with the Royal Civil Service Commission;
9. Clean service record

Documents required:

1. Duly completed Promotion Application Form;
2. Moderation exercise results for the FY 2021-2022, 2022-2023 and 2023-2024 authenticated by the Dzongkhag and Thromde HROs and submit along with the promotion proposals;
3. 270 degree assessment (MoESD will carry out separately);
4. Valid Audit Clearance Certificate (*for promotion*);
5. Valid Security Clearance Certificate;
6. Specialist Promotion Proposal Form (**Annexure IV**); and
7. Duly filled PD Format signed by the Chief DEO/TEO (**Annexure III**);
8. Copy of the course completion certificate on Ethics and Integrity of the Anti-Corruption Commission in collaboration with the Royal Civil Service Commission;
9. Area of Specialization;
10. Specialist Terms of Reference;
11. Legal Undertaking

Notes:

1. *Hard copies are not required to be submitted for Sl. No. 2, 4 and 5 above. HRD, MoESD will verify the information and documents online.*
2. *Dzongkhag and Thromde HROs shall verify online Audit Clearance and Security Clearance and not forward any promotion proposal if there is an issue.*
3. *Aspiring and eligible candidates shall arrange and bind the promotion documents as per the order reflected under the 'Documents required' and route through the Dzongkhag/Thromde HRC prior to submission to the Ministry.*



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IV. Executive Specialist (ES) Level Promotion

A. *Principal (Specialist III) at ES3A Level*

1. Served a minimum of 4 years of active service as Principal I at P1A as on 31st December 2024;
2. Possess a minimum of Master's Degree in the relevant field (status should be reflected as "completed" in the ZES);
3. Obtained Level 2 and above in the LFS score for the recent 3 years;
4. "Very Good" and above in the moderation exercise results for recent 2 years both in performance dashboard and potential assessment.
5. "Very Good" category in the School PMS score for recent 2 years;
6. Publication - definition and requirements of publication is given in the RCSC's Notification dated September 20, 2021 (*Annexure I*);
7. Fulfilled 160 hours of Professional Development: Facilitated (40%) and Attended (60%);
8. Ability to lead and mentor Principals/VPs (Statement from the concerned Chief DEO/TEO or Dasho Dzongda/Executive Secretary);
9. Completed online/e-learning course on ethics and integrity for the civil service which has been developed by the Anti-Corruption Commission in collaboration with the Royal Civil Service Commission;
10. Clean service record

Documents required:

1. Duly completed Promotion Application Form;
2. Moderation exercise results for the calendar year 2021, 2022 and 2023 authenticated by the Dzongkhag and Thromde HROs and submit along with the promotion proposals;
3. *A list of Publication (title endorsed by the Ministry), including the name(s) of the author, the year of publication, source of publication. Publications need to be also submitted along with the promotion proposal;*
4. Work Plan for the next 3 years (2025, 2026 and 2027) as a Principal (Specialist III) at ES level (Performance Appraisal Form as per MaX Manual);
5. LFS score (to be verified online by the RCSC);
6. Valid Audit Clearance Certificate (*for promotion*);
7. Valid Security Clearance Certificate;
8. Specialist Promotion Proposal Form (*Annexure IV*);
9. Duly filled PD Format signed by the School HR Committee or SMT (*Annexure III*);
10. Area of Specialization;
11. Specialist Terms of Reference; and
12. Legal Undertaking

Notes:

1. *Hard copies need not be submitted for Sl. No. 2, 5, 6, and 7. HRD, MoESD will verify the information and documents online while the RCSC will verify the LFS score.*



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2. *Dzongkhag and Thromde HROs shall verify online Audit Clearance and Security Clearance and not forward any promotion proposal if there is an issue.*
3. *Aspiring and eligible candidates shall arrange and bind the promotion documents as per the order reflected under the 'Documents required' and route through the Dzongkhag/Thromde HRC prior to submission to the Ministry.*

B. Master Teacher and Master Lead Teacher (Specialist III) at ES Level:

1. For promotion to ES3A, served 4 years as Senior Teacher I (for Master Teacher) or Cluster Lead Teacher (for Master Lead Teacher) at P1A as on 31st December 2024;
2. For promotion to ES2A and above, served at 6 years as Master Teacher or Master Lead Teacher at ES3A as on 31st December 2024;
3. Possess Master's Degree with specialization in the relevant field (status should be reflected as "completed" in the ZEST);
4. Publication - definition and requirements of publication is given in the RCSC's Notification dated September 20, 2021 (*Annexure I*);
5. Average student performance in their teaching subject for 2 years (2022 and 2023);
6. Fulfilled 160 hours of Professional Development: Facilitated (40%) and Attended (60%);
7. Ability to lead and mentor Teacher colleagues (Statement from the concerned school Principal);
8. "Very Good" and above in the moderation exercise results for the recent 2 years both in the performance dashboard and the potential assessment.
9. Completed online/e-learning course on ethics and integrity for the civil service which has been developed by the Anti-Corruption Commission in collaboration with the Royal Civil Service Commission;
10. Clean service record

Documents required:

1. Duly completed Promotion Application Form;
2. Moderation exercise results for the calendar year 2021, 2022 and 2023 authenticated by the Dzongkhag and Thromde HROs and submit along with the promotion proposals.
3. *A list of Publication (title endorsed by the Ministry), including the name(s) of the author, the year of publication, source of publication. Publications (soft copy) need to be also submitted along with the promotion proposal;*
4. Work Plan for the next 3 years (2025, 2026 and 2027) as a Master Teacher or Master Lead Teacher at ES level;
5. Valid Audit Clearance Certificate (*for promotion*);
6. Valid Security Clearance Certificate;
7. Specialist Promotion Proposal Form (*Annexure IV*); and
8. Duly filled PD Format signed by the School HR Committee or SMT (*Annexure III*);
9. Area of Specialization;
10. Specialist Terms of Reference;
11. Legal Undertaking

