



# Management Meeting Minutes

3<sup>rd</sup> Thromde Council

# **13<sup>th</sup> Management Meeting**

# 13<sup>th</sup> Management Meeting

**Date – 9th December 2022**

**Venue – Thromde Conference Hall**

**Time – 10:00AM**

## Members Present

Sl. No	Name	Designation/Division/Section
1	Ugyen Dorji	Thrompon
2	Karma Namgyel	Executive Secretary
3	Sonam Dorji	Chief ADM Officer
4	Thinley Norbu	Chief, UPD
5	Tashi Phuntsho	Chief, CoED
6	Norbu Dendup	Chief Finance Officer
7	Sonam Tobgay	Chief, LRSD
8	Sonam Tshering	Dy. Chief Thromde Education Officer
9	Ugyen Tshechu Dorji	Dy. Chief Legal Officer
10	Kezang Lham Dorji	Officiating Chief, Environment Division
11	Tshering Dorji	Officiating Head, O&M Division
12	Chimi Wangmo	Officiating Chief Engineer
13	Phuntsho Dorji	GIS Officer
14	Tashi Dorji	Architect, UPD
15	Sonam Namgay	Executive Engineer, ID
16	Sonam Tshering	Sr. Architect, CoED
17	Oma Pati Luitel	Dy. Chief ICT Officer
18	Sonam Tobgay	Electrical Section, O&MD
19	Karma Dorji	Sr. Planning Officer
20	Principal	Changangkha Middle Secondary School
21	Vice Principal	Changangkha Middle Secondary School

## Opening Remarks

The Chair welcomed all the members of the Management and the Principal and Vice Principal of Changangkha Middle Secondary School to the 13th Management Meeting.



Without any further ado, the Chair directed that the meeting shall begin as per the agenda being adopted.

### **Agenda 13.01 - Presentation on the Status of Special and Inclusive Education Program in Thimphu Thromde**

The Principal of Changangkha Middle Secondary School presented to the Management the status of the children with disability in Thimphu Thromde with more focus on those children in inclusive schools. He presented that there are a total of 139 students distributed across 16 schools of Thromde who are with some form of disabilities and Changangkha alone has some 101 students. The Principal also shared that the most concerning thing is the children with disabilities who are outside schools and the number is quite high. Education, he said, is the right of every child and it is high time inclusive education be provided to all children with any form of disabilities and who are ready for schools and ECCDs.

The Principal also shared that the integration of these students with normal classes is a big challenge. As per SEN policy and standards, the class size should be 18 for classes PP-III, 22 for classes IV-VII and 25 for classes VIII-XII. But currently the schools in Thromde are grappling with the growing number of students in each class, which are mostly above 30 students. The Principal also shared some of the means through which the students with some form of disabilities are provided with normal curriculum teaching to skills development sessions which are required to carry out their daily activities. He also submitted that the students with disabilities who are not ready for normal curriculum are taught with some of the tailored activities such as tailoring, cooking, laundry skills, etc.

### **Discussion**

Some of the members raised questions if the libraries and classes can be set up at the lower levels (ground levels) for the benefits of the children with disabilities. For this the Principal informed that there is a plan to shift the library but few other structures like science laboratories are not so easy to be relocated as there are many inbuilt lab equipment. The Thromde Health Officer also assured to render full health related support to those children with disabilities. The Chief ADM Officer also suggested if all the children with disabilities can be admitted to Changangkha School as the school has been identified as SEN school and at least few disable friendly structures are in place. This is better than sending children with disabilities across all schools. The Executive Secretary submitted that the focus will have to be clear moving forward. If we try to focus on bringing all children with disabilities to Changangkha, in the long run, there are chances that the school might be discriminated against as the disable school. These things will have to be considered even before such decisions are made and integrating along with other students is a good move but those children in the category who cannot do anything must have a separate institute to take care of them. This is because they



will not be able to cope with other students in the schools and it will also be difficult for the normal schools to handle this.

The Chair stated that it is an eye opening session for the Management and directed to the Management that these are the figures Thromde must keep in mind while developing any plans and programs henceforth. He also assured that Thromde will work closely with the Schools and render full support in creating an accessible environment for the children with disability especially in Schools.

#### Decision

The Chair on behalf of the Management thanked the School Principal and Vice principal for taking extra effort in providing education and lifelong skills to those students who are in dire need and making them feel comfortable along with other students. Thromde also assured to work closely with the schools in providing accessible education facilities to all children.

#### Action – Management

### **Agenda 13.02 - Training proposal “Drone Surveying Master Class”**

The Chief of LRSD presented to the Management the proposal to use the aerial drone survey. He informed that such technology is already being used by other agencies like NLCS and MoWHS. The survey and mapping is the basis for all development activities and contribute to ease of doing business. Therefore, it is high time to use such advanced technologies he submitted. He added that the drone survey images are of high resolution and can be perfectly superimposed with the existing survey maps of Thromde.

In line with this, the Division proposed the training for the surveyors to use the drone technology. He submitted that AeroTech Bhutan is providing such training for 15 days and the total fee for a single person is Nu 90,000 and Nu 8,000 for a certificate. Therefore, for 5 people, it comes to around Nu 490,000 for the entire training duration.

