

ବ୍ୟାପକ ସମ୍ବନ୍ଧ ଏତାର ଅନୁଷ୍ଠାନ
୨୦୧୭ ତବ୍ରିତ



PAY REVISION ACT 2017

ବ୍ୟାପକ ସମ୍ବନ୍ଧ ଏତିହାସିକ ଅଧିକାରୀ
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SPEAKER

ଓଡ଼ିଆ/ଓଡ଼ିଆ ୧/୨୦୧୨/୨୨୮

ଶ୍ରୀକେନ୍ଦ୍ର ୨୮୦୧୨୦୧୨

ତୁ ଶିଖିଦୁଃଖକୁଷର୍ପକର୍ତ୍ତଣ୍ଣୁ କୁର୍ରକ ବ୍ୟାକ ଦେଖି ବସୁଣିଶ୍ରୀକେନ୍ଦ୍ରାପଦେଶପଦେଶରେ ଏ ପରେବନ୍ଦୀ
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(ଶିଖିଦୁଃଖକୁଷର୍ପକର୍ତ୍ତଣ୍ଣୁ)
ଶିଖିଦୁଃଖକୁଷର୍ପକର୍ତ୍ତଣ୍ଣୁ

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कृष्णसद्गुरु
मुख्यमंत्री कृष्ण

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କ୍ଷେତ୍ରପତ୍ର
ମୁଖ୍ୟମନୀୟ କ୍ଷେତ୍ର

ସର୍ବଦା ଅଶ୍ଵ ପତ୍ରକାଳୀ

ନୁହେଁଷାର୍ଥକେଣାଶାଶ୍ଵରମ୍ଭାବୀଶା ଶତକ୍ରୁଦ୍ଧି ଶବ୍ଦରୁଦ୍ଧିକ୍ରିଦନ୍ତକ୍ରେପିଟ କୁରାଶ୍ଵରଶାଶ୍ଵରମ୍ଭାବୀ
ଶ୍ରୀଦ୍ୟ ୧୦୨୯ କ୍ରିସ୍ତ ୫ ପରିକେଶା , ଯୁ ଶତକ୍ରୁଦ୍ଧାଶବ୍ଦରୁଦ୍ଧିକ୍ରେପିଟାମୁ ଶବ୍ଦରୁଦ୍ଧିକ୍ରେପିଟାମୁ

କନ୍ଦମଧ୍ୟବା
ରୁଗଣୀଶ୍ଵରକଣ୍ଠପା

EXECUTIVE SUMMARY

Recognizing the importance of the Local Government and as required by the Local Government Members Entitlement Act 2015, for the Government to determine the pay, allowances and retirement benefit, the Third Pay Commission was established on 20th February 2017, to examine and recommend revisions of pay, allowances and benefits of the Local Government (LG) members. The commission was also directed to review and recommend revision of the Foreign Service entitlements and the pay and allowances of the General Support Personnel (GSP) and Elementary Support Personnel (ESP).

The Commission submitted the Third Pay Commission Report to the Government and presented the recommendations to the Lhengye Zhungtshog on 1st May 2017.

Based on the recommendation of the Commission, Government has decided to revise the pay of LG members by 40%, daily allowance (DA) by 33% to 66% along with the entitlement to claim mileage while traveling outside the respective Gewogs and Thromdes. The Special Responsibility Allowance for Chairpersons and Deputy Chairpersons of Dzongkhag Tshogdu have been revised and new rates for communication allowance and post service benefits for the LG members have been approved.

With regard to Foreign Service entitlements, the Commission did not recommend any revision as the salary of the Foreign Service personnel were revised along with the salary of the other civil servants in July 2014 and any further revision should be carried out along with the revision for the entire civil service.

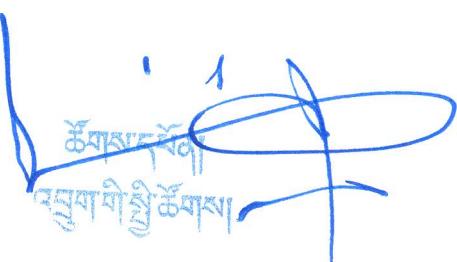
The Commission also did not recommend the revision of the pay and allowances of the GSP and ESP as their pay is part of the civil service pay structure and any revision would have cascading effect on pay scales of the entire civil service. Therefore, any revision of pay and allowances of GSP and ESP to be carried out along with the revision of the entire civil service.

However, with the delay in the commissioning of three hydropower projects and not realizing the additional revenue from these projects, revision of pay and allowances

A blue ink signature in Tibetan script, likely reading "Tenzin Gyatso" or a similar name, is written over a large, stylized letter 'L' and a checkmark.

of the entire civil service at this juncture is not affordable. As such, the Government has decided not to revise Foreign Service entitlements and pay and allowances of the GSP and ESP.

The financial implication of the revision of pay, allowances and benefits of LG members is about Nu.135.406 million to be financed from the revenue surplus. Since the revised pay and allowances shall be implemented from July 2017, Nu.135.406 million has been included in the Budget Appropriation Bill for FY 2017-18.



A handwritten signature in blue ink, likely belonging to the Minister of Foreign Affairs, written in the Nepali language. The signature is fluid and includes the prefix 'कृष्ण' (Krishna) followed by the name 'दामोदर' (Damodar).

藏文

ଶାଶକଶାଶାକୁଦ୍ଧିଷୀ'ରକୁଶା'ମୀ'କୁ'ଲୁ' ନିରାକରଣପ୍ରିସଶ୍ଵେପା'ଶ୍ଵେତା'ଶ୍ଵେତା' ପରକବ୍ରଷତା'ଦଶଦ'କି'ନା' ଶାକୁଦ୍ଧନନ୍ଦମୀ'ଶେର' ଶ୍ଵେତା'ପଦ'କ' ପଶେପା'ରବଶ'କି' ଦୀ'ପଶ' ମୀ'ପଦ'ଲୁ' ବ୍ୟବଶ'ର୍ତ୍ତା'ଶ୍ଵେତା'କି'ଶୀ' ରଶବ'ଶ୍ଵେତା'ଶ୍ଵେତା'କବ'ରବତ୍ତିଭ'ଜିକା ଦୀ'ପତଶ'କି' ମୀ'ଦଶଦଶଦଶ'ଶଦଶ'ର୍ତ୍ତା'ର୍ତ୍ତା'କେ'ପରକଶ'ଶୀଶ' ଶଶୁଦ୍ଧଶ'ର୍ତ୍ତା'ଶୁଦ୍ଧ' "ଶାଶକଶାଶାକୁଦ୍ଧନନ୍ଦି' ଶାକୁଦ୍ଧ ଶ୍ଵେତା'ଶେର'ପଦ' ଦୀ'ପତଶ'କି'ଶେର'କୁ'ମୀ'ଦଶ'ଲୁ' ଶାକୁଦ୍ଧବଶ'କ୍ରେ'ଶେର'ଜିକା" ଦୀ'ଦଶଦଶ'ପଦ' ଶାକୁଦ୍ଧ ମୀ'ପା'ଶୁଣ'ପଦ' ଶପ'କେ'ପଦି'ରଶବ'ଶ୍ଵେତା'ଦି'କୁ'ରବଶ'ମୀ'ଦଶ'ଶେର'କୁ' ଦୀ'ଶୁଦ୍ଧଶ'ମଦି'ରଶବ'ଶ୍ଵେତା'ଦଶ'ରଶ'କି'ଲୁ' ଦିନରକ୍ତା'ପଦି'ରଶବ'ଶ୍ଵେତା'ଦଶ'ରଶ'କି'ଲୁ' ଦିନରକ୍ତା'ପଦି'ରଶବ'ଶ୍ଵେତା'ଦଶ'ରଶ'କି'ଲୁ'

