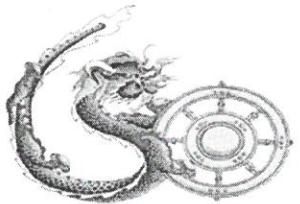




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ROYAL GOVERNMENT OF BHUTAN
MINISTRY OF FINANCE
TASHICHHO DZONG



F/MoF/DNB-Rules/2019-20/04

8th July 2019

NOTIFICATION

Sub: Revision of Allowances & Benefits of Public Servants

In keeping with the Pay Revision Act 2019 passed by the Second Session of the 3rd Parliament, the Ministry of Finance hereby notifies revision of allowances and benefits of the Public Servants as follows:

1. Red Scarf Allowance

The red scarf allowance shall be maintained at the existing rate of Nu.100 per month for the serving Nyie-kel-mas.

2. High Altitude Allowance

Altitude	High Altitude Allowance
For places between 10,000 feet to 12,000 feet	Nu.2,000 per month
For places above 12,000 feet	Nu.3,000 per month

3. Difficult Area Allowance

The difficult Area Allowance shall be Nu.2,000 per Dholam subject to a maximum of Nu.10,000 per month.

Note: The difficulty areas shall be updated jointly by MoF and MoHCA. The updated areas shall be notified, and the agencies shall implement accordingly. Until such time, the agencies shall continue to use the existing difficulty areas.

4. Uniform Allowance

The uniform allowance for nurses has been revised from Nu.4,500 annum to Nu.5,000 per annum.

5. Radiation Allowance

The radiation allowance for all the health workers exposed to radiation (*general X-ray and dental X-ray*) and veterinary technicians exposed to radiations by nature of their profession, is revised from Nu.1,500 per month to Nu.3,000 per month.

6. Night Duty Allowance

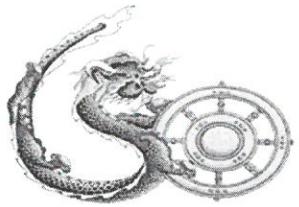
A night duty allowance of Nu.500 per night has been introduced for health workers attending night duty for 12 hours as a routine schedule requiring continuous patient care.

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7. Professional Allowance

Professional allowance has been fixed as lump sum at the minimum of the revised pay scale. The lump sum allowances are annexed to this Order as follows:

- a. Professional allowance for Medical and Clinical Staff- **Annexure I**
- b. Professional allowance for Teachers- **Annexure II**
- c. Professional allowances for Royal Audit Authority- **Annexure III**
- d. Professional allowances for Anti-Corruption Commission- **Annexure IV**
- e. Professional allowances for Internal Audit – **Annexure V, and**
- f. Professional allowances for Aviation staff (Flight Operation Officers, Air Worthiness Officers and Certified Inspectors under Air Navigation and Aerodrome Services) - **Annexure VI.**

8. Prosecutor Allowance

Prosecutor allowance shall be paid at 20% of the minimum revised basic pay as lump sum to the Prosecutors stationed in the Office of the Attorney General – **Annexure VII.**

9. Officiating Allowance

Officiating allowance of Nu.5,000 per month shall be paid for managerial position of P1 & above and for the positions of Thrompons & Gups for officiating for a continuous period minimum of three months and not exceeding six months.

10. Regular Contract Allowance

Allowance for regular contract employees is 30% of the revised minimum basic pay. All other allowances and benefits of civil servants and public servants recruited at sub-level shall be as per the pay scale.

11. Communication Allowance

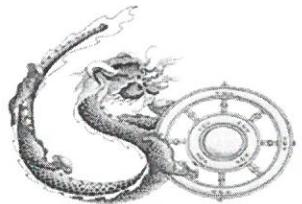
- a. The communication allowance for Holders/Members/Commissioners of the constitutional offices, the Government Secretaries, Attorney General and members of the Privy Council has been revised to Nu.2,000 per month;
- b. The communication allowance for heads of the Department/Autonomous Agencies has been revised to Nu.1,000 per month;
- c. The Communication allowance of Nu.1,500 per month has been introduced to the Principal Secretary, Communication Specialist, Personal Secretary and Personal Assistant to the Prime Minister and Nu.1,000 per month to the Personal Secretary and Personal Assistant of Cabinet Ministers, Speaker of NA, Chief Justice of Supreme Court, Chairperson of NC and Opposition Leader;
- d. The Communication allowance for other public servants is maintained at the existing rate,

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**ROYAL GOVERNMENT OF BHUTAN
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- e. The Communication allowance for Tshogpas has been revised from Nu.100 to Nu.200 per month.
- f. The allowance for one-time purchase of mobile phone shall be discontinued.

12. Bhutan Civil Service Examination (BCSE) Trainee allowance

The stipend of the BCSE selected graduates undergoing pre-service training has been revised from Nu.1,500 per month to an allowance of Nu.5,000 per month.

13. Discretionary Allowance

The discretionary allowance has been revised as follows:

Sl. No.	Position	Existing	Revised
1	Prime Minister	Nu.0.300 m per annum	Nu.0.300 m per annum
2.	Chief Justice of Supreme Court, Speaker of the National Assembly, Chairperson of National Council, Leader of Opposition, Cabinet Ministers and Equivalent positions	Nu.0.200 m per annum	Nu.0.200 m per annum
3	Member of Parliament	Nu.0.100 m per annum	Nu.0.150 m per annum
4	Dzongdag	Nu.0.050 m per annum	Nu.0.075 m per annum

Note: payment of discretionary allowance shall be prorated on monthly basis.

14. Driver allowance for Members of Parliament

The driver allowance has been revised from Nu.6,000 per month to Nu.10,000 per month.

15. Fuel and Maintenance Allowance for Members of Parliament

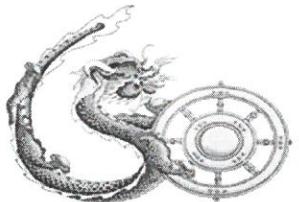
The fuel and maintenance allowance has been revised from Nu.7,000 per month to Nu.10,000 per month.

16. Water & Electricity Charges

- a. The Prime Minister, Chief Justice of Supreme Court, Speaker of the National Assembly, Chairperson of National Council, Leader of Opposition, Cabinet Ministers and Equivalent positions are entitled for actual water and electricity expenses.
- b. The Heads of the Constitutional Offices (ACC, ECB, RAA& RCSC) and Attorney General provided with designated residence at Lhengye Densa shall be entitled for water and electricity expenses up to a maximum of Nu.3,000 per month.



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17. Domestic Help

The Prime Minister, Chief Justice of Supreme Court, Speaker of the National Assembly, Chairperson of National Council, Leader of Opposition, Cabinet Ministers and Equivalent positions, Heads of Constitutional Offices (ACC, ECB, RAA, & RCSC) and Attorney General provided with designated residence at Lhengye Densa are entitled for a Domestic Help. The allowance of the domestic help has been fixed at par with ESP level.

18. Leave Encashment and Leave Travel Concession

- The leave encashment at one month's basis pay in one financial year subject to leave balance of 30 days shall be continued and extended to Members of Local Government.
- Leave Travel Concession at one month's basic pay shall be continued in a financial year with maximum ceiling of Nu.15,000 per annum.

