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Ministry of Finance
Royal Government of Bhutan

PRESS RELEASE

Ministry of Finance Launches Organizational Value Fit Test to Strengthen Ethics and Integrity

Thimphu, October 5, 2026: The Ministry of Finance has introduced the **Organizational Value Fit Test (OVFT)**, a new e-learning initiative aimed at strengthening ethical awareness, integrity, and values-based decision-making among its employees.

The OVFT is designed to provide employees with timely cues to recognise ethical concerns, reflect on workplace situations, and make appropriate and principled choices. Through practical and scenario-based learning, the initiative seeks to reinforce the standards of integrity and ethical conduct expected of civil servants and contribute to a strong culture of accountability and professionalism within the Ministry.

The OVFT comprises four progressive modules that take learners from foundational concepts of ethics and integrity to the application of organizational values in complex workplace situations. While the modules are informed by relevant frameworks and resources, including the Anti-Corruption Commission's e-learning course, Integrity Vetting Rules, Asset Declaration Rules, Bhutan Civil Service Rules and Regulations (BCSR) 2023, and the Royal Civil Service Commission's GTP Standard Operating Procedures, the OVFT goes beyond familiarity with rules and procedures. It is designed to help employees develop the judgement, awareness and ethical reasoning needed to navigate situations where the right course of action may not be explicitly prescribed by a rule.

The four modules are:

- **Module 1 – Foundations of Ethics and Integrity:** Introduces the fundamental concepts and principles of ethics and integrity, providing the foundation for ethical conduct and responsible decision-making in the workplace.
- **Module 2 – Organizational Values and Code of Conduct:** Introduces the Ministry's vision and mission, organizational value system, and key aspects of the civil service code of conduct, providing employees with an understanding of the standards and behaviours expected within the Ministry.
- **Module 3 – Values-Based Decision Making:** Uses workplace scenarios and situational judgment tests to assess how employees recognise ethical concerns and apply the organization's values when confronted with **"right versus wrong"** situations, including circumstances where the appropriate course of action may not be explicitly prescribed by a rule.
- **Module 4 – Demonstrating Organizational Values:** Focuses on navigating ethical dilemmas, exercising sound judgment, and taking ownership in **"right versus right"**



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situations, where competing values, responsibilities or legitimate considerations may arise and employees must determine the most appropriate course of action.

Speaking at the launch, the **Hon'ble Minister for Finance** emphasized that strengthening ethics and integrity requires more than knowledge of rules and procedures. It requires individuals to develop the ability to recognise ethical challenges, exercise sound judgment, and take ownership of their decisions in their day-to-day work. The Minister highlighted that the OVFT provides an opportunity for employees to continuously reflect on the values that guide public service and to translate those values into practice.

The OVFT has been integrated into the **Ministry of Finance's official website** and forms part of the Ministry's continuous learning and professional development programme for employees. The platform is intended not only to introduce employees to the principles of ethics and integrity, but also to provide an opportunity to refresh, reflect on and strengthen their ethical awareness and judgment over the course of their careers. Recognising that ethical conduct is strengthened through continuous learning, reflection and practice, the Ministry intends to progressively integrate the OVFT into employees' career development and progression roadmap. Employees can access the OVFT through: <https://ovftmof.systems.gov.bt/login>.

The Ministry of Finance remains committed to fostering a culture of **integrity, accountability, professionalism, and ethical leadership** across the organization. Through initiatives such as the OVFT, the Ministry will continue to embed ethical awareness, sound judgment, and accountability in the way we work, strengthening a culture of integrity and professionalism in service of the Tsa-Wa-Sum.

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