ଦ୍ୱାପ-ଶ୍ରୀଶ-ଶ୍ଵର-କେଶଶ-ଶ୍ରୀମ-ପଦି-ଶ୍ଵର-ବ୍ରୁ-ଦଦି- ବିଷ-ଦକ୍ଷ-ପ-ଦନ-ପହଣ-ଦତ୍ତ- କୃଶ-ଶିର-କୃଶପ-ଶୁ-ଶବି-ପହେନ-
ଟି- ପଦିନ-ପ୍ରଦଶ-ପ୍ରଦ-ପଦି-କୃଶ-ଶ୍ଵର-କୁ- ପର୍ଗ-ଦ-ପ୍ରଦ-ପଦି- ଶ୍ଵର-ବ୍ରୁ-ପ୍ରଦଶ-ଶ୍ରୀଶ-ଦବଧି-ପଶ- ଶବୁଦ୍ଧି-ପ-ଶୁଶ-
ପଶ- କୃଶ-ଶ୍ଵର-କୁ- ଶବମ-ଦର୍ଶନ-ପବିତ୍ର-କୁ- ଦଶ-ପ୍ରେତ-ଶୁଶ-ଶ୍ଵର-ପ୍ରଦା

କ୍ଷେତ୍ରାଦର୍ଶକ
ବ୍ୟାପାରୀଙ୍କ କ୍ଷେତ୍ର

INTRODUCTION

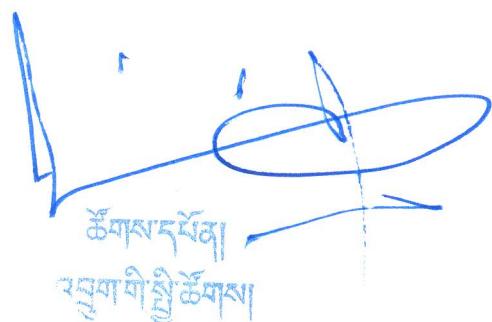
The Local Government members have a very important role in deepening the decentralization process and bridging the gap between the people and the Government, besides public service delivery. As stated by His Majesty the King, “Local Government is not the lowest level of government, it is nearest and closest level of government for our people”. Therefore, it is of utmost importance for the Government of the day to do whatever is necessary to attract and retain the best to shoulder this important responsibility.

Further, the Local Government Members Entitlement Act (LGMEA) 2015 states that the entitlements given to a member shall include pay, allowances and retirement benefit and the entitlement shall be such amount as may be determined by the Government in accordance with the provision of the Constitution of the Kingdom of Bhutan.

Therefore, in keeping with the Constitution, the Government established the Third Pay Commission on 20th February 2017 with the mandate to review and recommend revision of pay, allowances and benefits of LG members. In addition, the Commission was also directed to examine and recommend revision of the Foreign Service entitlements and pay and allowances of General Support Personnel and Elementary Support Personnel.

The Pay Commission, after carrying out comprehensive review has submitted The Third Pay Commission Report (3PCR) to the Government on 1st May 2017.

As the 3PCR was comprehensive which is based on extensive research and analysis with realistic recommendations, the Government has endorsed the recommendations as follows:



୨. ଶାକଶାକୁର୍ମୀ'ରସୁଷ'କୀ'କୁ'ପୁ' ଦେଖିଯାଏଗଲା'ଦିନରସୁଷ' ଲେଖିବାର୍ତ୍ତୀ
ଦେଖିଯାଏଗଲା'ଭୁବନ୍ଧୁରକ୍ଷେତ୍ରରେ' କୁମାର୍ଜ୍ଵଳା'ଶୁଣି'ବାକାମା'ଲ୍ଲି' ଶାକୁର୍ମୀଶ' ଶାକଶାକୁର୍ମୀ'ରସୁଷ'କୀ'କୁ'
ଶ' ଦେଖିଯାଏଗଲା'ଦିନରସୁଷ' ଲେଖିବାର୍ତ୍ତୀ ଶାକଶାକୁର୍ମୀ'ରସୁଷ'କୀ'କୁ'
ଶାକଶାକୁର୍ମୀ'ରସୁଷ'କୀ'କୁ'ପୁ' ଏକାନ୍ତରେ'ଶାକଶାକୁର୍ମୀ'ରସୁଷ'କୀ'କୁ'
ଶାକଶାକୁର୍ମୀ'ରସୁଷ'କୀ'କୁ'ପୁ'

୨୭ ମୁଦ୍ରଣ

ବୈଷ୍ଣବ' ୨୨ ପ': ଶାର୍କଣ'ଶକ୍ତିଶ'ରମ୍ଭଣ'ଶିର୍କୁ'ଶି' ୯୫୩ଅଷ୍ଟଶ'କନ୍ଦଶିଲୀ

ਵੇਖਾਵਾਂ ਸ੍ਰੀ ਰਿਵੈਂਡ ਵੀ	ਨ੍ਯੂਕੋਲੈਂਡ (ਨ੍ਯੂਕੋਲੈਂਡ ਵਿਖੇ ਮਾਰੀਆਮ ਦੀ ਵਾਤਾ)			ਨ੍ਯੂਕੋਲੈਂਡ (ਨ੍ਯੂਕੋਲੈਂਡ ਵਿਖੇ ਮਾਰੀਆਮ ਦੀ ਵਾਤਾ)			ਨ੍ਯੂਕੋਲੈਂਡ ਵਾਤਾ	ਨ੍ਯੂਕੋਲੈਂਡ ਵਾਤਾ	
	ਨ੍ਯੂਕੋਲੈਂਡ ਵਾਤਾ	ਨ੍ਯੂਕੋਲੈਂਡ ਵਾਤਾ	ਨ੍ਯੂਕੋਲੈਂਡ ਵਾਤਾ	ਨ੍ਯੂਕੋਲੈਂਡ ਵਾਤਾ	ਨ੍ਯੂਕੋਲੈਂਡ ਵਾਤਾ	ਨ੍ਯੂਕੋਲੈਂਡ ਵਾਤਾ			
ਨ੍ਯੂਕੋਲੈਂਡ	੮੫,੮੪੫	੧੭੬	੪੦,੩੬੮	੮੫,੮੪੫	੧੭੫	੪੦,੩੬੦	੦%	੦	੦%
ਸ਼ੁਦਾ	੩੦,੦੦੦	-	-	੩੮,੦੦੦	੪੬੦	੩੦,੮੦੦	੮੦%	੩,੫੦੯	੨੮%
ਨ੍ਯੂਕੋਲੈਂਡ	੧੪,੦੦੦	-	-	੨੭,੦੦੦	੮੩੦	੨੩,੨੦੦	੮੦%	੩,੧੮੮	੨੧%
ਨ੍ਯੂਕੋਲੈਂਡ ਵਿਖੇ ਮਾਰੀਆਮ ਦੀ ਵਾਤਾ	੧੪,੦੦੦	-	-	੨੭,੦੦੦	੮੩੦	੨੩,੨੦੦	੮੦%	੩,੧੮੮	੨੧%
ਨ੍ਯੂਕੋਲੈਂਡ ਵਿਖੇ ਮਾਰੀਆਮ ਦੀ ਵਾਤਾ	੧੪,੦੦੦	-	-	੨੭,੦੦੦	੮੩੦	੨੩,੨੦੦	੮੦%	੩,੧੮੮	੨੧%
ਨ੍ਯੂਕੋਲੈਂਡ ਵਿਖੇ ਮਾਰੀਆਮ ਦੀ ਵਾਤਾ	੧੪,੦੦੦	-	-	੨੭,੦੦੦	੮੩੦	੨੩,੨੦੦	੮੦%	੩,੧੮੮	੨੧%
ਨ੍ਯੂਕੋਲੈਂਡ ਵਿਖੇ ਮਾਰੀਆਮ ਦੀ ਵਾਤਾ	੧੪,੦੦੦	-	-	੨੭,੦੦੦	੮੩੦	੨੩,੨੦੦	੮੦%	੩,੧੮੮	੨੧%

