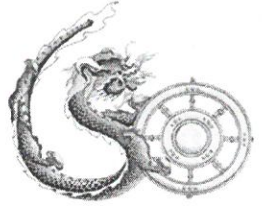




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ROYAL GOVERNMENT OF BHUTAN
MINISTRY OF FINANCE
TASHICHHO DZONG



F/MoF/DNB/Rules/2019-20/03

8th July 2019

NOTIFICATION

Subject: Pay Revision of the 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 the revised pay scales of the Public Servants as prescribed in Schedule I, II, III & IV to this order. The pay scales of Public Servants shall be re-fixed in the revised pay scales with no change in the date of increment.

In case of employees on regular contract in the civil service, the application of the revised pay scales will not cause a termination of the existing contracts. The existing contract shall be deemed to have been modified to the extent of the revised emoluments only, with the consent of both parties.

The pay of the consolidated contract has been converted into pay scales with annual increments as given in Schedule III. There shall be no revision in the pay of the contract employees where the pay is prescribed as lump sum as per the contract.

The pay fixation shall be in accordance with Procedures and Pay Fixation Statement as given in Annexure I and II to this order. The revised pay shall not be drawn unless approved by the Pay Fixation Officer as per Annexure II. In case of any discrepancy, clarification may be sought from the Ministry of Finance.

This Notification is issued as per Section 66 of the Pay Revision Act 2019 and shall be effective from 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

Minister

Copy to: **Ministry of Finance**

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.

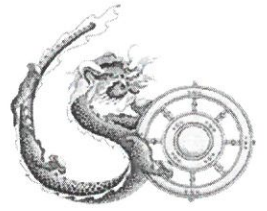
4. The Cabinet Secretary, Cabinet Secretariat, Tashichho Dzong, Thimphu.

5. The Auditor General, Royal Audit Authority, Thimphu and the Chairperson, Royal Civil Service Commission, Thimphu.



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ROYAL GOVERNMENT OF BHUTAN
MINISTRY OF FINANCE
TASHICHHO DZONG



Schedule I

The revised pay scales are as follows:

a. Members of the National Assembly

Schedule I (a)

Position Level	Existing Pay Scale (Nu.)			Revised Pay Scale (Nu.)		
	Min.	Incr.	Max.	Min.	Incr.	Max.
Prime Minister	180,000	3,600	198,000	190,800	3,815	209,875
Speaker of NA	130,000	2,600	143,000	137,800	2,755	151,575
Cabinet Ministers	130,000	2,600	143,000	137,800	2,755	151,575
Opposition Leader	130,000	2,600	143,000	137,800	2,755	151,575
Dy. Speaker	75,160	1,505	82,685	84,180	1,685	92,605
Members	65,930	1,320	72,530	73,845	1,475	81,220

b. Members of the National Council

Schedule I (b)

Position Level	Existing Pay Scale (Nu.)			Revised Pay Scale (Nu.)		
	Min.	Incr.	Max.	Min.	Incr.	Max.
Chairperson	130,000	2,600	143,000	137,800	2,755	151,575
Dy. Chairperson	75,160	1,505	82,685	84,180	1,685	92,605
Members	65,930	1,320	72,530	73,845	1,475	81,220

c. Holders, Members & Commissioners of Constitutional Offices

Schedule I (c)

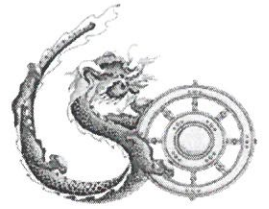
Position Level	Existing Pay Scale (Nu.)			Revised Pay Scale (Nu.)		
	Min.	Incr.	Max.	Min.	Incr.	Max.
Chief Justice of Bhutan	130,000	2,600	143,000	137,800	2,755	151,575
Heads of ACC/ECB/RAA/RCSC	75,160	1,505	82,685	84,180	1,685	92,605
Drangpons of Supreme Court	75,160	1,505	90,210	84,180	1,685	101,030
Chief Justice of High Court	69,225	1,385	83,075	77,535	1,555	93,085
Drangpons of High Court	65,930	1,320	79,130	73,845	1,480	88,645
Commissioners/Members	60,030	1,200	72,030	67,235	1,345	73,960

