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ཐིམ་ཕུ་རྫོང་ཁག་འཛིན་སྐྱོང་པོ་

ROYAL GOVERNMENT OF BHUTAN
THIMPHU DZONGKHAG ADMINISTRATION

"Reaching the unreachable"

April 23, 2020

Ref.No.TDA n/HRD-07/2018-2020/ 449

MINUTES OF 62nd DHRC MEETING

Date : 23/04/2020
Venue : DT Hall
Time : 2.00 PM

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 of Agenda: 1. Appeal for re-consideration of contract extension of two Staff: one Laboratory Assistant & One Warden of Yangchen Gatsel MSS 2. Transfer of Dechen Tshomo from Lingzhi Extension Center to Chang Extension Center. 3. Contract Extension of Mrs. Dilu Rai, ESP, CID No. 11203000168, Caretaker of YGMSS and Mrs. Tandin Pelmo, GSP, CID No. 11403000133 of YGMSS		Adopted to be discussed.	
1.	Promotion of following Teachers from P2 A to P1 A with effect from 1st July, 2020: a. Deki, EID No. 9407194, Senior Teacher-II, Sisina Primary School b. Phurba Dorji, EID No. 9103038, Senior Teacher-II, Lingzhi Primary School c. Sonam Zangmo, EID No. 200401429, Senior Teacher-II, Wangbama Central School (WCS)	As per Chapter 13: Promotion, Clause 13.4: Authority of the Agency Sub clause: 13.4.1 of the BCSR 2018, the authority to promote employee from P2 A to P1 A (specialist) is with M/A. Since the three Senior Teachers are applying promotion from P2 A to P1 A (Specialist), they have submitted the following documents as required by BCSR 2018 of Chapter 13, Clause 13.9: Promotion to P1 Specialist Position Sub Clause 13.9.4: 1. Specific Job description of the	Since they have fulfilled all the criteria as per Chapter 13: Promotion of the BCSR 2018 and supported by Principal of the school & Dzongkhag Education Office, the Committee has decided to recommend their promotion from P2 A to P1 A to the MoE.	HRO/DEO



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		proposed specialist position 2. Post adjustment Form given in Form 13/3 and 3. Undertaking in Form 13/4. Further, they have also fulfilled all the condition specified in Sub Clause 13.9.1.		
2.	Contract extension of Mr. Gyem Tshering, EID No. 20180712182, Driver of Chang Gewog with effect from 06/07/2020 to 05/07/2022.	As per Chapter 5: Contract Appointment Clause 5.9: Extension & Renewal: of the BCSR 2018, approval for renewal of contract need to be sought from RCSC three months before the expiry of Contract. Since Mr. Gyem Tshering is in Operational Category, the Agency HRC can renew his Contract subject to one-month notice before expiry of his contract. He has submitted the employer & employee consent as required by Sub-Clause: 5.9.1. In addition, documents like Performance Rating and feedback, Availability of vacancy and Clean Service history required as per Sub Clause: 5.9.4 have been submitted with his Contract Extension documents.	Having full filled all the criteria set in Chapter 5 of BCSR 2018, the Committee has decided to endorse his contract extension for two years that is with effect from 06/07/2020 to 05/07/2022	HRO
3.	Approval for change of ECCD Location from Bhutan Institute of Well-being to Tshaluna Primary School.		Approved	DEO
4.	Request for Remote working by Mrs. Sangita Tamang, EID No 201201201, Dzongkhag Planning Officer, who was on one month earned leave (EL) with effect from	Vide Sanction Letter number TDA/HRD-14/2019-2020/361 dated 03/03/2020; Mrs. Sangita availed earned leave with effect	The Committee has decided to forward the case to RCSC for its final views on it.	HRO