19. Other Allowances maintained at existing level are as follows:

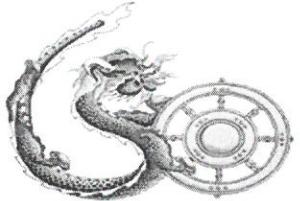
Type of Allowance	Rate
Patang/Gentag – (if Patang/Gentag is not provided)	Nu.50,000
Cash handling allowance	Nu.400 per month
Vehicle Purchase Allowance for Members of Parliament	Nu.1.000 m per term
Overtime allowances for civil servants	Maintained unchanged
Carriage charges of Personal Effects during transfer and retirement	Maintained unchanged (Nu.55,000 at EX/ES level and above, Nu.27,000 at Professional Level and Nu.15,000 at S level and below as per BCSR 2018)

20. House Rent Allowance (HRA)

- House Rent Allowance (HRA) for Civil Servants and Other Public Servants has been revised as lump sum at 20 percent of the minimum revised pay scale.
- HRA for positions S3 and below has been revised as lump sum Nu.3,500 per month and extended to ESP employees.
- HRA for the Prime Minister, Chief Justice of Supreme Court, Speaker of the National Assembly, Chairperson of National Council, Leader of Opposition, Cabinet Ministers and Equivalent positions and the Members of Parliament is revised as lump sum at 30 percent of the minimum revised pay scale. The lump sum HRA for eligible public servants based on their positions are attached as **Annexure VIII-A and VIII-B**.



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The following conditions shall apply for the payment of HRA:

- i. The HRA shall not be paid to public servants who are provided with designated official residence at Lhengye Densa, Dzongdags and Drangpons, where applicable.
- ii. Diplomats and regular staff attached to Embassies/Missions/Consulate abroad occupying government paid/owned accommodation shall not be eligible for HRA.

21. Daily Allowance (DA) and Daily Subsistence Allowance (DSA)

The daily allowances for in-country travel have been revised and DSA for travel to India and other countries maintained unchanged. The rates are annexed as under:

- a. Daily Allowance (DA) - In-country - **Annexure IX.**
 - ✓ The DA rates have been revised to 50% when either or both food and lodge is provided for all public servants across the board; and
 - ✓ The DA rates for public servants accompanying the Prime Minister, Chief Justice of Supreme Court, Speaker of the National Assembly, Chairperson of National Council, Leader of Opposition, Cabinet Ministers and Equivalent position have been revised to 100%.
- b. DSA for India - **Annexure X.**
- c. DSA for countries other than India - **Annexure XI.**
 - ✓ DSA rates in India and Third Country for public servants accompanying the Prime Minister, Chief Justice of Supreme Court, Speaker of the National Assembly, Chairperson of National Council, Leader of Opposition, Cabinet Ministers and Equivalent positions have been revised to 50% (*when both food and Lodge are provided*).

22. Travel Allowance (TA) – Mileage

The mileage rate is maintained at Nu.16/km and extended to all public servants (Specialists, Professionals, Support, Operation, GSP, ESP and Local Government Functionaries).

23. Porter and Pony Charges on non-motorable road

The porter and pony charges has been done away and a lump sum TA of Nu.1,200 per day for places with no motorable road connectivity has been introduced irrespective of position levels.

24. Dzongkhag Mask & Folk Dancers Allowance

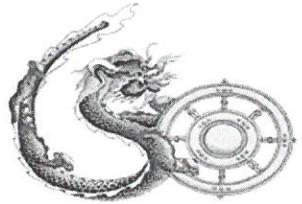
The Dzongkhag Mask & Folk Dancers' allowance has been revised and extended to Pazaaps, Zheps and equivalents under daily allowance as follows:


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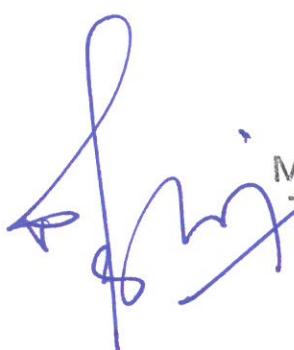
Allowance	Existing	Revised
Monthly Allowance	a. Mask and Folk Dancers: Nu.1,500 b. Dhodhams/Champions/Chamjubs/Tsipoens: Nu.2,000	a. Mask and Folk Dancers: Nu.2,500 b. Dhodhams/Champions/Chamjubs/Tsipoens: Nu.3,000
Daily Allowance	c. Mask and Folk Dancers: Nu.300 d. Dhodhams/Champions/Chamjubs/Tsipoens: Nu.500	c. Mask and Folk Dancers: Nu.700 d. Dhodhams/Champions/Chamjubs/Tsipoens/Pazaaps/Zheps and equivalents: Nu.1,000

25. DSA for in-country training

DSA for in-country training has been revised from Nu.1,000 per day to Nu.2,000 per day. DSA for in-country Training shall be paid only for formal training provided in recognized institutions as approved by the HRC of the respective budgetary agency. For any in-house training, only TA/DA shall be paid as per entitlement.

26. Allowances for Local Government Functionaries are as follows:

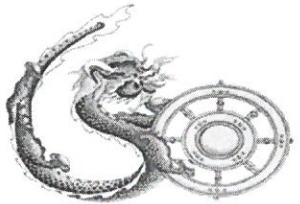
Allowance	Existing	Revised
Communication per month	Thrompon: Nu.1,000	Thrompon: Nu. 1,000
	Gup: Nu.500	Gup: Nu.500
	Mangmi: Nu. 200	Mangmi: Nu.200
	Dzongkhag Thromde Thuemi: Nu.200	Dzongkhag Thromde Thuemi: Nu.200
	Tshogpa: Nu.100	Tshogpa: Nu.200
	Thromde Thuemi: Nu.100	Thromde Thuemi: Nu.100
Sitting fees per session	Thrompon: Nu.5,000 (TT)	Thrompon: Nu.5,000 (TT)
	Gup: Nu.5,000 (DT)/ Nu.1,000 (GT)	Gup: Nu.5,000 (DT),/Nu.1,000 (GT)
	Mangmi:Nu.5,000 (DT)/ Nu.1,000 (GT)	Mangmi:Nu.5,000 (DT)/Nu.1,000 (GT)
	Dzongkhag Thromde Thuemi: Nu.5,000	Dzongkhag Thromde Thuemi: Nu.5,000
	Tshogpa: Nu.1,000 (GT)	Tshogpa: Nu.1,000 (GT)
	Thromde Thuemi: Nu.5,000 (TT)	Thromde Thuemi: Nu.5,000 (TT)
Special Responsibility per month	DT Chairperson Nu.6,000	DT Chairperson Nu.6,000
	Dy. Chairperson DT Nu.3,000	Dy. Chairperson DT Nu.3,000


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27. In country TA/DA for LG Functionaries has been revised as follows:

Position	Revised TA/DA (Nu)			
	TA on non-motorable route outside Gewog	TA outside Gewog/ Thromde on motorable route traveling beyond 10 km (mileage)	Annual lump sum TA/DA for traveling within Gewog (both non-motorable & motorable road)	DA outside Gewog/ Thromde (Nu. per day)
Thrompon	1,200	Nu.16/km	NA	Actual lodging in one room (Max ceiling Nu.3,000) Plus Nu.1,000 or lump sum of Nu.2,000
Gup	1,200	Nu.16/km	18,000	1,500
Mangmi	1,200	Nu.16/km	13,500	1,500
DzongkhagThrom deThuemi	1,200	Nu.16/km	NA	1,500
ThromdeThuemi	1,200	Nu.16/km	NA	1,000
Tshogpa	1,200	Nu.16/km	6,000	1,000
Gaydrung /ESP	1,200	Nu.16/km	NA	1,000

Note: payment of annual lump sum TA/DA for travel within the Gewog shall be prorated on monthly basis.

