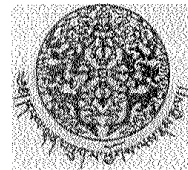




ROYAL GOVERNMENT OF BHUTAN
ANTI-CORRUPTION COMMISSION
'NATION'S CONSCIENCE'
THIMPHU, BHUTAN
"Lead by example"
"If you cares, you will dare"



20 June 2009

Honorable Chairman,
Royal Civil Service Commission

SUB: ENFORCEMENT TO CIVIL SERVICE CODE OF CONDUCT & ETHICS

Sir,

We believe that the most sustainable anti-corruption measure is building a culture of intolerance for corruption in the larger society and system of governance. Generally, developing a comprehensive code of conduct and ethics and more importantly enforcing it through laws, training and sensitization is imperative in building a culture of intolerance for corruption in the bureaucracy, which is the main machinery of governance. Internationally, there is a conscious effort in instilling a sense of responsibility, accountability and a sense of right and wrong in the public servants. Gift and Asset Declaration Rules, declaration of conflict of interest form (only ACC and few agencies use it) and operationalization of ACC Code of Conduct and Ethics are our modest efforts towards building that culture. Our investigations and the complainant that we receive every day clearly elicit our public servant's attitude and behavior to say the least. It counsels us to urgently address two critical issues: quality of leadership and enforcing the respective code of conduct and ethics.

Sir, we are enclosing "Standards of Ethical Conduct of Employees of the Executive Branch," "Treasury Ethics Handbook" and a copy of the power point presentation of a session of the seminar that the undersigned had the fortune to attend recently in Washington DC and ACC's Ethical Code of Conduct (big & small). Perhaps, we should also develop our standards, manuals and handbook to lend any meaning to our prescriptions of Code of Conduct and Ethics and consciously develop compliance plan through sensitization, training/orientation and monitoring. We may have some forms of these in the BCSR 2006 but has not been implemented, which is the biggest problem in our system.

Should RCSC require any further information on the matter in general, ACC will happily oblige. We look forward to working together with the RCSC in making our bureaucracy SMART (small, moral, accountable, responsible and transparent).

With respects,

Yours sincerely,


Neten Zangmo
(Chairperson)

Encl: As above (5 documents)