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Royal Government of Bhutan
Ministry of Education
Directorate of Services
Human Resource Division

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MoE/DoS/HRD/Transfer/ 2015

3rd December 2020

Notification on 2020 Transfer Decision

In accordance with the Transfer and Placement Guideline 2020 approved by the Royal Civil Service Commission, transfer proposals worked out by the Core Working Group and validated by the Transfer Sub-Committee, and review and final endorsement by the HRC during its 302nd HRC Meeting held on 24th November 2020, the Ministry would like to notify the following to the field staff under the Ministry of Education.

1. Overall, 710 transfer proposals were received consisting of Chief DEOs and Dy. Chief DEOs, Principals and Vice Principals, Teachers, Counselors, and Support Staff. 430 transfer proposals were recommended by respective Dzongkhag and Thromde HRCs while 280 were not recommended.
2. Based on the transfer parameters announced in the Notification, availability of vacancies in the respective subjects and transfer options, a total of 230 transfer proposals have been approved by the Ministry.
3. Transfer effective dates are mentioned in the Transfer Orders given Dzongkhag/Thromde wise on the Ministry website. Transfer effective date for those working in the Primary and Lower Secondary Schools is 01.01.2021 and for those working in Middle and Higher Secondary Schools is 01.02.2021. However, Dzongkhags/Thromdes concerned will consider relieving them accordingly.
4. As per the Notification dated 29th June 2020 issued by the Ministry of Finance, no transfer benefits will be paid.
5. Those transfer proposals not facilitated by the Ministry are based on the following reasons:
 - 5.1 Vacancies in the respective subjects in the opted places (mostly towards the western region) were fewer than the number of applicants. Where there are vacancies in locations such as Trashigang, Trashiyangtse, Zhemgang, Mongar, Lhuentse, Samdrup Jongkhar Dzongkhags etc to name a few, there were fewer or no applicants.
 - 5.2 Where there were more number of applicants than the vacancies in the teaching subject, marital cases were considered first along with completeness of the required documents and information, seniority in the service and current place of posting, rural postings, etc.
 - 5.3 Those who have not fulfilled 3 years of service from the date of initial appointment have not been considered (any reasons) as per BCSR and Transfer and Placement Guideline 2020 approved by the RCSC.
 - 5.4 Transfer was not considered if his/her spouse is undergoing a long-term training.
 - 5.5 If both (couple) are currently working in the same place of posting, then their transfer has been considered only if there is a vacancy for both - teaching subject or field (for non teaching) in their opted place.
 - 5.6 Vacant positions for Principals in four Thromdes (from Primary to HSS) and MSS and HSS levels in Thimphu and Paro Dzongkhags will be filled through open competitive selection only as per the Transfer and Placement Guideline 2020 and 302nd HRC Meeting decision dated 24.11.2020.
 - 5.7 Transfer requests on medical or domestic grounds have been facilitated as far as possible subject to fulfilling the requirements (eligibility, subject, vacancy, seniority etc). However, applicants whose transfer requests on medical and domestic grounds are not successful, they are advised by



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the Ministry HRC to consider taking Medical Leave or Extraordinary Leave as per the provisions laid down in the BCSR 2018 approved by the respective Dzongkhag/Thromde HRC.

5.8 If the concerned individuals wish to change the transfer options in Dzongkhags/Thromdes where there is vacancy in their subject/field, then they may submit an application to the Ministry (HRD) on or before 25th December 2020 for review and decision by the Ministry.

For any clarifications, please contact HRD, MoE at +975-2-327703/77294568/328313 during office hours.

Copy:

1. Hon'ble Sherig Lyonpo, MoE for kind information.
2. Hon'ble Secretary, MoE for kind information.
3. Commissioner (MoE Focal), RCSC for kind information.
4. Dzongda/Thrompon of all the Dzongkhags and Thromdes for kind information.
5. HRC Members, MoE for kind information.
6. Chief/Dy. Chief DEO/TEO of all the Dzongkhags and Thromdes for kind necessary action.
7. Offtg. Chief HRO, HRMD, RCSC for kind information.
8. Principals of schools concerned for kind necessary action.
9. HRO/Accounts Officer of all Dzongkhags, Thromdes, Ministries and Agencies for kind information and necessary action.
10. Office copy.