Minister
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ROYAL GOVERNMENT OF BHUTAN
MINISTRY OF FINANCE
TASHICHO DZONG



d. Privy Council

Schedule I (d)

Position Level	Existing Pay Scale (Nu.)			Revised Pay Scale (Nu.)		
	Min.	Incr.	Max.	Min.	Incr.	Max.
Chairperson	130,000	2,600	143,000	137,800	2,755	151,575
Member	60,030	1,200	72,030	67,235	1,345	87,410

e. Attorney General

Schedule I (e)

Position Level	Existing Pay Scale (Nu.)			Revised Pay Scale (Nu.)		
	Min.	Incr.	Max.	Min.	Incr.	Max.
Attorney General	75,160	1,505	82,685	84,180	1,685	92,605

f. Local Government Functionaries

Schedule I (f)

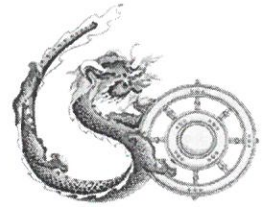
Position Level	Existing Pay Scale (Nu.)			Revised Pay Scale (Nu.)		
	Min.	Incr.	Max.	Min.	Incr.	Max.
Thrompons	45,785	915	50,360	52,195	1,045	57,420
Gups	28,000	560	30,800	33,040	660	36,340
Mangmi	21,000	420	23,100	24,780	495	27,255
DzongkhagThromdeThuemi	21,000	420	23,100	24,780	500	27,280
ThromdeThuemi	9,800	195	10,775	12,155	245	13,380
Tshogpa	9,800	195	10,775	12,155	245	13,380
Gaydrung	13,000			16,120	320	20,920

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ROYAL GOVERNMENT OF BHUTAN
MINISTRY OF FINANCE
TASHICHHO DZONG



Schedule II

a. Civil Service Pay Scale 2019

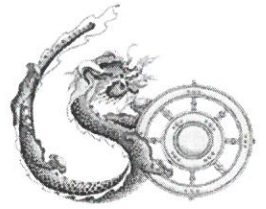
Sl.No	Position Level	Existing Pay Scale (Nu.)			Revised Pay Scale (Nu.)		
		Min.	Incr.	Max.	Min.	Incr.	Max.
1	Cabinet Secretary	75,160	1,505	82,685	84,180	1,685	92,605
2	Government Secretary	65,930	1,320	72,530	73,845	1,480	81,245
3	EX/ES-1	54,575	1,090	70,925	62,220	1,245	80,895
4	EX/ES-2	45,785	915	59,510	52,195	1,045	67,870
5	EX/ES-3	38,700	775	50,325	44,120	885	57,395
6	P1	30,990	620	40,290	36,570	735	47,595
7	P2/SS1	27,370	545	35,545	32,300	650	42,050
8	P3/SS2	23,995	480	31,195	28,315	570	36,865
9	P4/SS3	21,370	425	27,745	25,220	505	32,795
10	P5/SS4	17,495	350	22,745	20,645	415	26,870
11	S1	16,365	325	21,240	19,970	400	25,970
12	S2	14,830	295	19,255	18,095	365	23,570
13	S3	13,550	270	17,600	16,535	335	21,560
14	S4	12,025	240	15,625	14,675	295	19,100
15	S5	11,125	225	14,500	13,575	275	17,700
16	O1	10,725	215	13,950	13,300	270	17,350
17	O2	10,075	200	13,075	12,495	250	16,245
18	O3	9,155	185	11,930	11,355	230	14,805
19	O4	8,505	170	11,055	10,550	215	13,775


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ROYAL GOVERNMENT OF BHUTAN
MINISTRY OF FINANCE
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Schedule III

- a. The pay of Non-Formal Education Instructors and ECCD Facilitators has been converted into pay scales with annual increment as follows:

Position Level	Existing Pay Scale (Nu.)			Revised Pay Scale (Nu.)		
	Min.	Incr.	Max.	Min.	Incr.	Max.
NFE Instructor		8,400		10,920	220	14,220
ECCD Facilitator		8,400		10,920	220	14,220

- b. The pay of Elementary Service Personnel (ESP) has been converted into pay scales with annual increment as follows:

Position Level	Existing Consolidated Pay	Revised Pay Scale (Nu.)		
		Min.	Incr.	Max.
ESP	7,000	9,450	190	12,300

