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ELECTION COMMISSION OF BHUTAN
(Ensuring Free, Fair & Democratic Elections & Referendums)

ECB/HRD-(06)/2026-2027/ 372 **27 November 2026**

Office Order
Subject: Rollout of the Leadership Feedback Survey (LFS)

Pursuant to the final decision taken at the **47th Commission Meeting** held on 17 November 2026, the Election Commission of Bhutan would like to notify all employees that the Leadership Feedback Survey (LFS) for officials at P2 level and above is being rolled out with effect from the date of this Office Order.

The LFS aims to assess leadership capabilities, identify strengths and areas for improvement, promote accountability and support professional growth and effective leadership within the Commission. The assessment is based on the parameters prescribed under the Leadership Capability Framework of the ECB Service Rules and Regulations (ECBSRR) 2025, with feedback collected from three categories of respondents: Supervisors, Peers and Subordinates.

Officials at P2 level and above will be assessed and all ECB employees, except those in the ESP category are required to respond, giving objective, fair and constructive feedback from **27 November to 4 December 2026**. As the LFS is a personal assessment, each respondent must complete and submit the survey independently, based on your own observations, professional judgement, experience and without seeking assistance from or consulting others.

The system is designed to protect the anonymity of every respondent. All eligible employees must sign in with their official accounts through this link **https://tinyurl.com/Leadership-Feedback-System**. The accounts are used solely to verify eligibility and ensure one submission per respondent. While participation shall be monitored for compliance purposes, each response shall be recorded without any link to the account that made it, so no one, including the system administrators, can identify the actual response provided by a respondent. Results will be shown only in aggregate: an average score, the number of respondents and a compilation of remarks. Respondents should not include names or details that could identify themselves or others. The effectiveness of the LFS relies on the integrity of the ECB officials. Each respondent is asked to act in good faith and to give feedback that is fair and forthright. Honest feedback, even when difficult, is what allows the Commission to strengthen leadership at every level and sustain public trust.

For any enquiries or clarifications regarding the process for login or submission of feedback, please contact Yeshi Dema, Assistant ICTO at yeshid@ecb.bt.

Dema

Chief Election Commissioner

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