28. Annual Salary Indexation

There shall be maximum salary indexation of 5% or inflation whichever is lower. Of the total indexation, 2% of the starting pay shall be provided as lump sum annual increment as per the revised pay scale and the balance indexation, if any, shall be paid as lump sum allowance for Cost of Living Adjustment (COLA), which shall not be added to the basic pay.

29. Post Service Benefits

a. Gratuity

The existing gratuity ceiling of Nu.1,500,000 has been removed and revised with no ceiling.

b. Pension and Provident Fund Scheme

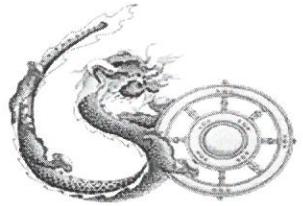
- i. The Pension and Provident Fund (PF) contribution from the Government has been revised from 11% to 15% of the revised basic pay. The additional Government contribution of the 4% shall be contributed into the PF scheme and the employee shall continue to contribute 11% of the revised basic pay.

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- ii. The Provident Fund scheme has been extended to the ESP and GSP. The contributions from the Government and employee shall be 15% and 11% of the revised basic pay respectively and shall be in the form of Provident Fund.

c. Pension Payout

The maximum pension payout has been revised to 40% of the maximum pay scale of the Cabinet Secretary. Further, the minimum pension payout shall be linked to 40% of revised maximum pay scale of the lowest position in civil service (O4 level).

30. Foreign Allowance (FA) and Representational Grant (RG)

The FA and the RG have been revised and extended to the Head and Deputy Head of Liaison and Transit Office (LTO), Kolkata, India. The details are as given in **Annexure – XII (a) & (b)**.

31. Children Education Allowance (CEA)

The CEA has been revised as follows:

Country	Geneva	Brussels	New York	Kuwait	Bangkok	South Asia
Existing Allowance (per month per child)	CHF 198	EUR 125	USD 75	USD 120	USD 120	USD 75
Revised Allowance (per month per child)	CHF 490	EUR 410	USD 250	USD 450	USD 450	USD 250

Conditions for implementing CEA:

- i. For children studying outside Bhutan, the CEA allowance of the place of study shall be applicable;
- ii. In case children are studying outside the place of posting of the parent, the rate of the place of the study or the place of posting, whichever is lower shall apply.
- iii. For the countries/places not listed in the children education allowance, the rate of the place of posting shall apply, and
- iv. The CEA shall cover for a maximum of three children.

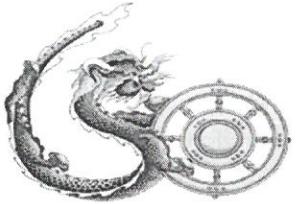
32. Rental Ceiling

The rental ceiling has been revised by 10% for Embassies/Missions/Consulates in all locations except for the Royal Bhutan Embassy, Dhaka where it has been increased by 47%. The revision shall be subject to the following conditions:

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- i. The rental ceiling provided is for one flat/apartment and an official cannot occupy more than one flat/apartment.
- ii. The revision of rental rates shall be based on the Tenancy Act of the respective country and the lease agreement. The detail are as in **Annexure - XIII:**

33. Overtime Allowance

The local recruits in the Embassies/Missions/Consulates are entitled to overtime allowance which is maintained at status quo for all locations except for Bangkok which is revised as tabled below:

Missions	New York	Brussels	Geneva	Kuwait	Bangkok	Dhaka	New Delhi	Kolkata/Guwahati
Existing rate/hour (2002)	USD 10	EUR 6.6	CHF 10	USD 5	Baht 65 (300 hrs /month)		At RGoB rate	
Revised rate/hour	USD 10	EUR 6.6	CHF 10	USD 5	Baht 100 (300 hrs /month)		At RGoB rate	

34. Non-renewal of contract of Local Recruits

As a form of recognition for the contribution of their service, up to three months basic salary for the local recruits upon non-renewal of their contract shall be paid.

35. Heads of Embassy/Missions/Consulates

In the event, the Head of the Embassy/Missions/Consulates is appointed from outside the civil service/public service, the pay, allowances and benefits shall be mapped at the appropriate Executive level by the Government, based on qualification and experience.

36. Other Foreign Services Allowance

The following Foreign Service allowances shall be maintained at the existing level:

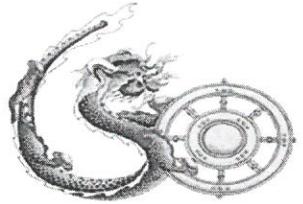
- (1) Mileage,
- (2) Medical Coverage and Insurance,
- (3) Lump sum allowance for Carriage of Personal Effects,
- (4) Leave Travel Passage from and to headquarter,
- (5) Furnishing Grant,
- (6) Domestic Help,
- (7) Utility Expenses.


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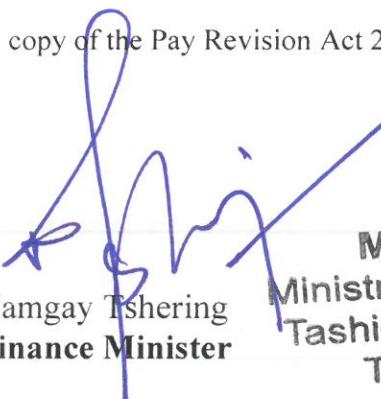
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This Notification is issued as per Section 66 of the Pay Revision Act 2019 and shall come into force on 1st July, 2019. This Notification shall supersede all orders, notifications and circulars that are inconsistent.

A copy of the Pay Revision Act 2019 can be downloaded from the website of MoF.


Namgay Tshering
Finance Minister

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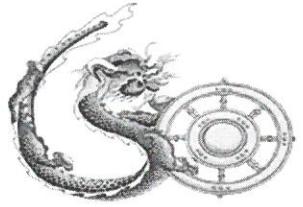
Copy to:

1. Hon'ble Prime Minister, Office of the Prime Minister, Gyelyong Tshokhang, Thimphu.
2. Dasho Zimpon, Office of the Gyalpo Zimpon, Thimphu.
3. All Ministers/Constitutional Bodies/Autonomous Agencies/Dzongkhags/Thromdes/Gewogs;
4. The Cabinet Secretary, Cabinet Secretariat, Tashichho Dzong, Thimphu;
5. The Auditor General, Royal Audit Authority, Thimphu;
6. The Chairperson, Royal Civil Service Commission, Thimphu;
7. Web Administrator for posting on the MoF website.