ମୁଦ୍ରାକାରୀ
ପତ୍ର ପରିଚୟ

1. PAY, ALLOWANCES AND BENEFITS OF LOCAL GOVERNMENT MEMBERS

Based on the recommendations of the Commission, the Government has decided to revise the pay, allowances and benefits of the LG members as follows:

1.1 Salary

The salary of LG members is revised by 40% on the existing pay and introduce pay scales with 2% annual increment for LG members except for Thrompons as presented below. Following this revision, the effective increase (take home pay) after the statutory deductions (11% provident fund, tax deducted at source and health contribution) will be 18% for Gups, 21% for Mangmis and 22% for Tshogpas.

Table 1.1: Pay Scale of LG Members

Positions	Existing (Pay Scale 2014)			Revised (Pay Scale 2017)			Percent Change	Effective Increase (take home pay)	
	Min.	Incr.	Max.	Min.	Incr.	Max.		Amount	%
Thrompon	45,785	916	50,364	45,785	915	50,360	0%	0	0%
Gup	20,000	-	-	28,000	560	30,800	40%	3,579	18%
Mangmi	15,000	-	-	21,000	420	23,100	40%	3,188	21%
Dzongkhag Thromde Thuemi	15,000	-	-	21,000	420	23,100	40%	3,188	21%
Thromde Thuemi	7,000	-	-	9,800	195	10,775	40%	1,524	22%
Tshogpa	7,000	-	-	9,800	195	10,775	40%	1,524	22%

However, there will be no pay revision with respect to Thrompons as they are already remunerated adequately. Currently, they are drawing the pay, allowances and benefits of EX-II level of civil service.

শাস্ত্ৰসংক্ষেপ
বুদ্ধিশূলিক্ষণ

ਬਿਗ. ਤ੍ਰਕ. ੧੨ ਪਾ: ਸ. ਸਾਨਸ. ਸਕੂਦ. ਯੀ. ਰਸੁਸ. ਮੀ. ਕੂ. ਯੀ. ਰਸੁਸ. ਰਸੁਸ. /ਭੀ. ਕ. ਰਸੁਸ. ਰਸੁਸ. ਏਕੂ. ਰਸੁਸ।

ଶାଶ୍ଵତଶାଶ୍ଵରିନୀ'ଦସୁଷ'କୀ'କୁ'ଶି' ଶ୍ରୀ'ପଥ'ପତନ'ଶ୍ରୀମତୀ' ୧୦୨୫ ତଥା'ପଦି' ଦ୍ୱାରା'କର' ୨୦ ପ'ଦମଦାନିପ'ଟ' ଶାପ'ଶିଦ'ଦସୁଷ'କୀ'ତେଜ'ପୁ' ଶାଶ୍ଵରିନୀ' ଦସୁଷ'ପଞ୍ଜିଆ'ଶିଶୁ'କୁ'ଶିଶୁ'ଦା'ଯ'ତେଜ' ଶ୍ରୀ'ପଥ'ଦସୁଷ'ଦା' ଶ୍ରୀମତୀ'ଦସୁଷ'ହନ୍ତି'ଗୁ'ଦସୁଷ'କୁ'ଶି' ଶ୍ରୀ'ପଥ'କେନା

4

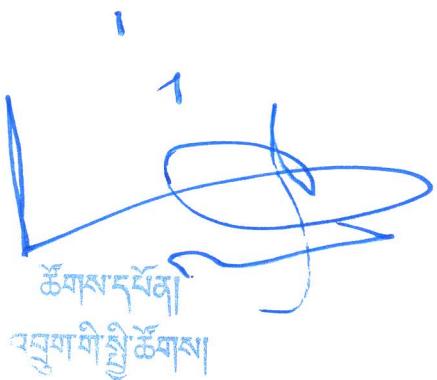
1.2 Travel and Daily Allowance within Bhutan (TA/DA)

In order to facilitate the LG members to travel within and outside the Gewog/Thromde for monitoring of development programs and activities, the Government has decided to revise DA by 33% for Gups, 50% for Mangmis and 66% for Tshogpas. In addition, the Government has also approved mileage claim for Gup at Nu.16/km and others at Nu.6/km for travel beyond 10 km as presented below.

Table 1.2: Revised TA/DA of LG Members

Positions	Revised TA/DA, 2017			
	TA on non-motorable route outside the Gewog (Nu.)	TA outside Gewog/Thromde on motorable route traveling beyond 10 km (mileage) or Actual Bus Fare	Annual lump sum TA/DA for traveling within Gewog (both non-motorable & motorable road) (Nu.)	DA outside Gewog/Thromde (Nu. per day)
Thrompon	NA	Nu.16/km	NA	1,500
Gup	250	Nu.16/km	18,000	1,000
Mangmi	250	Nu.6/km	13,500	750
Dzong-khag Thromde Thuemi	NA	Nu.6/km	NA	750
Thromde Thuemi	NA	Nu.6/km	NA	500
Tshogpa	250	Nu.6/km	6,000	500

As per Section 19, Chapter 4 of LGMEA 2015, LG members shall not be entitled to the above travel allowances (TA) and mileage if a member is provided with conveyance facilities by the Government.



କେନ୍ଦ୍ରୀୟ ପାତ୍ର
ମୁଖ୍ୟମନ୍ତ୍ରୀଙ୍କର୍ଷ

୨୩ ପ୍ରିତିକୁପାପଶକ୍ରଦ୍ଧ ତୈରିଷଳିଶରକ୍ଷଦସୁଶା

ଶିର୍ଷାତ୍ମକ । ୨୩ ପାଠ : ଶାଶ୍ଵତଶାଲୁଦଶୀଦଶସ୍ତାମୀକୁଣ୍ଡଳୀଶୀ ଶ୍ରୀଦେଖିକୁପାତ୍ରାମୀକୁଣ୍ଡଳୀଶୀ ଶିର୍ଷାତ୍ମକଦଶୀ

ਵਸੁਖੀ	ਕੁਣੁਧਾਇਦਾਕੁਨੁਧਾਇਦਾ ਪ੍ਰੰਤੁਲਸੁਧਾਇਦਾ ਭੈਂਕੁਨੁਧਾਇਦਾ	ਕੁਣੁਧਾਇਦਾਗਰੁਨੁਧਾਇਦਾ ਪ੍ਰੰਤੁਲਸੁਧਾਇਦਾ ਭੈਂਕੁਨੁਧਾਇਦਾ
ਖੋਲੁਚੁਕੁ	ਪਾਂਦੁਭਾਇਦਾ ਸੁਖੁਕੁ ਮਹੁਕੁ	ਕੁਣੁਧਾਇਦਾ ਪ੍ਰੰਤੁਲਸੁਧਾਇਦਾ ਭੈਂਕੁਨੁਧਾਇਦਾ
ਕੁਝੁ	ਭੁਦੁ ਸੁਖੁ ਰੁਖੁ ਮਹੁਕੁ	ਕੁਣੁਧਾਇਦਾ ਪ੍ਰੰਤੁਲਸੁਧਾਇਦਾ ਭੈਂਕੁਨੁਧਾਇਦਾ
ਨਵਨਸੁਖੀ	ਨਿਲੁ ਕੁਝੁ ਰੁਖੁ ਮਹੁਕੁ	ਨਵਨਸੁਖੀ ਪ੍ਰੰਤੁਲਸੁਧਾਇਦਾ ਭੈਂਕੁਨੁਧਾਇਦਾ
ਛੁਨੁਧਾਇਦਾ ਵਸੁਖੀ	ਨਿਲੁ ਕੁਝੁ ਰੁਖੁ ਮਹੁਕੁ	ਨਵਨਸੁਖੀ ਪ੍ਰੰਤੁਲਸੁਧਾਇਦਾ ਭੈਂਕੁਨੁਧਾਇਦਾ
ਭੈਂਕੁਨੁਧਾਇਦਾ	ਨਿਲੁ ਕੁਝੁ ਰੁਖੁ ਮਹੁਕੁ	ਨਵਨਸੁਖੀ ਪ੍ਰੰਤੁਲਸੁਧਾਇਦਾ ਭੈਂਕੁਨੁਧਾਇਦਾ

