འབྲུག་གི་བཙན་འཐུ་ལྷན་ཚོགས།
ELECTION COMMISSION OF BHUTAN
(Ensuring Free, Fair & Democratic Elections & Referendums)

ECB/CEC-NOTIF/2026-2027/ 371 **26 November 2026**

NOTIFICATION

Subject: Amendment to Chapter 11 (Senior Electoral Service), Section 11.10 of the ECBSRR, 2025

The Election Commission of Bhutan, during its 47th Commission Meeting held on 17 November 2025, made amendments to the provisions of the ECBSRR 2025 mentioned below. The notification shall apply with immediate effect.

Selection for P1 Framework:

Sl.No.	Assessment Category	Maximum Weight	Evaluation Criteria
1	Seniority	5%	5% for those who completed more than 5 years, 4% for 4 years & above, 3% for 4 years, 2% for 3 years and 1% for 2 years in P2 level.
2	Individual Achievements	3%	1% each for service as Division Head, service as Dzongkhag Election Officer and National Volunteer Service (However, only the National Volunteer Service in the last five years will be taken into account upon verification of relevant supporting documents from the service records).
3	Leadership and Performance	22%	15% for Leadership Capability Traits assessed through the Leadership Feedback Survey (LFS) and 7% based on the last two years' performance with a minimum rating of Very Good.
4	Interview / Viva Voce	70%	35% Domain Expertise, assessed through the presentation and Q&A; 35% Leadership Skills, including strategic thinking and judgement.

The amendment is made in accordance with the power and authority conferred under Chapter 22, Section 22.1 and Section 22.2 of the ECBSRR, 2025.

The above-mentioned amendment shall be effective from 26 November 2026.

Deki Pema
Chief Election Commissioner

Post Box No.: 2008, Democracy House, Kawajangsa, Thimphu: Bhutan
334851, 334852 (PABX), 334762 (PS to CEC), Fax: 334763
Website: www.ecb.bt E-mail: cec@ecb.bt