



དངུལ་རྩིས་ལྷན་ཁག།

ROYAL GOVERNMENT OF BHUTAN  
MINISTRY OF FINANCE  
TASHICHHO DZONG  
THIMPHU



དངུལ་རྩིས་ལྷན་ཁག་གི་  
FINANCE MINISTER

F/MoF/DNB/Rules/2019-20/ 310

3<sup>rd</sup> June 2020

## NOTIFICATION

### Subject: Amendment of Pay Revision and Allowances

In keeping with the Pay Revision (Amendment) Act of Bhutan 2020 passed by the 3<sup>rd</sup> Session of the Third Parliament, the Ministry of Finance hereby notifies the revised Pay and Allowances of Public Servants as follows:

1. The pay scale of NFE instructor and ECCD Facilitator shall be revised by 30% and 22% respectively on the existing consolidated salary as follows:

Position Level	Existing Pay	Revised Pay
NFE Instructor	8,400	10,920
ECCD Facilitator	11,125	13,575

2. The house rent allowance (HRA) for positions S3 and below shall be revised as lump sum of Nu. 3,500 per month and extended to ESP employees, Gaydrung and NFE Instructors.
3. The term, "Discretionary Allowance" is amended as "Discretionary Grant".
4. Children Education Allowance (CEA)

The Children education allowance is provided to cover the cost of education during foreign posting. The CEA shall compensate for rising cost of education in the respective country. For Children studying outside Bhutan, the CEA allowance of the place of study shall be applicable (for e.g. If a parent is working in Geneva and Children are studying in India, New Delhi rate shall be applicable, similarly if a parent is working in New Delhi and Children are studying in New York, New Delhi rate shall be applied). For the countries/places not listed in the Children education allowance, the rate of the place of posting shall apply. For Children studying inside Bhutan, the South Asia rate shall apply.



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5. The amendment of the Pay Revision Act of Bhutan shall be by the way of addition, variation or repeal effected by Parliament as per the recommendations of the Pay Commission.
6. The effective date of the implementation of these amendments is 1<sup>st</sup> July 2019.

**Namgay Tshering**  
**Minister**  
Ministry of Finance  
Tashichho Dzong  
Thimphu

Copy to:

1. The 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/Gewog
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