



REPORT OF THE SIXTH PAY COMMISSION

(11th May 2023)

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Executive Summary

The Sixth Pay Commission was constituted by the Royal Kasho on February 16, 2023 to review the pay and allowances of the public servants and propose a revision to meet the rising cost of living.

The primary objective behind the pay revision is to ensure public servants can maintain a reasonable standard of living with their salaries. The longer-term vision is to remunerate public servants such that Bhutan can build a more professional and motivated public service that better serves the needs of the country. Taking into account the affordability and longer-term sustainability of its proposals, the Commission recognizes that the vision cannot be achieved immediately, and sees each subsequent revision as leading us closer to this vision. The current proposal would not have been possible without the generous support from the highest authority, concerned about the welfare of the public servants, who have to increasingly shoulder heavier responsibilities.

The Commission recommends an upward revision of 50 percent on the minimum pay scale for all public servants. It also recommends RUB, KGUMSB and JSWL moves to a clean wage system.

Given the critical need to retain health sector professionals, the Commission recommends additional revisions to professional allowances ranging from 55 to 80 percent. Against the backdrop of reforms in the education sector, the Commission supports shifting the existing teaching allowance from a purely tenure-based scheme to a more comprehensive Competency Based Incentive (CBI) scheme.

The estimated annual financial implications of the Commission's recommendations is Nu. 6,000 million. This will be funded, in part, through one off top up from the Druk Holding and Investments Ltd (DHI), which will be over and above the dividend to be provided and transferred to the Ministry of Finance (MoF).

1. Introduction

Upholding Article 30 of the Constitution of the Kingdom of Bhutan, the Royal Kasho constituted the Sixth Pay Commission (6PC).

The Commission was tasked to review and recommend to the Government a revision in the pay, allowances and benefits of the public servants to address the current challenges faced by the public service. The proposal would be built on the revised pay, allowances and benefits of the public servants enacted through the Pay Structure Reform Act of Bhutan 2022. The Commission held its first meeting on February 24, 2023.

The Commission directed that stakeholder consultations be carried out to better understand the ground realities and expectations of the pay revision. Common issues raised included the need to fairly remunerate public servants such that they can maintain a reasonable standard of living against the backdrop of rising costs of living and the need to save for their future.

While there were expectations for a substantial revision, the Commission recognized the need to strike a balance between taking care of the current needs of public servants and the long-run sustainability of any proposed upward pay revision. Upholding the Constitutional requirement to meet all recurrent expenses from domestic resources, the fiscal space of the government was constrained to meet any substantial revision in the next few years. However, the one-off top up from the DHI will help to close the funding gap in order to meet the proposed pay revision.

2. Objectives

The pay revision is premised on the following objectives:

- To ensure public servants are fairly remunerated such that they can aspire to maintain a reasonable standard of living; and
- To motivate and retain talented people in the public service.

3. Methodology

The Commission took into consideration the following issues:

3.1 Cost of Living Assessment

The assessment on the cost of living in the country is based on the Bhutan Living Standards Survey 2022, which provided a proxy on the basic requirements to maintain a reasonable standard of living in the country. The sample size of 13,416 households represented a total of 164,331 households and 650,118 persons. The mean monthly per capita household consumption expenditure in the urban area was Nu.19,374, while the per capita household consumption of the 1st quintile (Nu.5,810) was six times lower than those in the 5th quintile (Nu.35,230).

3.2 Pay Compression Ratio

The pay compression ratio measures the difference in pay between an entry-level and a senior-level position within an organization. A small ratio means that there is a small difference in pay between entry-level and senior-level employees, which could lead to turnover among experienced/skilled professionals with no incentives to perform better. Therefore, in line with the vision to build a meritocratic society, it is important to maintain a wider compression ratio. With the proposed revision, the (gross) pay compression ratio stands at 6.7, which is an improvement from 6.2 in the year 2022.

To compute the pay compression ratio, the Commission has taken the position of Cabinet Secretary as the highest level and Operations (O) level as the lowest level regular position in the civil service.

Table 1: Pay Compression Ratio in Public Service

Revision Period	Cabinet Secretary Vs O4	
	Gross Pay	Net Pay
2010	9.4	8.9
2014	8.9	8.0
2019	7.3	6.4
2022	6.2	5.2
2023 (Proposed Revision)	6.7	5.5

3.3 Stakeholder Consultation

An extensive stakeholder consultation was conducted with the agencies to better understand the cost-of-living challenges faced by public servants.

