



དཔལ་ལྷན་འབྲུག་གཞུང་།  
 རྫོང་ཁག་བདག་སྐྱོང་། ཆོས་ཅེ་རྫོང་། གྲོང་གསལ་།

**Royal Government of Bhutan**

DZONGKHAAG ADMINISTRATION

Chhoetse-Dzong: Trongsa



## Code of Conduct

### Accountability འགན་ཁུལ།

A civil servant is responsible for his/her decisions and actions and must be accountable to whatever scrutiny is appropriate to his/her Office as prescribed by law and the BCSR.

### Honesty རྒྱལ་ལྷན་།

A civil servant shall be honest and declare any private interests relating to his/her official duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

### Impartiality ཉེ་ཤིང་མེད་པ།

A civil servant shall be fair, neutral, and not favor one person more than another in carrying out public business, including making public appointments, awarding contracts, or recommending individuals for awards and benefits.

### Integrity རྒྱལ་ལྷན་།

A civil servant shall not place himself/herself under any financial or other obligation to outside individuals or organizations that may influence him/her in the performance of his/her official duties.

### Leadership འགོ་ཁྲིད་པ།

A civil servant shall at all times uphold and promote the principles of leadership by example.

### Loyalty དམ་ཚིག་ཅན།

A civil servant shall at all times be true, loyal and faithful to the Tsawa- sum.

### Openness དུངས་གསལ་ལ། མ་སྦྲུབ།

A civil servant shall be as open as required about all the decisions and actions that he takes. He/she shall give reasons for his/her decisions and restrict information to protect the wider public interest and confidentiality of the matter.

### Professionalism རྒྱལ་ལྷན་ཅན།

A civil servant shall practice his/her profession with the highest standards of ethics and courtesy.

### Selflessness གཞན་ལ་ཕན་ཅན།

A civil servant shall always take decisions solely in terms of the public interest. He/she shall not do so in order to gain financial or other material benefits for himself/herself, his/her family, his/her relatives, or his/her friends.



དཔལ་ལྷན་འབྲུག་གཞུང་།  
ཇོང་ཁག་བདག་སྐྱོང་། ཆོས་ཅེ་ཇོང་། གྲོང་གསལ་།  
**Royal Government of Bhutan**  
DZONGKHAG ADMINISTRATION  
Chhoetse-Dzong: Trongsa



DAT/HR/OIP/1/2022-2023/936

1.9.2022

**NOTIFICATION**

This is to notify all LG members and Civil Servants working under this Dzongkhag Administration to kindly abide by the Code of Conduct developed in line with chapter 3 of BCSR 2018, “civil service values and conduct”. Adhering to these principles ensures the upholding of integrity, professionalism, and public trust in our work.

The code of conduct for LG members and civil servants serve as a guide to ethical behavior and outlines the standard expected from each individual in the Dzongkhag. It is essential that we conduct ourselves in a manner that upholds and behaves ethically in delivering the service with the highest standards of integrity, accountability and transparency.

Therefore, all LG members and civil servants must abide by the code of conduct at all times while delivering the public service.

Phub Rinzin  
**DZONGDAG**

**Copy to:**

1. Thrizin/Gup's, Gewog Administration, DAT for information and strict compliance
2. Sector heads/Staff, DAT for information and strict compliance
3. ICTO, DAT to upload in Dzongkhag website
4. Office Copy