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Annexure I

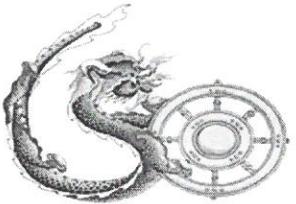
Revised monthly lump sum professional allowance for medical and clinical staff

Positions	Revised (Amount Nu.)					
	Medical & Dental sub specialist (60%)	Medical & Dental Specialist (55%)	General Doctor with MBBS/Dentist s with BDS but less than Master Degree and Practicing Drungtsho (45%)	Nurses and Clinical Staff (including Menpas)		
	Number of Years of service	Number of Year of service	Number of Years of service	Number of Years of service	Number of Years of service	Number of Years of service
	NA	NA	NA	(0-10) years (35%)	(above 10-20) years (45%)	(above 20) years (55%)
EX/ES-1	37,330	34,220	28,000	21,775	28,000	34,220
EX/ES-2	31,315	28,705	23,490	18,270	23,490	28,705
EX/ES-3	26,470	24,265	19,855	15,440	19,855	24,265
P1	21,940	20,115	16,455	12,800	16,455	20,115
P2/SS1	19,380	17,765	14,535	11,305	14,535	17,765
P3/SS2	16,990	15,575	12,740	9,910	12,740	15,575
P4/SS3	15,130	13,870	11,350	8,825	11,350	13,870
P5/SS4	12,385	11,355	9,290	7,225	9,290	11,355
S1				6,990	8,985	10,985
S2				6,335	8145	9,950
S3				5,785	7,440	9,095
S4				5,135	6,605	8,070
S5				4,750	6,110	7,465
O1				4,655	5,985	7,315
O2				4,375	5,625	6,870
O3				3,975	5,110	6,245
O4				3,690	4,750	5,805

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Annexure II

Revised monthly Professional Allowance for Teachers

Positions	Existing (Amount Nu.)			Revised (Amount Nu.)		
	(0-5) years (10%)	(6-10) years (15%)	(above 10) years (20%)	(0-10) years (35%)	(above 10-20) years (45%)	(above 20) years (55%)
EX/ES-1	5,460	8,185	10,915	21,775	28,000	34,220
EX/ES-2	4,580	6,870	9,155	18,270	23,490	28,705
EX/ES-3	3,870	5,805	7,740	15,440	19,855	24,265
P1	3,100	4,650	6,200	12,800	16,455	20,115
P2/SS1	2,735	4,105	5,475	11,305	14,535	17,765
P3/SS2	2,400	3,600	4,800	9,910	12,740	15,575
P4/SS3	2,135	3,205	4,275	8,825	11,350	13,870
P5/SS4	1,750	2,625	3,500	7,225	9,290	11,355
S1	1,635	2,455	3,275	6,990	8,985	10,985
S2	1,485	2,225	2,965	6,335	8,145	9,950
S3	1,355	2,035	2,710	5,785	7,440	9,095
S4	1,205	1,805	2,405	5,135	6,605	8,070
S5	1,115	1,670	2,225	4,750	6,110	7,465

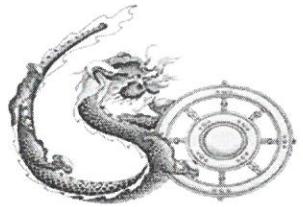
Note: An additional allowance for Proficient Teacher at 10%, Accomplished Teacher at 15% and Distinguished Teacher at 20% of the minimum revised pay scale has been approved. However, it shall be implemented only on approval of Bhutan Professional Standards for Teachers (BPST) by the Government.

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ROYAL GOVERNMENT OF BHUTAN
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Annexure III

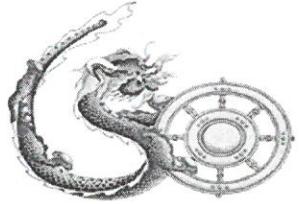
Revised monthly Lump sum Professional Allowance for Royal Audit Authority (RAA)

Positions	Existing (Amount Nu.)	Revised (Amount Nu.)
EX/ES-1	10,915	12,445
EX/ES-2	9,155	10,440
EX/ES-3	7,740	8,825
P1	6,200	7,315
P2/SS1	5,475	6,460
P3/SS2	4,800	5,665
P4/SS3	4,275	5,045
P5/SS4	3,500	4,130
S1	3,275	3,995
S2	2,965	3,620
S3	2,710	3,305
S4	2,405	2,935
S5	2,225	2,715
O1	2,145	2,660
O2	2,015	2,500
O3	1,830	2,270
O4	1,700	2,110
GSP I	1,615	2,100
GSP II	1,540	2,000
ESP	1,400	1,890

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**ROYAL GOVERNMENT OF BHUTAN
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Annexure IV

Revised monthly Lump sum Professional Allowance for Anti-Corruption Commission (ACC)

Positions	Existing (Amount Nu.)		Revised (Amount Nu.)	
	Investigator	Other Staff	Investigator	Other Staff
EX/ES-1	24,560	10,915	28,000	12,445
EX/ES-2	20,605	9,155	23,490	10,440
EX/ES-3	17,415	7,740	19,855	8,825
P1	13,945	6,200	16,455	7,315
P2/SS1	12,315	5,475	14,535	6,460
P3/SS2	10,800	4,800	12,740	5,665
P4/SS3	9,615	4,275	11,350	5,045
P5/SS4	7,875	3,500	9,290	4,130
S1	7,365	3,275	8,985	3,995
S2	6,675	2,965	8,145	3,620
S3	6,100	2,710	7,440	3,305
S4	5,410	2,405	6,605	2,935
S5	5,005	2,225	6,110	2,715
O1		2,145	5,985	2,660
O2		2,015	5,625	2,500
O3		1,830	5,110	2,270
O4		1,700	4,750	2,110
GSP I		1,615	4,725	2,100
GSP II		1,540		2,000
ESP		1,400		1,890

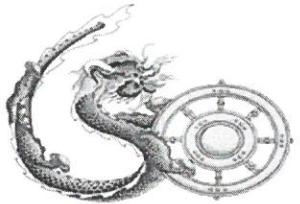


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Annexure V

Lump sum monthly Professional Allowance for Internal Auditors

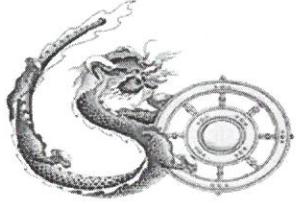
Positions	Existing (Amount Nu.)	Revised (Amount Nu.)
EX/ES-1	10,915	12,445
EX/ES-2	9,155	10,440
EX/ES-3	7,740	8,825
P1	6,200	7,315
P2/SS1	5,475	6,460
P3/SS2	4,800	5,665
P4/SS3	4,275	5,045
P5/SS4	3,500	4,130
S1	3,275	3,995
S2	2,965	3,620
S3	2,710	3,305
S4	2,405	2,935
S5	2,225	2,715

