

Minutes of 447th MHRC Meeting
MINISTRY OF INFORMATION AND COMMUNICATIONS

Venue: MoIC Mini Conference Hall
Date: 29th January 2020 (Wednesday)
Time: 10: AM

Human Resource Division

447th Human Resource Committee (HRC) Meeting Ministry of Information and Communications, 29th January 2019

- 1. Adoption of Agenda**
- 2. Ratification of the Minutes of 446th MHRC Meeting**
- 3. Follow up report of the 446th MHRC Meeting**
- 4. Short Term Training**
- 5. Invitations/Offers**
- 6. Endorsement of selection interview result for post of 2 Security Assistant under DoAT**
- 7. Voluntary Resignation Proposal of Mr. Kezangla, Assistant Registration and Licensing Officer, RSTA, Regional Office Gelephu.**
- 8. Transfer proposal**
 - 8.1: Transfer of Mr. Thinley Tobgay (EID: 20121100947), Regional Transport Officer, Regional Office Samdrup Jonkhar to Regional Office Gelephu.**

Tsirang.

- 9. Retention of Mrs. Tshering Denkar (EID:20200116941), Asst. Transport Officer, Chukha Base Office, Phuentsholing Regional Office at RSTA Head Office, Thimphu.**
- 10. Request for the replacement of two ICT Officers on Consolidated Contract at Ministry of Finance.**
- 11. Requesting to Open up for the post of Chief ICT Officer under MISD, RCSC.**
- 12. AoB**

Members present: Secretary (Chair) Director, DoAT, Director, DITT, Mr.Tashi Tenzin, Offtg. Director, DoIM, Mr. Ugyen Norbu, Offtg. D.G, RSTA,Mr.Thinley Dorji, Offtg, Chief Planning Officer, PPD, Legal Officer and Offtg. Chief HR Officer.

Members absent: Director General, RSTA , Chief PPD and Director, DoIM

- HRC members signed the Conflict of Interest form declaring that they do not have any Conflict of Interest.
- Sonam Rabten, Yeshey Lhazomme and Karma Thinley from HRD also attended the MHRC meeting

Agenda 1: Adoption of Agenda

12(Twelve) agenda items were tabled for deliberation.

Decision: *MHRC adopted the agendas as proposed*

Agenda 2: Ratification of the Minutes of the 446th MHRC Meeting

The Draft Minutes of 446th MHRC Meeting was circulated to the MHRC members via email on 21st January 2020 with a request for comments to be sent by 24th January 2020.

Decision: The minutes of 446th MHRC meeting was ratified with minor changes

Agenda 3: Action Taken Report

Sl. No	Agenda: follow up of 446th MHRC	Action taken report	MHRC further directives
3.1	<p>Course: Cadet officer Training with RBP</p> <p>Institute/Country: In Country</p> <p>Source of Fundings: RGoB</p> <p>Start date and End Date/Duration: Towards end of January 2020(Director, DoAT to confirm the schedule)</p> <p>Nominations:</p> <p>1. Mr. Namgay Wangchuk , Asst. Security Officer, DoAT</p>	<p><i>Director, DoAT discussed with RCSC and has been advised to route through MHRC.</i></p> <p><i>The MHRC duly approved the request made by DoAT.</i></p> <p><i>HRD has written to RCSC vide letter no.MoIC/HRD-36/2020/1028, dated 22nd January 2020 with justification received from DoAT. Response from RCSC still pending.</i></p>	<p><i>Noted</i></p> <p><i>MHRC directed HRD to follow up with RCSC</i></p>
3.2	<p>STT:Agenda 4</p> <p>Course: Invitation to the 17th ITU World Telecommunication/ICT Indicators Symposium (WTIS)</p> <p>Institute/Country: Geneva, Switzerland</p> <p>Source of Funding: ITU</p>	<p><i>PPD had nominated Thinley Dorji, Dy. Chef Statistical Officer but the nomination was kept pending as MHRC directed DITT and PPD to discuss & nominate jointly</i></p>	<p><i>Joint nomination from DITT and PPD has been submitted to HRD for further submission to MHRC for approval</i></p>