While the majority expressed the need for a better pay package to meet the rising cost of living, recommendations for enabling working environments and other issues such as flexible working arrangements, child care support, health insurance, review of rules and regulations (Rules for Administrative Disciplinary Actions (RADA) of the Royal Civil Service Commission (RCSC)) were raised by the stakeholders. The need to monitor exorbitant increase in prices due to pay revision including house rent and discontinuation of entering mandatory pension after the 20th year of service were also some of the issues highlighted. As some of the recommendations raised during the consultations goes beyond the ambit and mandate of the Pay Commission, they have been compiled and will be shared in due course with the concerned agencies for their review.

3.4 Fiscal Outlook

The fiscal outlook from the medium-term fiscal framework as of March 31, 2023 indicates a tight fiscal position given the constraints on the resources side and increased budgetary spendings. As a result, the fiscal deficit is estimated to remain elevated at more than 7 percent of GDP indicating a higher financing

requirement that needs to be sourced from either external sources or the domestic market. Considering the macro-economic fundamentals of the country, incurring higher fiscal deficit will compromise the longer-term sustainability of the economy. Any revision in the pay and allowances will have to fit within the fiscal framework to ensure that recurrent expenses of the government are solely met from the domestic resources, and that the future fiscal sustainability of the country is not compromised.

Thus, fiscal consolidation and prudent expense management remains inevitable to move towards a more sustainable trajectory for the country. Efforts must continue to enhance resource mobilization and rationalize expenditures through efficiency gains from improved service delivery, right sizing of the public service, curtailment of unnecessary discretionary expenses and reduction of any duplication and wastage.

4. Coverage of Public Servants

The revisions in the pay, allowances, benefits and other emoluments for all public servants drawn from the Consolidated Fund are recommended by the Pay Commission in line with Article 30 of the Constitution of the Kingdom of Bhutan.

However, the earlier Pay Commissions had excluded other public servants under the Royal University of Bhutan (RUB), Khesar Gyalpo University of Medical Sciences of Bhutan (KGUMSB), and Jigme Singye Wangchuck School of Law (JSWL) from the purview of the Pay Commission as the pay, allowances and benefits drawn from the Consolidated Fund were under different funding modalities. However, since they continue to depend on the State Exchequer to fund their pay, allowances and benefits, it was deemed necessary and relevant to bring them (RUB, KGUMSB and JSWL) under the purview of the Pay Commission until and unless they became fully financially sustainable on their own.

Therefore, the pay, allowances and benefits for RUB, KGUMSB and JSWL have been brought under the scope and mandate of the Sixth Pay Commission.

5. Pay Revision

In keeping with the principle of providing a decent pay package and fair remuneration to the public servants to improve the living standards and to drive motivation, the following factors have been considered by the Commission for the pay revision:

- Mean monthly per capita household expenditure of Nu.19,374 is required as per the BLSS 2022 report;
- Attract and retain talent for critical leadership and management roles;
- Promote meritocracy and motivate performance;
- Recognize increased responsibility and accountability;
- Promote career progression; and
- Ensure pay parity between the public servants.

The proposed pay revision to the public servants will be as follows:

- Pay Structure Reform Act of Bhutan 2022 shall be the baseline for the current revision;
- Pay scale shall remain unchanged at its current level and the revision shall be given as a percentage of the minimum pay scale at each position level; and
- Proposed pay revision shall form a part of the *Variable Pay* as per the clean wage pay structure.

5.1 Pay Revision of Civil Servants

The Commission proposes an upward revision of 50 percent of the minimum pay scale across all position levels in the civil service. The pay revision and the incremental raise from the Pay Structure Reform Act of Bhutan 2022 are presented in Annexure I and II.

Factoring in the effect of both the pay revisions, since it is expected that the outcome of the Sixth Pay Commission will also come into implementation from July 2023, the increase in the overall pay package will range from 55 percent for staff at the higher level to 74 percent for staff at lower level.

5.2 Pay Revision of Other Public Servants

Similarly, the Commission recommends an upward revision of 50 percent of the minimum pay scale for other public servants. The details on the pay revision and the Pay Structure Reform Act 2022 are presented in Annexure III & IV.