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Annexure VI

Revised monthly Lump sum Professional Allowance for Aviation

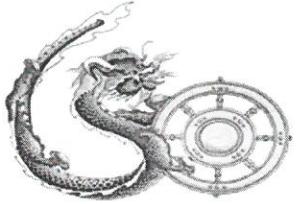
Position	Existing (Amount Nu.)			Revised (Amount Nu.)		
	(6-10) years	(11-15) years	(above 15) years	(6-10) years	(above 10-15) years	(above 15) years
P1	7,750	10,845	13,945	9,145	12,800	16,455
P2/SS1	6,845	9,580	12,315	8,075	11,305	14,535
P3/SS2	6,000	8,400	10,800	7,080	9,910	12,740
P4/SS3	5,345	7,480	9,615	6,305	8,825	11,350
P5/SS4	4,375	6,125	7,875	5,160	7,225	9,290
S1	4,090	5,730	7,365	4,965	6,990	8,985

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Annexure VII

Lump sum monthly Professional Allowance for Prosecutors of OAG

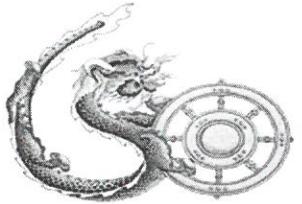
Positions	Amount (Nu)
P1	7,315
P2/SS1	6,460
P3/SS2	5,665
P4/SS3	5,045
P5/SS4	4,130
S1	3,995
S2	3,620
S3	3,305
S4	2,935
S5	2,715

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Annexure VIII (A)

Revised Lump sum Monthly House Rent Allowance for other Public Servants

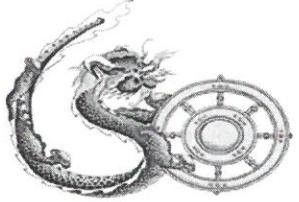
Sl.No	Position	Existing	Revised
Other Public Servants			
1	Prime Minister	54,000	NA
2	Ministers & Equivalent Positions	39,000	NA
3	Dy. Speaker/Dy. NC chair	22,550	25,255
4	Members of Parliament	19,780	22,150
5	Chief Justice of Supreme Court	39,000	41,340
6	Drangpons of SC	15,030	16,835
7	Chief Justice of HC	13,845	15,505
8	Drangpons of High Court	13,185	14,770
9	Chairman of Privy Council	39,000	41,340
10	Members of Privy Council	12,005	13,445
11	Holders of Constitutional Offices	15,030	NA
12	Members/Commissioners of Constitutional Office	12,005	13,445
13	Attorney General	15,030	NA


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Annexure VIII (B)

Lump sum monthly house rent allowance for civil servants

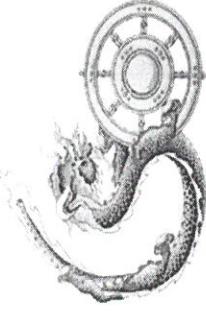
Sl. No.	Position	Existing Rate	Revised Rate
1	Cabinet Secretary	15,030	16,835
2	Government Secretary	13,185	14,770
3	EX/ES-1	10,915	12,445
4	EX/ES-2	9,155	10,440
5	EX/ES-3	7,740	8,825
6	P1	6,200	7,315
7	P2/SS1	5,475	6,460
8	P3/SS2	4,800	5,665
9	P4/SS3	4,275	5,045
10	P5/SS4	3,500	4,130
11	S1	3,275	3,995
12	S2	2,965	3,620
13	S3	2,710	3,500
14	S4	2,405	3,500
15	S5	2,225	3,500
16	O1	2,145	3,500
17	O2	2,015	3,500
18	O3	1,830	3,500
19	O4	1,700	3,500
Others			
1	GSP	1,615	3,500
3	ESP	-	3,500
4	NFE Instructor	-	3,500


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In-country DA

Sl. No.	Position Level	Existing	Revised DA Rates
1	Prime Minister, Chief Justice of Supreme Court, Speaker of the National Assembly, Chairperson of the National Council, Leader of the Opposition, Cabinet Ministers and Equivalent Position	Actual	Actual
2	Members of the Parliament	Actual lodging in one room (maximum ceiling Nu.3,000) plus Nu.800 or lump sum DA of Nu.1,500	Actual lodging in one room plus Nu.1,000 or lump sum DA of Nu.2,000 per day
3	Holders & Commissioners/ Members of the Constitutional Offices, Government Secretaries, Attorney General, Members of Privy Council, and EX/ES-1 to EX/ES-3	Actual lodging in one room (maximum ceiling Nu.3,000) plus Nu.800 or lump sum DA of Nu.1,500	Actual lodging in one room (maximum ceiling Nu.3,000) plus Nu.1,000 or lump sum DA of Nu.2,000 per day
4	P 1/P2/SS1 to P 5/SS4	Lump sum Nu.1,000	Lump sum Nu.1,500 per day
5	S1 to S5	Lump sum Nu.750	Lump sum Nu.1,250 per day
6	O level and below	Lump sum Nu.500	Lump sum Nu.1,000 per day

Note:

1. The Actual expenses shall be paid/reimbursed subject to production of original bills;

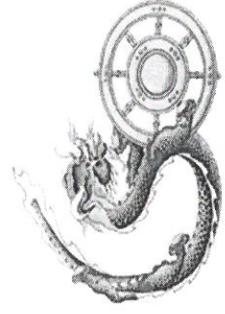
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Annexure IX



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2. Actual expense shall not include alcoholic beverages;
3. When both food and lodge are provided, 50 percent of the lump sum DA shall be paid;
4. Public Servants shall be entitled to 100 percent DA while accompanying Head of the Government, Cabinet Ministers and Equivalent positions when both food and lodge are provided.
5. DA rate for non-civil servants participating in the meetings, workshops, conferences and seminars shall be paid lump sum of Nu.1,500 per day.

DSA in India

Sl. No.	Positions Level	Revised	
		State Capital	Other Places
1	Prime Minister, Chief Justice of Supreme Court, Speaker of the National Assembly, Chairperson of the National Council, Leader of the Opposition, Cabinet Ministers and Equivalent Position	Actual expenses or lump sum Nu.10,000	Actual expenses or Lump sum Nu.8,000
2	Holders & Commissioners/Member Constitutional Bodies, Members of Parliament, Government, Secretaries, Attorney General, Members of Privy Council and EX/ES-1 to EX/ES-3	Actual lodging Plus Nu.2,000 or Lump sum Nu.6,500	Actual lodging plus Nu.1,500 or Lump Sum Nu. 4,500
3	P1 & P2	Lump sum Nu.5,500	Lump sum Nu.3,500
4	P3 & P5	Lump sum Nu.4,500	Lump sum Nu.2,500
5	S1 to S5	Lump sum Nu.3,500	Lump sum Nu.2,000
6	O1 to O4 and below	Lump sum Nu.2,500	Lump sum Nu.1,500

Note:

1. The actual expenses shall be reimbursed/paid subject to production of original bills;
2. Actual ~~Ministry~~ shall not include alcoholic beverages;

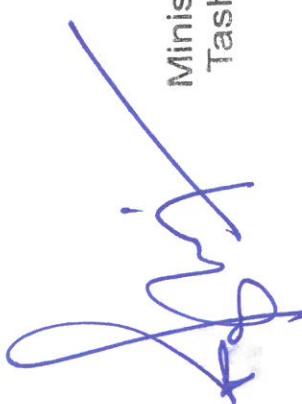
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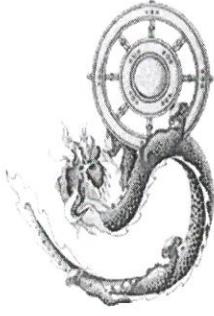
3. Officials under sl. no. 1 shall be entitled to 5-star hotels;
4. The above rates are applicable for official travels and short-term trainings;
5. When only lodge is provided, 50 percent of the lump sum DSA and when both food and lodge are provided, 20 percent of the lump sum DSA shall be paid;
6. 50% of DSA shall be paid for public servants accompanying Prime Minister, Cabinet Ministers and equivalent positions when both food and lodge are provided;
7. When food, lodge and other incidental expenses are provided, DSA shall not be paid; and
8. DSA rates for non-civil servants shall be at par with the Operational Level of the civil service.