୨.୯ ହେତୁରୁଷା



1.3 Daily Subsistence Allowances (DSA) outside Bhutan

Since the DSA rates for both India and abroad was revised in 2014 for public servants including LG members, the existing rates are maintained without any revision as follows:

Table 1.3: Existing DSA outside Bhutan for LG Members

Members	DSA per day during travel in India	DSA per day during travel abroad
Thrompon	At par with EX level	As per DSA rules of Civil Servants
Gup	At P3-P5 level	
Mangmi	At S level	
Dzongkhag Thromde Thuemi	At S level	
Thromde Thuemi	At O level	
Tshogpa	At O level	

1.4 Sitting Fees

The Government has decided to revise the sitting fees of LG members from Nu.200 to Nu.5,000 for attending Dzongkhag Tshogdu and from Nu.150 to Nu.1,000 for attending Gewog Tshogdeas follows:

କେନ୍ଦ୍ରୀୟ ପାତ୍ର
ମୁଖ୍ୟ ମନ୍ତ୍ରୀ

ਬੈਣਾਂ ਅਤੇ ੨.੩ ਵਾਂ ਸਾਲ ਦੀ ਮੁੱਲ ਵਿੱਚ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ।

ਗੋਪਨੀਕੀ ਵੇਤਾਵਾ	ਨੰਦੀ ਭੈਟਾ ਲੋਡ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ (ਨੁਹਾਂ ਅਤੇ)			ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ (ਨੁਹਾਂ ਅਤੇ)		
	ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ	ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ	ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ	ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ	ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ	ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ
ਨੁਹਾਂ ਅਤੇ	-	-	4,000	-	-	4,000
ਕੁੱਝ	200	240	-	4,000	2,000	-
ਮੁੱਲ ਅਤੇ	200	240	-	4,000	2,000	-
ਨੁਹਾਂ ਅਤੇ ਨੁਹਾਂ ਅਤੇ	200	-	-	4,000	-	-
ਨੁਹਾਂ ਅਤੇ ਨੁਹਾਂ ਅਤੇ	200	-	4,000	4,000	-	4,000
ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ	-	240	-	-	2,000	-

ਨੁਹਾਂ ਅਤੇ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ। ਜਿਸ ਵਿਖੇ ਨੁਹਾਂ ਅਤੇ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ ਅਤੇ ਜਿਸ ਵਿਖੇ ਨੁਹਾਂ ਅਤੇ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ ਅਤੇ ਜਿਸ ਵਿਖੇ ਨੁਹਾਂ ਅਤੇ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ।

੨.੫ ਨੁਹਾਂ ਅਤੇ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ।

ਜਿਸ ਵਿਖੇ ਨੁਹਾਂ ਅਤੇ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ ਅਤੇ ਜਿਸ ਵਿਖੇ ਨੁਹਾਂ ਅਤੇ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ ਅਤੇ ਜਿਸ ਵਿਖੇ ਨੁਹਾਂ ਅਤੇ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ ਅਤੇ ਜਿਸ ਵਿਖੇ ਨੁਹਾਂ ਅਤੇ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ ਅਤੇ ਜਿਸ ਵਿਖੇ ਨੁਹਾਂ ਅਤੇ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ।

ਬੈਣਾਂ ਅਤੇ ੨.੫ ਵਾਂ ਸਾਲ ਦੀ ਮੁੱਲ ਵਿੱਚ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ।

	ਨੁਹਾਂ ਅਤੇ (੧੦੯੮)	ਨੁਹਾਂ ਅਤੇ (੧੦੯੯)
ਨੁਹਾਂ ਅਤੇ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ	ਨੁਹਾਂ ਅਤੇ 1000	ਨੁਹਾਂ ਅਤੇ 6000
ਨੁਹਾਂ ਅਤੇ ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ	ਨੁਹਾਂ ਅਤੇ 500	ਨੁਹਾਂ ਅਤੇ 3000

ਕੋਈ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ।
ਜੁਗਾਂ ਵੀ ਨੁਹਾਂ ਅਤੇ ਵੱਡਾ ਪ੍ਰਭਾਵ ਨਹੀਂ ਹੋਵਾਂਦਾ।

Table 1.4: Sitting fees of LG Members

Position	Existing Sitting fees per day (Nu.)			Revised Sitting fees per session (Nu.)		
	DT	GT	TT	DT	GT	TT
Thrompon	-	-	5,000	-	-	5,000
Gup	200	150	-	5,000	1,000	-
Mangmi	200	150	-	5,000	1,000	-
Dzongkhag Thromde Thuemi	200	-	-	5,000	-	-
Thromde Thuemi	200	-	5,000	5,000	-	5,000
Tshogpa	-	150	-	-	1,000	-

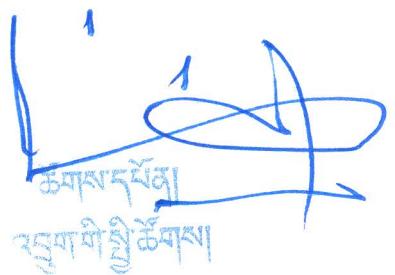
However, for Thromde Tshogde, the existing rate of Nu.5,000 is retained as it is. Henceforth, sitting fees shall be paid ‘per session’ instead of ‘per day’ as practiced currently.

1.5 Special Responsibility Allowance (SRA)

In view of the additional responsibility, the Special Responsibility Allowance for Chairpersons and Deputy Chairpersons of Dzongkhag Tshogdu is revised to Nu.6,000 from Nu.1,000 and Nu.3,000 from Nu.500 per month respectively.

Table 1.5: Special Responsibility Allowance

	Existing (2014)	Revised (2017)
Chairperson, DT	Nu.1,000	Nu.6,000
Dy. Chairperson, DT	Nu.500	Nu.3,000



The image shows a handwritten signature in blue ink, likely belonging to a government official. The signature is fluid and stylized, with some loops and variations in thickness. Below the signature, there are two lines of text written in Bhutanese script (Dzongkha). The top line reads "କ୍ଷେତ୍ରପାଲୁ" and the bottom line reads "ବୁଣ୍ଡିକ୍ଷେତ୍ରପାଲୁ".

