

Specialist Management & Development Framework 2020

Criteria/documents	Other Categories of PMC				Medical Services	Traditional Medicine Services
	P2 to P1	P1 Managerial to ES3	P1 Specialist to ES3	ES3 to ES1		
Area of Specialization for 12 FYP based on the Agency's legal framework, mandate, FYP & CBF	Yes	Yes	Yes	Yes	No (Based on approved HR Standard)	No (Based on approved HR Standard)
Specialist Staffing Matrix (SSM)	Yes	Yes	Yes	Yes	No	No
Terms of Reference/Job Description	Yes	Yes	Yes	Yes	P1-ES3: Yes ES3-ES1: Yes	P1-ES3: Yes ES3-ES1: Yes
Work Plan for next 3 years	No	Yes	Yes	Yes	P1-ES3: Yes ES3-ES1: Yes	P1-ES3: Yes ES3-ES1: Yes
Qualification	Bachelor/PMC	Relevant Masters Degree	Relevant Masters Degree	Relevant Masters Degree	Relevant Masters: P1-ES3 & ES3-ES1	Relevant Masters: P1-ES3 & ES3-ES1 (Except for Drungtshos: on case by case basis as per Clause 2.1.5 under Mandatory Criteria)
Peer reviewed Publications*	No	Yes	Yes	Yes	Doctors : Yes Other Categories: Yes	Yes
IWP/Moderation Result	Good	Very Good	Very Good	Outstanding	P1-ES3: Very Good ES3-ES1: Outstanding	P1-ES3: Very Good ES3-ES1: Outstanding
Duration	4 years	4 years	4 years	6 years	P1-ES3: 4 years ES3-ES1: 5 years for Practicing Medical Doctors and 6 years for Other Categories	P1-ES3: 4 years ES3-ES1: 6 years
Undertaking	Yes	Yes	No	No	No	No
Promotion Justification Session	No	Yes	Yes	No	No	No
LFS Score	Only if candidate has headed department/centres for more than 6 months during promotion period, minimum Level 2 and above (RCSC to determine)					
* 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.						