

Minutes of 448th MHRC Meeting

MINISTRY OF INFORMATION AND COMMUNICATIONS

Venue: MoIC Mini Conference Hall

Date: 3rd February 2020 (Monday)

Time: 12:00 AM

Human Resource Division

448th Human Resource Committee (HRC) Meeting Ministry of Information and Communications, 3rd February 2019

1. Adoption of Agenda
2. Ratification of the Minutes of 447th MHRC Meeting
3. Follow up report of the 447th MHRC Meeting
4. Short Term Training
5. Agenda 6: Voluntary Resignation of Tshewang Chopel, Communication Officer, Telecom and Space Division, DITT.
6. Agenda 7: Endorsement of selection interview result for post of Assistant ICT Officer (on contract), Promotion Division, DITT.
7. Agenda 7: Contract Termination of the following contract Staff under DoAT.
8. Agenda 8: AoB
 - 8.1: Medical escort leave for Mr. Tashi Tenzin, Dy.Chief IMO, DoIM from 10-14 February 2020.

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Members present: *Mr.Pemba Wangchuk, Offtg, Secretary (Chair) Director, DoAT, Sonam Phuntsho, Offtg, Director, DITT, Mr.Tashi Tenzin, Offtg. Director, DoIM,, Chief Planning Officer, PPD, Legal Officer and Offtg. Chief HR Officer.*

Members absent: *Hon’ble Secretary , and Director, DITT*

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

Agenda 1: Adoption of Agenda

8 (Eight) agenda items were tabled for deliberation.

Decision: *MHRC adopted the agendas as proposed*

Agenda 2: Ratification of the Minutes of the 447th MHRC Meeting

The Draft Minutes of 447th MHRC Meeting was circulated to the MHRC members via email on 29th January 2020 with a request for comments to be sent by 31st January 2020

Decision: The minutes of 447th MHRC meeting was ratified with minor changes

Agenda 3: Action Taken Report

Sl. No	Agenda: follow up of 447th MHRC	Action taken report	MHRC further directives

3.1	<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, 20</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> <p><i>HRD informed PDD to submit the nomination, Response still pending</i></p>	<p><i>PPD has nominated Mr. Sonam Dorji, legal officer PPD</i></p> <p><i>RSTA nominated Mr. Sonam Dorji, Civil Engineer, RSTA</i></p> <p><i>Noted</i></p>
3.2	<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 November, 2019</p> <p>Nominations:</p> <p>1. Mr. Khandu Dorji, Sr. Planning Officer, PPD</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 indicating full funding support from USTTI</i></p> <p><i>HRD informed Mr.Khandu .Response still pending</i></p>	<p><i>Noted</i></p>
3.3	<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>Nominations:</p> <p>1. Mr. Sonam Dhendup</p>	<p><i>HRD to seek RCSC approval and to update in System for approval.</i></p> <p><i>HRD has written to RCSC vide letter MoIC/HRD-02/2020/1072 dated 3rd February 2020 seeking approval</i></p>	<p><i>Noted</i></p>

	(EID:20160106417) Program Officer, RSTA		
3.4	<p>Course: The third Global Ministerial Conference on Road Safety “Achieving Global Goal</p>	<p><i>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><i>HRD has written to RCSC vide letter no.MoIC/HRD-36/2020, dated 30th January 2020 for approval.</i></p>	Noted
3.5	<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</p>	<p><i>Forward the invitation to DITT for review and nomination.</i></p> <p><i>HRD has forwarded an invitation to DITT for nomination. Response still pending</i></p>	<p><i>DITT has regretted the offer due to non-availability of funds</i></p> <p><i>Noted</i></p>
3.6	<p>Course: ITU Asia-Pacific Spectrum management Workshop (30th March 2020) and Satellite Symposium (2-3 April 2020)</p>	<p><i>Forward the invitation to DITT for nomination.</i></p> <p><i>HRD has forwarded an invitation to DITT for nomination. Response still pending</i></p>	<i>DITT to submit nominations during 449th MHRC</i>