୨.୬ ମହାଦ୍ଵାରପ୍ରେସ୍ ଶ୍ରୀଦସୁଲ୍ଲା

ਤ੍ਰੈਮ'ਦੰਘੁ'ਕੁਹੁ'ਤੁ'ਥੀ' ਏਕੂਨ'ਦੇਖੇਪ'ਸ੍ਰੀ'ਦਬੁਸਾ'ਦੰ' ਦੁਰੋਸਾ'ਘੁ'ਧਰੇ' ਕੁਦਾ'ਸਾਕੀ'ਏਦ'ਦੁ'ਦੁਗਸਾ' ਏਕੁਗ'ਲੇ'ਘੁ'ਧੁ'ਨੁ' ਸਾ'ਸਾਕੁ'ਸਾਕੁਹੁ'ਥੀ'ਦਬੁਸਾ'ਕੀ' ਏਕੁਕ'ਤੁ'ਥੀ'ਦੁ'ਕ'ਲੁ' ਸਾ'ਸਾ'ਵਿਦ'ਸਾਕੀ'ਕੁ' ਕੁਦਾ'ਸਾਕੀ'ਸਾਕੁ'ਸਾ'ਕੁ' ਏਕੁਦ'ਸਾ'ਸੁਵਾ'ਲੇ'ਘੁ'ਧੁ'।

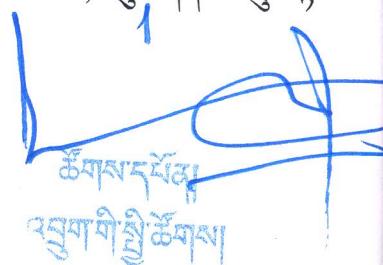
ਬੰਗਾਂ ਪ੍ਰਥਮ ੧.੬ ਪਾਂ: ਸਕੂਲਦਾਰ ਪ੍ਰੇਸ਼ਨਾਂ ਦੀ ਵਿਸ਼ਾ।

ଶ୍ରୀମତୀ. କୁମାରୀ	ଶ୍ରୀମତୀ. କୁମାରୀ	ଶ୍ରୀମତୀ. କୁମାରୀ
ଶ୍ରୀମତୀ. କୁମାରୀ	୨,୦୦୦	୨,୦୦୦
କର୍ତ୍ତା	୫୦୦	୫୦୦
ନିରାପଦିକା	-	୩୦୦
ହିଂସାଧାରୀ	-	୩୦୦
କର୍ତ୍ତା	-	୨୦୦
ଶ୍ରୀମତୀ. କୁମାରୀ	-	୨୦୦

୨.୭ ପର୍ଶାର୍କ୍ଷିତକରନ୍ତୁଥା

ଶାକୁଦ୍ଧରୀଶ· କୁଶ·ଦନ୍ତକୁଶାଲୁ· ଦକ୍ଷ୍ୟାଦିଶ୍ୱରଦିବକ୍ରମ· ଶାକରାଣ୍ଡିଷ୍ଟାର୍ଥାର୍ଥିପାଠ· ଶାଶକରାଶାକୁଦ୍ଧ
ଦିବଶାକୁଦ୍ଧରୀଶ· ବର୍ଣ୍ଣକୁଶଦିଵକରଦକ୍ଷ୍ୟାଦର୍ଦ୍ଦି· କର୍ମକୁଶାଶ୍ଵି· ରକରଦକ୍ଷ୍ୟାପ୍ରକଳ୍ପକୁଶଦିଵାର୍ଥିପାଠ· ଶ୍ରୀଦିଵି
ଅତୀ

୨୯ ଶାରକାଶାକୁଦ୍ଦିଷୀରସୁମାରୀକୁଣ୍ଡିଷୀ ଦୂରଦ୍ଵାରାପାଇଥାଏ



1.6 Allowance

Although the communication allowance for Thrompon and Gup are maintained at the existing rates, for other LG members new rates have been approved as follows.

Table 1.6: Communication Allowance

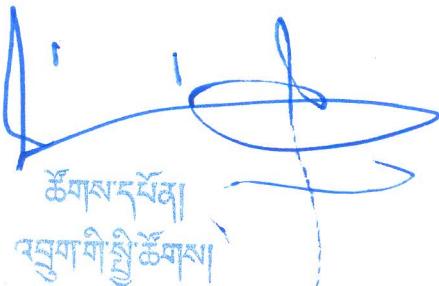
Position	Existing Communication Allowance (Nu.)	Revised Communication Allowance (Nu.) (2017)
Thrompon	1,000	1,000
Gup	500	500
Mangmi	-	200
Dzongkhag Thromde Thuemi	-	200
Tshogpa	-	100
Thromde Thuemi	-	100

1.7 Entertainment Budget

The entertainment budget for the LG Administration shall be provided as per regular budgetary process in keeping with the delegation of financial power issued by the Government from time to time.

1.8 Post Services Benefits for Local Government Members

In accordance with Sections 22, 24 and 25, Chapter 4 of the LGMEA 2015, the Government has approved the following post service benefits (retirement benefits, Provident Fund and gratuity) for the LG members.



ବୀଷାଦ୍ରମ୍ । ୨୩ ୪: ଦୁର୍ଲଭମ୍ବୁଦ୍ଧିଷ୍ଠା

୨.୧ ଶ୍ରୀଶ୍ରୀତକଣ୍ଠ୍ସାର୍ଗ୍ଗଦ୍ୟରେ ଏକୁର୍ବିଷ୍ଵାସହିନୀରେ ମେଘନାଯୁଦ୍ଧର୍ଦୟରେ ଏକୁର୍ବିଷ୍ଵାସା।

କୃଷ୍ଣାର୍ଥଦୟକ
ପ୍ରସାରୀକୃତି କୃଷ୍ଣା

Table 1.7: Post Service Benefits

Type of post service benefits	
Provident Fund	11% of monthly basic pay
Gratuity	5 years times last basic pay
Group Insurance Scheme (GIS) (As per RICB norms)	Thrompon: Nu.500/month Gups: Nu.400/month Mangmi/Dzongkhag Thromde Thuemi: Nu.300/ Month Tshogpa/Thromde Thuemi: Nu.200/month

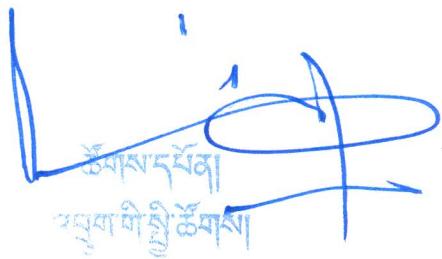
As per the Section 25 Chapter 4 of the LGMEA 2015, the members shall be entitled to gratuity on completion of his/her term.

In addition to 40% salary revision, LG members will also receive 11% as matching contribution towards their Provident Fund (PF) from the Government. Since the payment of gratuity is based on the last basic pay, the LG members will also benefit from enhanced gratuity payment.

Contribution towards GIS is not covered by LGMEA 2015. However, as all public servants participate in GIS as it is a saving scheme besides providing life insurance, the GIS for the LG members shall be as per RICB norms.

1.9 Gross benefit of the proposed revision

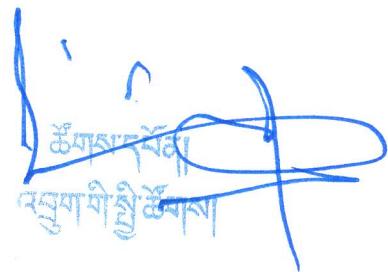
With the revision of the pay and allowances, after the statutory deductions such as 11% contribution to PF, TDS and health contribution, the increase in take home pay will be 18% for Gups, 21% for Mangmis and 22% for Tshogpas.