	<p>Start date and End Date/Duration: 15-17 April, 2020</p> <p>Nominations:</p> <p>1. Thinley Dorji, Dy,Chief Statistical officer PPD has been proposed by PPD to attend the training</p>	<p><i>HRD has forwarded invitations to DITT and PPD to discuss and nominate jointly. PPD and DITT jointly nominated Mr.Thinley Dorji, Dy.Chief Statistical Officer from PPD which is reflected under training proposal.</i></p>	
3.3	<p>Course: Expert Group Meeting on “Improving Domestic Ferry safety in Support of Safe Maritime Connectivity in Asia and the Pacific”</p> <p>Institute/Country: UNCC, Bangkok, Thailand</p> <p>Source of Funding: UNESCAP</p> <p>Start date and End Date/Duration: 17-18 March, 2020</p>	<p><i>MHRC directed HRD to seek nomination from PPD and RSTA.</i></p> <p><i>As per the MHRC directives HRD has forwarded invitations to RSTA and PPD for nomination. Nomination from RSTA received and nomination from PDD still pending</i></p>	<p><i>MHRC was informed that RSTA has submitted their nomination and PPD to submit their nomination at the earliest for submission to MHRC for approval</i></p>
3.4	<p>7.2 Mr. Sangay Dorji (EID:20090314029) Security Assistant, DoAT</p>	<p><i>MHRC approved the voluntary resignation of Mr.Sangay Dorji (EID:20090314029) Security Assistant, DoAT and directed HRD to write to RCSC for his replacement as requested by DoAT.</i></p> <p><i>As per the directive, HRD has written to RCSC vide letter.MoIC/HRD-36/2020/1029, dated 24th January 2020 seeking his replacement.</i></p>	<p><i>Noted</i></p>
3.5	<p>Course:Disaster Preparedness and Response Course</p> <p>Institute/Country: Washington, DC</p> <p>Source of Funding: United States Telecommunications Training Institute. Request for 50% DSA</p> <p>Date date and End Date/Duration:25th October-1st</p>	<p><i>Follow up of 432 and 441 MHRC</i></p> <p><i>As per 432 HRC meeting dated 7th October, 2019, the nomination of Khandu Dorji, Sr Planning officer, PPD was approved as the Meeting was informed that the funding was</i></p>	<p><i>Deferred to the next MHRC.</i></p> <p><i>MHRC directed HRD to ask Khandu to submit the initial letter of acceptance</i></p>

	<p>November, 2019</p> <p>Nominations:</p> <p>1. Mr. Khandu Dorji, Sr. Planning Officer, PPD</p>	<p><i>fully supported by USTTI.</i></p> <p><i>MHRC noted that it is highly irregular to approve payment of DSA Ex post-facto.</i></p> <p><i>Khandu should prove that the funding was withdrawn by USTTI after his departure for the training from Bhutan.</i></p> <p><i>Approval of 432nd MHRC was accorded under the condition that there was no RGoB funding required.</i></p> <p><i>Mr. Khandu has requested the management for payment of 50% DSA as he was paid only for the round trip airfare and accommodation. There was no separate DSA/incidental expenses provided for the duration of the training which had to be managed by the candidate.</i></p> <p><i>As per clause 9.9.1.2 of Chapter 9, BCSR 2018 he is entitled to 50% DSA since the organizer provided only the accommodation and working lunch.</i></p> <p><i>50% DSA for the duration of the training amounts to a total of 750\$.</i></p> <p><i>Khandu has submitted a letter duly signed by USTTI as per the directives of 441 MHRC.</i></p>	<p><i>indicating full funding support from USTTI</i></p>
<p>3.6</p>	<p>Course: Masters Course on Development</p> <p>Institute/Country: Australia</p> <p>Source of Fundings: Self Funding</p> <p>Start date and End Date/Duration: 17th February 2020 to 31st December, 2021</p>	<p><i>Follow up of 430 MHRC dated 23rd Sept.2019 - information sharing</i></p> <p><i>HRC deliberated on his Deferment of LTT and directed HRD to inform RCSC regarding his</i></p>	<p><i>noted</i></p>