Moving forward, the Chief also proposed the procurement of appropriate drones, developing SoP for drone survey, training and knowledge sharing. The budget has also been agreed to be supported through the EBA project if approved by the Management he stated.

#### Decision

The Management approved the proposal and directed the relevant Chiefs to nominate relevant and competent Officials for the training along with one relevant official from the Environment Division. They should come up with a proposal to procure and



operate the drones after the training. The budget for the training and procurement of the drones shall be used from the EBA project.

**Action** - LRSD and other relevant Chiefs

### **Agenda 13.03 - Presentation on Thromde Online Dispatch system**

As per the directives of the 2nd IDCF, the ICT section presented to the Management the Thromde online dispatch system (ODS). The online dispatch system has been developed to keep track of all official correspondences and to fix accountability of all officials to which the letter has been marked. It is also aimed at reducing the circulation of hard copies. Since some of the Chiefs have joined Thromde recently, the IDCF directed ICT to make a presentation on the system.

#### **Decision**

The Management decided that the Official letters from Thrompon and Executive Secretary can be filed both through ODS and as hardcopy and the hard copies will have to be filed at the respective Divisions/Sections to whom the letter is marked.

**Action** - All Officials concerned

### **Agenda 13.04 - A Presentation by CoED on the Building Coverage Issues**

The LRSD presented the land coverage issues to the IDCF and the IDCF accordingly directed the CoED to make a detailed presentation to the Management on the particular issue raised by the LRSD. The CoED presented to the Management the case pertaining to the plot BA1-625.

The initial approval for construction on plot No BA1-625 was accorded on 03/08/2015. The approval was accorded for construction of B+G+3 storied building. During the excavation stage, due to the risk of landslide and damage to the structures above, the former Thrompon visited the site and was instructed to reconfigure the plot with a setback of 2m to be considered at the rear side. Accordingly, Thromde has issued the coordinates for the reconfigured site plan to the owner. The revised site plan submitted by the owner was approved on 22/3/2016 with front setback of 3.7m, side setbacks of 3.7m, rear setback of 2.5m and plinth area of 154.56 sq.m.

As per DCR-2016, 2m setback on either side of the plot is allowed provided there are adequate parking provisions. Therefore, the setback provision can be revisited during plot reconfiguration so as to facilitate adequate parking provision submitted the Division.

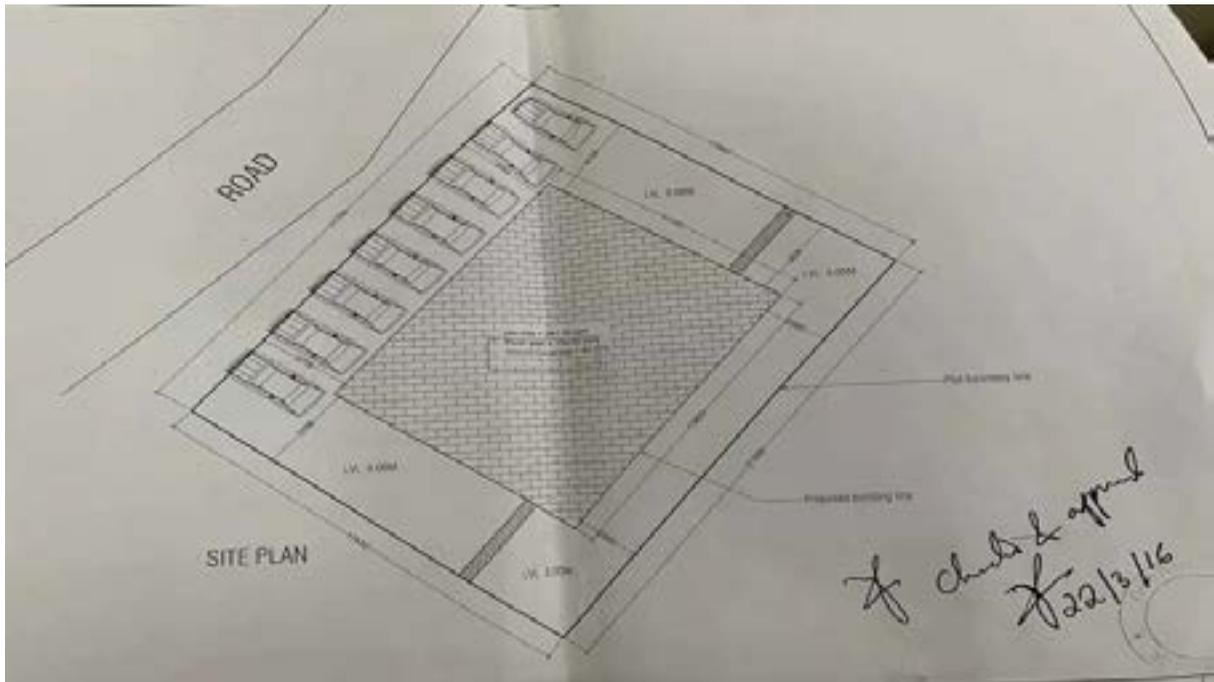
During the survey for plot realignment, the plinth area of the building was found to be



173.9 sq.m and ground coverage 45.5% which is 5% more than the approved plinth of 154.56 sq.m and coverage of 40.5%. It is not clear how the coverage has increased at site submitted the Division. The following penalty based on DCR-2016 clause no 2.8.7 was proposed for the coverage increase before the plot reconfiguration is done:

Amount = excess area deviated x 1\* (prevailing unit area cost of construction, based on current BSR)

$$\begin{aligned} \text{Amount} &= (19.34 \times 5) \times 7404.52 \\ &= \text{Nu. 716,017 /-} \end{aligned}$$



### Discussion

Some of the members stated that it should have been inspected even before such deviated structures have been completed. Since his plot has been approved for land readjustments earlier, the same can be forwarded to the NLCS for issuance of new thram citing as the pending case stated some members. However, few suggested that a deviation penalty will have to be levied since as plot owner, even he/she should have been careful while constructing on the land which was not in his name in the lagthram and even the construction has been carried out without following the approved drawing. On inquiring why such deviations have been carried out at the sites, the plot owner said it was done by his contractor since the construction has been contracted out, added the presenter. The CoED presented that 1% deviation is tolerable but there is 5% deviation in this case and can't be tolerated.

### **Decision**

The Management decided that new lagthram will have to be processed as a pending NCRP case and decided to levy a deviation penalty based on 2015 BSR deducting the 1% tolerable deviation.

**Action** - CoED and LRSD

### **Agenda 13.05 – Budget for Furniture for New Dangrina PS, new classroom blocks at Yangchenphug HSS and Changzamtog MSS**

The Dy. Chief TEO submitted to the Management that the Dangrina Primary School will be completed soon and the school can be started from the coming academic year. He also shared the new academic block constructions in YHS and Changzamtog MSS shall be completed as well. He shared that accordingly the Human Resource requirement has been proposed and approved as well. Only the furniture is pending and therefore submitted to the Management for fund support.

### **Decision**

The Management directed the Finance Division to put up during the mid-year budget review on an urgent basis, the total fund requirement for the furniture for the new Dangrina School.

**Action-** Finance Division

### **Agenda 13.06 - Thimthrom Sherig Award for Academic Excellence for Classes VI and VIII and Proposal for School Recognition**

The Thromde Education Division has proposed to the Management to also include the classes VI and VII from the coming academic year for the award ceremony as Thromde already has a system of awarding cash prizes to the National toppers from Thimphu Thromde Schools for classes X and XII. Since the start of this academic year, even classes VI and VII will be appearing common exams, the same has been proposed. The Division also proposed to recognize the schools with high stake national toppers and with HRH Gyalsey annual mathematics awards.

### **Decision**

The Management:

1. Decided to award cash prizes (or equivalent) to even classes VI and VIII national toppers starting this academic year. The amount has been approved as decided for the BCSE (Class X) National Toppers by the council, i.e. Nu 40,000 for 1st, Nu 30,000 for 2nd and Nu 20,000 for the 3rd.
2. Decided that only the top performing school (If it is from among the Thromde government Schools) based on the national performance rating carried out by



MoE shall be recognized with a certificate and a cash prize of Nu 100,000 from this academic year. The prize money shall be used for school development purposes only.

3. Forwarded to Tshogde for endorsement.

**Action** - Finance and Education Division

### **Agenda 13.07 - The request of Sewerage Line connection by YC1-25**

The plot owner of the plot YC1-25 has put up an application for sewer line connection for his plot where there is ongoing construction. The plot is located high above the hill of YHS and currently the only sewer line present in the area is at the YHS areas. The plot owner wished to connect to the sewer line at YHS area through the forest above.  
**Decision**

The Management decided that the sewer line connection is not feasible and did not approve. There are also issues with the current YHS sewer lines and the treatment plant. Therefore, the Management proposes the owner to go with the construction of communal septic tank (E.Coli septic tank)

**Action** – UPD

### **Agenda 13.08 - Relocation case of CZ1-534 below Druk School junction**

Thromde has requested the plot owner of the plot CZ1-534 to have his certain portion of the plot relocated to another location within the same vicinity. This is because a risk of landslide has been anticipated in future due to excavation while developing the plot at the current site. Thromde has proposed to relocate 12,407 sq ft of his plot to another location which is just 2-3 plots away from the current location. The remaining portion of 6,206 sqft has been kept at the same location. The owner however, did not accept Thromde's proposal stating that the relocated plot doesn't fit his future project plans. He also stated that the relocated site will have access road issues and even the walls there aren't so well constructed. Additionally he also mentioned that Thromde's RRM wall constructed along the road above has encroached into his current plot and asked Thromde for solving the issues amicably. He has also mentioned removing the debris left on his plot immediately without disturbing the topography of his plot.

#### **Decision**

The plot relocation has been proposed since the current location is at a higher risk of landslide in future while executing the development works in the plot. In line with this and also considering the issues raised by the plot owner, the Management decided to once again provide two options either to make 2 plots equal in size and relocate or either  $\frac{2}{3}$  of the plot (more portions) can be kept at the current location. If not Thromde



might have to explore other alternatives for the benefits of the community at large as per the land Act.