ଦେବ'ଶ୍ରୀ'ରମ୍ଭନ'ଗଣନା' । ନୈତିକ ଯତ୍ତାନାମନା'ପରି'ଶର୍ଵା'ବ୍ରତ'ଶର୍ଵା'କୁ'ନ୍ଦ୍ରାଶର'ଟ' ।
ଶର୍ଵା'ବରଷା'ବିଷ'ଭ୍ରତ' । ୧୦ ପ'ବନ'ପୁ' ପର୍ବତ'ପରି'ଶର୍ଵା' ଶ'ଶର୍ଵା'ଶବ୍ଦାଶ୍ରୀ'ରମ୍ଭନ'ବି'କୁ'ପୁ' ନ୍ଦ୍ରା
ଶର୍ଵା'କର'ଶବ୍ଦାକି'ପକୁ'କ' । ୧୧ ରେ'ଶବ୍ଦା'ପରି'ଦଶଦକି'ବିଶ'ଭ୍ରତ' । ରେ'ଶବ୍ଦା'ପରି'ଦଶଦକି'ବି
ଶର୍ଵା'କୁ'ପୁ'ପକୁ'କ' । ୧୨ ନ୍ଦ୍ରା'ଦଶଦକି'କୁ'ପୁ'ପକୁ'କ' । ୧୩ ନୈତିକ ଶବ୍ଦା'ଶ୍ରୀ'ରମ୍ଭନ'ବି'କୁ'ପୁ'ପକୁ'କ' । ୧୪
ନ୍ଦ୍ରା'କର'ଶବ୍ଦା'ପକୁ'କ' । ୧୫ ରେ'ବରଷା'କି'ଜିବ'

A blue ink signature in Tibetan script, likely reading "Tibetan Buddhist Library". The signature is written in a fluid, cursive style with some variations in stroke thickness.

However, the gross benefit that the LG members will receive, after the 40% revision in the pay scale, is about 62% for Gups, 64% for Mangmis, 69% for Thromde Thuemis and 77% for Tshogpas with 11% matching contribution from the Government towards PF, new communication allowance and enhanced level of gratuity payment as presented in Table 1.9.



ਕੁਣਾਲ ਸਿੰਘ

ਕੁਣਾਲ ਸਿੰਘ

ଶ୍ରୀମତୀ ପାତ୍ନୀ କଣ୍ଠମୁଖୀ ଏବଂ ପାତ୍ନୀ କଣ୍ଠମୁଖୀ ଏବଂ ପାତ୍ନୀ କଣ୍ଠମୁଖୀ

A large, hand-drawn blue scribble covers the right half of the page, obscuring several figures and tables. A small portion of the text "प्राचीन विद्या" is visible at the bottom right.

TABLE 1.8: GROSS BENEFIT OF THE PROPOSED REVISION

Positions	Existing					Revised				% Gross benefit		
	Salary	CA	Lump sum travel	Gross Salary	CA	Lump sum travel	PF	Gratu- tity	Gross			
Gup	20,000	500	1,500	22,000	28,000	500	1,500	3,080	2,520	35,600	13,600	62%
Mangmi	15,000		1125	16,125	21,000	200	1,125	2,310	1,890	26,525	10,400	64%
Dz. Thromde Thuemi	15,000			15,000	21,000	200		2,310	1,890	25,400	10,400	69%
Thromde Thuemi	7,000			7,000	9,800	100		1,078	882	11,860	4,860	69%
Tshogpa	7,000			7,000	9,800	100	500	1,078	882	12,360	5,360	77%

CA = Communication Allowance, PF = Provident Fund

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 བୋଲାର དିପାର୍ମେଣ୍ଟ
 རୋଗ ମିଶନ କମନ୍ସନ୍
 ବ୍ୟାଙ୍ଗମିଶନ କମନ୍ସନ୍

୧. ଶ୍ରୀନାଥପଣ୍ଡିତଙ୍କୁ

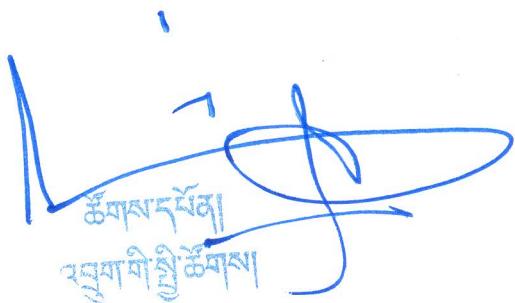
ନ୍ତୁୟ'ଶେଷା'ଛୁଦ'କେଷା'ଗୁରା' ଶ୍ରୀ'ରକ୍ତ'ବର୍ଗା'ହୃଦ୍ୟ'ପୁରା' ଶ୍ରୀ'ରବ୍ରେଷ'ପୁରା'ହୃଦ୍ୟ'ପୁରା'କୁ' ବି
ଶର୍ଯ୍ୟା'ଶୀ'ନ୍ତୁୟ'ଶେଷା'ନ୍ତୁୟବୁଶ'କୁ' ଏକୁର'ବର୍ତ୍ତ'ଦଶଦ'ପରି'ନୁଶ'ଶ୍ରୀ'ପୁରା'କୁ' ପର୍ଦା'ହୃଦ୍ୟଶା'ନ୍ତୁସଦ' ପୁରା'
ପ୍ରେତ'ଦଶବ'କୀ'ଜ୍ଞାନ' ଶବ୍ଦଶା'ଶୀ' ସୁଶା'ଶା'ପଠଦ'ହୃଦ୍ୟା' ଶିକ୍ଷା'କୁ' ଶ୍ରୀ'ପୁରା'ହୃଦ୍ୟା'କୁ'ଶୀ'ଶୀ' ଶ୍ରୀ'ଶୀ'
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ଏକୁର'ବର୍ତ୍ତ'ମୀ'ମନ୍ଦ'କୀ'ଜ୍ଞାନ' ସୁଶା'ଶା'ପଠଦ'ଶବ୍ଦଶା'ଶୀ'ହୃଦ୍ୟା' ଶିକ୍ଷା'କୁ'

मुख्यमंत्री
प्रधानमंत्री
मुख्यमंत्री
प्रधानमंत्री

2. FOREIGN SERVICE ENTITLEMENTS

The revision of the Foreign Service entitlements was recommended by the First Pay Commission but was not implemented. The Second Pay Commission recommended only for rationalization of Foreign Services Rules and Regulations to remove the anomalies in the interpretation. The Third Pay Commission has not recommended any revision as the salary of the Foreign Service personnel posted in the mission, embassies and consulates were revised along with the salary of the other civil servants in July 2014 mainly to compensate for rising cost of living. Since the Foreign Service personnel are also civil servants, any revision in their allowances may raise expectations for similar revision by other civil servants.

As recommended by the Commission, the Government decided that the revision of Foreign Service entitlements shall be carried out holistically along with the revision of pay and allowances of the entire civil service. However, with the delay in the commissioning of the hydropower projects and the non-realization of the additional revenue from these projects, such a revision for the entire civil service is not affordable at this point of time. As such, the Government has decided not to revise the Foreign Service entitlements.