	<p>Nominations:</p> <p>1. Mr. Sonam Dhendup (EID:20160106417) Program Officer, RSTA</p>	<p><i>study leave deferment.</i></p> <p><i>HRD has written to RCSC regarding his study leave deferment.</i></p>	
--	--	---	--

Agenda: 4 Short Term Training

Sl. No	Agenda	Background/Recommendations/Trainings attended in the last 6 months	MHRC Deliberation and Decision
--------	--------	--	--------------------------------

<p>4.1</p>	<p>Course: Workshop on Professionalizing the Civil Service Program Institute/Country: Source of Fundings: RCSC Start date and End Date/Duration: 2-6 March, 2020 Nominations:</p> <ol style="list-style-type: none"> 1. Pempa Tshering (EID:200601071) Chief, ICTM. 2. Ugyen Lhamo (EID:)Asst. Program Officer. 3. Jigme Lhendup (EID:20160106448) ICTO 4. Sonam Tenzin (EID:) ICTO, DITT 5. Yeshey Lhazomm, (EID:20180111452) Asst. HRO <p>Note: Submission of the nomination to RCSC latest by 31st January, 2020</p>	<p><i>HRD: No Obligation as per the record</i></p>	<p><i>Approved</i></p>
-------------------	--	---	-------------------------------

4.2	<p>Course: Invitation to the 17th ITU World Telecommunication/ICT Indicators Symposium. Last Date: 2 March 2020</p> <p>Institute/Country: Geneva, Switzerland</p> <p>Source of Fundings: ITU</p> <p>Start date and End Date/Duration: 15 - 17 April 2020</p> <p>Nominations:</p> <ol style="list-style-type: none"> 1. Thinley Dorji, Dy,Chief Statistical officer, PPD has been proposed by PPD to attend the training 	<p>As per the directives of 446th MHRC, DITT and PPD to jointly nominate .</p> <p>DITT and PPD have jointly nominated Thinley Dorji, Dy.Statistical Officer, PPD to attend the Symposium.</p> <p>Mr. Thinley Dorji has attended AI in Healthcare Conference and Datathon from 17th to 19th January 2020 in New Zealand</p> <p>HRD: No Obligation as per the record</p>	<i>Approved</i>
4.3	<p>Course: 7th Asi@Connect Meeting</p> <p>Institute/Country: Kathmandu, Nepal</p> <p>Source of Fundings: Asi@Connect</p> <p>Start date and End Date/Duration: 2nd March, 2020</p> <p>Nominations:</p> <ol style="list-style-type: none"> 1. Mr. Sonam Phuntsho (EID:200601082) Chief ICT Officer, DITT 	<p>Mr. Sonam Phuntsho has attended “Evaluation Meeting of 4th Asi@Connect call for Proposal and GISTDA Meeting” from 10-13 December, 2019 in Bangkok, Thailand</p> <p>HRD: No Obligation as per the record</p>	<i>Approved</i>

<p>4.4</p>	<p>Course: The third Global Ministerial Conference on Road Safety “Achieving Global Goals Institute/Country:Stockholm, Sweden Source of Fundings: Start date and End Date/Duration: 19th to 20th February 2020</p> <p>Nominations: Mr.Bhim lal Suberi, Chief Planning Officer, PPD</p>	<p><i>The invitation has been extended to the Ministry, Inviting Hon’ble Lyonpo, however Hon’ble Lyonpo is unable to attend the conference due to the dates coinciding with His Majesty’s Bday celebrations. Specifically instructed by Lyonpo for all HoDs not to attend the conference.</i></p> <p><i>Chief PPD was nominated to attend the conference as a representative of MoIC and MHRC directed HRD to seek clearance from RCSC since he will be preparatory on leave. HRD informed MHRC that his application for the post specialist has been conveyed to RCSC. Secretary instructed HRD to share a copy of the letter sent to RCSC</i></p>	<p>Endorsed</p>
-------------------	--	--	------------------------

