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གསོ་བ་ལྷན་ཁག་མཐོ་སྤྱོད་

Royal Government of Bhutan Ministry of Health, Thimphu

Human Resource Division

"A Nation with the Best Health"



MoH/HRD-04/2026/2256

September 3, 2026

PROMOTION NOTIFICATION (January 2027)

In accordance with Clause 10.7.7, Section 10.7.7.2 and 10.7.7.2 of Chapter 10 and Clause 12.4 Section 12.4.2 of Chapter 12 of BCSR 2023, the HR Division would like to notify all the Departments/Divisions/Hospitals under Ministry of Health to submit promotion proposal for January 2027.

All employees who are due for promotion or have completed the minimum required years of active service in their current position as of **30 December 2026**, as per the promotion criteria outlined below, are requested to process their promotion through their respective Department/Division/Hospital:

Position Category	Position Level	Durations	Moderation score
Specialist promotion	ES3 to ES1	Minimum of 5 years for medical doctor/specialist & 6 years for non-doctor/specialist	Minimum of two years OS from the last promotion and competency Assessment of VG and above
Specialist promotion	P1 to ES3	Minimum of 4 years	Minimum of "VG" performance for recent two years and Competency Assessment of VG and above
Meritorious promotion	O4 to P1	6 months to one year before actual date of next broadband promotion	Minimum of three "OS" performance for PMC, OC & SSC (S5-S1) & Minimum of four "OS" for SSC (S1 to SS1). For medical doctors, it shall as per doctor career path
Professional Management Category (PMC)	P5 to P1	Minimum of 4 years	Minimum of "Good" performance moderation rating for last three years
Supervisory & Support (SSC)	SS1 to SSS	Minimum of 5 years	Minimum of 4 years "Outstanding" performance in SS1 A
Supervisory Support category (SSC)	S1 to SS1	Minimum of last 5 years	Minimum of "Good" performance moderation rating for last four years
	S5 to S1	Minimum of 4 years	Minimum of "Good" performance moderation rating for last three years
Operational Category	O4 to O1	4 years	Minimum of "Good" performance moderation rating for last three years

1. The duration excludes one-year probation period and EoL
2. Long term studies obligation shall be applied as per training rules



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**Royal Government of Bhutan
Ministry of Health, Thimphu**

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3. Moderation rating of one Need Improvement after last promotion shall result into the loss of promotion by a year
4. Any other criteria as per BCSR 2023

You are requested to kindly submit the following documents on or before 31 October 2026

1. Valid Security Clearance
2. Valid Audit Clearance for promotion

Additional documents for meritorious promotion including SSS level:

1. Signed Moderation Score
2. Recommendation letter from respective sector heads for non-Doctor Career path
3. Role justification for non-Doctor Career path

Additional documents for Specialist promotion (P2 to P1 level Specialist):

1. Post Adjustment for specialist promotion from P2-P1 (form 13/3)
2. Legal undertaking for specialist P2-P1 (form 13/4)
3. Terms of Reference
4. Signed Moderation Score
5. Integrity Vetting Certificate Level I & II

Additional documents for Specialist's promotion (to ES3 and above)

1. Terms of reference
2. Minimum of one peer reviewed publication published after last promotion
3. Individual Work Plan for the next three years
4. Any other documents that may favor employee as per the specialist management and development framework.

The tentative list of candidates eligible for broadband promotions is attached for kind perusal.


(Choden Phuntsho)
Offg. Chief HR Officer

Copy to:

1. President, NMS, MoH, Thimphu for kind information.
2. All HoDs, Ministry of Health, Thimphu for kind information.
3. Medical Superintendent, ERR Hospital/ CRR Hospital/NTMH for kind information.
4. Chief Medical Officers, Hospitals under NMS, MoH for kind information.
5. All Chiefs, Ministry of Health, Thimphu for kind information and necessary action.
6. HR Officer, HR Services, ERRH, Mongar and CRRH, Gelephu for kind information and necessary action
7. Administrative Officer, Hospitals under NMS, MoH for kind information and necessary action.