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Annexure XI

DSA Rates (Third Country)

Sl. No.	Country	Revised DSA (\$)
1	Afghanistan	140
2	Albania	140
3	Algeria	200
4	Angola	250
5	Anguilla	300
6	Antigua	230
7	Argentina	200
8	Armenia	135
9	Aruba	200
10	Australia	200
11	Austria	200
12	Azerbaijan	150
13	Bahamas	210
14	Bahrain	200
15	Bangladesh	100
16	Barbados	195
17	Belarus	145
18	Belgium	200
19	Belize	170
20	Benin	115
21	Bermuda	200

Sl. No.	Country	Revised DSA (\$)
105	Liberia	160
106	Libya	160
107	Lithuania	175
108	Luxembourg	200
109	Macedonia	200
110	Madagascar	120
111	Malawi	100
112	Malaysia	130
113	Maldives	150
114	Mali	100
115	Malta	200
116	Mauritania	100
117	Mauritius	170
118	Mexico	200
119	Micronesia	100
120	Moldova	150
21	Monaco	200
122	Mongolia	150
123	Montenegro	130
124	Montserrat	170
125	Morocco	160

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22	Bolivia	130
23	Bosnia & Herzegovina	135
24	Botswana	150
25	Brazil	170
26	British virgin island	200
27	Brunei	160
28	Bulgaria	170
29	Burkina Faso	140
30	Burundi	190
31	Cambodia	90
32	Cameroon	165
33	Canada	200
34	Canary island	150
35	Cape Verde	150
36	Cayman island	200
37	Central African Republic	130
38	Chad	150
39	China	160
40	China, Hong kong	200
41	China, Macau	200
42	Chile	150
126	Mozambique	160
127	Myanmar	120
128	Namibia	100
129	Nauru	100
130	Nepal	120
131	Netherlands	200
132	Netherland, Antilles	200
133	New Zealand	200
134	Nicaragua	120
135	Niger	100
136	Nigeria	150
137	North Korea	170
138	Niue	100
139	Norway	230
140	Oman	160
141	Pakistan	130
142	Palau	150
143	Panama	150
144	Papua New Guinea	130
145	Paraguay	150
146	Peru	150

22	Bolivia	130
23	Bosnia & Herzegovina	135
24	Botswana	150
25	Brazil	170
26	British virgin island	200
27	Brunei	160
28	Bulgaria	170
29	Burkina Faso	140
30	Burundi	190
31	Cambodia	90
32	Cameroon	165
33	Canada	200
34	Canary island	150
35	Cape Verde	150
36	Cayman island	200
37	Central African Republic	130
38	Chad	150
39	China	160
40	China, Hong kong	200
41	China, Macau	200
42	Chile	150
126	Mozambique	160
127	Myanmar	120
128	Namibia	100
129	Nauru	100
130	Nepal	120
131	Netherlands	200
132	Netherland, Antilles	200
133	New Zealand	200
134	Nicaragua	120
135	Niger	100
136	Nigeria	150
137	North Korea	170
138	Niue	100
139	Norway	230
140	Oman	160
141	Pakistan	130
142	Palau	150
143	Panama	150
144	Papua New Guinea	130
145	Paraguay	150
146	Peru	150

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Sl. No.	Country	Revised DSA (\$)	Sl. No.	Country	Revised DSA (\$)
43	Colombia	180	147	Philippines	130
44	Comoros	200	148	Poland	200
45	Congo	160	149	Portugal	200
46	Congo Dem Rep	160	150	Puerto Rico	160
47	Cook Islands	140	151	Qatar	160
48	Costa Rica	150	152	Romania	200
49	Cote d'Ivoire	150	153	Russian Federation	260
50	Croatia	200	154	Rwanda	140
51	Cuba	200	155	Samoa	120
52	Cyprus	150	156	Sao Tome and Principe	120
53	Czech Republic	200	157	Saudi Arabia	200
54	Denmark	200	158	Senegal	150
55	Djibouti	130	159	Serbia	160
56	Dominica	170	160	Seychelles	200
57	Dominica Republic	170	161	Sierra Leone	130
58	Egypt	150	162	Singapore	180
59	Ethiopia	100	163	Slovenia	200
60	Ecuador	160	164	Slovak Rep	170
61	Equatorial Guinea	160	165	Solomon islands	150
62	El Salvador	160	166	Somalia	100
63	Eritrea	100	167	South Africa	160
64	Estonia	190	168	South Korea	200
65	Fiji	190	169	Spain	200
66	Finland	210	170	Sri Lanka	130

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ROYAL GOVERNMENT OF BHUTAN
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TASHICHHO DZONG

67	France	200	171	St. Kitts and Nevis	150
68	Gambia	150	172	St. Lucia	150
69	Gabon	150	173	St. Vincent Grenadines	150
70	Georgia	130	174	Sudan	160
71	Germany	200	175	Suriname	130
72	Ghana	200	176	Swaziland	100
73	Gibraltar	150	177	Sweden	230
74	Greece	200	178	Switzerland	220
75	Greenland	200	179	Syrian Arab Republic	160
76	Grenada	200	180	Taiwan	165
77	Guam	180	181	Tajikistan	140
78	Guatemala	140	182	Tanzania	140
79	Guinea	200	183	Thailand	130
80	Guinea Bissau	160	184	Timor-Leste	100
81	Guyana	160	185	Togo	100
82	Haiti	150	186	Tokelau	75
83	Honduras	150	187	Tonga	150
84	Hungary	200	188	Trinidad & Tobago	150
85	Iceland	230	189	Turkey	200
86	India	Given separately	190	Tunisia	145
87	Indonesia	160	191	Turkmenistan	150
88	Iran	160	192	Turks & Caicos Island	150
89	Iraq	120	193	Tuvalu	100
90	Ireland	200	194	Uganda	135
91	Israel	200	195	Ukraine	200

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92	Italy	200
93	Jamaica	200
94	Japan	300
95	Jorden	160
96	Kazakhstan	160
97	Kenya	160
98	Kiribati	100
99	Kuwait	200
100	Kyrgyzstan	140
101	Lao	100
102	Latvia	200
103	Lebanon	160
104	Lesotho	100
196	United Arab Emirates	210
197	United Kingdom	220
198	USA	200
199	Uruguay	180
200	Uzbekistan	120
201	Vanuatu	160
202	Venezuela	200
203	Vietnam	100
204	Virgin Island USA	200
205	West Bank	130
206	Yemen	100
207	Yugoslavia	160
208	Zambia	100
209	Zimbabwe	100