The revision for the employees of the Election Commission of Bhutan, the Judicial Services, Royal Academy of Performing Arts (RAPA) and Para-Regular services shall be at par with the equivalent positions mapped in the Civil Service.

5.3 Pay Revision of Other Public Servants - RUB, KGUMSB & JSWL

Pay Commissions in the past had excluded the public servants under the Royal University of Bhutan (RUB), Khesar Gyalpo University of Medical Sciences of Bhutan (KGUMSB), and Jigme Singye Wangchuck School of Law (JSWL) from the purview of the Pay Commission.

After the RUB was delinked from the civil service, the pay, allowances, benefits and other emoluments were drawn in the form of capitation fees from the Consolidated Fund. However, the emoluments for KGUMSB and JSWL were drawn from the Consolidated Fund like the other public servants.

As the approval of the pay, allowances and benefits for these public servants is drawn from the State Exchequer and approved by the Government, it is deemed necessary and relevant to bring them (RUB, KGUMSB and JSWL) under the purview of the Pay Commission. Therefore, the RUB, KGUMSB and JSWL shall be included under the purview of the Sixth Pay Commission.

6. Pay Structure Reform for RUB, KGUMSB, JSWL

6.1 Structural reform to Current Remuneration System

Similar to that of civil servants, the Commission proposes to move the current remuneration system of RUB, KGUMSB and JSWL to a clean wage system such that existing allowances shall be clustered into the following categories and treated accordingly:

1. **Removed and not converted to cash wages:** Allowances that do not have a direct bearing or have a negative effect on the efficiency or efficacy of a public servant’s ability to discharge his or her duties or are no longer relevant have been removed;
2. **Subsumed/Removed and converted to cash wages:** Relevant allowances that are provided across the board and tied to professional skills have been subsumed under the variable pay and thereafter ceases to exist;
3. **Retained with adjustments:** Certain allowances required to support public servants in discharging their duties have been retained with some adjustments; and
4. **Retained as-is:** Allowances tied to specific circumstances or posts have been retained as these allowances would not apply once those circumstances change.

6.1.1 Pay Structure

The salary structure under Clean Wage system shall be as follows:

	=	Fixed Pay	+	Variable Pay
Clean Wage		i. Monthly Basic Pay (MBP) ii. Non-Pensionable Monthly Pay (NPMP)		i. Monthly Variable Compensation (MVC) ii. Performance Based Incentives (PBI), to be implemented following revamp of Performance Management System

Fixed pay would comprise the following:

- i. *Monthly Basic Pay (MBP), which will be used for the calculation of post service benefits and other computations currently pegged to the basic pay; and*
- ii. *Non-Pensionable Monthly Pay (NPMP) will include existing allowances applicable across the board (HRA).*

Variable pay would comprise the following:

- i. *Monthly variable compensation (MVC) includes the cash equivalent of allowances that remain relevant; and*
- ii. *Performance based incentives (PBI).*

6.2 Treatment of Allowances

6.2.1 Allowances removed and not converted to cash:

i.	Officiating allowance	In line with the Pay Structure Reform Act of Bhutan 2022, these allowances have been removed similar to that of the civil servants. These allowances do not have a direct bearing or have a negative effect on the efficiency or efficacy of a public servant's ability to discharge his duties or are no longer relevant.
ii.	In-country training Daily Subsistence Allowance (DSA)	
iii.	Personal pay	
iv.	Cash Handling Allowance	
v.	Communication Allowance	

6.2.2 Allowances subsumed/removed and converted to cash:

i.	House Rent Allowance (HRA)	HRA shall be subsumed under the non-pensionable monthly pay. While the LE, LTC, PA & NTA shall be subsumed under the Variable Pay as monthly variable compensation.
ii.	Leave Encashment (LE) and LTC	
iii.	Professional Allowance (PA): Teaching and Clinical Allowance	
iv.	Non-Teaching Allowance (NTA)	

6.2.3 Allowances retained with adjustments

i.	Travel and Daily Allowance & Travel Mileage	These allowances are retained with adjustment inline with the Pay Structure Reform Act of Bhutan 2022 and for further streamlining the process.
ii.	Contract Allowance	
iii.	Carriage Charges for personal effects during Transfer/ Retirement	

