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ROYAL GOVERNMENT OF BHUTAN  
MINISTRY OF FINANCE  
TASHICHHO DZONG



MoF/R-Circular/2009/ 4431  
March  
April 1, 2009

**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.

  
(Nima Wangdi)  
**DIRECTOR GENERAL**

✓ To: All Government Agencies

- Copy to: 1. The Secretary, Cabinet Secretariat, Tashichho Dzong, Thimphu.  
2. The Chairperson, Royal Civil Service Commission, Thimphu.