



རྒྱལ་ཡོད་འབྲུག་གཞུང་།
ཐིམ་ཕུ་རྫོང་ཁག་འཛིན་པ་བླ་མ་གྱི་ཁྱེད་ཀྱི་

ROYAL GOVERNMENT OF BHUTAN
THIMPHU DZONGKHAG ADMINISTRATION

"Reaching the unreachable"

Ref.No.TDA/HRD-07/2019-20/ 2345

November 8, 2019

MINUTES OF 46th DHRC MEETING

Date : 8/11/2019
Venue : DT Hall
Time : 10.30 AM

Declaration of conflict of interest: *No one has conflict of interest*

Sl.No.	Agenda point	Civil Service Rules/BCSR provision/Discussion	Decision	Follow-up action
	Adoption o Agenda:			
1	Proposal of promotion of 42 employees under Thimphu Dzongkhag with effect from 1/1/2020.	As per BCSR 2018: Promotion, all the Employees concerned have submitted required documents. List attached. The Committee members went through all the documents pertaining to promotion.	Approved as per the recommendation of HR Services.	HRO
2	Proposal of conversion/approval of 35 numbers of daily wage workers in TMD to ESP/GSP category	There are five approved post (Traditional post) in GSP category and five Gardener for Lingkana Palace in ESP. Tashi Chodzong Maintenance have proposed to convert thirty five individuals who have been employed as wage worker in TMD as Dzong	The Committee members decided that TMD and HRO should submit chronological history of the workers (when and how they were employed) after asking other Dzongkhags (Punakha and Trongsa), how they have	Dzongrab Gom, TMD

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		Cleaners, gardeners, sweeper to ESP and GSP . The Committee also discussed to write to RCSC for appointment of two syce (Tsentatshomi) based in Lingzhi in ESP category.	regularized their staff and submit in the next DHRC. Write to RCSC	HRO
3	Approval of extension of medical leave with retrospective from 15/9/2019 to 30/12/2019(3 months, 15 days) to Mr. Wangdi, EID No. 201101686, Teacher of Soe ECR.	Requirement as per BCSR 2018 & the views of the HR Office view of the HR Office Chapter 10. Clause 10.9.1 of BCSR 2018, A civil servant who has been certified as incapable of performing duties due to illness or injury shall be granted Medical leave on production of a medical certificate issued by a medical authority in Bhutan. a) Up to one month : A Medical Doctor and b) Beyond one month or the person is availing the Medical Leave upto one month for the second time and more – Medical Board of Doctors appointed by the Ministry of Health. Mr. Wangdi was granted extension of three months Medical Leave from 14/6/2019 to 14/9/2019. Since he did not submit any leave extension request, the Administration issued office order vide No. TDA/HRD-14/2019-	Approved	HRO

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		2020/2002 dated October 17, 2019 to stop his salary. As of now he has availed 11 months 21 days medical leave from 16/7/18 to 14/9/2019. He has submitted medical certificate No. JDWNRH/MBO-19/2019/1027 dated 31/10/2019 for extension of his Medical leave with effect from 19/5/2019 to 30/12/2019. She has submitted birth certificate.		
4	Approval of 45 days maternity leave to Mrs. Tashi Yangzom, CID No. 11506003109, NFEI, Yangchen Gatsel with effect from 25/10/2019 to 08/12/2019.		Approved as proposed	HRO
5	Approval for post two caretakers (one for Lingzhi PS and one for Wangbama Central School).		Approved for post advertisement.	DEO/HRO
6	Endorsement of Field Assistants The Recruitment & selection committee conducted interview for selection of three SFA, 1) Sangay Letho, Tamang, CID No. 11811003554 2) Jigme Nidup, CID No. 11505001522 3) Kencho Lham, CID No. 11104001753 The Recruitment & selection committee tabled the result for endorsement.		Endorsed as proposed. They shall be appointed with effect from 15/11/2019.	LRO/HRO

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Member present during Dzongkhag HRC Meeting

SL.NO	Name	Designation	Sector	Signature
1	C.L. Das	Chief DE	Engineering	
2	Rinzin Lhamo	Offtg. Offtg. DEO	Education	
3	Wangdila	Offtg.DAO	Agriculture	
4	Tshering Deki	Dy.Chief Accounts Officer	Accounts	
5	Karpo Drukpa	Admin. Asst.	TMD	
6	Passang Dorji	Offtg.DHO	Health	
7	Ngedup Gyeltshen	Offtg. LRO	Land	
8	K.B. Gurung	Dy.Chief DLO	DLO	

Minute taken by:

(Dorji Wangmo)
Member Secretary

(Dorji Wangmo)

DZONGKHAG ADMINISTRATION

THIMPHU