Notes:



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1. *Hard copies need not be submitted for Sl. No. 2, 5 and 6. HRD, MoESD will verify the information and documents online.*
2. *Dzongkhag and Thromde HROs shall verify online Audit Clearance and Security Clearance and not forward any promotion proposal if there is an issue.*
3. *Aspiring and eligible candidates shall arrange and bind the documents as per the order reflected under the 'Documents required' and route through the Dzongkhag/Thromde HRC prior to submission to the Ministry.*

C. Specialist at ES Level (for MoESD HQ)

1. Specialist Staffing Matrix (SSM) under Specialist Management Development Framework (SMDF) shall be the basis to determine the number of Specialist Promotion as per the RCSC's Notification dated 1st May 2020;
2. Served a minimum of 4 years of active service in the current position at P1A as on 31st December 2024;
3. Served a minimum of 6 years of active service in the current position at ES3A as on 31st December 2024;
4. Possess a minimum of Master's Degree with specialization (status should be reflected as "completed" in the ZES);
5. Obtained Level 2 and above in the LFS score for the recent 3 years (those who are serving as Division Chiefs);
6. "Very Good" and above in the moderation exercise results for recent 2 years both in performance dashboard and potential assessment;
7. Publication - definition and requirements of publication is given in the RCSC's Notification dated September 20, 2021 (*Annexure I*);
8. Recommendation of the respective Department Heads;
9. Completed online/e-learning course on ethics and integrity for the civil service which has been developed by the Anti-Corruption Commission in collaboration with the Royal Civil Service Commission;
10. Clean service record

Documents required:

1. Duly completed Promotion Application Form;
2. Moderation exercise results for the FY 2021-2022, 2022-2023 and 2023-2024;
3. *A list of Publication (title endorsed by the Ministry), including the name(s) of the author, the year of publication, source of publication. Publications need to be also submitted along with the promotion proposal;*
4. Work Plan for the next 3 years (2024-25, 2025-26 and 2026-27) as a Specialist III at ES level;
5. LFS scores (to be verified online by the RCSC);
6. Valid Audit Clearance Certificate (*for promotion only*);
7. Valid Security Clearance Certificate;
8. Specialist Promotion Proposal Form (*Annexure IV*);
9. Area of Specialization;
10. Specialist Terms of Reference; and
11. Legal Undertaking



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Notes:

1. *Hard copies need not be submitted for Sl. No. 2, 5, 6 and 7 above. HRD, MoESD will verify the information and documents online while the RCSC will verify the LFS scores.*
2. *As per the RCSC's Notification dated 1st May 2020, the Ministry will seek Clean-Sheet information from the Anti-Corruption Commission against the candidates concerned.*
3. *Aspiring and eligible candidates shall arrange and bind the documents as per the order reflected under the 'Documents required' and route through the Department Heads.*

General Information:

1. All promotion proposals must be routed through the respective Dzongkhag and Thromde HRC for field staff of Dzongkhags and Thromdes.
2. All promotion proposals must be in line with Chapter 2 and Chapter 10 of BCSR 2023, the Specialist Management Development Framework dated 1st May 2020, Notification on the definition of Publication dated 14th September 2020, 20th September 2021 and the Ministry's criteria.
3. Promotion up to P1 has been decentralized to Agencies as per the RCSC's notification dated 1st May 2020. However, promotion for Principals, VPs and Principal DEO/TEO at P1 shall be submitted to the Ministry routed through the respective Dzongkhag/Thromde HRC as desired by the RCSC.
4. **Dzongkhag and Thromde HRO** shall duly complete all forms/documents and submit along with the checklist, summary sheet and required documents to the Ministry/RCSC. **ANY INCOMPLETE AND LATE SUBMISSION OF PROPOSALS TO MoESD SHALL NOT BE ACCEPTED AND RETURNED IMMEDIATELY.**
5. The mandatory requirement for the aspiring candidates to complete the online/e-learning course on Ethics and Integrity in order to be eligible for the promotion to P1 (both Specialist and Management) is as per the notification received from the Royal Civil Service Commission vide letter no. RCSC/LD-63/2022/3438 dated 1st March 2022.
6. All promotion proposals must reach HRD, MoESD on or before **31st October 2024**. However, promotion proposals for Fast-track and Meritorious Promotion proposals for the Field Staff must be submitted directly to RCSC by the Dzongkhag/Thromde concerned, if any within the stipulated timeline.
7. **The Ministry will not be held accountable for any issues arising from late receipt/submission of promotion proposals to the Ministry/RCSC.**



HUMAN RESOURCE DIVISION



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Human Resource Division



Copy:

1. Hon'ble Secretary, MoESD for kind information
2. Director General, DSE, MoESD for kind information
3. Directors, Offtg. Director: DEP, BQPCA, DWPSD, BCSEA, MoESD for kind information
4. Dasho Dzungda/Executive Secretary, Dzongkhag/Thromde concerned for kind information
5. Chiefs of Divisions, MoESD for kind necessary information and dissemination to their staff
6. Chief DEO/TEO, all Dzongkhags and Thromdes for kind necessary information and action
7. Principals of respective schools in 20 Dzongkhags and 4 Thromdes for kind information and dissemination at the school level
8. HR Officers, Dzongkhags/Thromdes concerned for kind necessary information and action
9. Office copy