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

\Ref.No.TDA/HRD-07/2018-19/5375

December 7, 2018

**MINUTES OF 13<sup>th</sup> DHRC MEETING (FY 2018-2019)**

Date : 06/12/2018  
 Venue : DT Hall  
 Time : 2.30 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
	<b>Adoption of Agenda:</b>			
1	Transfer request by Mrs. Chorten Wangmo, EID No. 200207548, Lib Asstt. 1, Khasadrapchu Middle Secondary School	Mrs. Chorten vide letter dated 27 <sup>th</sup> November 2018 had put up request letter for transfer to outside Dzongkhag on domestic ground & it has been accordingly supported vide letter no KMSS/T(1)/2018-2019/201 dated 27 <sup>th</sup> November 2018 of the Principal. It is further supported by the DEO Office.	Approved as proposed. The transfer request letter to be forwarded to the MoE.	HRO
2	Voluntarily resignation tendered by Mr. Sangay, CID No. 1404000726, RNR Care Taker, Geney Gewog with effect from 1 <sup>st</sup> January, 2019	Mr. Sangay has tendered the voluntary resignation on domestic ground which is supported by the DLO. He has no other obligation to the RGoB & has served the once month notice as per Chapter 6: General & Elementary Service of	Resignation accepted with effect from 31/12/2018. HR Section to float post vacancy for replacement.	HRO

*[Handwritten signatures and initials in blue ink]*



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		the BCSR 2018.		
3	Voluntarily resignation tendered by Mrs. Dawa Zangmo, EID No. 200805029, GAO, Dagala geog with effect from 31 <sup>st</sup> December, 2018	Ms. Dawa Zangmo has tendered resignation on domestic ground. She has no service Obligation to the RGoB or any other obligation to this Dzongkhag. She has tendered resignation after serving one month notice as per BCSR 2018.	Resignation accepted with effect from 31/12/2018. However, her benefits will be sanctioned only upon submission of the following documents : 1. Valid Audit Clearance 2. Clearance from Financial Institution. 3. NOC from Gewog along with handing taking note 4. NOC from Dzongkhag	HRO
4	Maternity leave of Mrs. Singye Lhamo, EID No. 200901750, Teacher I, P3 A of Kuzhugchen MSS with effect from 9/11/2018 to 7/5/2019.	She was on maternity leave from 9/11/2018. She has submitted all the documents as required by the Chapter 10: Leave of BCSR 2018.	Approved, however the allowances attached to professional practice while on maternity leave shall be as per the Section 11.12 of BCSR 2018.	HRO
5	Resignation of the following Teachers of WCS to join RUB: • Deki Choden, EID No. 201101427 , Teacher II • Karma Yeshe, EID No, 20130101671, Teacher II • Mohan Singh Rana, EID No. 20130101723, Teacher II	The following Teachers had applied for the Post of Lecturers in Colleges under Royal University of Bhutan (RUB). They have got selected through open competition as per letter No. RUB/HRMD/01/2017-18/263 dated 2 July 2018. They have requested the Dzongkhag Administration for relieving order vide letter dated 04/12/2018. All the Teachers are	HR Section to write to MoE requesting for a copy of MoU signed between RUB, MoE & RCSC & seeking clarification whether their service obligation to Civil Service is transferable & if they need to tender resignation to join under RUB and if they need to follow Chapter 20: Separation of BCSR 2018.	DEO/HRO



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		<p>of Science background. The HRO informed the floor that the following Teachers were issued No Objection Certificate to sit for Open Competition by the DEO Office upon recommendation from the School. The HR Officer also apprised the floor that the RUB &amp; the Civil Service being two different entity, the following teachers need to tender resignation though letter addressed to Director, Directorate Services, MOE by the Registrar, RUB vide letter No. RUB/HRMD/01/2017-18/263 dated 2 July 2018 mentioned that their service obligation is transferable as per the MoU signed between RCSC &amp; the RUB.</p>		
6	<p>Contract Extension of following staff of Wangbama Central School:</p> <ul style="list-style-type: none"> <li>• Mrs. Dorji Lhamo, EID No. 20150305599, Teacher</li> <li>• Pema Chopel, EID No. 20160207249, IT Instructor</li> <li>• Sangay Dorji, EID No. 20150405788, Sports Coach</li> </ul>	<p>The HRO appraised the floor that the HR Section vide letter no TDA/HRD-22/2018-19/ 670 dated August 10, 2018 had notified the Principals &amp; Sector Heads under this Dzongkhag stating that their National Contract Employees need to renew the Contract if any three months before the expiry of their contract term. It was further</p>	<p>The Committee has agreed to forward the Contract Extension of the three staff &amp; request the RCSC for consideration.</p> <p>Further, the HR Section having need to look after all the Sectors, DEO Office to keep record of staff on contract, due for promotion, superannuation &amp; due for Civil Service award to be remind them in</p>	DEO/HRO



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	<p>reminded in person to the DEO office to remind the Schools. The DEO Office had shared the information &amp; reminded the Principals through wechat &amp; telephone. However, as per the justification of the Wangbama Central School vide letter no WCS/ADM(13)/2018-2019/276 dated December 5, 2018 due to busy schedule &amp; other important work that cropped up in between, the school had overlooked to forward their documents in time. The School has mentioned that the three staff are very hard working, proactive &amp; diligent &amp; has strongly recommended &amp; requested the Dzongkhag to explore possibility for consideration. Further, they have re-assured the Dzongkhag Administration that such lapses will not occur in near future.</p>	<p>person henceforth.</p>	
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Member resent during Dzongkhag HRC Meeting: -

SL.NO	Name	Designation	Sector	Signature
1	Chhimi Namgyel	Planning Officer	Planning Unit	
2	Kul Bdr. Gurung	Dy. Chief DLO	Livestock	
3	Rinzin Lhamo	Offtg. DEO	Education	
4	Pema Tshering	Offtg. Accounts Officer	Accounts section	
5	Sonam Gyelpo	Environment Officer	Environment Unit	

Minute taken by:

(Singye Dorji T)  
Member Secretary

(Dorji Tshering)  
Chairman