क्रमांकन
राष्ट्रीय क्रमांकन

୫. ଶ୍ରୀନାଥପାଣାଦ୍ଵାରା ଶ୍ରୀପାଣାପାତ୍ରଙ୍କିତ ଶବ୍ଦରେ ଶବ୍ଦରେ ଶବ୍ଦରେ

དྲୟ-ର୍ଘେଣଶ-ଛୁକ-ହେଣଶ-ଗୁଣ- ଶ୍ରୀର-ପନ୍ଦ-ଯଶ-ଦ୍ଵାର-ଶ୍ରୀ-ଯଶ-ଶ୍ରୀ-ଯଶ-ଦ୍ଵାର-
ଶ୍ରୀ-ଯଶ-ଶ୍ରୀ-ଯଶ-ଦ୍ଵାର-ଯଶ-ଦ୍ଵାର- ଏକୁର-କିଷା-କବିତ-ପ୍ରିଯ-ଦସଦ-ଦ୍ଵାର- ପନ୍ଦ-ଶୀ-ଦ୍ଵାର-
ର୍ଘେଣଶ-ଛୁକ-ହେଣଶ-ଗୁଣ-ଶ୍ରୀ-ଯଶ-ଦ୍ଵାର-ଯଶ-ଦ୍ଵାର- କି-ଶ୍ରୀ-ଯଶ-ଶ୍ରୀ-ଯଶ-ଦ୍ଵାର-ଶ୍ରୀ-
ର୍ଘେଣଶ-ଛୁକ-ହେଣଶ-ଗୁଣ-ଶ୍ରୀ-ଯଶ-ଶ୍ରୀ-ଯଶ-ଦ୍ଵାର-ଶ୍ରୀ-ଯଶ-ଦ୍ଵାର- କି-ଶ୍ରୀ-
ଦ୍ଵାର-ର୍ଘେଣଶ-ଛୁକ-ହେଣଶ-ଗୁଣ-ଶ୍ରୀ-ଯଶ-ଦ୍ଵାର-ଶ୍ରୀ-ଯଶ-ଦ୍ଵାର- କି-ଶ୍ରୀ-
ର୍ଘେଣଶ-ଛୁକ-ହେଣଶ-ଗୁଣ-ଶ୍ରୀ-ଯଶ-ଦ୍ଵାର-ଶ୍ରୀ-ଯଶ-ଦ୍ଵାର- କି-ଶ୍ରୀ-ଯଶ-ଶ୍ରୀ-
ର୍ଘେଣଶ-ଛୁକ-ହେଣଶ-ଗୁଣ-ଶ୍ରୀ-ଯଶ-ଦ୍ଵାର-ଶ୍ରୀ-ଯଶ-ଦ୍ଵାର- କି-ଶ୍ରୀ-ଯଶ-ଶ୍ରୀ-

ପ୍ରକାଶନ ମେଟ୍ରିକ୍

3. GENERAL SERVICE PERSONNEL (GSP) AND ELEMENTARY SERVICE PERSONNEL (ESP)

The Government directed the Commission to examine and submit recommendation on the need for revision of pay and allowances of GSP and ESP based on the resolution of the 3rd Session of the Second Parliament, which states that the “Finance Ministry should look into the possibilities of increasing the pay from time to time, for the General Support Personnel and Elementary Support Personnel”.

After a comprehensive review of the pay and allowances of GSP and ESP, the Commission has not recommended any revision since their pay scale is part of the pay structure of civil service and any pay revision would have cascading effect on the pay scales of higher position levels of civil service, which will require revising the pay of the entire civil service.

Any revision of pay at the ESP level will also raise expectation for revision in the wage rate of the National Work Force which would have larger implication on the economy.

Further, during the pay revision in 2014 of the civil service, GSP and ESP were granted the highest percentage revision among the civil servants. The pay scale of GSP was revised by 25% along with 20% House Rent Allowance and the consolidated pay of ESP was revised by 40%. Such a revision was provided to adjust for cost of living among others.



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କ୍ଷେତ୍ରପତ୍ର
ମୁଖ୍ୟମନ୍ତ୍ରୀଙ୍କା

c. ସମ୍ବନ୍ଧ-ପରିପ୍ରେକ୍ଷଣ-ପରିଚୟ-ଶବ୍ଦ-ଶର୍ତ୍ତ୍ତୀ

୬୨ ମହାଶୁଦ୍ଧିରେ

ଶ'ଶକ୍ତି'ପାଇଁବୁଦ୍ଧି'ରସ୍ତା'କି'କୁ'ଶି' ୫୫୯'ଶ୍ରୀଶ'ନ୍ଦ୍ରମୁଖ' ଲୋକକୁ' ଶବ୍ଦମୁଖ'ପଦି'ପଞ୍ଜୁର'ପତ୍ର'
ପଶ'ପହିକା'ନ୍ତି' ପି'ଶଳି' ନ୍ଦ୍ରମୁଖ'ଶ'ଯ' ୨୩୫.୯୦୬ ରେ'ଶି'ଶ୍ରୀ' ଦେଶ'ଶ୍ରୀଶ'କି'ଜିନିଧି'ପଣ୍ଡା' ପଦି'ମୁ'
ଶୁ' ନ୍ଦ୍ରମୁଖ'ଶକ୍ତି'ପହିକା'ପଦି' ଦୂର୍ଦ୍ଵାରା'କୁଟି'ଶର୍ଷପ'ଶ' ଶକ୍ତି'ପ୍ରିୟ'ରେ'ଶି'ନ୍ଦ୍ରମୁଖ' ଦେଶ'
ଶ୍ରୀ'ନ୍ଦ୍ରମୁଖ'ଶ'ଯ' ୯୦.୭୮୮ ଶୁ'ଶକ୍ତି'କି'ଜିନିଧି'ପଣ୍ଡା'

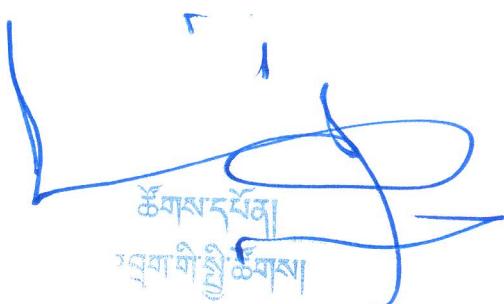
七八

Based on the recommendation of the Commission, the Government has decided that the revision of pay and allowances of GSP and ESP shall be carried out holistically along with the revision of pay and allowances of the entire civil service. However, with the delay in the commissioning of the hydropower projects and the non-realization of the additional revenue from these projects, such a revision for the entire civil service is not affordable at this point of time. As such, the Government has decided not to revise the pay and allowances of GSP and ESP.

4. IMPLICATION OF THE REVISION

4.1. Financial Implication

The net annual financial implication on account of the approved revision of pay, allowances and benefits of LG members is about Nu.135.406 million. In addition, the net implication on account of gratuity due to pay revision is about Nu.40.199 million per term.



ସମ୍ବନ୍ଧରେ ପାଇଁ କୁଳାଳ ଦିଲ୍ଲିଯିରେ ଆଶୀର୍ବାଦ ପାଇଲାମୁଣ୍ଡିଲ୍ଲି

अनं	प्राणाया	बृहद्विद्वया श्रीऽवद्वया	प्राणाया श्रीऽवद्वया	बृहद्विद्वया श्रीऽवद्वया
	स' शत्रुषु प्राणाया श्री असुषु प्राणाया श्री बृहद्विद्वया श्री अवद्वया श्री असुषु प्राणाया श्री अवद्वया (प्राणाया श्री अवद्वया)	२१७.२८५	३८५.६०१	१३५.८०६
१	बृहद्विद्वया	१८०.१८८	२४३.८८८	८७.४९०
२	असुषु	३०.३१२	१८.२०१	६३.८९६
२.१	प्रक्षेप बृहद्विद्वया	०.२८२	११.४४३	२१.४३३
२.२	प्रद्वया	०.८३१	०.८३१	-
२.३	प्रक्षेप श्री असुषु	१.३८८	३.०११	१.८१३
२.४	प्रद्वया श्री असुषु	०.३६०	२.१६०	१.८००
२.५	क्षेप असुषु	२.२६०	१.०११	६.८३१
२.६	क्षेप असुषु प्रक्षेप असुषु	२५.७३३	५७.६८१	२५.११८