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	09/03/2020 to 17/04/2020 to visit her husband in Canberra, Australia	from 09/03/2020 to 17/04/2020 to attend her husband in Canberra, Australia, who as per her was sick. As of 18/04/2020, she has only fourteen days earned leave. She joined her duty on 20th December 2019 after availing two years long-term training (LTT) with effect from 11th January 2018 to 30th November 2019 from Canberra, Australia. She has mailed to HR Officer on 15th April 2020 enclosing the application letter addressed to Dasho Dzongdag with a request to allow her remote working until August 2020. She has also mentioned that she is pregnant by 5.7 months and will be vulnerable to COVID 19 while travelling.	However, HRO is to ensure that the number of days she has availed for EL and her joining date after availing LTT be mentioned in the letter.	
5.	Request for consideration of leave due to COVID-19 lockdown by Mrs. Karma Dema, EID No 200807273. Account Assistant who was on Extra Ordinary Leave (EOL) with effect from 1st May 2018 to 30th march, 2020.	Mrs. Karma Dema was on Extra Ordinary Leave with effect from 1st May, 2018 to 30th march, 2020 (twenty-three months). As per the mail received on 7th April 2020 addressed to Dasho Dzongdag with a copy to HRO, she has mentioned that she was not able to get the ticket due to COVID-19 lockdown. She is presently in Perth. She has also attached the air ticket applied on 29th march, 2020. As per BCSR 2018 of Chapter 10: Leave, Clause: 10.12: Extra Ordinary Leave, Sub Clause: 10.12.15: A Civil Servant failing to join the service after completion of the EOL shall be compulsorily retired.	Though Mrs. Karma Dema is entitled to twenty-four months EoL, she has availed twenty-three months EoL. Therefore, she is asked to report within that month. In addition, HRO is asked to mention the present lock down due to COVID-19 with which she has not been able to report in time.	
6.	Discussion on Complaint lodged by Mr. Tshering, EID No 2101197, Principal, Lingzhi Primary School against	The complaint lodged against Mr. Wangdi, Teacher by Mr. Tshering, Principal was	-Violation of Chapter 3- Civil Service Values and	



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<p>Mr. Wangdi, EID No.201101686 Teacher of Soe Extended Class Room (ECR).</p>	<p>deliberated in 61st DHRC held on 09/04/2020 and the decision of the Committee was to seek feedback of the Gup, Soe Gewog where Mr. Wangdi's ECR is located and of Dungpa, Lingzhi Dungkhag.</p> <p>The feedback from Dasha Dungpa vide letter number DAL/ADM-01/2019-2020/526 dated 13th April 2020 recommends Lopen Wangdi to be transferred citing his behavioral problems stemming from some family issues that he may be having.</p> <p>The feedback from Gup of Soe Gewog vide letter number Seo Gewog ADM (05)2019-2020/1084 dated 17th April, 2020 recommends that Lopen Wangdi be transferred as reflected in the complaint made to the DEO in 2018.</p> <p>The recorded conversation in Wechat between Tshering, Principal of Lingzhi PS, and Lop Wangdi of SoE ECR has been thoroughly scrutinized as evidence. The Committee is of the opinion that Lopen Wangdi, not only abuses the Principal using vulgar and obscene language –unbecoming of a teacher – but also goes on to use “Wangchen Pempo” repeatedly saying that he is not afraid of anyone at all. He is also heard in the recorded conversation of threatening the principal.</p> <p>His past records also show cases and complaints against him where he was</p>	<p>Conduct of BCSR 2018.</p> <ul style="list-style-type: none"> -Insubordination to his supervisor. -Verbal abuse and harassment. -Threatening Supervisor. -Disrespecting official forum. - Mentioning that he is not afraid of Wangchen Pempo. <p>Taking all of the above into consideration and of the long medical leave he has availed, the Committee has decided to transfer his service to Khasadrapchu MSS with immediate effect since it will also benefit him in availing medical facilities. He will not be entitled to any transfer benefits.</p> <p>The Dzongkhag Administration will also issue a serious warning letter mentioning all of his past adverse records and that if any violation is found in the near future, he will face major administrative action as per Chapter 9 of the BCSR 2018.</p>
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		<p>advised to change his ways. When asked to the Chief DEO, it was mentioned that Mr. Wangdi and Mr. Tshering Dorji, Teacher In-charge sought station leave approval from Principal through wechat to attend Dessung duty. The Principal informed both the Teachers that the DEO has asked all Teachers to be in station since it is the instruction from the MoE and the Dzongkhag Administration. During that time, Mr. Wangdi used vulgar language & Word Wangchen Pempo. DEO also informed that Mr. Wangdi had many past complaints from the parents of the students for not teaching properly, hitting students and all those complaints in the above captioned discussion. During a recent visit to Soe Geog, the DEO sought opinion of Mr. Tshering Dorji, Teacher In charge to which he recommended to transfer Mr Wangdi's service. Mr. Wangdi was given opportunity many times to improve despite having received many complaints. Therefore, to give him a last opportunity, it was felt that he should be brought to the nearby school to ensure constant monitoring by the Dzongkhag Administration as well to enable him to avail better medical services.</p>		
7.	<p>Approval sought by Mrs. Deki, EID No. 20170107637, P5 A, Teacher-III of Wangbama Central School (WCS) to pursue Masters in Chemistry through Thailand International Cooperation Agency (TICA).</p>	<p>Mrs. Deki has applied for a Long Term Course (LTT) offered through TICA Scholarship. However, as per Chapter 10: Leave, Clause: 10.11: Study Leave, Sub Clause: 10.11.12 states that an employee</p>	<p>Approved to be forwarded to RCSC.</p>	