- c. The pay scale of General Service Personnel (GSP) I & II has been merged and revised as one single pay scale as follows:

Position Level	Existing Pay Scale (Nu.)			Revised Pay Scale (Nu.)		
	Min.	Incr.	Max.	Min.	Incr.	Max.
GSP I	8,080	160	10,480	10,505	210	13,655
GSP II	7,695	155	10,020			

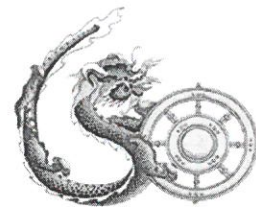
- d. The pay scale of RAPA has been revised and mapped with equivalent position levels in the civil service.


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ROYAL GOVERNMENT OF BHUTAN
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Schedule IV

a. Pay scales of Local Recruits in Missions/Embassies and Consulates

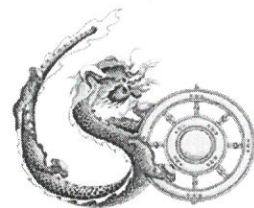
Embassy	Position	Strength	Existing Pay Scale			Revised Pay Scale		
			Min.	Incr.	Max.	Min.	Incr.	Max.
Geneva (CHF)	Personal Secretary	1	3,858	124	6,090	4,245	125	6,120
	Adm. Assistant	1	3,072	116	5,392	3,380	100	4,880
	Driver	2	2,703	107	5,378	2,975	90	4,325
Brussels (Euro)	Personal Secretary	1	2,546	82	4,019	2,800	85	4,075
	Adm. Assistant	-	2,028	77	3,559	2,230	65	3,205
	Driver	2	1,784	71	3,549	1,960	60	2,860
New York (USD)	Personal Secretary	2	1,960	55	2,510	2,155	65	3,130
	Adm. Assistant	1	1,680	50	2,180	1,850	55	2,675
	Driver	5	1,400	40	1,800	1,540	45	2,215
Kuwait (USD)	Personal Secretary	1	1,680	50	2,180	1,850	55	2,675
	Adm. Assistant	-	1,680	50	2,180	1,850	55	2,675
	Driver	2	1,400	40	1,800	1,540	45	2,215
Bangkok (USD)	Personal Secretary	1	650	20	850	780	25	1,155
	Office Assistant	3	460	15	610	550	15	775
	Driver/ Messenger/Guard	7	300	10	450	360	10	510
Dhaka (USD) Position to be identified	S1	-	420	8	520	460	15	685
	S2	-	380	10	480	420	15	645
	S3	-	355	10	435	390	10	540
	S4	-	290	10	390	320	10	470
	S5	-	265	10	365	290	10	440
	O1	1	245	10	345	270	10	420
	O2	-	224	5	274	245	5	320
	O3	-	196	5	246	215	5	290
	O4	3	182	5	232	200	5	275
	GSP I	2	168	5	218	185	5	260
	GSP II	1	154	5	204	170	5	245
	ESP	3	154	5	204	170	5	245
Delhi (INR)	S1	2	16,365	325	21,240	19,315	390	25,165
	S2	-	14,830	295	19,255	17,500	350	22,750
	S3	1	13,550	270	17,600	15,990	320	20,790
	S4	1	12,025	240	15,625	14,190	285	18,465
	S5	1	11,125	225	14,500	13,130	265	17,105
	O1	-	10,725	215	13,950	12,980	260	16,880
	O2	-	10,075	200	13,075	12,195	245	15,870

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Embassy	Position	Strength	Existing Pay Scale			Revised Pay Scale		
			Min.	Incr.	Max.	Min.	Incr.	Max.
	O3	3	9,155	185	11,930	11,080	225	14,455
	O4	7	8,505	170	11,055	10,295	210	13,445
	GSP I	4	8,080	170	11,055	9,465	190	12,315
	GSP II	4	7,695	160	10,480	9,465	190	12,315
	ESP	-	7,000	155	10,020	9,000	180	11,700
Kolkata (INR)	S1	-	16,365	325	21,240	19,315	390	25,165
	S2	1	14,830	295	19,255	17,500	350	22,750
	S3	-	13,550	270	17,600	15,990	320	20,790
	S4	1	12,025	240	15,625	14,190	285	18,465
	S5	1	11,125	225	14,500	13,130	265	17,105
	O1	2	10,725	215	13,950	12,980	260	16,880
	O2	-	10,075	200	13,075	12,195	245	15,870
	O3	-	9,155	185	11,930	11,080	225	14,455
	O4	5	8,505	170	11,055	10,295	210	13,445
	GSP I	-	8,080	170	11,055	9,465	190	12,315
	GSP II	1	7,695	160	10,480	9,465	190	12,315
	ESP	6	7,000	155	10,020	9,000	180	11,700
LTO, Kolkata	S1	2	16,365	325	21,240	19,315	390	25,165
	O1	3	10,725	215	13,950	12,980	260	16,880
	GSP I	4	8,080	170	11,055	9,465	190	12,315
	ESP	2	7,000	155	10,020	9,000	180	11,700
Guwahati	S1	5	16,365	325	21,240	19,315	390	25,165