**Action** – UPD

### **Agenda 13.09 – Drainage and Sewerage Problem at Babesa PS**

The Thromde Education Division presented to the Management that the sewer and drainage issues in Babesa Primary School couldn't be resolved despite repeated pleadings. The problem has been there since 2019. The Officiating Chief Engineer informed that the water seepage from private plots above is causing the drainage issues. It was also found out that there is a missing link along the sewer lines behind the academic building and this is causing the sewer outburst. She also informed that design and estimate are ready but it could not be carried out as there was no capital budget under the school Division earlier. However, the sewer development works have been included in the current package and will be carried out soon.

#### **Decision**

The Management directed the Infra Division that it will have to be taken up immediately and urgently before the next academic session. The fund for the drainage works will have to be sought during the mid-year budget review and must be completed before the monsoon.

**Action** - ID and FD

### **Agenda 13.10 - Presentation on GTFS (Google Transit) and way forward**

The GIS section of UPD presented to the Management the ongoing project of Google Transit system which is a google map based bus route demonstration. The feature allows commuters to calculate the travel time (not real time) based on google maps feature and also allows commuters to locate the bus stops/shelters. The Section now proposes the Management if this system can be upgraded to a real time system. A real system can give exact travel time and the time when the bus can reach the bus stops.

#### **Decision**

The Management commended the job well done and directed the GIS to develop Manual and detailed reports of the project for reference. The Management also directed that if it is to be upgraded to a real time basis, propose the detailed requirements in the next sitting along with the total budget requirement.

**Action** - GIS-UPD



## Agenda 13.11 - Roof Painting Clarifications

The CoED presented to the Management some of the issues and complaints received from the public with regard to roof painting. The cases are presented below and the decisions have been taken on case by case basis:

1. Zinc coating on CGI sheet - One of the issues submitted is the people have reasoned that the zinc coating on the CGI sheets is still strong and therefore the paint don't adhere well on it. This would incur them loss having to paint again. Therefore request for a time extension till the roof is ready (till when zinc coat is fully worn out) for painting.  
**Decision** - The request could not be considered, if it is a very new roof, it can be considered but if it is more than 3 years, it must be painted accordingly. Technically the request could not be validated.
2. Institute and cooperate building –The issue of no allocated budget for roof painting  
**Decision** - It was not considered as the announcement was made a long time ago.
3. For Dratshang buildings-Request to defer for those structures under lease resolution and consider for those structures which are to be demolished in next 1 year.  
**Decision** - The permanent building must be painted while those to be demolished can be considered.
4. Time extension due to shortage of labors and huge number of buildings  
**Decision** - Did not approve as the announcement has been made long time ago

**Action** – CoED

## Agenda 13.12 - Basement/stilt Conversion Penalty

The CoED presented in detail the issues with basement conversion to the Management. Basements initially referred to the lowest storey of the building and were approved to fulfill parking requirements and bring habitable floor to road level. From 2017 as per the resolutions of the Thromde Tshogde, stilt floor (termed open basement at the time) was approved to facilitate parking spaces with the condition to not to convert to any habitable spaces. Further, from 2021, basement terminology clarified that it had to be below the lowest ground level and stilt floor on the other hand was approved in the following two cases:



- To bring the habitable floor to road level,
- To facilitate adequate parking spaces for plots above road level.

However, despite strict inspection and monitoring by the Inspection & Monitoring Section, unauthorized conversion of stilt and basement has regularly taken place at the sites. To this effect CoED has started imposing penalties based on the total area of conversion based on the following rate approved from 4th Thromde Tshogde (3rd council) held on 8/4/2022 :

- For conversion to residential space = Nu. 20,000 + 5 x total area of conversion (sq.ft)
- For conversion to commercial space = Nu. 20,000 + 20 x total area of conversion (sq.ft)

The penalty will be collected yearly with 5% increase each year.

Total basement / stilt conversion penalized = 96 and the total penalty amount collected so far is Nu. 841,132.00

Although most of the buildings with basement/stilt conversion were identified and imposed penalties as per Tshogde resolution, there were a couple of cases that required further review / discussion and decisions. These are backed by regulations, orders and some with genuine rationale. The CoED presented the following cases and the decision has been taken on case by case basis:

**Case 1** - As per DCR-2016, basements constructed prior to 2014 can be converted provided there is adequate parking and the basement is not feasible for parking.

**Decision** - If already converted based on the old rule, it can be regularized with regularization fees and be reflected in the OC and for taxation.

**Case 2** - Some of the stilt/basement has been approved where there is no road access currently, including cases where road is only at the level of floors above and not accessible at the stilt floor below given as parking.

**Decision** -If approved as parking but converted for other use, it must be levied penalty as of now. This shall continue until a proper study on such buildings/ plots are done and a resolution is made.

**Case 3** - Some stilt floors were approved for conversion by former Dasho Thrompon and conversion has been completed.

**Decision** -If already converted based on the earlier remarks, it can be permitted. However, if it is not done yet and proposes to convert now, it will not be approved although it was approved through earlier remarks.



**Case 4 and 5** -Some owners with adequate parking spaces within the setback propose for conversion of stilt floor. Also those basements which were used as storage have proposed to be used as commercial spaces.

**Decision** - It was not approved.

**Action** – CoED

**Agenda 13.13 - Requirement of Pool vehicle during Overtime and off hour's duty.**

As per the Office order, the pool vehicles are to be parked at the Office garages. But for the O&MD, sometimes when vehicles are used for overtime purposes, it is not being able to send to garages. Also it takes time to bring a vehicle from the garage to the work site in the morning. This was submitted by the focal engineer from O&M Division to consider those vehicles which are used for the overtime works.

