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ཐིམ་ཕུ་རྫོང་ཁག་བདག་སྐྱོང་།  
ROYAL GOVERNMENT OF BHUTAN  
THIMPHU DZONGKHAG ADMINISTRATION  
"Reaching the unreached"

Ref.No.TDA/HRD-07/2018-19/1872

April 18, 2018

**MINUTES OF 28<sup>th</sup> DHRC MEETING (FY 2018-2019)**

Date : 18/4/2019  
Venue : Dzongrab Gom's Chamber  
Time : 11.30 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 of Agenda:   |  |  |                  |
| 1       | Medical Escort Leave to Mr. T.R Gurung, Principal Engineer, EID No. 8401035 to accompany her elder sister to Mission Hospital, Durgapur, Kolkata. | As per Rule No. 10.10.1 - A civil servant shall be granted the Medical Escort Leave for maximum period of one month to escort direct dependent of the civil servant concerned. | The HRO explained the floor that the definition of direct dependents in BCSR 2018 covers only own biological parents, a spouse, and children including legally adopted. Since Ms. Karna Kumari Gurung is his sister of Mr. T.R. Gurung, the Committee felt that he is not eligible to medical escort leave to escort his sister to Kolkata. However, the members sanctioned earned leave/casual leave. | HRO              |
| 2       | Relieve Mr. Namgay Chencho, Sr. ES III, EID No. 200308062, Dagala Geog  | Rule No. 9.6.2.2. A Civil servant shall be eligible for STT when the programme is  | Approved.  | HRO/DLO          |





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|   | for Study visit on climate change smart agriculture and livestock farming with effect from 18 <sup>th</sup> -27 <sup>th</sup> April, 2019 vide approved note sheet No. PPD/MGT/1/249 dated 1/4/2019 of the Hon'ble Secretary, MOAF.  | relevant to his work and his position level.<br><br>As per approved Note Sheet vide No. PPD/MGT/1/249 dated 1/4/2019 of Ministry of Agriculture and Forests and TDA/LS-13/2018-2019/177 dated April 17, 2019 of Thimphu Dzongkhag, Mr. Namgay Chencho, Sr. ES III, EID No. 200308062, Dagala Geog has been proposed to proceed to Study visit on climate change smart agriculture and livestock farming with effect from 18 <sup>th</sup> -27 <sup>th</sup> April, 2019.<br>He has no LTT/STT obligation. |          |     |
| 3 | Relieve Mr. Jamba Gyeltshen, Teacher, EID No. 201101708 Khasadrapchu MSS to attend First Coordinators Meeting on theme "De-suung Navigating the Future" from 17 <sup>th</sup> April to 20 <sup>th</sup> April, 2019 at Military Training Centre, Wangdue Phodrang vide letter No. Do/HMS/CM/2019/929 dated 31/3/2019 of Director General, De-suung Office. | Approved  | Approved | HRO |
| 4 | 5 months Extra Ordinary Leave to Mrs. Dechen Lhamo, 200701389, EID No. 201001031, Teacher, Sisina Primary School with effect from April, 2019. She has submitted Undertaking Form 10/2. She has been in the service of Royal Government of Bhutan for last nine years and she does not have any service obligation. Hence, she is eligible for             | <b>Chapter 10: Leave</b> , Rule No. 10.12.1 states "EOL shall be granted to civil servant p to a maximum period of 24 months"   | Approved | HRO |