3.7	<p>Course: Mastering Energy Storage and Charging Electric vehicles</p> <p>Institute/ Country:InFocus International group, Singapore</p> <p>Source of Fundings:</p> <p>Start date and End Date/Duration: 16-20th March 2020.</p>	<p>Project manager, EV, PPD to explore alternative training to send at least 3 candidates to attend, 2 from PPD and 1 from RSTA and also to explore funds.</p> <p><i>HRD conveyed the Decision of MHRC to Project manager for necessary action.</i></p>	<p><i>Noted</i></p>
3.8	<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>HRD to submit the proposal to RCSC</p> <p><i>The proposal was submitted to HRDD, RCSC by Ms Yeshey Choden, Engineer, Division of Telecom and Space vide email dated 28th January 2020</i></p>	<p><i>Noted</i></p>
3.9	<p>Agenda 7 : Voluntary Resignation Proposal of Mr.Kezangla, Assistant Registration and Licensing Officer, RSTA, Regional Office Gelephu</p>	<p>HRD to write to RSTA on Kezangla's benefits and what he is liable to pay as penalty as per BCSR 2018</p> <p><i>HRD has written to Dechen Pelden,Accounts Assistant with</i></p>	<p><i>Noted</i></p> <p><i>MHRC directed HRD and RSTA to work jointly on this matter</i></p>

		<p><i>copy to DG, RSTA and Ugyen Norbu, Dy.Exe.Engineer vide email dated 31st January 2020 with regard to Mr. Kezangla's benefits. HRD received the financial statement from Gelephu RSTA on 3rd February 2020.</i></p>	
3.10	<p>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</p>	<p>HRD to seek RCSC directives</p> <p><i>HRD has written to RCSC vide letter no. MoIC/HRM-02/2020/1073 dated 3rd February 2020</i></p>	<i>Noted</i>
3.11	<p>Agenda 10: Request for the replacement of two ICT Officers on consolidated contract in Ministry of Finance</p>	<p>HRD to write to RCSC for approval</p> <p><i>HRD has written to RCSC vide letter no. MoIC/HRM-11/2020/1071 dated 3rd February 2020</i></p>	<i>Noted</i>
3.12	<p>Agenda 11: Requesting to Open up for the post of Chief ICT Officer under MISD, RCSC</p>	<p>HRD to announce for the post of Chief ICT officer under MISD, RCSC</p> <p><i>HRD has announced the vacant post on the Ministry's website and print media on 31st January 2020</i></p>	<i>Noted</i>

Agenda: 4 Short Term Training

Sl. No	Agenda	Background/Recommendations/Trainings attended in the last 6 months	MHRC Deliberation and Decision
4.1	<p>Course: Mastering Energy Storage and Charging Electric vehicles</p> <p>Institute/ Country:InFocus International group, Singapore</p> <p>Source of Fundings:</p> <p>Start date and End Date/Duration: 16-20th March 2020.</p>	<p>Project manager, EV, PPD to explore alternative training to send at least 3 candidates to attend, 2 from PPD and 1 from RSTA and also to explore funds.</p> <p>HRD conveyed the Decision of MHRC to Project manager for necessary action.</p> <p>The Management has requested the UN for funding support as IIG, Singapore has offered a discount of USD 1590 per candidate as a special discount to the Ministry.</p> <p>HRD working on the funding support for the training in consultation with UN and also in consultation with Accounts Division, MoIC on over all savings from the EV project.</p>	<p><i>PMU to pursue funding</i></p>

<p>4.2</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>HRD to submit the proposal to RCSC</p> <p>The RCSC has requested DITT to submit the following additional information for further submission to the Commission.</p> <ol style="list-style-type: none"> 1. The outcome of the training offered 2. How will the training benefit the Organization's KPIs? 3. If there are any other possible means to shorten the course duration (9 months to less than 6 months) 4. Total No. of slots for the training offered. 5. Target Group. 6. Eligible pool for the course 7. What will be the level of the Study (since the course duration is for 9 months) 8. Any funding implication to RGoB. If yes, then source of funding to be mentioned 	<p><i>Noted</i> <i>DITT will send a response to RCSC routed through HRD</i></p>
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Agenda 5: Voluntary Resignation of Tshewang Chopel, Communication Officer, Telecom and Space Division, DITT (Digital Drukyul Flagship Program).