**Decision**

The Management decided that the decision to use light vehicles for the O&M purposes shall be as per the previous Management's decisions. With regard to the movement of the heavy vehicles and machineries during restricted hours for overtime works, the list must be submitted to the Management to be submitted to the RBP traffic division for consideration.

**Action** - O&MD

**Agenda 13.14 - Seeking way forward on due Parking Fee by Lhaki Enterprise.**

The Chief ADM Officer submitted to the Management that despite repeated reminders, M/s Lhaki enterprise who is one of the contractors for the parking fee collection has not deposited the required amount to Thromde. Thromde recently issued a final letter to deposit the required amount by 31st December 2022. This was submitted to the Management for information and for any further directives.

**Decision**

Since the final notice has been served to deposit before 31st December, the Management decided to wait till the deadline given or for their responses. If they are not able to pay within the final deadline, the Management directed to forward the case to the court as per the concession agreement

**Action** - Asset Manager /Chief ADM Officer



## **Agenda 13.15 - Sub- Division and Coverage Issue**

The UPD presented to the Management that there are sub-division and coverage issues while subdividing the bigger plots. When the plot is not subdivided, the building coverage has been accorded as per the plot size. However, later when this same plot has been proposed for sub-division, the building coverage accorded earlier based on larger plot size becomes deviated structures. When the bigger developed plot is further subdivided, there are issues with building coverage and also drainage and parking issues have been observed. In order to solve these issues, the UPD proposes that henceforth, for the plot subdivisions, a minimum plot area, set back area, parking spaces, coverage and RoW for utility services must be maintained as per the existing rules and regulations.

### **Discussion**

Some of the members proposed that the building coverage will have to be maintained whether the plot is subdivided or not. If the plot subdivision has been proposed later after the development of the whole plot, the plot coverage of the current building must be adjusted from the sub-divided plot. This was not supported by other members as it isn't fair for the new plot owners. Some members proposed to levy deviation fees if an already developed plot is proposed for subdivision.

### **Decision**

The Management decided:

1. Once the building coverage has been approved based on the mother plot size and later if the constructed part is to be sub divided to make a new plot, the excess building coverage of the constructed building shall be liable to pay a deviation penalty based on existing BSR as per the DCR.
2. This information must be shared to all plot owners especially with large plot size.
3. During plot sub-division, especially with existing buildings in it, the setbacks, parking spaces, access road and other amenities have to be checked and enough provision to be kept for the same.

**Action** – UPD, LRSD and CoED

## **Agenda 13.16 - Update on Audit Issues and Administrative Action**

The ID presented to the Management the audit observations made by the recent financial audit. Although the payment has been made for most of the overpayment observations, the memo is not being dropped as there is a need to take administrative actions. As per the audit report, the administrative actions must be taken as per the RADA. It is put to the Management for further directives.



### **Decision**

It was decided to first seek clarifications from the RCSC on the RADA interpretations by the concerned Divisions. And then for those observations for which the payments have been made, it will be forwarded to the Legal Division, Thimphu Thromde for further necessary actions signed by Thrompon.

**Action** - HRS/Legal Division

### **Agenda 13.17 - Approval for Poly-carbonated Junction box for Streetlight**

The electrical section proposed to the Management the replacement of the old MS Junction boxes with a new Polycarbonate junction box for street lighting at various locations within Thimphu Thromde. Those existing junction boxes of MS were installed during the eighties/nineties and are worn out and at some locations it has been left out open which is dangerous to the passersby. The Electrical Section, have surveyed and inspected the site which are required to be changed and replaced.

The total cost for replacement of junction box comes to Nu. 883,584.00 and those requiring immediate attention within core areas and at various locations have been considered. The cost estimate for the said materials has been prepared based on the Annual Quotation FY-2022-2023

### **Decision**

Since it is necessary for streetlight functioning, the Management approved the use of polycarbonate junction boxes. The budget for the same has been approved to be re-appropriated from park maintenance under the Environment Division.

**Action** - O&MD and FD

### **Agenda 13.18 - Proposal for LED Solar Streetlight for existing Footpath and others**

The Electrical section has proposed for installation of solar lights at various locations within Thromde, especially along footpaths and in those areas where the street lights were installed a long time back.

### **Decision**

Since it is one of the means to reduce energy consumption and are the renewable sources of energy, the Management decided to initiate replacing the existing lighting system with solar street lights with the available budget under the EBA project.

**Action** - O&MD/EBA Team



### **Agenda 13.19 - Maintenance or Potholes and Stretch Repairing Works to be segregated**

The pothole maintenance focal engineer reported to the Management that the current practice of carrying out both pothole maintenance and maintenance of certain stretches of road together is not feasible. As the stretch maintenance of roads entails huge costs, the budget approved under the pothole maintenance is not enough even to carry out a small stretch. Therefore, he proposed to segregate the two activities with a separate budget.

#### **Decision**

The Management decided that starting next FY, the stretch repairing works shall be put under major road maintenance work and can be booked under capital budget. The pothole maintenance works can be carried out as it is.