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		need to have the recommendation of the Agency Human Resource Committee for Royal Civil Service Commission (RCSC)'s final approval. Therefore, she has put up her request for the endorsement through Principal, WCS & Chief DEO.		
8.	Appeal for re-consideration of contract extension of two Staff: one Laboratory Assistant & One Warden of Yangchen Gatshel MSS.			
9.	Transfer of Dechen Tshomo, EID No. 20120701011, ES-I from Lingzhi Extension Center to Chang Extension Center.	Mrs. Dechen Tshomo was transferred to Extension Center, Lingzhi with effect from 10/10/2015 vide letter number TDA/HRD-06/2015-16/14000 dated 05/10/2015 and was looking after Soe Gewog beside Lingzhi as an additional assignment. However, the Dzongkhag Agriculture is of the opinion that there is no much Agriculture activities beside self-consumption. Further, with the recent spread of virus COVID-19, the government having focused on cultivating the barren land requires her presence in the road point Gewogs. The Agriculture Sector as per DAO is already short by two staff. Therefore, the DAO propose Mr. Dechen Tshomo to be placed in Change Extension Center under Chang Gewog.		
10.	Contract Extension of Mrs. Dilu Rai, ESP, CID No. 11203000168, Caretaker of YGMSS with effect from 15/06/2020 to 14/06/2022 and Mrs. Tandin Pelmo, GSP, CID No. 11403000133 with effect from 01/07/2020 to 30/06/2022 of YGMSS	As per Chapter 5: Contract Appointment Clause 5.9: Extension & Renewal: of the BCSR 2018, approval for renewal of contract need to be sought from RCSC three months before the expiry of Contract. Since they are in Elementary and Category, the	Having full filled all the criteria set in Chapter 5 of BCSR 2018, the Committee has decided to endorse their contract extension for two years that is with effect from	



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	Agency HRC can renew their Contract subject to one-month notice before expiry of their contract. They have submitted the employer & employee consent as required by Sub-Clause: 5.9.1 . In addition, documents like Performance Rating and feedback, Availability of vacancy and Clean Service history required as per Sub Clause: 5.9.4 have been submitted with his Contract Extension documents.	15/06/2020 to 14/06/2022 and 01/07/2020 to 30/06/2022 for two years.
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Member present during Dzongkhag HRC Meeting

SL.NO	Name	Designation	Sector	Signature
1	Lham Tshering	Dy. Chief DEO	Education	
2	Sonam Zangpo	Dy. Chief DAO	Agriculture	
3	Younten Dorji	Sr. FO	Finance	

Mindte taken by:

(Singye Dorji T.)

Member Secretary

(Dorji Tshering)
Chairman