92	Italy	200
93	Jamaica	200
94	Japan	300
95	Jorden	160
96	Kazakhstan	160
97	Kenya	160
98	Kiribati	100
99	Kuwait	200
100	Kyrgyzstan	140
101	Lao	100
102	Latvia	200
103	Lebanon	160
104	Lesotho	100
196	United Arab Emirates	210
197	United Kingdom	220
198	USA	200
199	Uruguay	180
200	Uzbekistan	120
201	Vanuatu	160
202	Venezuela	200
203	Vietnam	100
204	Virgin Island USA	200
205	West Bank	130
206	Yemen	100
207	Yugoslavia	160
208	Zambia	100
209	Zimbabwe	100

Note:

- Officials at EX/ES1 and above positions travelling abroad for meetings may claim actual room charges plus 50 percent DSA or full DSA;
- Payment/reimbursement of actual room charges shall be subject to production of original bill;
- Officials travelling abroad, when mandated to stay in designated hotels, may claim actual hotel charges plus 50 percent DSA, with prior approval from the head of agency;
- When only lodge is provided, 50 percent of the lump sum DSA and when both food and lodge are provided, 20 percent of the lump sum DSA shall be paid;
- 50% of DSA shall be paid to Public Servants accompanying Prime Minister, Cabinet Ministers and Equivalent Positions, when both food and lodge are provided;

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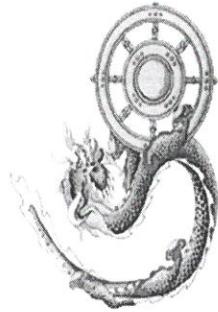


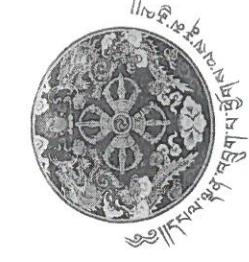
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ROYAL GOVERNMENT OF BHUTAN
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6. When food, lodge and other incidental expenses are provided, DSA shall not be paid;
7. The above rates are applicable for official travels and short-term trainings; and
8. Entertainment expenses for travel outside Bhutan shall not be covered by the Government.

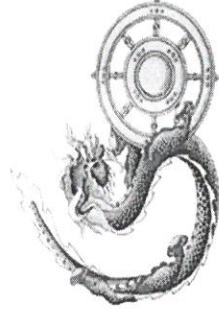
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ROYAL GOVERNMENT OF BHUTAN
MINISTRY OF FINANCE
TASHICHHO DZONG



Foreign Allowance (USD)

S. N.	Title/ Position o.	Geneva		Brussels		New York		Kuwait		Bangkok		Dhaka		Delhi		Kolkata/Guwa hati	
		Existing	Revised	Existing	Revised												
1	Ambass ador /Head	4,842	4,842	3,689	4,058	2,390	3,107	1,990	2,587	1,810	2,534	1,510	2,114	1,510	3,020	1,510	2,114
2	Ex Level	3,359	3,359	2,559	2,815	1,820	2,366	1,520	1,976	1,380	1,932	1,150	1,610	1,150	2,300	1,150	1,610
3	P1	3,359	3,359	2,559	2,815	1,650	2,145	1,380	1,794	1,250	1,750	1,040	1,456	1,040	2,080	1,040	1,456
4	P2/SS1	3,037	3,037	2,314	2,545	1,510	1,963	1,250	1,625	1,140	1,596	950	1,330	950	1,900	950	1,330
5	P3/SS2	3,037	3,037	2,314	2,545	1,510	1,963	1,250	1,625	1,140	1,596	950	1,330	950	1,900	950	1,330
6	P4/SS3	2,766	2,766	2,107	2,318	1,370	1,781	1,140	1,482	1,040	1,456	860	1,204	860	1,720	860	1,204
7	P5/SS4	2,766	2,766	2,107	2,318	1,370	1,781	1,140	1,482	1,040	1,456	860	1,204	860	1,720	860	1,204
8	S1 – S2	-	-	-	-	-	-	-	-	-	-	555	777	555	960	555	890
9	S3	-	-	-	-	-	-	-	-	-	-	510	672	510	960	480	770
10	S4	-	-	-	-	-	-	-	-	-	-	480	630	480	960	450	720
11	S5	-	-	-	-	-	-	-	-	-	-	450	588	450	960	420	670
12	O level	-	-	-	-	-	-	-	-	-	-	420	567	420	-	-	-

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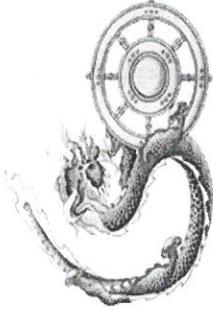


Annexure XII (a)



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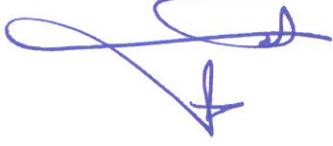
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Representational Grant (in USD)

Sl	Title/Position	Geneva		Brussels		New York		Kuwait		Bangkok		Dhaka		Delhi		Kolkata/Guwahati	
		Existing	Revised	Existing	Revised												
1	Ambassador /Head	1,258	1,446	1,030	1,134	1,030	1,250	860	1,030	780	1,092	650	910	650	1,300	650	910
2	Ex Level	562	647	419	461	460	510	450	540	350	490	290	406	290	580	290	406
3	P1	511	588	419	461	420	510	380	460	320	448	270	378	270	540	270	378
4	P2/SS1	470	541	386	425	380	460	320	380	290	406	240	336	240	480	240	336
5	P3/SS2	470	541	386	425	380	460	320	380	290	406	240	336	240	480	240	336
6	P4/SS3	429	494	352	387	350	420	290	350	260	364	220	308	220	440	220	308
7	P5/SS4	429	494	352	387	350	420	290	350	260	364	220	308	220	440	220	308

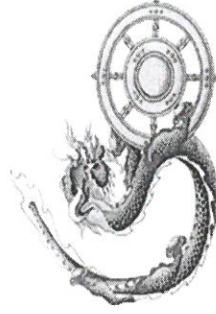
Annexure XII (b)


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Rental Ceiling

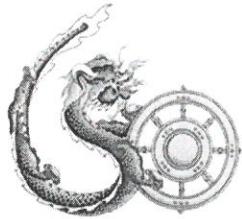
Annexure XIII

Position	Title/Designation	Geneva (CHF)		Brussels (Euro)		USA (USD)		Kuwait (USD)		Bangkok (USD)		Dhaka (USD)		Kolkata/Guwahati (INR)	
		Existing	Revised	Existing	Revised	Existing	Revised	Existing	Revised	Existing	Revised	Existing	Revised	Existing	Revised
EX2	Ambassador /Permanent Representative	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual
Ex-3 to P1	Dy. Chief of Mission/Dy. Permanent Representative /Minister Counsellor/ Consul General	3,000	3,300	1,750	1,925	4,000	4,400	3,500	3,850	1,000	1,100	600	880	25,000	27,500
P2-P3(SS 1-SS2)	Counsellor/ Dy. Consul General/First Secretary / Consul	3,000	3,300	1,750	1,925	4,000	4,400	3,500	3,850	1,000	1,100	600	880	25,000	27,500
P4-P5(SS 3-SS4)	Second Secretary / Vice Consul/Third Secretary/Consular Officer	3,000	3,300	1,750	1,925	4,000	4,400	3,500	3,850	1,000	1,100	600	880	25,000	27,500
S1-O5	Non-Diplomats Staff	-	-	-	-	-	-	-	-	-	-	300	440	-	-