**Action - O&MD**

### **Agenda 13.20 - Seeking Approval to collect parking fees from FITI's Car parking**

The Chief ADM Officer submitted to the Management the proposal submitted by the FITI (Financial Institutions Training Institute). The FITI proposed that parking spaces in front of their building, which is leased out by Thromde to be used as Office parking spaces, are used by private cars mostly. The lease is given on social ground and at minimal lease rate.

#### **Decision**

Since the space has been leased out earlier on social grounds with minimal lease rate, it cannot be operated for commercial purposes; hence the request could not be granted.

**Action – LRSD**

### **Agenda 13.21 – The need for City Bus e-tickets/cards Office Drivers**

Due to a recent Office order requiring the pool vehicles to be parked at the designated parking, the Office drivers after Office time have to drive the vehicles all the way to Babesa garage and it is very difficult for them to come back and head home. The Chief ADM Officer proposed to the Management to provide them with the e-ticket/ cards for the City buses.



**Decision**

Since the audit has objected to such initiatives being taken by Thromde earlier, the request could not be approved.

**Action** - Chief ADM Officer

**Agenda 13.22 - Installing Landlines in Offices**

Despite several bilateral meetings with the Royal Audit Authority, the observations on issuance of prepaid vouchers for the Thromde staff in lieu of landlines have not been dropped. The memo stands in the name of every Thromde employee who has been asked to refund. Therefore, the members requested the Management that it would be better to install landlines as soon as possible for smooth service delivery.

**Decision**

The Management decided to submit a detailed report to the Ministry of Finance with a copy to RCSC Public Service Delivery Desk with a proper justification on why the prepaid vouchers have been issued to employees.

**Action** - Finance Division

The meeting adjourned at 4:40PM

**Rapporteur** – Karma Dorji, Sr. Planning Officer



# Annexures – Presentation Slides

## Sewer ROW for YC1-25 (Application dated 25/10/22)



## Case of CZ1-534 below Druk School



The owner rejects the proposal for the following reasons:

- One single plot is made into two.
- Width is inadequate for his project plan.
- Gap between the road and the plot will not allow extending cantilever RCC slab connecting to the existing road.
- Vehicle access will be very inconvenient and difficult.

Additional points:

- Relocating the overhead power cables, electrical poles, and private water supply line.
- Well structure being unstable and structurally weak.

- The approximate height of the RRM wall is 10.00m
- The basic engineering thumb rule to determine the base width of the wall for designing and constructing is that the base width should be minimum 0.4 and should have been 0.00m (base) of 1.0m.

Wall Height	0m	1m	2m	3m	4m	5m
Wall Base/Bottom Width	4.0m	4.5m	5.0m	5.5m	6.0m	6.5m

- Use of lime mortar in the RRM wall is not allowed as per the specifications. The quality and strength of the RRM wall.
- No bond stone was used as specified in DCR MOWYS specifications for chert and used works under Section 5 Sub-section 11.

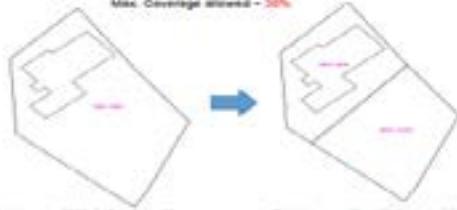
Therefore, as it is, the proposal by customer office to demolish the above registered plot is not suitable and acceptable to me for my project plan. I also wish to inform Thromde office that RRM retaining wall and the rear RCC counterfort wall is constructed on my plot's boundary coordinate point (TAT1106277, TAT1106276 & TAT072). This is an encroachment on my above registered land and is prohibited in accordance to Section 126 of The Land Act of Bhutan 2007. Therefore, it's imperative to settle this land encroachment issue amicably in accordance to Section 94 of The Land Act of Bhutan 2007 and jointly verifying the boundary coordinate points of my registered plot in accordance to Section 109 & Section 110 of The Land Act of Bhutan 2007.

Lastly, all debris and soil stacked at my above registered plot should be cleared from my plot by Thromde Office without disturbing the original to slope profile. Any disturbance of my original land slope profile shall be restored back to it's original status by Thromde.

## Sub-Division & Coverage

### Example of E4: Sub-Division of SM1-809

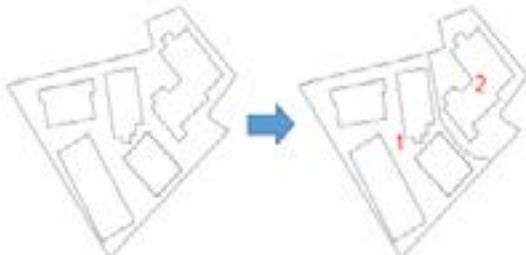
Max. Coverage Allowed - 20%



Plot Area = 2023.2424 sqm (02 DC)  
 Plinth Area = 263.8965 sqm (02 DC)  
 Coverage = 13%

Plot Area = 1011.6212 sqm (02 DC)  
 Plinth Area = 263.8965 sqm (02 DC)  
 Coverage = 26%

Max. Coverage allowed = 80% (above 2800) / 48% (1000-2800)



Plot Area = 3,350.909 sqm (6.3 DC)  
 Plinth Area = 1578 sqm (3.9 DC)  
 Coverage = 47%