6.2.4 Allowances Retained as-is

i.	Overtime Allowance	These allowances which are tied to specific circumstances are retained as-is.
ii.	Core Faculty Allowance	
iii.	Adjunct Faculty Allowance	
iv.	Head of Department and Dy. Dean Allowance	
v.	Post Service Benefits	

6.3 Pay Revision for RUB, KGUMSB and JSWL

The Commission reviewed the existing remuneration package of RUB, KGUMSB and JSWL and found that the remuneration packages of these institutions were substantially higher compared to the other public servants. While acknowledging the importance of building quality tertiary institutions, a certain level of pay parity within the public service needs to be maintained. Therefore, in light of the higher remuneration packages in the tertiary institutions and keeping with the principle of ensuring pay parity, fairness and equity between the public servants, the Commission recommends the upward pay revision of RUB, KGUMSB and JSWL to be calibrated as follows:

a. Non-Teaching Staff

Table 2: *Pay Revision of Non-Teaching Staff (%)*

Position Category	RUB	KGUMSB & JSWL
EX3 and Above	20%	40%
ES1 and Below	40%	40%

- *The RUB executives (EX Level and above), currently draws 45 percent of the minimum pay scale as Non-Teaching Allowance (NTA). In addition, 20 percent of the minimum pay scale is recommended by the Commission for the RUB Executives (EX Level and above).*
- *Whereas, the Commission recommends 40 percent of the minimum pay scale for the Non-Teaching staff of RUB (ES Level and below) given that 15 percent of the minimum pay scale is already provided as NTA.*
- *Similarly, the Commission recommends 40 percent of the minimum pay scale for Non-Teaching staff of JSWL & KGUMSB given that 15 percent of the minimum pay scale is already provided as NTA.*

The revision will form part of the variable pay under the clean wage system and the total revision for the non-teaching staff is presented in Annexure V (a).

b. Teaching Faculty

40 percent of the minimum pay scale is recommended for the teaching faculty of RUB, KGUMSB and JSWL. The total revision for the teaching faculty shall be as presented in Annexure V(b).

7. Allowances and Benefits

The Commission received numerous proposals for allowances and benefits for the engineers, veterinary doctors, lawyers, tax and customs auditors, election commission officers, air navigation and aerodrome personnels, doctors, nurses, anti-corruption commission officials, Royal Institute of Management faculties, and the National Centre for Hydrology and Meteorology staffs during the stakeholder consultations. The agencies reasoned the attrition rate, retention, stigmatization, risk and huge accountability factors in their respective jobs as meriting special allowances.

The Commission noted all the concerns raised and cognizant of such issues being prevalent across all agencies in the public service, proposes to regularize the **one-off 5 percent indexation** and the **one-off fixed payment** (given to public servants at the P1 position level and below). The continuity of the one-off 5 percent indexation and one-off fixed payment was endorsed by the Parliament to be reviewed by the Government on a periodic basis to give the Government the flexibility and levers to adjust to the fiscal situation of the country.

In addition, the Commission noted the urgency to retain professionals in the healthcare sector. Therefore, the allowances given to MBBS Doctors, Specialist and Subspecialist have been reviewed.

Recognizing the reforms taking place in the education sector, The Commission supports shifting the existing teaching allowances system from a purely tenure-based scheme to the Competency Based Incentive (CBI) scheme.

7.1 Doctors

To help retain healthcare professionals, the MBBS Doctors, Specialist and Subspecialist have been provided additional increment on the existing professional allowance subsumed under the variable pay. The recommended revision is as follows:

Table 3: *Professional Allowance for Doctors*

Category	Existing Professional Allowance	Proposed Professional Allowance
General	45%	55%
Specialist	55%	70%
Subspecialist	60%	80%

The Dungsos will remain at the same level of professional allowance of 45 percent, 55 percent and 60 percent with the same conditions.

7.2 Teachers

With the expected rollout of a Competency Based Incentive (CBI) for teachers as part of the ongoing education reforms, the Commission has reviewed the overall pay package in its entirety. This is to ensure that the professional allowances tied to teaching competencies are carefully determined and incentivized for specialization.

In order to enhance the standards of excellence and professionalism within the teaching profession, the Commission recommends streamlining the professional allowance. This involves compensating teachers/TVET trainers based on their competency through a fair and competitive pay structure.

