



དངུལ་རྩིས་ལྷན་ཁག།
ROYAL GOVERNMENT OF BHUTAN
MINISTRY OF FINANCE
TASHICHHO DZONG
THIMPHU

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FINANCE MINISTER

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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