Plot 1 = 2241 sqm  
 Plinth Area = 1113 sqm  
 Coverage = 50%

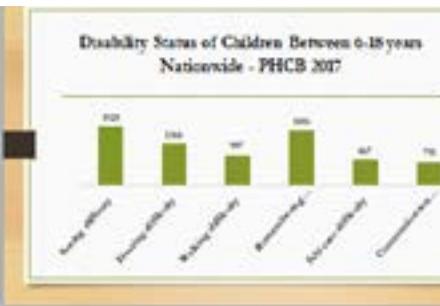
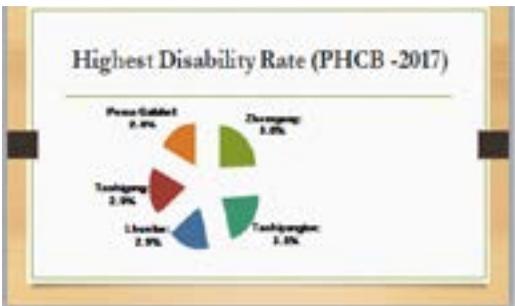
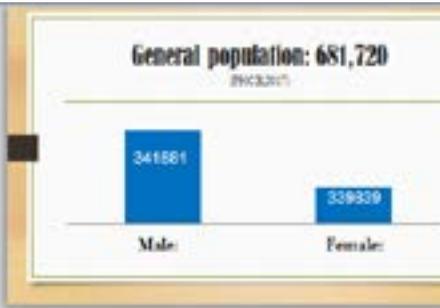
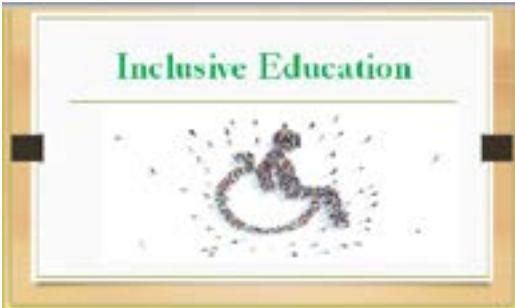
Plot 2 = 1118 sqm  
 Plinth Area = 465 sqm  
 Coverage = 42%

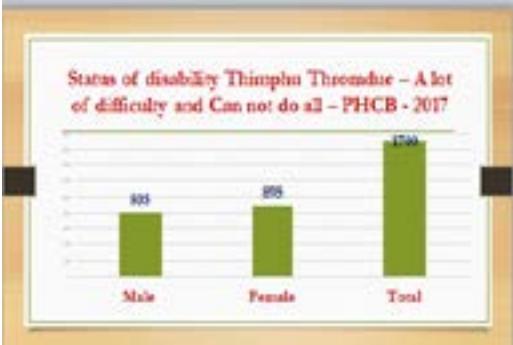
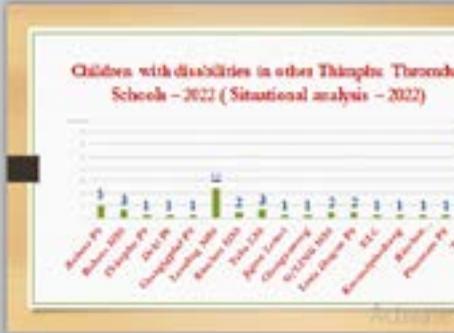
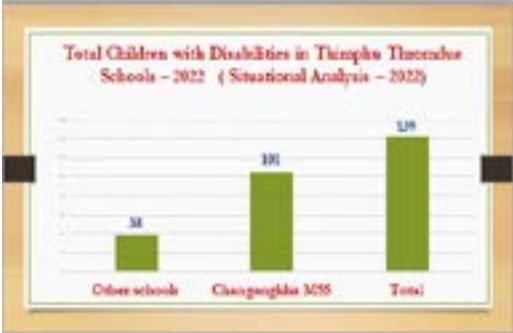
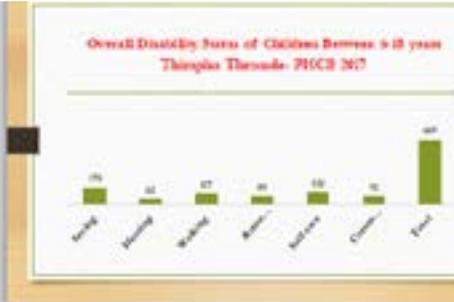
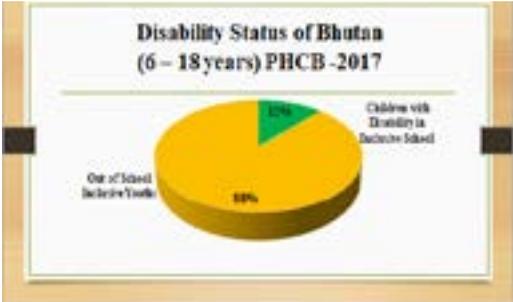
### requirements

- The sub-divided plot shall fulfil a Minimum Plot Area requirement.
- The sub-divided plot shall fulfil a Minimum setbacks requirement as per DCR.
- The sub-divided plot shall fulfil Minimum Parking requirements as per DCR.
- The sub-divided plot shall fulfil the Coverage requirement as per DCR. (only permanent structures are to be included in the coverage)
- The sub-divided plot shall be provided with an access road from the parent plot whenever required.
- The sub-divided plot shall be provided with a ROW for services from the parent plots whenever requires.