The professional allowance of 35 percent, 45 percent and 55 percent which is based on the number of years of teaching service, is recommended to be shifted to competency-based assessment. This means that teachers/TVET trainers shall be eligible for higher professional allowance or the competency-based incentive after successfully completing a skill assessment test as follows:

Table 4: Allowance & CBI for Teachers/TVET Trainers

Category	%
Pay Revision	50%
Competency Based Incentive (CBI)	
Beginners	35%
Proficient/Trainers	45%
Accomplished/Sr. Trainer	55%
Distinguished/Master Trainer	65%

Teachers/TVET Trainers will join as Beginners with a CBI of 35% of the minimum pay scale of the position level. In order to upgrade from Beginners to the Proficient/Trainers level, teachers/trainers will have to undergo the proficient test and only upon successful completion of the test will be eligible for the 45% proficient incentive. Likewise, the same method will be applied for upgrading to the Accomplished/Sr. Trainer and Distinguished/Master Trainer levels.

For existing teachers/trainers already drawing the teaching allowance at 45%-55% of the minimum pay scale based on the number of years served, upgradation to the next level shall only be upon completion of the Proficient/Trainers and Accomplished/Sr. Trainer level assessment. For e.g, a teacher drawing a teaching allowance of 45%, in order to be eligible for the next level allowance of 55%, he/she should successfully complete both the assessment at the Proficient/Trainers and Accomplished/Sr. Trainer level. This is recommended in view of the need to bring on board all existing teachers from a purely tenure based to competency-based incentive.

7.3 Special Contract Allowance

The Royal Civil Service Commission (RCSC) recently announced an expansion of the talent pool of civil service executives from non-career civil service in line with the civil service reforms.

The Commission acknowledged such initiatives to revamp the civil service and noted that this can also be adopted in other public services and can be extended to other professionals/experts besides the executives. In doing so, the Commission recognizes that the remuneration package will have to be decent to attract the best talent.

Therefore, the Commission recommends a special contract allowance to be approved by the Government to cater to such recruitment in the public services, including universities.

7.4 Post-Service Benefits

The post service benefits provided is a form of social security to provide support after retiring from the public service. The post service benefits are provided by the National Pension and

Provident Fund (NPPF) for all the public servants. Given the sustainability issues, the schemes provided by NPPF are under review. The Commission recognizing the reforms ongoing in the NPPF, the existing post-service benefits scheme will be continued until revised and notified by the Government in line with the NPPF reform.

7.5 Designated Duty Vehicle

The designated duty vehicle for executives will be maintained at the status quo until rationalization is carried out by the Government along with the pool vehicles.

7.6 Foreign Service Local Recruit

Bhutan has several embassies, missions and consulates around the world and employs locally recruited staff. Till date, the pay scale for the locally recruited staff have been fixed along with the pay scales of the public service forming part of the Pay Revision Act.

However, the Commission noted that these locally recruited staff are governed by the employment and labour laws of the respective countries, and the current pay structure for the locally recruited staff will have to be revised to suit such requirements. Therefore, the Commission recommends the following:

- The pay scale for the foreign service local recruits shall be discontinued with effect from 1st July 2023;

- The pay for the foreign service local recruits with effect from 1st July 2023 to be brought to a consolidated pay in the format of the clean wage system in consultation with the Ministry of Finance and upon approval of the Government;
- Any other benefits for the foreign service local recruits to be determined in consultation with the Ministry of Finance and upon approval of the Government.

8. Financial Implications

8.1 Sources of Financing

The Commission reviewed the medium-term fiscal framework to assess the fiscal space for the pay revision and to determine the magnitude of impact on the affordability and future sustainability. The following table summarizes the fiscal outlook:

Table 5: Fiscal Projections

	2023/24	2024/25	2025/26	2026/27	2027/28	Total
Domestic Revenue	42,246	47,214	63,627	62,874	65,450	281,411
Current Expenditure	39,545	43,122	46,215	49,714	51,349	229,945
O.w. Pay Structure Reform (5PC)	1,000	1,000	1,000	1,000	1,000	5,000
Operating surplus	2,701	4,092	17,412	13,160	14,101	51,466
Proposed Pay Bill (6PC)	6,000	6,000	6,000	6,000	6,000	30,000
Operating balance (with revision)	-3,299	-1,908	11,412	7,160	8,101	21,466
One-off top up from DHI	4,000	4,000				8,000
Net Operating balance	701	2,092	11,412	7,160	8,101	29,466

Considering the fiscal constraints balanced with the importance of better remunerating our public servants, the proposed pay revision will be financed in part through the one-off top up from the DHI.

