



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

Ref.No.TDA/HRD-07/2018-19/ 919

February 28, 2019

21st
MINUTES OF 20th DHRC MEETING (FY 2018-2019)

Date : 28.02.2019
Venue : DT Hall
Time : 10.30 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:	ITEC training (Basic IT Fundamental and Applications) at Noida, India for two months for Mr. TsheringDuba, Teacher, Hongtsho PS	Committee members agreed to incorporate in the Agenda	
1	Maternity Leave to Mrs. Tshering Wangmo, EID No. 20171010761, IT Lab Assistant, YangchenGatshel Middle Secondary School w.e f 8/2/2019 to 7/8/2019.	Rule No.5.12.3.2: The employees shall be eligible for Maternity Leave as per section 10.7 of the Rule if the employee has served a minimum of 12 months of service. Mrs. Tshering Wangmo was appointed in October 2017 on consolidated contract. As per Rule No. 5.12.3.2 of BCSR 2018, she is eligible for maternity leave. She has submitted all the required documents.	Approved	HRO
2.	Transfer of Mr. Namgayla, 200301106 Teacher, Tshaluna PS to Khasadrapchu MSS	As per requirement put up by Khasadrapchu MSS, Dy. Chef DEO proposed that Mr. Namgayla be transferred to KMSS.	Approved as proposed	DEO/HRO



ROYAL GOVERNMENT OF BHUTAN
THIMPHU DZONGKHAG ADMINISTRATION

"Reaching the unreachable"

3.	Short term Training at PTC in Barneveld, Netherland to Chador Wangmo, EID No. 200507120, Sr. Extension Supervisor III, Kawang Gewog, Livestock Sector with effect from 4 th March 2019 to 29 th May 2019 (three months)	<p>Rule No. 9.6.2.4: He has completed training gap requirement as per Schedule 9/A</p> <p>The HR section explained that she has not completed six months training gap as per BCSR 2018, Rule No. 9.6.2.4. She went to Nepal from 6th to 14th November 2018 for Institutional visit. Hence, she is not eligible for the training.</p> <p>The Committed decided that she must obtain clearance from RCSC.</p>	She must obtain clearance from RCSC.	DLO/HRO
4.	Medical Leave to Mrs. Nima Dema, 20171009993, Store Asst. Khasadrapchu MSS w.e f 25 th February, 2019 to 4 th March, 2019	<p>Rule No. 10.9.1 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 as detailed below:</p> <p>(a) Upto one month : A medical Doctor</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>Mrs. Nima Dema, 20171009993, Store</p>	Approved	HRO



དཔལ་ལྷན་འབྲུག་གཞུང་།
ཐིམ་ཕུ་རྫོང་ཁག་བདག་སྐྱོང་།
ROYAL GOVERNMENT OF BHUTAN
THIMPHU DZONGKHAG ADMINISTRATION
"Reaching the unreachable"

		Asst. Khasadrapchu MSS has applied for medical leave for five days w.e f. 25 th February 2019 to 4 th March, 2019. Medical certificated attached.		
5.	Intra transfer of the following Health Assistants: a) Nim Dem. HA. EID No. 200707211, Hejo SC to Genekha BHU b) YeschiChoden, 9807091 EID No. HA. Genekha BHU to Hejo SC.	<p>Rule No. 14.4.13: On initial appointment in the Civil Service, a civil servant shall not be eligible for transfer before a minimum of three years including probation period. For in-service candidate, the date of appointment in the new position category shall be used for calculating three years.</p> <p>Ms. Nim Dem, EID No. 200707211, HA has joined Hejo HC on 22/10/2018 on transfer from Ministry of Health on interim measure.</p> <p>Mrs. Yeschi Choden joined at Henekha BHU on 5/3/2018 on transfer from Gidakom Hospital.</p> <p>Rule No. 14.4.14: If both the spouses are civil servants, their simultaneous transfer to the same location, shall be facilitated, as far as possible.</p>	DHO informed the floor that as per the rule both the incumbents are not eligible for transfer. However, Mr. Passang Dorji, HA, husband to Yeschi Choden has been transferred to Hejo. Therefore, DHO proposed that Mrs. Yeschi Choden, HA be transferred to Hejo SC and Mrs. Nim Dem HA, to Genekha BHU in place of Yeschi Choden.	DHO/HRO
6	ITEC training (Basic IT Fundamental and Applications) at Noida, India for two months for Mr. Tshering Duba, EID No. 200401346, Teacher,	Rule No. 9.6.2.2. A Civil servant shall be eligible for STT when the programme is relevant to his work and his position level.	Approved	DEO/HRO



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

Hongtsho PS	<p>HR section explained that the course is not relevant since Mr. Tshering Duba is a general Teacher.</p> <p>However, the Committee members recommended that IT knowledge and information is important for all civil servants. Further, the education office appraised that ICT knowledge is important for teachers in-order to impart IT education to the students. Hence, it is proposed that he should be nominated for the training</p>		
-------------	---	--	--



དཔལ་ལྷན་འབྲུག་གཞུང་།
ཐིམ་ཕུ་རྫོང་ཁག་བདག་སྐྱོང་།
ROYAL GOVERNMENT OF BHUTAN
THIMPHU DZONGKHAG ADMINISTRATION
"Reaching the unreachable"

Member present during Dzongkhag HRC Meeting: -

SL.NO	Name	Designation	Sector	Signature
1.	Lham Tshering	Dy. Chief DEO	Education	
2.	Tshering Deki	Dy. ChiefAccounts Officer	Accounts section	
3.	Gyembo Dorji	Dy.Chief DHO	Heath	
4.	Chhimi Namgyel	Planning Officer	Planning Unit	
5.	Pema Choden	Legal Officer	Legal Unit	
6.	Sonam Penjore	Asst. DLO	Livestock	

Minute taken by:

(Dorji Wangmo)
Member Secretary

(Chewang Jurmi)
Chairman