୯.୩ ଶ୍ରୀନାଥଙ୍କଣ୍ଠାପାତ୍ରୀମହାଦେଵାଚାର୍ଯ୍ୟ

କୁ'ତ୍ରେ'ଦୟପ'ଦର୍ଶକ'ଶ୍ଵିଷ'ପର୍ଗନ'ଦନ୍ତପତ୍ରି'ପ'ଠ' କୁ'ତ୍ରେ'ଦୟପ'ଦର୍ଶକ'ଶ୍ଵିଷ'ପର୍ଗନ'ଦର୍ଶ'ଦକ୍ଷ'କୌଣସ'କୁ
ଶୀଶ' ଶ୍ରେଷ୍ଠ'ଦକ୍ଷ'ପର୍ଗନ'ପଦି'ପଞ୍ଜୁଦ'ପଦ୍ବ' କନ୍ଦଶ୍ଵରାଷା'ଦଶଦ'ପଦି'ଶୁଦ୍ଧ'ଶୁ' କୈଶ'ଚ' ୧୦୨୩-୮୫ ବନ୍ଦୁ
କନ୍ଦଶ୍ଵରାଷା'ଦଶଦ'ପଦି'ଶୁ' କୁରାଶ୍ଵରାଷା'ଦଶଦ'ପଦି'ଶୁ' ଲୁହାକନ୍ଦ'ଦନ୍ତ' ପକୁ'କ' ୨୨୭ ଶ୍ଵେ' ଶତବ'ଦଶପ'ଦଶଦ'
ଦିପ୍ତିନାଥକ'ଦଶଦଶ'ପଦି'ଶୁ' ଦିପ୍ତିନାଥକ'ଦଶଦଶ'ପଦି'ଶୁ' ୨୫.୯୦୮ ଦଶଦଶ'କି'ଦ' କନ୍ଦ
ଶ୍ଵରାଷା'ଦଶଦଶ' ଲୁହାକନ୍ଦ'ଦଶଦଶ' ପଦି'ଶୁ' କୈଶ'ଚ' ୧୦୨୩ ଶ୍ଵେଷ' , ପ'ଶୁ' କୁଶ'
କନ୍ଦ'ଦଶ'କି' କୁଶ'ଶ୍ଵରାଷା'ଦଶ'କି'ଶୀ' କନ୍ଦ'କନ୍ଦ'ପଞ୍ଜୁଦ'ପଦ୍ବ'ପଦି'ଶୁ' ପଦି'ଶୁ' ଦଶଦଶ'ପଦି'ଶୁ' କୁଶ'ଶୁ'
୧୧୯.୫୦୮ ରେ'ଦଶ'କି'ଶୀ' ଶ୍ରେଷ୍ଠ'ଦକ୍ଷ'ପଦି'ପଞ୍ଜୁଦ'ପଦ୍ବ'ପଦି'ଶୁ' ରେ'ଦଶ'କି'ଶୀ' କୁଶ'ଶୁ'
ଶୀ'ବେଶ'ପଦି'ଶୁ' ଦଶଦଶ' ଦଶଦଶ' ପଦି'ଶୁ' ୧.୯୨୫ ୫୮ ଶର୍ଷ'ପଦି'ଶୁ' ଦଶଦଶ' ପଦି'ଶୁ'
୧.୫୦୩ ଦଶ'କି'ଶୀ'କନ୍ଦ'କୈଶ'ଚ' ଦଶ'ଦଶ'ପଦି'ଶୁ' କୁଶ'ଶୁ' ଶ'ଶର୍ଷ'ଶୀ'କନ୍ଦଶ୍ଵରାଷା'ଦଶ'କି'ଶୁ'
ଦଶ'କି'ଶୀ'କନ୍ଦଶ୍ଵରାଷା'ଦଶ'କି'ଶୁ' ଶ'ଶର୍ଷ'ଶୀ'କନ୍ଦଶ୍ଵରାଷା'ଦଶ'କି'ଶୁ'
ଶ'ଶର୍ଷ'ଶୀ'କନ୍ଦଶ୍ଵରାଷା'ଦଶ'କି'ଶୁ'

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କ୍ଷେତ୍ରପତ୍ର
ମୁଣ୍ଡପତ୍ର

Table 3.1 Financial Implication (Nu.in millions)

Sl. No.	Description	Existing Im-plication	Revised Im-plication	Net Implica-tion
	Implication from Salary, Allowances & Benefits of LG Members (per annum)	211.285	346.691	135.406
1	Salary	180.974	252.484	71.510
2	Allowances	30.312	94.207	63.896
2.1	Provident Fund	0.242	27.773	27.532
2.2	House Rent Allowance	0.439	0.439	-
2.3	Communication Allowance	1.278	3.091	1.813
2.4	Special Responsibility Allowance	0.360	2.160	1.800
2.5	Sitting Fees	2.260	9.097	6.837
2.6	Daily Subsistence Allowance	25.733	51.647	25.914

4.2 Financing of the proposed revision

Based on the Macro-Fiscal Framework, the Macroeconomic Framework Coordination Committee (MFCC) has determined the coverage of recurrent expenditure by domestic revenue at 121% in FY 2017-18 after including the proposed revision. Therefore, the net financial implication of Nu.135.406 million shall be financed by the revenue surplus. Further, Chhukha power tariff revision, which is due from January 2017, will generate additional revenue of at least Nu.284.506 million per annum. With the proposed revision, expected additional revenue in the form of PIT is estimated to be Nu.2.415 million and health contribution of Nu.2.503 million. This additional revenues will contribute towards ensuring the sustainability of the approved revision of pay, allowances and benefits of LG members.

A handwritten signature in blue ink, likely belonging to the author or a representative, is placed here. The signature is fluid and includes some characters that appear to be in Nepali script.

૫. વિજ્ઞાન-વર્ત્તાવિષયાદેવા:

୫.୨ କର୍ମଚାରୀଙ୍କ ପରିଷଦ୍ୟାଳୁ

୫.୨. ରଷ୍ଣ-ସତ୍ୱଶା-କେସ-ଶର୍ଦ୍ଦଶ

६. श्रीकृष्ण

~~বিপ্লবী সংগঠন~~

5. IMPLEMENTATION OF THE REVISION:

5.1. Pay Fixation

The Ministry of Finance shall issue guidelines for implementing the revision of pay, allowances and benefits of LG members.

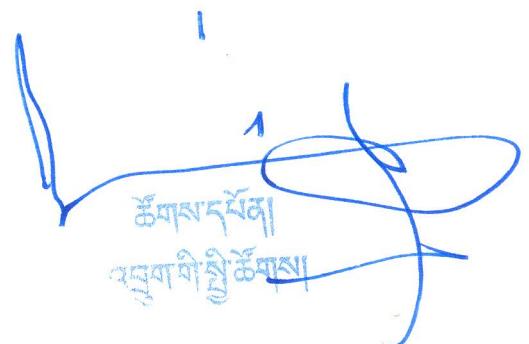
5.2. Effective date

The proposed revision shall be implemented with effective from 1st July 2017.

6. SUBMISSION

Since the revised pay, allowances and benefits of the LG members will be implemented from July 2017 and the net financial implication of Nu.135.406 million has been included in the Budget and Appropriation Bill for FY 2017-18 to be drawn from consolidated fund, the Pay Revision Report 2017 is submitted as Money Bill to the House for kind consideration.

In recognition of the important role played by the LG members and to formalize the implementation of the LGMEA 2015, the Government submits that it is of utmost importance that the House expeditiously adopts the Pay Revision Report 2017 and pass the Money Bill with overwhelming support.



A handwritten signature in blue ink, consisting of two lines of text. The top line reads "କେନ୍ଦ୍ର ପ୍ରଧାନ" (Central Government) and the bottom line reads "ମୁଖ୍ୟ ମନ୍ତ୍ରୀ" (Minister).