*Note: A plot with a joint owner shall plan their buildings accordingly if they will subdivide the plot in the future.*

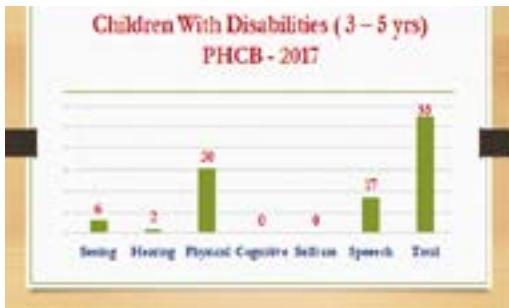
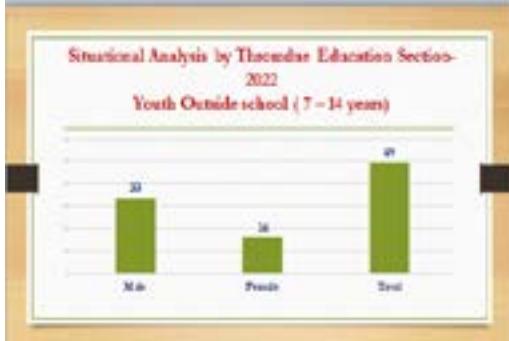




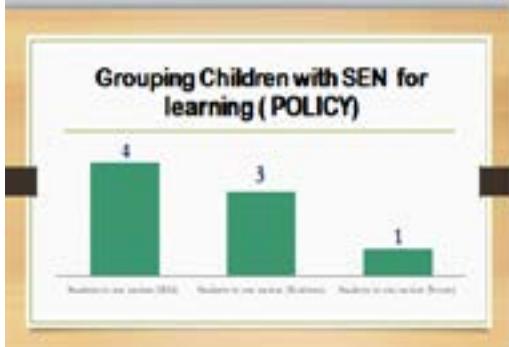
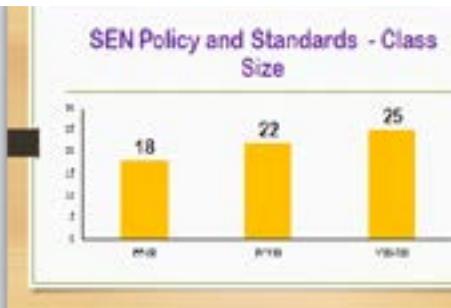




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### Teacher – Student = Ratio

Level of Severity	International Ratio	Approved Ratio DCSC	Current
Mild	1:4	1:7	Quality 1
Moderate	1:2	1:5	
Severe	1:1	1:2	

Changangkha Inclusive School



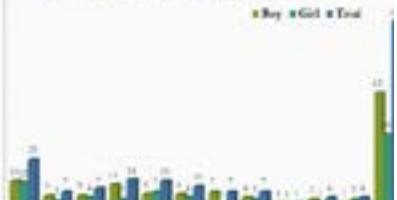
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Status of children with SEN-2022

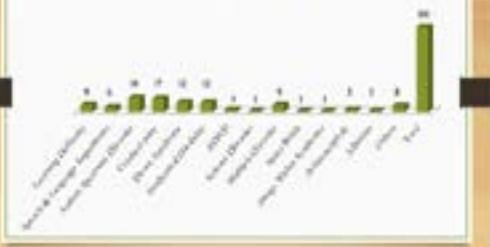


Status of children with SEN (Class wise) 2022

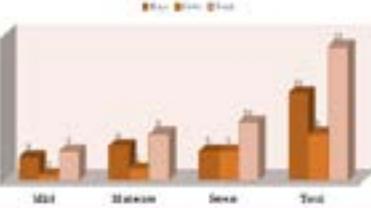


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LEVEL OF SEVERITY

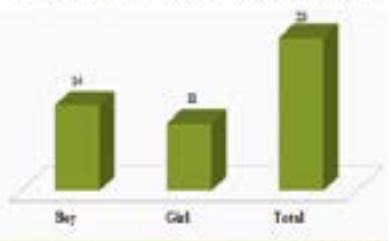


Level of Severity (Physical Disabilities)



All students with severe physical disabilities use a wheel chair.

Status of children who are Non-verbal-2022



### Service Provided

1. PFI Out
2. Push In
3. PFI Contract term
4. Pre-Workshop: Skills (Training, Cooking, Laundry, Art & Craft)
5. Activities of Daily Living Skills
6. Health and Personal Education
7. Gardening
8. Ceramics
9. Physicals
10. Capacity building as parents as learn to take care of children at home
11. ICT
12. Sewing Program

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### Push In Pull Out

### Tailoring

### Cooking

### Laundry

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### Art and Craft

### Challenges

- Maximizing class size
- Specialized Teacher
- Teacher student ratio
- Curriculum
- Resources: Financial and others
- Accessibility
- Timeliness
- Policy support

### Way Forward

- Tailored design for children with disabilities
- Regular assessment to ensure that priority classes with PFI program
- Study further assessment
- Create awareness on children with disabilities to Thromde Management and fast Thromde schools
- Indicate and available infrastructure in all schools through Thromde Office
- Continue ground study
- Transition
- Involving all schools who include in Thromde Teacher
- Policy support



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