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|   | EOL as per Chapter 10: Leave, Rule No. 10.12.3 of BCSR 2018.  |   |   |               |
| 5 | Placement of Mrs Kunga Wangmo, Sr. Lab Asstt.VI, EID.No. 200902139 to Yangchengatshel MSS who has been transferred from Babesa Pry School | The HRO explained the floor that the posts of two Science Laboratory Assistants has already been advertised vide letter No. TDA/HRD-09/2018-19/1426 dated March 27, 2019 and the going to shortlist shortly.<br>The Chief DEO also informed the floor that he had put up requisition to MoE but having got no response, the Education Office sought prior permission of the Dzongkhag Administration to float the vacancy announcement. | Chief DEO to write regret letter to MoE | Chief DEO/HRO |
| 6 | Issuance of NOC to Mrs. Lemo, EID No. 200705012 GAO, Kawang geog to apply for lateral transfer to MOLHR, Thimphu.                         | <b>Chapter 14: Transfer, Rule No. 14.4.4.2 states "Completed a minimum of three years in the new position category or three years in the current position from the initial date of appointment.</b><br><br>Initial Appointment was on 1/5/2007 and joined Thimphu Dzongkhag on 8/8/2014.<br><br>The Committee members have no objection in giving her NOC to apply for lateral transfer.  | Approved                                | HRO           |
| 7 | Issuance of NOC to Mrs. Tshering  | Her Initial appointment was on 1/5/2007   | Approved                                | HRO           |





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|   | Deki, EID No. 200705020, GAO, Geney Geog to apply for lateral transfer to MoLHR. | and she joined Thimphu Dzongkhag on transfer from Haa Dzongkhag on 18/1/2019<br><br>The Committee members have no objection in giving her NOC to apply for lateral transfer.   |   |     |
| 8 | Endorsement of the result of NFE Instructors.                                    | The recruitment and selection committee held selection interview on 17 <sup>th</sup> April 2019 to select four NFE Instructors at Nar, Barshong, Chamgang Chimethangkag.<br>Initially there were fifteen applicants and all were shortlisted. However, only nine turned up for the interview.<br>Ms. Yeshe Lhamo, CID No. 11407002213 topped with 75.5% followed by Ms. Kezang Choden CID No. 12007002566 scoring 71%, Ms. Kunzang Dem, CID No. 11411001873 with 69.25 and Jurme Tsheltrim, CID No. 11104003191 with 68.31, Ms. Sangay Dema, CID No. 11914001026 with 68.25. The Committee decided to keep two standby i.e. Ms. Sangay Dema and Dawa Tshering. | DHRC is pleased to Endorse the result. They will be appointed with effect from 1 <sup>st</sup> May 2019                           | HRO |
| 9 | Endorsement of the result of Substitute teachers.                                | The recruitment and selection committee held selection interview on 17 <sup>th</sup> April 2019 to select three substitute teachers at i.e., one phy/Math Teacher at KMSS, one Dzongkhag Teacher at Genekha LSS, one   | DHRC is pleased to Endorse the result. They will be appointed with effect from 1 <sup>st</sup> May 2019 and their placement shall | HRO |





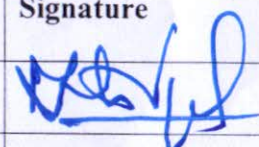
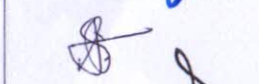

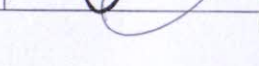
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|----|---|-------------------------------------|-----------------------------------|-----|
|    |   | General Teacher at Sisina PS.<br>ar | be based on the merit<br>ranking. |     |
| 10 | Post Facto approval to undergo training<br>for Geog Staff | Deferred to next DHRC               |                                   | HRO |

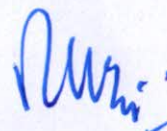
Member present during Dzongkhag HRC Meeting

| SL.NO | Name          | Designation             | Sector      | Signature   |
|-------|---------------|-------------------------|-------------|---|
| 2     | Tashi Namgyel | Chief DEO               | Education   |    |
| 3     | Pema Tshering | Offtg. Accounts Officer | Accounts    |    |
| 4     | Sonam Zangpo  | Dy. Chief DHO           | Agriculture |   |
| 5     | K.B. Gurung   | Dy. Chief DLO           | Livestock   |  |

Minute taken by:

(Singye Dorji T)

Member Secretary

  
(Chewang Jurmi)  
Chairman