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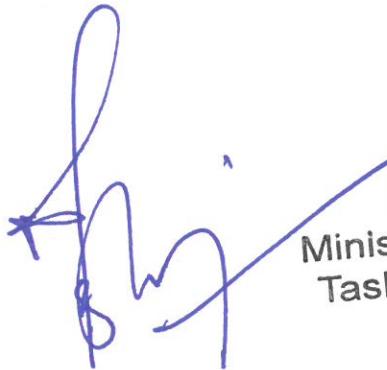


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Annexure XIV

Lump sum Personal Effects Allowance on Transfer from HQ

Sl	Title / Position	New York	Brussels	Geneva	Kuwait	BKK	Dhaka	New Delhi	Kolkata
	Currency	USD	EURO	CHF	USD	USD	USD	INR	INR
1	Head of Mission/Ambassador	1,750	2,250	2,100	2,000	600	250	21,500	12,500
2	Diplomat (EX III/P1)	1,750	2,250	2,100	2,000	600	250	21,500	12,500
3	Diplomat (P2-P3)(SS1-SS2)	1,750	2,250	2,100	2,000	600	250	21,500	12,500
4	Diplomat (P4-P5)(SS3-SS4)	1,750	2,250	2,100	2,000	600	250	21,500	12,500
5	Non-Diplomatic Staff (S1-S5)	-	-	-	1,000	300	125	10,750	6,250
6	Non-Diplomatic Staff (O1-O4)	-	-	-	1,000	300	125	10,750	6,250

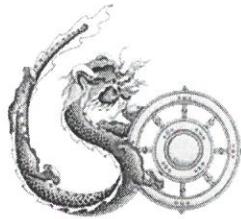


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**ROYAL GOVERNMENT OF BHUTAN
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Annexure XV

Lump sum Personal Effects Allowance to HQ

Sl. No	Title /Position	New York	Brussels	Geneva	Kuwait	Bangkok	Dhaka	New Delhi	Kolkata
	Currency	USD	EURO	CHF	USD	USD	USD	INR	INR
1	Head of Mission/ Ambassador	5,500	3,000	3,650	2,200	2,750	1,250	63,000	40,000
2	Diplomat (EX III/P1)	5,500	3,000	3,650	2,200	2,750	1,250	63,000	40,000
3	Diplomat (P2- P3)(SS1-SS2)	5,500	3,000	3,650	2,200	2,750	1,250	63,000	40,000
4	Diplomat (P4- P5)(SS3-SS4)	5,500	3,000	3,650	2,200	2,750	1,250	63,000	40,000
5	Non-Diplomatic Staff (S1-S5)	-	-	-	1,100	1,350	600	32,000	20,000
6	Non-Diplomatic Staff (O1-O4)	-	-	-	1,100	1,350	600	32,000	20,000

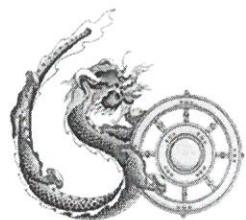
Note: In case of transfer from one Mission to another Mission directly, the applicable amount for transfer from Headquarters to Mission shall apply.



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**ROYAL GOVERNMENT OF BHUTAN
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Annexure XVI

Lump sum Home Leave Passage Allowance

Sl. No	Title / Position	New York	Brussels	Geneva	Kuwait	BKK	Dhaka	New Delhi	Kolkata
	Currency	USD	EURO	CHF	USD	USD	USD	INR	
1	Head of Mission/Ambassador	2,000	2,000	2,000	1,000	400	250	20,000	10,000
2	Diplomat (EX III/P1)	2,000	2,000	2,000	1,000	400	250	20,000	10,000
3	Diplomat (P2-P3)(SS1-SS2)	2,000	2,000	2,000	1,000	400	250	20,000	10,000
4	Diplomat (P4-P5)(SS3-SS4)	2,000	2,000	2,000	1,000	400	250	20,000	10,000
5	Non-Diplomatic Staff (S1-S5)	-	-	-	1,000	400	250	20,000	10,000
6	Non-Diplomatic Staff (O1-O4)	-	-	-	1,000	400	250	20,000	10,000



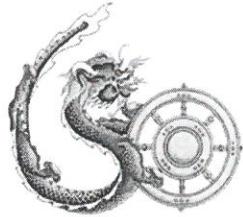
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**ROYAL GOVERNMENT OF BHUTAN
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Annexure XVII

Lump sum Furniture Allowance

Sl. No.	Title / Position	New York	Brussels	Geneva	Kuwait	Bangkok	South Asia
	Currency	USD	EURO	CHF	USD	USD	USD
1	Head of Mission/Ambassador	-	-	-	-	-	-
2	Diplomat (EX III/P1)	5,000	5,000	5,000	5,000	3,000	2,000
3	Diplomat (P2-P3)(SS1-SS2)	5,000	5,000	5,000	5,000	3,000	2,000
4	Diplomat (P4-P5)(SS3-SS4)	5,000	5,000	5,000	5,000	3,000	2,000
5	Non-Diplomatic Staff (S1-S5)	-	-	-	2,500	1,500	1,000
6	Non-Diplomatic Staff (O1-O4)	-	-	-	-	1,500	1,000

Note: One-time lump sum allowance for unfurnished rented accommodation only.

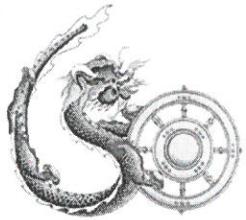
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**ROYAL GOVERNMENT OF BHUTAN
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Annexure XVIII

Mileage Rates

	Geneva/ Brussels	New York	Kuwait	Bangkok	Dhaka	Delhi/ Kolkata
Existing rate per km	USD 0.50	USD 0.50	USD 0.50	USD 0.50	USD 0.25	Rs.15.00
Revised rate per km	USD 0.50	USD 0.50	USD 0.50	USD 0.50	USD 0.25	Rs.16.00



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**ROYAL GOVERNMENT OF BHUTAN
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Annexure XIX

Utility Expenses

	Geneva (CHF)	Brussels (EURO)	New York (USD)	Kuwait (USD)	Bangkok (Bhat)	Dhaka (Taka)	Delhi/Kolkata/ Guwahati (INR)
Monthly residential phone/mobile							
Head of Mission/ Embassy/ Consulate General	Actual	Actual	Actual	Actual	Actual	Actual	Actual
Diplomat/ Attaché	110	70	90	40	5,000	5,000	3,000
All Staff	30	30	50	25	1,500	2,500	800
Monthly Internet/cable TV							
Head of Mission/ Embassy/ Consulate General	Actual	Actual	Actual	Actual	Actual	Actual	Actual
Diplomat/ Attaché	130	60	140	20	4,000	2,000	1,500
All Staff	50	60	80	15	1,500	2,000	1,250
Water, Electricity & Gas							
Head of Mission/ Embassy/ Consulate General	Actual	Actual	Actual	Actual	Actual	Actual	Actual

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