

"Reaching the unreached"

November 14, 2019

47th DHRC MEETING

Declaration of conflict of interest:

Sl. No.	Agenda point	Civil Service Rules/BCSR provision/Discussion	Decision	Follow-up action
	Adoption of Agenda: 1) Suspension of Karma, EID No. 2010011736, Asst. Engineer. 2) Teachers' exchange programme	The Committee decided to incorporate in the Agenda		
1.	Medical leave request by Mr. Tshering Namgyel, EID No.	As per BCSR 2018 & the views of the HR Office <i>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.</i> <i>a) Up to one month : A Medical Doctor and</i>	Approved	HRO

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2	<p>Contract extension of the following staff:</p> <p>a) Pema Dolma, EID No. 20171211621, Telephone Operator, TDA, with effect from 15/12/2019 to 14/12/2021.,</p> <p>b) Dechen Lhamo, EID No. 20160406961, Teacher, Wangbama Central School with effect from 1/4/2020 to 31/3/2022.</p>	<p>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.</p> <p>The aforementioned employees have submitted all the required documents as specified by Chapter 10, Clause 10.9.1 of BCSR 2018, the HR Office recommend their leave as mentioned in the medical certificate.</p>	Approved	HRO
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		<p>c) Valid Security Clearance Certificate</p> <p>d) Valid Audit Clearance Certificate</p> <p>e) Duty filled up Performance Rating form for the last two years</p> <p>f) Subject to approved post vacant</p> <p>They have submitted all the required documents.</p>		
3	<p>Received letter from Anti-Corruption Commission vide No. ACC/LD-06/2019/1295 dated 25th September 2019 stating that Mr. Karma, EID No. 2010011736, Assistant Engineer has been charged for criminal offences.</p>	<p>Mr. Karma, EID No. 2010011736, Assistant Engineer has been charged for criminal offences before the Hon'ble District Court, Gasa in connection with forgery and suspected fraud in the construction of Park Range Office (JDNP) at Neptangkha under Punakha Dzongkhag.</p> <p>The Anti-Corruption Commission has written that 'As per Section 167 (2) of the ACAB 2011, the agency concerned is required to suspend the above public servant charged under ACAB 2011 & Penal Code of Bhutan. However, Supreme Court directives issued vide Order No.</p>	<p>Decided not to suspend him from the office till the Court decide the case.</p>	<p>HRO/DE</p>



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	<p>Nyontho (OM12-267) dated 17th July 2013 provides that agency concerned may decide on the suspension of the public servants charged before the court of law'.</p> <p>In view of above, the committee discussed and decided not to suspend Mr. Karma on the following ground:</p> <ol style="list-style-type: none">1) His continuity in the office has no risk of tampering/destruction of evidence since the case is related to Gasu Dzongkhag where he worked before.2) His suspension from the office would cause loss to the Government as the Government has to pay him subsistence allowance at 50% of basic pay.3) However, he must take leave during Court Proceedings and all the expenditure incurred during that period will be borne by himself.	

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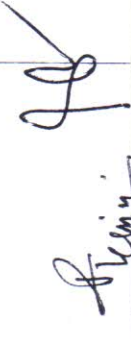
R. Karmi



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5	The Education Sector proposed to send ten participants under Thimphu Dzongkhag to Delhi Public School for teachers' exchange programme.	4) All HR actions like EOL, Transfer, resignation etc. will be in abeyance till the decision of the Court is finalized.	
	The Education Sector proposed to send nine teachers under Thimphu Dzongkhag to Delhi Public School for teachers' exchange programme. Dy.Chief DEO informed the floor as follows: 1) Actual expenditure for ten participants will be more than Nu. 400,000/- (Four Hundred Thousand) but as they received invitation, expenses for logistic and DSA will be paid by the host country we have to pay only 20% DSA and mileage which will be pooled. 2) Thus, the expenditure comes down to 174,000/- (One Hundred Seventy Four Thousand) only.		 



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		<p>3) Budget will be met from Professional Development (PTA) funding of Education Sector. However, it is proposed that the amount be taken as advance from TA/DA budget of Education Sector and refund the money once PTA is budget is released.</p> <p>4) The Committee suggested that Education Sector must liaise with Accounts section and find out if the financial norms permit and put up in the next DHRC.</p> <p>5) One candidate from each school will be selected for the programme.</p> <p>6) The Committee suggested that Education Sector must liaise with Accounts section and find out if the Financial</p>	



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		norms permit.	
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Member present during Dzongkhag HRC Meeting

SL.NO	Name	Designation	Sector	Signature
1	Lham Tshering	Dy. Chief DEO	Educaliton Sector	
2	Tshering Deki	Dy.Chief Accounts Officer	Accounts Section	
3	C.L. Dás	Chief Dzongkhag Engineer	Engineering Section	
4	Pema Tenzin	Offlig. Planning Officer	Planning Unit	

Minute taken by:

(Singye Dorji)
Member Secretary

(Dorji Tshering)
Chairperson