

ELECTION COMMISSION OF BHUTAN



Service Rules & Regulations Amendment, 2025

AMENDMENT

The following amendments to the ECB-SRR, 2017, which will come into effect from 14th January, 2025, shall be referred to as **ECB-SRR Amendment, 2025**:

1. Section 12.1 under Chapter 5 is amended as:

12.1 An employee appointed at M1 to M5 levels shall have a minimum service obligation of four years of active service including probation.

An employee appointed at support and operational levels shall have a minimum service obligation of two years of active service including probation.

2. Section 12.5 has been inserted under Chapter 5 as follows:

12.5 Employees shall obtain a No Objection Certificate (NOC) from the Commission before applying for any employment, attending interviews, or sitting for selection examinations outside the ECB.

Failure to comply with this provision shall result in the employee not being relieved from the ECB.

3. Section 4.2 has been inserted under Chapter 8 as follows:

4.2 Employees shall secure prior approval from the Commission before applying for further studies, training programs, or scholarships. In the event of failure to obtain prior approval, the Commission shall not relieve the employee to pursue further studies, training programs, or scholarships.

If an employee voluntarily resigns to pursue further studies, training programs, or scholarships, the notice period shall be six months. In the event the employee fails to provide the prescribed notice period, he/she shall be liable to pay an amount equal to six months gross pay for the prescribed notice period, on a pro-rata basis.

4. Section 10.2 under Chapter 9 is amended as follows:

10.2 An employee shall apply for long-term EOL (i.e. 2 years) two months ahead of the date he/she is availing the leave.

If an employee fails to notify the HRC at least two months in advance, the HRC shall have the authority to decline the EOL application. A maximum of two employees may avail EOL annually.

5. Section 10.14 has been inserted under Chapter 9 as follows:

10.14 An employee availing EOL shall be liable for administrative disciplinary action, if he/she is found to breach the Undertaking.

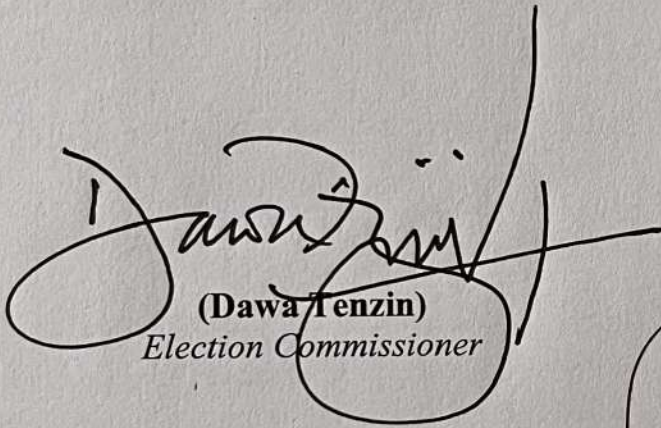
6. Section 2.10 under Chapter 17 is amended as follows:

2.10 An employee, subject to other rules, may seek voluntary resignation on his/her own after giving notice of at least three months in advance.

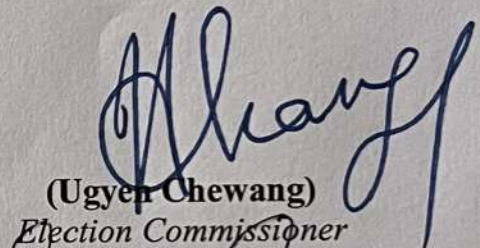
7. Section 2.11 under Chapter 17 is amended as follows:

2.11 An employee, who fails to give the prescribed period of notice of resignation, shall be liable to pay an amount equal to the gross pay for the prescribed notice period, on a pro-rata basis.

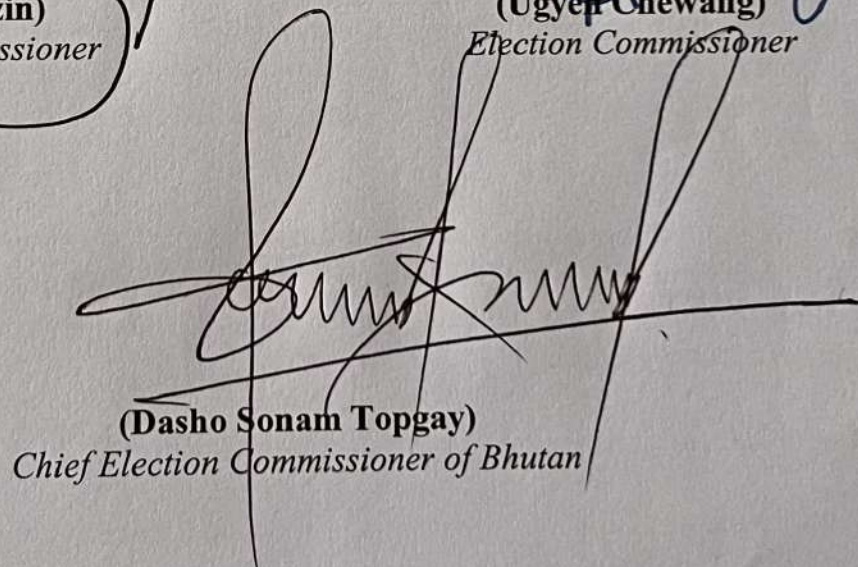
Done under the seal of the Election Commission of Bhutan on the 14th of January, 2025, corresponding to the 16th Day of the 12th Month of the Female Wood Snake Year in the Bhutanese Calendar.



(Dawa Tenzin)
Election Commissioner



(Ugyen Chewang)
Election Commissioner



(Dasho Sonam Topgay)
Chief Election Commissioner of Bhutan