8.2 Annual Financial Implications

The annual financial implications from the proposed revision is estimated at Nu. 6,000 million.

Besides additional revenue, the future sustainability has to come through efficiency gains from improved public service delivery, effective allocation and utilization of resources, right sizing of Civil Service and rationalization of duplicative and wasteful expenditures.

Table 6: Financial Implications of Pay Revision Proposals of the Sixth Pay Commission

Category	Amount (Nu. in Million)
Civil Servants	4,386.57
Other Public Servants	975.90
Sub-Total	5,362.47
RBP	466.64
JSW	7.13
RUB	139.99
KGUMSB	23.77
Sub-total of Other Public Servants	637.53
Grand Total	6,000.00

9. Implementation of the Pay Revisions

The Commission recommends the implementation of the pay revision for all public servants to be effective from July 1, 2023 coinciding with the new fiscal year 2023-24.

10. Submission of the Sixth Pay Commission Report

The Sixth Pay Commission was instituted under the Royal Kasho that came into effect on February 16, 2023. With the submission and presentation of the Pay Commission Report on May 11, 2023 to the *Lhengye Zhungtshog*, the Pay Commission has completed its mandate and assignment and shall be dissolved.

11. Annexures

Annexure I: Pay Revision of the General Civil Servants (%)

Total Revision from July 2023 (5th & 6th Pay Commission)			
Position	Pay Structure Reform Act2022	Recommended Revision	Total Revision
Cabinet Secretary	5%	50%	55%
Govt. Secretary	5%	50%	55%
EX1	5%	50%	55%
EX2	5%	50%	55%
EX3	5%	50%	55%
ES1	5%	50%	55%
ES2	5%	50%	55%
ES3	5%	50%	55%
P1	8%	50%	58%
P2/SS1	8%	50%	58%
P3/SS2	9%	50%	59%
P4/SS3	9%	50%	59%
P5/SS4	12%	50%	62%
S1	13%	50%	63%
S2	13%	50%	63%
S3	14%	50%	64%
S4	15%	50%	65%
S5	20%	50%	70%
O1	20%	50%	70%
O2	21%	50%	71%
O3	23%	50%	73%
O4	24%	50%	74%

Annexure II: Pay Revision of the General Civil Servants (Lump Sum)

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
Cabinet Secretary	4,210	42,090	46,300
Govt. Secretary	3,690	36,925	40,615
EX1	3,110	31,110	34,220
EX2	2,610	26,100	28,710
EX3	2,205	22,060	24,265
ES1	3,110	31,110	34,220
ES2	2,610	26,100	28,710
ES3	2,205	22,060	24,265
P1	2,830	18,285	21,115
P2/SS1	2,615	16,150	18,765
P3/SS2	2,415	14,160	16,575
P4/SS3	2,260	12,610	14,870
P5/SS4	2,530	10,325	12,855
S1	2,500	9,985	12,485
S2	2,405	9,050	11,455
S3	2,325	8,270	10,595
S4	2,235	7,340	9,575
S5	2,680	6,790	9,470
O1	2,665	6,650	9,315
O2	2,625	6,250	8,875
O3	2,570	5,680	8,250
O4	2,530	5,275	7,805

Annexure III: Pay Revision of Other Public Servants (%)

1. Members of the Parliament: National Council

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
Chairperson	5%	50%	55%
Dy. Chairperson	5%	50%	55%
Members	5%	50%	55%

2. Members of Parliament: For the Current National Assembly Members

Position	Recommended Revision	Total Revision
Prime Minister	50%	50%
Ministers	50%	50%
Opposition Leader	50%	50%
Speaker	50%	50%
Dy. Speaker	50%	50%
Members	50%	50%

3. Members of Parliament: For the New National Assembly Members

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
Prime Minister	5%	50%	55%
Ministers	5%	50%	55%
Opposition Leader	5%	50%	55%
Speaker	5%	50%	55%
Dy. Speaker	5%	50%	55%
Members	5%	50%	55%

4. Judiciary

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
Chief Justice of Supreme Court	5%	50%	55%
Drangpons of Supreme Court	5%	50%	55%
Chief Justice of High Court	5%	50%	55%
Drangpons of High Court	5%	50%	55%

5. Election Commission of Bhutan, Royal Audit Authority, Royal Civil Service Commission, Anti- Corruption Commission, and Office of the Attorney General.