HRD received the Voluntary resignation proposal of Tshewang Chopel (EID: 20200117022) , Communication Officer(Contract), DITT dated 10th December 2019 as he has other plans for his career advancement. The resignation proposal has also been recommended by the Department.

- Date of Appointment: 1st January 2020
- Date of Separation: 29th January 2020
- Position Title: Communication Officer
- Position Level: P4 B
- Service Status: Consolidate Contract

As per Section 5.12.4.1 of BCSR 2018, “ Gratuity “. A contract employee shall be entitled to receive one month’s last basic pay as gratuity for every completed year of satisfactory contract service. However, for the teaching profession, every completed academic year shall be considered for the purpose of calculating gratuity.”

As per Section 5.12.4.2 of BCSR 2018, “ Repatriation Benefits

- i. The following repatriation benefits shall be payable to the employee only once during the entire Civil Service period, irrespective of changing the status or terms of appointment:
 - a. Transfer grant according to the prevailing rules;
 - b. Travel Allowance of an amount equal to the last basic pay; and
 - c. Transport charge of personal effects pegged to a position as per prevailing rules.”

As per Section 5.10.2, “Termination of Contract”, A minimum of one month’s notice shall be issued by the party intending to terminate the contract before the expiry of the term. In the case of lecturers/teachers, three months’ notice shall be required. In the event of failure to serve the notice in advance of the required period, the defaulting party shall pay to the other the basic pay for the prescribed notice period.

He is not entitled for any benefits since he did not complete his contract term i.e 24 months (1st January 2020 to 31st Dec 2021) and since he did not serve a minimum of one month’s notice period he is liable to pay one months salary for the prescribed

notice period.

HRD recommendation: HRD recommends his resignation

Decision: MHRC approved the Voluntary Resignation of Tshewang Chopel, Communication Officer, Telecom and Space Division, DITT (Digital Drukyul Flagship Program).

Agenda 6: Endorsement of selection interview result for post of Assistant ICT Officer (on contract), Promotion Division, DITT.

As proposed and endorsed during the 446th MHRC Meeting held on 30th January 2020.

- The HRD coordinated the selection interview. 10 candidates were shortlisted, out of 10 shortlisted candidates 4 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.

Decision: MHRC endorsed the selection interview result for the post of ICT officer

Agenda 7: Completion of contract term of the following contract Staff under DoAT.

HRD has received a contract termination proposal from DoAT vide letter no.DAT/ADM/01/2020/911, dated 30th January 2020 of the following contract staff working under the Departments.

1. Mr.Tshering Wangdi (EID:20170108537), Fire and Rescue Crew
2. Mr.Bridilal Phuyul (EID:20170108503) Fire and Rescue Crew
3. Ms.Rinchen (EID: 20170108507) Security Assistant

The above employees were appointed on contract for two years with effect from 1st January 2017 till 31st January 2020. DoAT has proposed for their replacement on regular recruitment. HRD has written to RCSC vide letter no.MoIC/HRM-11/2020/489, dated 9th January 2020 and approval from RCSC is still pending.

As per clause 5.10.1, chapter 5 of BCSR 2018 states that ; A contract employee shall be liable to be removed from the service at any time when the Agency finds his services are no longer required.

HRD Recommendation: As per recommendation of DoAT and as per As per clause 5.10.1, chapter 5 of BCSR 2018 HRD recommends for contract termination.

Decision: MHRC endorsed the contract termination of contract staff.

Agenda 8: AoB

8.1: Medical escort leave for Mr. Tashi Tenzin, Dy.Chief IMO, DoIM from 10-14 February 2020

Mr. Tashi Tenzin, Dy.Chief IMO, DoIM has submitted Medical Escort leave with effect from 10th to 14th February for a duration of 5 days to escort his son for medical treatment. The leave was recommended by Ofttg.Director, DoIM.

As per clause 10.10.1 of BCSR 2018 A Civil servant shall be granted the medical Escort leave for a maximum period of one month to escort direct descendant of the civil servant concerned and as per clause 10.10.2 The Authority to sanction medical leave is vested to HRC of the Agency.

Decision: MHRC Endorsed the medical escort leave of Mr.Tashi Tenzin

Members

1. Secretary (Chairperson)

2. 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)