Agenda 5: Invitation/Offer

Sl. No	Agenda	Background/Recommendations/Last Trainings	MHRC deliberation & Decision
a	<p>Course: Workshop on "Spectrum Monitoring and Quality of Service Institute/Country: Accra, Ghana Source of Fundings: ITU Start date and End Date/Duration: 16-20 March, 2020 Nominations:</p> <p>The workshop targets professional and technical staff from government , operators and regulatory agencies responsible for planning, implementation and operation of spectrum monitoring as well as quality of Service monitoring systems. Participants must have at least three years of professional experience in the area.While the workshop is targeting participants from the Africa region, participants from other regions are also welcome.</p> <p>Nomination must reach no later than 16th February 2020.</p>	<p>The invitation has been extended to the Ministry by ITU vide letter.Circular BDT/DKH/CSD/032, dated 24th January 2020.</p> <p>The workshop will, among other topics, focus on the following:</p> <ol style="list-style-type: none"> 1. Challenges of spectrum monitoring/ITU compliance spectrum monitoring. 2. Interference hunting 3. SMS4DC 4. R&S indoor Quality of Service Management. 5. Organization of works within ITU-T SG12 & quality of service concepts,and ITU-D SG1 on consumer protection action. 6. Quality of telephony as a service. 7. QoE measurement in video services. 8. QoS field monitoring. 9. ITU-T recommendation on QoS/QoE aspects of 4G 10. Introduction to IMT 2020 and 5G technology update. 	<p><i>Forward the invitation to DITT for review and nomination</i></p>

<p>b</p>	<p>Course: ITU Asia-Pacific Spectrum management Workshop (30th March 2020) and Satellite Symposium (2-3 April 2020) Institute/Country: Jakarta, Indonesia Source of Fundings: ITU, with support from its partners, is pleased to provide one partial fellowship (covering meals and accomodation for the two ITU events) for each eligible country. Start date and End Date/Duration: as mentioned above. Nominations: Preference will be given to those relevant applicants who would contribute to assigned sessions of the workshop through country case studies.</p> <p>Applicants requesting fellowship are required to submit their fellowship request form duly signed by their respective administration by no later than 29th Feb,2020.</p> <p>.</p>	<p>The invitation has been extended to the Ministry by ITU vide letter.Circular BDT/DNS/TNS/DM/138, dated 22nd January 2020.</p> <p>The workshop is back to back with the 6th Annual Asia-Pacific Spectrum Management Conference organized by Forum Global from 31 March to 1st April 2020 at the same venue.</p> <p>The workshop aims to bring together senior level staff from policy makers, regulators, industry and academic for discussion on key spectrum management issues including but not limited to:</p> <ol style="list-style-type: none"> 1. WRC-19 results and implications. 2. WRC-23: Challenges ahead. 3. IMT2020 (5G): Road maps. 4. Satellite communications: new trends and systems. 5. HAPS:roadmaps 6. Future telecommunication networks. <p>The events are kindly hosted by Ministry of Communication and Informatics (MCI), Indonesia</p>	<p>Forward the invitation to DITT for nomination</p>
-----------------	---	---	---

