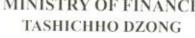


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ROYAL GOVERNMENT OF BHUTAN

MINISTRY OF FINANCE TASHICHHO DZONG





MoF/R-Circular/2009/ 4431 , 2009 March Apmy

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:

1. 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

- 2. 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.
- 3. 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.
- 4. 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.

DIRECTOR GENERAL

All Government Agencies

Copy to: 1. The Secretary, Cabinet Secretariat, Tashichho Dzong, Thimphu.

2. The Chairperson, Royal Civil Service Commission, Thimphu.