



དངུལ་ཚོང་སྐྱོན་ལག་ཁྱེད་ལྷན་ཁག་།

ROYAL GOVERNMENT OF BHUTAN  
MINISTRY OF FINANCE  
TASHICHHO DZONG



MoF/R-Circular/2009/ 4431  
March 1, 2009  
འཕྲིན་ 1

**CIRCULAR**  
**(Clarification on the recent Pay Revision Order)**

In response to queries both written and verbal received on the recent Pay Revision and entitlement of allowances, the Finance Ministry would like to convey the following clarifications:

- Teaching professionals falling under the Sub Groups of the Major Occupational Group: **EDUCATION & TRAINING SERVICES** as per the following table, *who are actually engaged in teaching in schools, colleges and institutions*, are eligible to Teaching Allowance:

1	Education Management & Administration Services
2	Vocational Education & Management Services
3	Teaching Services
4	Training/Tertiary Teaching Services

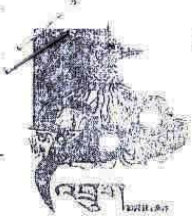
- Contract employees*, whose salaries are based on civil service positions and its position levels, irrespective of nationality, are eligible for the pay increase of 35%. If the individual contracts are not clear on this, clarification may be sought from the RCSC.
- Project Employees* recruited on contract at par with civil service positions and its position levels, irrespective of nationality, are also eligible for the 35% allowances of pay revision.
- Contract employees recruited on **consolidated salary** shall not be entitled to 35% allowance of the pay revision.

The allowances may therefore be paid as per the above guidelines.

  
(Nima Wangdi)  
**DIRECTOR GENERAL**

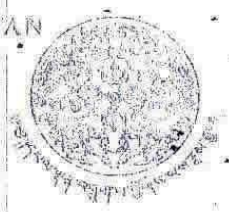
✓ To: All Government Agencies

- Copy to:
- The Secretary, Cabinet Secretariat, Tashichho Dzong, Thimphu.
  - The Chairperson, Royal Civil Service Commission, Thimphu.



འབྲུག་རྒྱལ་ཁབ་ཀྱི་རྒྱུ་རྩུབ་ལྷན་ཁག་  
 བཅའ་ཁྲིམས་ལྷན་ཁག་  
 རྒྱུ་རྩུབ་ལྷན་ཁག་

ROYAL GOVERNMENT OF BHUTAN  
 MINISTRY OF HEALTH  
 THIMPHU : BHUTAN  
 P.O. BOX : 726



10(1)ADM/MoH/09/6588

February 17, 2009

1. The Medical Director, DWRH, Thimphu
2. The Medical Superintendent, Mongar RR Hospital
3. The Medical Superintendent, Gelephu RR Hospital
4. The Chief Procurement Officer, MSD, Phuentsholing
5. The Chief Program Officer, VDCP, Gelephu
6. DCFO, AFD, Ministry of Health.

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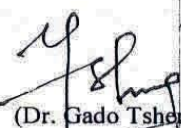
**Sub:- Pay Revision Notification**

Please find enclosed herewith Pay revision Notification No. MoF/R- Allowances/2009/3709 dated 13<sup>th</sup> February, 2009 received from the Ministry of Finance, Thimphu to consider the necessary fixation of the pay & allowances. The fixation of pay and the allowances may be done based on the guidelines provided in the Notification.

While considering the Medical allowances, the following category besides Doctors with master and MBBS doctors/BDS, which is clear, but under the nurses and clinical staff will include-

Bsc Nurse, GNM, ANM, AN, HA, ACO, BHW, Laboratory technologist/technicians, Pharmacist/pharmacy technician, Physiotherapist/physio technician, O.T. technicians, Ophthalmology technician, Dental technician/ dental hygienist, ENT technician, Orthopedic technician, X-ray technician/ultrasound technician, Malaria technician and sMenpas.

In order to meet additional budget, supplementary request may be submitted to Department of National Budget.

  
 (Dr. Gado Tshering)  
 Secretary

Copt to:-

1. All Dasho Dzongdags for kind for information and necessary action.
2. Director General, Department of Medical services for information.
3. Director, Department of Public Health for information.
4. Director, ITMS/RIHS for kind information.
5. All district hospitals for information and necessary action.
6. Chief HRO, MoH, for information

Co-circulate file

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