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
Chief Election Commissioner/ Auditor General/Chairpersons	5%	50%	55%
Commissioner	5%	50%	55%
Attorney General	5%	50%	55%

6. Privy Council

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
Chairperson	5%	50%	55%
Council Members	5%	50%	55%

7. Local Government

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
Thrompons	5%	50%	55%
Gups	8%	50%	58%
Mangmi	9%	50%	59%
Dzongkhag Thromde Thuemi	9%	50%	59%
Thromde Thuemi	21%	50%	71%
Tshogpa	21%	50%	71%

8. Others

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
NFE Instructor	23%	50%	73%
ESP	26%	50%	76%
GSP	24%	50%	74%
ECCD Facilitator	20%	50%	70%

Annexure IV: Pay Revision of Other Public Servants (Lump Sum)

1. Members of Parliament: National Council

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
Chairperson	6,890	68,900	75,790
Dy. Chairperson	4,210	42,090	46,300
Members	3,690	36,925	40,615

2. Members of Parliament: For the Current National Assembly Members

Position	Recommended Revision	Total Revision
Prime Minister	95,400	95,400
Ministers	68,900	68,900
Opposition Leader	68,900	68,900
Speaker	68,900	68,900
Dy. Speaker	42,090	42,090
Members	36,925	36,925

3. Members of Parliament: For the New National Assembly Members

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
Prime Minister	9,540	95,400	104,940
Ministers	6,890	68,900	75,790
Opposition Leader	6,890	68,900	75,790
Speaker	6,890	68,900	75,790
Dy. Speaker	4,210	42,090	46,300
Members	3,690	36,925	40,615

4. Judiciary

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
Chief Justice of Supreme Court	6,890	68,900	75,790
Drangpons of Supreme Court	4,210	42,090	46,300
Chief Justice of High Court	3,875	38,770	42,645
Drangpons of High Court	3,690	36,925	40,615

5. Election Commission of Bhutan, Royal Audit Authority, Royal Civil Service Commission, Anti-Corruption Commission, and Office of the Attorney General.

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
Chief Election Commissioner/ Auditor General/Chairpersons/ Attorney General	4,210	42,090	46,300
Commissioner	3,360	33,620	36,980

6. Privy Council

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
Chairperson	6,890	68,900	75,790
Council Members	3,360	33,620	36,980

7. Local Government

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
Thrompons	2,610	26,100	28,710
Gups	2,650	16,520	19,170
Mangmi	2,240	12,390	14,630
Dzongkhag Thromde Thuemi	2,240	12,390	14,630
Thromde Thuemi	2,610	6,080	8,690
Tshogpa	2,610	6,080	8,690

8. Others

Position	Pay Structure Reform Act 2022	Recommended Revision	Total Revision
NFE Instructor	2,545	5,460	8,005
ESP	2,475	4,725	7,200
GSP	2,525	5,255	7,780
ECCD Facilitator	2,680	6,790	9,470

Annexure V: Pay Revision of Tertiary Education

a. Non-Teaching Staff (lump sum)

Position Level	RUB	KGUMSB & JSWL
Vice Chancellor/ President	16,835	33,670
Registrar	14,770	29,540
EX-1	12,445	24,890
EX-2	10,440	20,880
EX-3	8,825	17,650
ES-1	24,890	24,890
ES-2	20,880	20,880
ES-3	17,650	17,650
P1	14,630	14,630
P2/SS1	12,920	12,920
P3/SS2	11,325	11,325
P4/SS3	10,090	10,090
P5/SS4	8,260	8,260
S1	7,990	7,990
S2	7,240	7,240
S3	6,615	6,615
S4	5,870	5,870
S5	5,430	5,430
O1	5,320	5,320
O2	5,000	5,000
O3	4,540	4,540
O4	4,220	4,220
GSP	4,200	4,200
ESP	3,780	3,780

b. Pay Revision of Teaching Faculty (lump sum)

Position Level	Lump sum
ES-1	24,890
ES-2	20,880
ES-3	17,650
P1	14,630
P2/SS1	12,920
P3/SS2	11,325
P4/SS3	10,090
P5/SS4	8,260
S1	7,990

