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ཐིམ་ཕུ་རྫོང་ཁག་འཛིན་པ་བཙུག་ཤིང་།

ROYAL GOVERNMENT OF BHUTAN  
THIMPHU ZONGKHAG ADMINISTRATION

"Reaching the unreachable"

Ref.No.TDA/HRD-07/2019-20/109

April 03, 2020

Date : April 03, 2020  
Venue : Dzongdag Chamber  
Time :

60<sup>th</sup> DHRC MEETING

Declaration of conflict of interest:

Sl. No.	Agenda point	Civil Service Rules/BCSR provision/Discussion	Decision	Follow-up action
1	Contract Extension of the following ESP/GSP 1. Dorji, CID No.1200300232, Care Taker, TDA with effect from 1/7/2020 to 30/6/2022 2. Singye Dorji, CID.10902000192,Night Guard, TDA, with effect from 1/7/2020 to 30/6/2022 3. Thinley Dema, CID. 11401001763, Messenger, TDA, with effect from 1/7/2020 to 30/6/2022 4. Chenga Tshering CID No. 10906001475, Caretaker of Sisina Pry School with effect from 1/7/2020 to 30/6/2022 5. Monita Rai, CID No. 113216001261, Sweeper, contract extension from 1/7/2019-30/6/2021, Genekha LSS 6. Karma Jurney, EID No.20180211596, Warden, contract extension from 1/2/2020-31/1/2022, YMSS 7. Tshering Wangmo, EID No. 20171010761,	The documents required as per Chapter 5: Contract Appointment of BCSR 2018 for the extension of Contract is found to be all complete.	Approved as proposed	HRO

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ROYAL GOVERNMENT OF BHUTAN  
THIMPHU DZONGKHAG ADMINISTRATION

"Reaching the unreached"

IT Lab, Asstt, contract extension from 15/10/2019 - 14/10/2022			
8. Nidup Tshering, Khangner, CID No.115090078, TMD, with effect from 1/7/2020 to 30/6/2022			
9. Dorji Tshewang, BangkaDungmi, CID. 12001002324 with effect from 1/7/2020 to 30/6/2022			
10. Chandraman Rai, Ting ting Dungmi, CID No.112020014 with effect from 1/7/2020 to 30/6/2022.			
11. Sangay Tashi, Boe Jaling phumi, CID No.12003000251 with effect from 1/7/2020 to 30/6/2022			
12. Tashi Tshewang, Boe Jaling phumi, CID No.11102001957 with effect from 1/7/2020 to 30/6/2020			
13. Tshering Lethro, Gardener, CID No.12001004098 with effect from 1/7/2020 to 30/6/2022			
14. Chakdola, Gardener, CID No.1060700022 with effect from 1/7/2020 to 30/6/2022			
15. Sonam Tenzin, Gardener, CID No.1110100164 with effect from 1/7/2020 to 30/6/2022			
16. Karma Wangdi, Gardener, CID No.11606003160 with effect from 1/7/2020 to 30/6/2022			
17. Ngawang Sherub, Gardener, CID No.1. 11505001957 with effect from 1/7/2020 to 30/6/2022			
18. Dechen Zomba, CID No. 11104000221,			





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ROYAL GOVERNMENT OF BHUTAN  
THIMPHU DZONGKHAG ADMINISTRATION

"Reaching the unreachable"

	<p>Caretaker, Hongtsho BHU with effect from 1/7/2020 to 30/6/2022</p> <p>19. Lungten Chojay, CID NO.11104000689, Caretaker, Chamgang BHU with effect from 1/7/2020 to 30/6/2022</p> <p>20. Yeshe Dorji, CID NO. 11111000674, Caretaker, Genekha BHU with effect from 1/7/2020 to 30/6/2022</p> <p>21. Chencho Wangmo, CID No. 11405000640, Caretaker, Kuzhugchen BHU with effect from 1/7/2020 to 30/6/2022</p>			
2	<p>Application put up by Mr. Tshering Chopel, EID No. 2017071150, Sr. Artisan, TMD for contract extension for two years with effect from 1/7/2020 to 31/6/2022.</p>	<p>He was superannuated on 1/7/2017 and appointed on contract basis from 1/7/2017 to 30/6/2019 (two years) and his contract was further extended for one year from 1/7/2019 to 30/6/2020. The extension of his contract was based on the approval from His Majesty's Secretariat. As per Chapter 20: SEPERATION, Clause 20.2: General Rule, Sub Clause: 20.2.1.5: No civil servants shall be retained in regular or contract service beyond the age of superannuation.</p>	<p>Since the BCSR 2018 clearly states that a Civil Servant cannot be retained on contract or regular after attaining superannuation, the Members decided not to forward his extension of contract to RCSC. Further, he has already be awarded three years of Contract Extension as solera from His Majesty's Secretariat.</p>	HRO
3	<p>The Dzongkhag Administration has the following vacant posts to be advertised,</p>	<p>As instructed by RCSC &amp; with the present prevailing situation on COVID-</p>	<p>To minimize the spread of COVID-19</p>	HRO/DEO/GAO, Mewang