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Annexure I

PROCEDURES FOR PAY FIXATION 2019

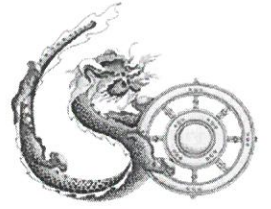
1. The Secretaries of Ministries, Heads of the Constitutional Offices, Autonomous Agencies, Dzongkhag and Thromde Administrations will be responsible for the re-fixation of pay of their employees. A suitable senior officer may be designated as “Pay Fixation Officer” for the purpose.
2. The pay fixation statements as per the format prescribed in Annexure– II to this order shall be prepared in duplicate in respect of each entitled in their respective controlling office or the office where the salary bills are drawn or where the personal files are maintained. The pay fixation statements shall be submitted in duplicate along with the service book to the Pay Fixation Officer. In case of employees on contract, the pay fixation statements shall be submitted in triplicate.
3. The Pay Fixation Officer shall verify/correct and approve each pay fixation statement under his/her name, signature and seal. The re-fixed pay, the revised pay scale and the date of the next increment shall be recorded in the service book of the employee by the Pay Fixation Officer in red ink under his/her name, signature and seal. One copy of the approved pay fixation statement shall be maintained in the office of pay fixation officer for future reference. The updated service book and the other copy/copies of the approved pay fixation statements shall be returned to the respective office.
4. The concerned disbursing or controlling officer shall keep the approved pay fixation statements in the personal file of the employees and make reference (quote) disbursement of the revised pay in the first salary bill in which the revised pay is drawn. The other copy of the approved pay fixation statements in respect of the employees on contract shall be sent to the RCSC for record.
5. In case the annual increment falls due on 1st July 2019, the increment will first be sanctioned in the Pay Scale 2014 and the stage arrived after the sanction of the increment will be treated as “Present Pay”.
6. If a civil servant is promoted with effect from 1st July 2019, his/her pay in the next higher position level shall be fixed as per the “Pay Scale 2014” to arrive at the “Present Pay”.

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7. “Present Pay” shall be increased by:

- i. 6 percent for Prime Minister, Speaker, Cabinet Ministers, Chief Justice of Supreme Court, Chairperson, NC and Privy Council and Opposition Leader;
- ii. 12 percent for Dy Speaker, Dy Chairperson, Members of Parliament, Holders, Members and Commissioners of Constitutional Offices, Attorney General, Cabinet Secretary and Government Secretaries;
- iii. 14 percent at EX/ES I to EX/ES III position level & Thrompons;
- iv. 18 percent at P1, P2/SS1 to P5/SS4 position level and Gups, Mangmi & Thromde Thuemi;
- v. 22 percent at S1 to S5 position level;
- vi. 24 percent at O1 to O4 position level and Gaydrung, Tshogpa and Thromde Thuemi;
- vii. 30 percent at GSP, NFE Instructors and ECCD Facilitators;
- viii. 35 percent at ESP level.

8. If the revised pay of a position level does not match with the “Revised Pay Scale 2019”, it shall be placed in the immediate higher stage of the Revised Pay Scale 2019.

9. The “Revised Pay” under any circumstances shall be limited to the maximum ceiling of the pay scale of the corresponding Pay Scale 2019. If the “Revised Pay” exceeds the maximum ceiling of the pay scale of corresponding ‘Pay Scale 2019, the “Revised Pay” shall be placed at the maximum ceiling of the pay scale of the corresponding Civil Services Pay Scale 2019. The unabsorbed excess amount shall be paid as “Personal Pay”.