<p>c</p>	<p>Course: Mastering Energy Storage and Charging Electric vehicles Institute/ Country:InFocus International group, Singapore Source of Fundings: Start date and End Date/Duration: 16-20 March 2020 Nominations: The invitation is extended to the Project Manager and other technical officials who look after the EV initiatives in the Ministry of Information and Communications, Bhutan to participate in the Mastering Energy Storage & Charging Electric Vehicles (EVs) workshop in Singapore on 16 – 20 March 2020.</p> <p>Registration will be closed on 31 January 2020. You may take advantage of the Group Discount, which is applied on registration of 3 or more delegates.</p> <p>The course fee for 1-2 persons is USD 5290 and USD 4760 (10% group discount) for 3 persons or more which includes:</p> <ul style="list-style-type: none"> - The course itself - Full set of course material (hardcopy & softcopy) - Buffet lunch on all course days - 2 networking/coffee breaks on all course days - Course Certificate 	<p>The workshop is a practitioner-focused guide to master the technology solutions, business considerations and competitive environments of the booming electricity storage market. Our trainer is a respected energy business analyst & trainer with over 25 years' commercial experience in industry research, analysis, business intelligence and training. His business experience has spanned both the energy and telecoms/IT industries, providing an informed perspective on how convergence of the two into a smarter system will bring major change to the way electricity is generated, distributed and consumed. With his business experience preceded by an outstanding academic background, he has the expertise to help energy investors, product innovators, project developers, policymakers and others to navigate the opportunities and threats created in the transition to cleaner, smarter and more connected power systems in over 25 countries across 5 continents.</p>	<p>The training proposal was not approved. MHRC felt that the cost for the training is too high(USD 5290/- per candidate) and further directed that alternative training should be explored for at least 3 candidates to attend, with 2 from PPD and 1 from RSTA.</p> <p>MHRC directed Project Management unit to explore for funds</p>
-----------------	--	--	---

	<p>Course Duration: 9 months (July 1, 2020 – March 31, 2021)</p> <p>Application deadline: 28th February, 2020</p> <p>Eligibility: Master's degree in science or Bachelor's degree in Engineering or equivalent qualification teaching to the field of study followed by a minimum of 5 years of environmental analysis, geology, oceanography etc. (For candidates with higher qualifications, the minimum experience may be relaxed). Graduate level Knowledge in mathematics and statistics is also required.</p> <p>Financial support: CSSTEAP will pay the living allowance for the entire duration of the course, airfare and waive off the fee for selected candidates</p>	<p>As an outcome of a meeting between the Department of Information Technology and Telecom (DITT) and a team of scientists from the Indian Space Research Organisation (ISRO) in July last year, ISRO has offered to assist Bhutan in developing human resource capability for remote sensing (RS) technology. Accordingly, a working group consisting of members from several government agencies was formed lead by DITT. The working group consolidated a list of requirements for capacity development in RS technology and it was further communicated to ISRO. Following which, ISRO has reverted with a few proposals out of which a post-graduate diploma course in RS/GIS will commence soon.</p> <p>Course details:</p> <table border="1" data-bbox="793 834 1558 1370"> <thead> <tr> <th>Semester</th> <th>Module</th> <th>Duration</th> <th>No. of papers</th> <th>Topics</th> <th>Credits required (6 credits/paper)</th> </tr> </thead> <tbody> <tr> <td rowspan="3">I</td> <td rowspan="3">1</td> <td rowspan="3">4 months</td> <td rowspan="3">5</td> <td>Remote sensing (compulsory)</td> <td rowspan="3">30</td> </tr> <tr> <td>Image Interpretation and analysis (compulsory)</td> </tr> <tr> <td>Photogrammetry (compulsory)</td> </tr> </tbody> </table>	Semester	Module	Duration	No. of papers	Topics	Credits required (6 credits/paper)	I	1	4 months	5	Remote sensing (compulsory)	30	Image Interpretation and analysis (compulsory)	Photogrammetry (compulsory)	<p>Endorsed for Submission to RCSC</p>
Semester	Module	Duration	No. of papers	Topics	Credits required (6 credits/paper)												
I	1	4 months	5	Remote sensing (compulsory)	30												
				Image Interpretation and analysis (compulsory)													
				Photogrammetry (compulsory)													

				Geoinformatics (compulsory)	
				Recent Trends in RS and GIS & Environmental Assessment and Monitoring (compulsory)	
II	2	2 mont hs	4	Agriculture & Soils (optional)	24 (choose one of the topics)
				Forest Ecosystem Assessment and Management (optional)	
				Geosciences & Geo-hazards(optional)	
				Urban and Regional Analysis (optional)	
				Marine and Atmospheric Science (optional)	
				Water Resources (optional)	
				Satellite Image	

				Analysis & Photogrammetry (optional)	
				Geo-informatics (optional)	
	3	3 months	-	Pilot Project	22
Total					76

Agenda 6: Endorsement of selection interview result for post of 2 Security Assistant under DoAT

As proposed and endorsed during the 446th M HRC Meeting held on 20th January 2020.