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ROYAL GOVERNMENT OF BHUTAN  
THIMPHU DZONGKHAG ADMINISTRATION

"Reaching the unreachable"

	<p>however, due to the present situation, the Administration could not advertise.</p> <ol style="list-style-type: none"> <li>1. Two Female Caregivers, one each for Yangchen Gatsel MSS and Genekha LSS</li> <li>2. One School Bus Driver for Khasadrapchu MSS.</li> <li>3. One light vehicle driver for Lingzhi</li> <li>4. Dzong Conservation Project</li> <li>5. One cook for Lingzhi Primary School.</li> <li>6. Three caretakers, one each for WCS, Genekha LSS and Lingzhi PS</li> <li>7. One Sweeper for Genekha LSS</li> <li>8. One Driver for Meewang Gewog</li> </ol>	<p>19. The Members are of the opinion that invitation to applicants from far-flung Dzongkhag &amp; gathering for interview will risk the individual.</p>	<p>by reducing people-to-people contact, the Members feels, the recruitment can be done after the situation comes to normal. However, about Mewang Geog, the Geog Administration having need to take the lead role in providing the logistics support for COVID-19 is advised to recruit a driver on muster roll. The regular driver will be provided once the situation normalize.</p>
4	<p>Requisition of three additional ESP staff at IAT Farm, Wang Sisina</p>	<p>Integrated Agriculture Technology Farm was initially started to display innovative, sustainable &amp; low cost integrated farming technologies, to display technologies for climate adaptation &amp; to provide opportunity for</p>	<p>Approved to be forwarded to RCSC for approval.</p> <p>HRO/DAO</p>





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ROYAL GOVERNMENT OF BHUTAN  
THIMPHU DZONGKHAG ADMINISTRATION

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		government staff/corporate employees to grow their own vegetable organically. The total area is 28.30 acres of land & its presently looked after by one full time Extension Supervisor, one GSP & three ESPs. The Agriculture Sector has already incorporated in the present Fiscal Year to Expand existing farm by establishing dairy farm, Piggery farm, & Apiculture farm, cultivating medicinal & aromatic plants, hybrid horticultural crops, new variety crops like quinoa, round apple, kiwi, wine grapes etc. & invest on climate resilient technologies, thereby increase production. Therefore, there is need to have additional three ESPs.	
5	Karma Dema, EID No. 200807273, who is on EoL with effect from 01/05/2018 to 30/03/2020	Mrs. Karma Dema has mailed HRO on dated 30th march, 2020 stating that she could not fly on 29th march, 2020 from Perth due to COVID-19 lockdown in Australia. As per Chapter 10: Leave, Clause 10.12: Extra Ordinary Leave Sub Clause 10.12.14 states that a Civil servant failing to join the duty will be compulsorily retired. However, having her EoL sanctioned with effect from 01/05/2018 to 30/03/2020, she has one-month EoL balance.	Since she has one-month EoL balance, the Civil Servant is advised to apply extension of one month EoL addressed to Dasho Dzongdag.





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ROYAL GOVERNMENT OF BHUTAN  
THIMPHU ZONGKHAG ADMINISTRATION

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Members Present

SL.NO	Name	Designation	Sector	Signature
1	Tashi Gyeltshe	Dzongrab Gom	AFD	
2	Tashi Namgyel	Chief DEO	Education Office	
3	Yonten Dorji	Sr. Accounts Officer	Accounts	
4	Wangdila	ADAO	Agriculture	
5	Pema Tenzin	Offtg. DPO	Planning Unit	

Minute taken by:

(Singye Dorji T)

Member Secretary

(Dorji Tskering)  
Chairperson