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



RCSC/LD-63/ NOTIFICATION/2020/450

September 16, 2020

**NOTIFICATION**

**Subject: Definition of Publication for Promotion of Civil Servants to Specialist Positions (ES3-ES1)**

Pursuant to notification RCSC/LD-63/NOTIFICATION/2020/3753 dated May 1, 2020, to ensure clarity on definition of "Publication" which is mandatory criteria for promotion to Specialist Positions (ES3-ES1), the Commission reviewed the definition of "Publication" in its 60<sup>th</sup> Commission Meeting held on September 15, 2020 as follows:

Public communication of professional opinion, knowledge and experience via print or electronic medium in any specialist domain/on the current policy/framework etc supported with literature review by an individual or co-authored (maximum of two persons) and submitted to the agency, which in turn provides value or has potential to provide value now or in the future.

Publication could be in the form of following but not limited to:

- Article(s) in Professional Journals.
- Advisory Note, Report and strategy paper at national level.

All publications should be peer reviewed, as below, to be considered as publication for promotion to specialist position:

1. Articles in credible national or international professional journals (both hard copy prints or online journals) published individually or co-authored (maximum of two persons).

**OR**

2. The vetting of the publication must be done by a "Peer Review Committee" at National Level. The composition of the Committee shall be a minimum of three individuals (professionals with relevant domain expertise) and it shall be endorsed by HRC of the relevant Agency. The Committee shall review each type of publications in this group to affirm its quality and professional standards.

(Karma Hamu Dorjee)  
Chairperson

**Copy to:**

1. Secretaries, All Ministries
2. Head/s, all autonomous agencies
3. Dzongdag/s, All Dzongkhags
4. Chief HRO/HRO, All Agencies