



དཔལ་ལྷན་འབྲུག་གཞི་རྒྱུ་  
ཐིམ་ཕུ་རྫོང་འགན་འདུག་ཁྱེད་

ROYAL GOVERNMENT OF BHUTAN  
THIMPHU DZONGKHAG ADMINISTRATION

"Reaching the unreachable"

Ref.No.TDA/HRD-07/2019-20/ 2528

November 21, 2019

48<sup>th</sup> DHRC MEETING

Date : 21/11/2019  
Venue : DT Hall  
Time : 10.30AM

Declaration of conflict of interest:

| Sl. No. | Agenda point  | Civil Service Rules/BCSR provision/Discussion  | Decision   | Follow-up action |
|---------|---|--|--|------------------|
| 1       | Adoption of Agenda:<br>1) Chief DEO submitted to adopt the agenda regarding Mr. Tshering, EID No. 2101197, Principal, Lingzhi Principal,  | Committee decided to incorporate in the Agenda   |  | DEO              |
|         | Joining of Mr. Wangdi, 201101686, Teacher of Soe ECR under Lingzhi Primary School with effect from 14 <sup>th</sup> November 2019 after availing medical leave for thirteen months medical leave. | Requirement as per BCSR 2018 & the views of the HR Office<br>Chapter 10. Clause 10.9.5 of BCSR 2018, A civil servant, who has been granted Medical Leave for more than three months, on re-joining the duties, is required to produce a medical certificate of fitness, to perform the duties.<br>Mr. Wangdi has requested for extension | The Committee decided that he must submit Medical Certificate of Physician, JDWNRF/Medical Board of Doctors. | DEO/HRO          |

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|   |  | <p>of medical leave for three months and fifteen days from 15/9/2019 to 30/12/2019 which was approved during 46<sup>th</sup> DHRC held on 8/11/2019.</p> <p>However, he has submitted joining report stating that he resumed his duty with effect from 14/11/2019 along with medical fitness certificate from Army Medical Service, Lungtenphu.</p> <p>He has availed thirteen months, twenty one days medical leave.</p> <p>The Committee decided that he must submit Medical Certificate of fitness from the treating Physician, JDWNR or Medical Board of Doctors.</p> |   |                  |
| 2 | <p>Case of Mr. Tshering, EID No. 2101197, Principal, Lingzhi Principal tabled by Chief DEO</p> | <p>Chief DEO informed the floor as follows:</p> <ol style="list-style-type: none"> <li>1) Mr. Tshering, EID No. 2101197, Principal of Lingzhi Primary School has been late to return to school after official engagement.</li> <li>2) He has not followed up so many official instructions despite repeated reminders.</li> </ol>   | <p>The committee recommends Chief DEO to write cautionary letter.</p> | <p>Chief DEO</p> |



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|  | <p>3) He has availed casual leave on urgent domestic grounds to attend programs that were not officially approved.</p> <p>4) He has to be repeatedly followed up on matters related to school management and administration such as on PMS and maintaining proper records.</p> <p>5) On many accounts, the Education Office received complaints of the delay in financial disbursement of transportation and Kidy grants of His Majesty the King.</p> <p>6) He did not report the leave and absence of teachers from his school to Education Office.</p> <p>7) The Education office has to look after him and go after him to get he school PMS for last two and half years.</p> <p>8) He has been known to visit offices requesting for training and workshop opportunities at the cost of school time.</p> |  |





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|  |  | <p>9) In two occasions, on professional and official matters, he was cautioned to insubordination to the Chief DEO and to other officials.</p> <p>The Chief DEO has submitted the record of wechat conversations between the Principal and Chief DEO. The Chief DEO also informed that the Principal was reprimanded verbally to which he did not pay any heed.</p> |  |

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Member present during Dzongkhag HRC Meeting

| SL.NO | Name            | Designation              | Sector              | Signature |
|-------|-----------------|--------------------------|---------------------|-----------|
| 1     | Tashi Namgyal   | Chief DEO                | Education Sector    |           |
| 2     | Phurba Tshering | Offg. Accounts Officer   | Accounts Section    |           |
| 3     | C.L. Das        | Chief Dzongkhag Engineer | Engineering Section |           |
| 4     | Pema Tenzin     | Offg. Planning Officer   | Planning Unit       |           |

Minute taken by:

(Singye Dorji Tenzin)  
Member Secretary

(Dorji Tshering)  
Chairperson