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ROYAL GOVERNMENT OF BHUTAN
MINISTRY OF FINANCE
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MoF/DNB/R-4/2019-20/217

25th October 2019

NOTIFICATION

Subject: Pay & Allowances Revision for RUB & JSWSL

The Ministry of Finance would like to notify the revision of pay and allowances in respect of the Royal University of Bhutan (RUB), and Jigme Singye Wangchuck School of Law (JSWSL) as follows:

1. Pay Scale

The Pay scale shall be revised for RUB and JSWSL as in ***schedule I*** and shall follow the Civil Servants pay fixation guidelines issued vide notification no. F/MoF/DNB/Rules/2019-20/03 dated 8th July 2019.

2. Teaching Allowance: The teaching allowance shall be revised as follows:

- a. 55% of the minimum revised pay scale as lump sum amount for 0-10 yrs;
- b. 65% of the minimum revised pay scale as lump sum amount for 11-20 yrs;
- c. 75% of the minimum revised pay scale as lump sum amount for 21yrs and above. The allowances are tabled in Schedule II.

3. Allowance for non-teaching Staffs: A lump sum of 15% of minimum revised pay scale shall be introduced as allowance for the non-teaching staffs as in ***schedule III***.

4. Proficiency Allowance: The government has also introduced proficiency allowance in addition to the teaching allowance for RUB. The proficiency allowance shall be categorized as follows:


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- 10% of minimum revised pay as lump sum amount for Assistant Professor; and
- 15% of the minimum revised pay as lump sum amount for Associate Professor; and
- 20% of the minimum revised pay as lump sum amount for full Professors.

The allowance shall be implemented only after RUB introduces a well structured proficiency rating system endorsed by the University Council.

5. House Rent Allowance (HRA)

The House Rent Allowance shall be revised at 20% of the minimum revised pay scale. The HRA for position level S3 and below shall be revised as lump sum of Nu. 3,500 per month and also extended to ESP employees as in **Schedule IV**.

6. Communication Allowance

The Communication allowance shall be revised as follows:

- a. The communication allowance for Vice Chancellor of RUB & President of JSWSL shall be Nu.2,000 per month;
- b. The communication allowance for Registrar, Dean & Directors of RUB & JSWSL shall be Nu.1,000 per month.

7. Travel Allowance

a. Daily Allowance (DA) for in-country travel

The DA for in-country travel shall be revised and DSA for travel to India and other countries shall be maintained unchanged. The revised in-country DA rates are as given in **Schedule V**.


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b. Mileage

The mileage rate shall be at Nu. 16 per km for all position levels with the condition that the minimum distance travelled shall be 10 km.

8. Daily Subsistence Allowance (DSA) for In-country Training

The DSA for in-country training shall be revised to Nu.2, 000 per day.

9. Post Service benefits

The Pension and Provident fund (PF) contribution from the employer shall be revised from 11% to 15% of the basic pay. The additional employer contribution of 4% shall be contributed into the PF scheme and the total employer contribution shall be 15%, whereas the employee shall continue to contribute 11% taking the total contribution to 26%.

The PF scheme shall also be extended to ESP and GSP position levels, which shall be in the form of Provident Fund.

10. Gratuity

The Gratuity ceiling of Nu. 1,500,000 is revised with no ceiling. For the purpose of calculating gratuity, the last basic pay drawn in full shall be taken into consideration and multiplied with the number of years served.

11. Stipend

The monthly stipend for Boarders and Days Scholar Students shall be revised from Nu. 1,500 as follows:

- a. Boarders of Samtse and Paro College of Education: Nu. 3,500 per month. (not applicable to non -teacher education program);
- b. Days scholar's of Samtse and Paro College of Education: Nu. 4,000 per month.(not applicable to non -teacher education program);


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- c. PGDE students of Samtse and Paro College of Education Nu. 5,000 per month.
- d. Boarders of JSWSL & other Colleges of RUB: Nu. 2,500 per month.
- e. Days Scholar of JSWSL & other Colleges of RUB: Nu. 3,000 per month.

The stipend rates shall come into effect from 1st November 2019.

12. Contract Allowance

The allowance for contract employees shall be 30% of the revised minimum basic pay as given in **Schedule VI**.

In terms of interpreting and implementing the Pay and Allowances, RUB shall follow the Financial Rules and Regulations of the RGoB. The above revision of pay, allowances and benefits shall come into effect from 1st July 2019. This is issued as per the approval of Lhengye Zhungtshog conveyed vide letter No. C-3/36-39/312 dated 24th October 2019.


Namgay Tshering
Finance Minister
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Copy to:

1. The Hon'ble Prime Minister, Gyelyong Tshokhang, Thimphu.
2. Dasho Zimpon, Office of the Gyalpoi Zimpon, Thimphu.
3. The Cabinet Secretary, Cabinet Secretariat, Tashochho Dzong, Thimphu.
4. The Auditor General, Royal Audit Authority, Thimphu.
5. The Chairperson, RSCS, Thimphu.
6. The Vice Chancellor, RUB, Thimphu.
7. The Dean, JSWSL, Thimphu.



