



དཔལ་ལྷན་འབྲུག་གཞུང་། ཤེས་རིག་དང་རིག་ཚུལ་གོང་འཕེལ་ལྷན་ཁག་།

Royal Government of Bhutan
Ministry of Education and Skills Development
Human Resource Division



MoESD/HRD/12/2023/123

17th January 2024

Information on 2023 Annual Transfer Appeal Decision

In accordance with the Transfer and Placement Guideline 2023 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 396th HRC Meeting held on 17 January 2024, the Ministry would like to notify the following:

1. Based on the transfer parameters announced in the transfer notification and availability of vacancies in the respective subjects and transfer options, a total of 163 transfer proposals have been approved by the Ministry. The approved transfer list is attached as Annexures and the **finalized Transfer Orders** will be issued at the later date along with the transfer effective date.

2. For those transferred to Thimphu Thromde, Thimphu and Paro Dzongkhag, you are required to sign the Undertaking (TWO copies) to serve a minimum of ONE ACADEMIC YEAR in the transferred place. The Transfer Order will be issued only to those who submit the duly signed undertakings on or before 23rd January 2024 at hrd@moe.gov.bt. The transfer will be cancelled automatically if you do not submit as required. The original copies should be submitted to HRD, MOESD and respective Dzongkhag/Thromde HR section no later than 1st February 2024.

3. The following were considered while reviewing the transfer.

- 3.1. Subject requirement for teaching and vacancy in particular field for non-teaching.
- 3.2. Marital cases.
- 3.3. No. of years served in the current place of posting.
- 3.4. Transfer of Teachers currently serving in BB schools were facilitated to BB schools only.
- 3.5. SEN teachers were transferred to SEN schools only.
- 3.6. Principals, Vice Principals and Counsellors, were directly placed to schools unlike teachers and Support Staff.

4. As per the Budget Notification MoF/Budget Notification/2023-2024 dated 7th July 2023 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. Where there were more applicants than the vacancies in the teaching subject, marital cases were considered first. However, applicants without supporting documents for marital cases were included in the pool of Eligible Transfer category and facilitated their transfer wherever possible.



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5.2. Transfer is not considered for those individuals selected for a long term training/individuals on Leave.

5.3. If both (couple) are currently working in the same school/Dzongkhag, then their transfer has been considered only if there is a vacancy for both teaching subject or field (for nonteaching) in their opted places. Further, transfer is not considered if one of the spouses has not applied for transfer.

5.4. Vacant positions for Principals in four Thromdes, Thimphu and Paro Dzongkhags were also filled through annual transfer as per the Transfer and Placement Guideline 2023.

5.5. For eligible transfer category, transfer is not considered if one has not served a minimum of 3 years in the current place of posting.

5.6. For marital transfer category, transfer has been considered irrespective of the no. of years served in the current place of posting EXCEPT applicants having served below 3 years in the initial place of posting.

For any clarifications, please contact HRD, MoESD at the numbers provided in footnote during office hours or email at hrd@moe.gov.bt



HUMAN RESOURCE DIVISION