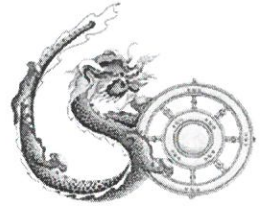
10. The Pay shall be revised as on 1st July, 2019 and the next increment in the revised pay scale will accrue on the date of annual increment.

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ROYAL GOVERNMENT OF BHUTAN
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Annexure II

PAY FIXATION STATEMENT 2019

PART A (to be filled in by the Controlling or Drawing & Disbursement Officer)

Ref. No.

Date:

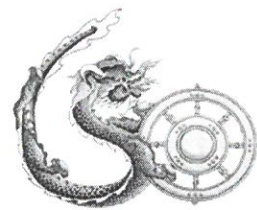
1. Name of Office:
2. Name of Employee:
3. Emp. ID./CID/Permit No.:
4. Nationality:
5. Service Status (Regular/Contract):
6. Position Title/Designation:
7. Position Level:
8. Date of Increment:
9. Existing Pay Scale: Nu.
10. Basic Pay as on 1.7.2019 (Present Pay): Nu.
11. Increase the Basic Pay under sl.no.10 by:
 - i. 6 percent for Prime Minister, Speaker, Cabinet Ministers, Chief Justice of Supreme Court, Chairperson, NC and Chairperson Privy Council and Opposition Leader;
 - ii. 12 percent for Dy Speaker, Dy Chairperson, Members of Parliament, Holders, Members and Commissioners of Constitutional Offices, Attorney General, Cabinet Secretary and Government Secretaries;
 - iii. 14 percent at EX/ES I to EX/ES III position level& Thrompon;
 - iv. 18 percent at P1, P2/SS1 to P5/SS4 position level and Gup, Mangmi & Thromde Thuemi;
 - v. 22 percent at S1 to S5 level position level;

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- vi. 24 percent at O1 to O4 position level and Gaydrung, Tshogpa and Thromde Thuemi;
- vii. 30 percent at GSP, NFE Instructors and ECCD Facilitators;
- viii. 35 percent at ESP level.

12. Personal Pay (if any):	Nu.
13. Revised Pay (10+11+12):	Nu.
14. House Rent Allowance (HRA):	Nu.
15. Professional Allowance (if any):	Nu.
16. Difficulty Area Allowance (if any):	Nu.
17. High Altitude Allowance (if any):	Nu.
18. Other Allowances	Nu.
19. Total Pay and Allowance	Nu.

Name, Signature & Seal

Controlling/ Drawing Officer

PART B. (for use by the Pay fixation Officer)

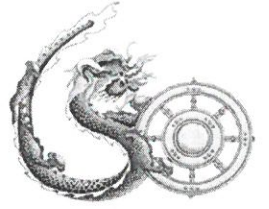
20. Revised Pay Scale:	Nu.
21. Re-fixed Basic Pay w.e.f 1.7.2019: Nu.	
22. Personnel Pay (13-21):	Nu.
23. House Rent Allowance (HRA)*:	Nu.
24. Professional Allowance:	Nu.
25. Difficulty Area Allowance	Nu.
26. High Altitude Allowance	Nu.
27. Other Allowance (specify)	Nu.


Minister
Ministry of Finance
Tashichho Dzong
Thimphu



དཔལ་ལྷན་འབྲུག་གཞུང་། དངུལ་རྩིས་ལྷན་ཁག།

ROYAL GOVERNMENT OF BHUTAN
MINISTRY OF FINANCE
TASHICHHO DZONG



28. Total Pay and Allowances

Nu.

29. Date of Increment:

APPROVED

Date:

Name, Signature & Seal
Pay Fixation Officer

Note:

- 1 *Not payable, if provided with designated official residence (Hon'ble Prime Minister, Ministers, Equivalent positions, Heads of Constitutional Offices) at Lhengye Densa and Dzongdags and Drangpons.
- 2 Public Servants occupying government housing shall be required to pay applicable rent as per existing approved carpet rate (per sq. ft.).
- 3 *Lump sum HRA of Nu. 3,500 per month for position level S3 and below including GSP and ESP.

Minister
Ministry of Finance
Tashichho Dzong
Thimphu