- The HRD coordinated selection interview 10 candidates were shortlisted out of 10 shortlisted candidates 6 reported for selection interview.
- The following were considered for the selection interview results for the aforementioned post:
- Academics 50% and viva voce (50% each)

The Highest and Lowest marks of the panel members were excluded and an average was taken to determine the final marks for the viva voce as per BCSR 2018. 60% was considered as the cut off point as per BCSR 2018.

Result.

SL. No	Name	Gender	CID	Total Marks (100%)	Remarks

1	Karma Dorji	Male	10504002040	75.3	Selected
2	Sangay Choden	Female	10811000010	74.3	Selected
3	Rinchen	Female	10702001607	65.7	Standby
4	Pema choeda	Male	10706000198	64.1	Standby
5	Dawa Choden	Female	11602001300	59.9	
6	Kinley Tshering	Male	10502001236	59.3	

***Decision:** MHRC endorsed the selection result for 2 Security Assistant under DoAT.*

Agenda 7 : Voluntary Resignation Proposal of Mr.Kezangla, Assistant Registration and Licensing Officer, RSTA, Regional Office Gelephu.

Mr.Kezang la (EID:20120600703) , ARLO has availed study leave with pay on private funding as per the approval accorded by RCSC vide letter.RCSC/HRD-08/2018/3020, dated 7th February 2018 from **15th February 2018 till 31st December 2019** for duration of 1 year 10 months and 16 days (684 day) . As per the clause 9.7.6.7 of Chapter 9 of BCSR 2018, the civil servant on completion of approved course shall return to Bhutan and report to the RCSC in person within 21 days (including weekends and government holidays).However, he has submitted his voluntary resignation proposal to RSTA on **20th December 2019** before completing the study period. The resignation proposal was deliberated and recommended during its 111th DHRC meeting of RSTA held on 16th January 2020 and has been forwarded the proposal to HRD vide letter RSTA/HR-06/2019-20/270, dated 16th January 2020 for further decision of MHRC.

HRD recommendation: As per the clause 9.7.7 A civil servant after returning from LTT shall be required to serve LTT service obligation, however, Mr.Kezang la has applied for voluntary resignation without reporting back & serving LTT obligation,whereby as per the section 9.7.7 of BCSR 2018, he is liable for following penalties:

1. Service Obligation :2 times the approved duration of course
2. Financial obligation (Private funded/open scholarship): 2 times the expenditure (remuneration and other benefits) incurred.
3. Financial obligation shall be imposed as per section 9.7.7 for violating the undertaking

Therefore Mr. Kezangla is liable for both service and financial obligation (i.e. total expenditure incurred X 2 times) since he has to serve a minimum of 4 years in the service.

As per clause 9.7.7.6 The candidate /Guarantor shall pay the financial obligation within 90 days from the date the office order is issued, failing which legal actions shall be initiated in accordance with the undertaking and the laws of the country.

Decision: *MHRC approved his resignation. However, HRD to write to RSTA on Kezangla's benefits and what he is liable to pay as penalty as per BCSR 2018.*

Agenda 8: Transfer Proposals

8.1: Transfer of Mr. Thinley Tobgay (EID: 20121100947), Regional Transport Officer, Regional Office Samdrup Jonkhar to Regional Office Gelephu.

The Ministry received an internal transfer proposal vide letter no. RSTA/HR-06/2019-20/281 dated 21st January 2020 of Mr. Thinley

Tobgay (EID: 20121100947) , Regional Transport Officer from Samdrup Jongkhar Regional Office RSTA to Gelephu Regional Office, RSTA. The internal transfer is decided by the authority in line with the BCSR 2018 and also since the Chief Regional Transport Officer of Gelephu is on Extraordinary Leave. His transfer will be effective from 1st February 2020.

As per clause 14.4.5 of BCSR 2018, A civil Servant may be transferred generally after completion of five years of service and as per clause 14.3.1, the authority to transfer employees (Intra-Agency) is vested to parent agency.