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Schedule I

Sl. No	Position Level	Existing Pay Scale (Nu.)			Recommended Pay Scale (Nu.)			% Change
		Min.	Incr.	Max.	Min.	Incr.	Max.	
1	Vice Chancellor/President	75,160	1,505	82,685	84,180	1,685	92,605	12 %
2	Registrar	65,930	1,320	72,530	73,845	1,480	81,245	12%
3	EX1/ES-1	54,575	1,090	70,925	62,220	1,245	80,895	14 %
3	EX2/ES-2	45,785	915	59,510	52,195	1,045	67,870	14 %
4	EX3/ES-3	38,700	775	50,325	44,120	885	57,395	14 %
5	P1	30,990	620	40,290	36,570	735	47,595	18 %
6	P2/SS1	27,370	545	35,545	32,300	650	42,050	18 %
7	P3/SS2	23,995	480	31,195	28,315	570	36,865	18 %
8	P4/SS3	21,370	425	27,745	25,220	505	32,795	18 %
9	P5/SS4	17,495	350	22,745	20,645	415	26,870	18 %
10	S1	16,365	325	21,240	19,970	400	25,970	22 %
11	S2	14,830	295	19,255	18,095	365	23,570	22 %
12	S3	13,550	270	17,600	16,535	335	21,560	22 %
13	S4	12,025	240	15,625	14,675	295	19,100	22 %
14	S5	11,125	225	14,500	13,575	275	17,700	22 %
15	O1	10,725	215	13,300	13,300	270	17,350	24 %
16	O2	10,025	200	12,495	12,495	250	16,245	24 %
17	O3	9,155	185	11,355	11,355	230	14,805	24 %
18	O4	8,505	170	10,550	10,550	215	13,775	24 %
19	GSP I	8,080	160	10,480	10,505	210	13,655	30 %
20	GSP II	7,695	155	10,020				


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Schedule II

Lump sum Teaching Allowance

Position	Existing Teaching Allowance			Revised Teaching Allowance		
	0-5 Years	6-10 Years	above 10 years	0-10 Years	11-20 Years	above 21 years
	10%	15%	20%	55%	65%	75%
EX/ES-1	5,640	8,185	10,915	34,220	40,445	46,665
EX/ES-2	4,580	6,870	9,155	28,710	33,930	39,145
EX/ES-3	3,870	5,805	7,740	24,265	28,680	33,090
P1	3,100	4,650	6,200	20,115	23,770	27,430
P2/SS1	2,735	4,105	5,475	17,765	20,995	24,225
P3/SS2	2,400	3,600	4,800	15,575	18,405	21,235
P4/SS3	2,135	3,205	4,275	13,870	16,395	18,915
P5/SS4	1,750	2,625	3,500	11,355	13,420	15,485
S1	1,635	2,455	3,275	10,985	12,980	14,980

Professional allowance shall be paid based on the number of years of active service put into the profession and not the total number of years served as public servant.


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Schedule III

Lump sum Allowance for non-teaching Staffs

Sl.No	Position Level	Allowance for non-Teaching Staffs
1	Vice Chancellor/President	12,630
2	Registrar	11,075
3	EX/ES-1	9,335
4	EX/ES-2	7,830
5	EX/ES-3	6,620
6	P1	5,485
7	P2/SS1	4,845
8	P3/SS2	4,250
9	P4/SS3	3,785
10	P5/SS4	3,100
11	S1	2,995
12	S2	2,715
13	S3	2,480
14	S4	2,200
15	S5	2,035
16	O1	1,995
17	O2	1,875
18	O3	1,705
19	O4	1,585
20	GSP I	1,575
	GSP II	1,575


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Schedule IV

House Rent Allowance

Sl.No	Position Level	Existing HRA	Revised lump sum monthly HRA
1	Vice Chancellor/President	15,030	16,835
2	Registrar	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
9	P5/SS4	3,500	4,130
10	S1	3,275	3,995
11	S2	2,965	3,620
12	S3	2,710	3,500
13	S4	2,405	3,500
14	S5	2,225	3,500
15	O1	2,145	3,500
16	O2	2,015	3,500
17	O3	1,830	3,500
18	O4	1,700	3,500
19	GSP I	1,615	3,500
20	GSP II		

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Schedule V

In Country Daily Allowance

Sl. No.	Position Level	Existing	Revised DA Rates
3	Vice Chancellor, Registrar & 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


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Schedule VI

Lump sum Contract Allowance

Sl.No	Position Level	Lump sum Contract Allowance
1	Vice Chancellor/President	25,255
	Registrar	22,155
2	EX/ES-1	18,665
3	EX/ES-2	15,660
4	EX/ES-3	13,235
5	P1	10,970
6	P2/SS1	9,690
7	P3/SS2	8,495
8	P4/SS3	7,565
9	P5/SS4	6,195
10	S1	5,990
11	S2	5,430
12	S3	4,960
13	S4	4,405
14	S5	4,075
15	O1	3,990
16	O2	3,750
17	O3	3,410
18	O4	3,165
19	GSP I	3,150
20	GSP II	3,150


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