HRD recommendation: HRD recommends his transfer as per the clause 14.4.5 and per clause 14.3.1 of BCSR 2018.

Decision: *MHRC approved the transfer proposal of Mr. Thinley Tobgay (EID: 20121100947), Regional Transport Officer, Regional Office Samdrup Jonkhar to Regional Office Gelephu as per recommendation of RSTA.*

Agenda 9: Retention of Mrs. Tshering Denkar (EID:20200116941), Asst. Transport Officer, Chukha Base Office, (New PGDPA Appointee) Phuentsholing Regional Office at RSTA Head Office, Thimphu

The Ministry received a request vide letter no. RSTA/HR-06/2019-2020/274 dated 16th January 2020 regarding the retention of Mrs. Tshering Denkar (EID:20200116941), Asst. Transport Officer, Chukha Base Office, Phuentsholing Regional Office at RSTA Head Office, Thimphu. RSTA during its 111th Human Resource Committee meeting held on 16th January 2020 decided to retain her on the basis of domestic problem and her placement shall be temporary for 6 months till 30th June 2020.

HRD recommendation: HRD recommends retaining her for the period of six months based on the recommendation of RSTA Head Office and the case being genuine. However, she has to report back to her initial placement after six months.

Decision: MHRC recommended since the case is genuine and that the case be submitted as recommended by HR division to RCSC for approval

Agenda 10: Request for the replacement of two ICT Officers on consolidated contract in Ministry of Finance

The Ministry received letter vide MoF/HRD-DoS/2(5)/2020/945, dated 20th January 2020 from the Ministry of Finance requesting for replacement of two ICT officers on a consolidated contract. MoF has a shortage of ICT personnel in the ICT Division. Initially two ICT Officers were stationed at the Department of Public Accounts (DPA) under MoF. However, one ICT Officer has availed Extraordinary leave for 24 months and the other has recently resigned from the service. In this regard, all the ICT support works for sPEMS have been lying pending affecting the overall public service delivery. Moreover the existing ICT Technical Associate is overburdened with the work in hand. The Ministry of Finance during its 153rd HRC meeting held on 8th January 2020 decided and recommended for the recruitment of two ICT Officers on Consolidated Contract with immediate effect.

In view of the above, MoF has requested for replacement for two ICT Officers on a consolidated contract on priority basis.

Section 5.1.5, Recruitment on contract at various position level shall be reviewed and approved by the RCSC

HRD Recommendation : HRD recommends to write to RCSC for approval

Decision:MHRC recommends the replacement of two ICT officers as per the letter from MoF for further submission to RCSC for approval.

Agenda 11: Requesting to Open up for the post of Chief ICT Officer under MISD, RCSC

The Royal Civil Service during its 28th Commission Meeting held on 1st January 2020 reviewed the staffing of Management Information Service Division (MISD) under RCSC and decided to open up the position of Chief ICT Officer for the division. Since

the post of Chief ICT Officer under MISD is vacant till date, DITT recommended to announce for the post of Chief ICT officer to head the Division.

Section 13.7. of the BCSR 2018 Chapter 13 Promotion and Upgradation

13.7.1 : The Agency after the assessment on the vacancy conducted by the Parent Agency concerned shall announce the vacant position in its website and/ or media as and when a vacancy arises and provide at least two weeks for candidates to submit their application.

13.7.2 : For post vacancy in position P1, the Agency shall make the announcement as per the approved staffing pattern.

HRD recommends to announce for the post of Chief ICT Officer under MISD, RCSC

Decision: *MHRC directed HRD to announce for the post of Chief ICT officer under MISD, RCSC*

- | | |
|----------------------------|---|
| 1. Secretary (Chairperson) | 2. Ugyen Norbu. Director General, RSTA |
| 3. Director. DoAT | 4. Tashi Tenzin , Offtg, Director, DoIM |
| 5. Director, DITT | 6. Mr.Thinley Dorji, Offtg.Chief, PPD |
| 7. Legal Officer(Member) | 8. Offtg. CHRO(Member Secretary) |

