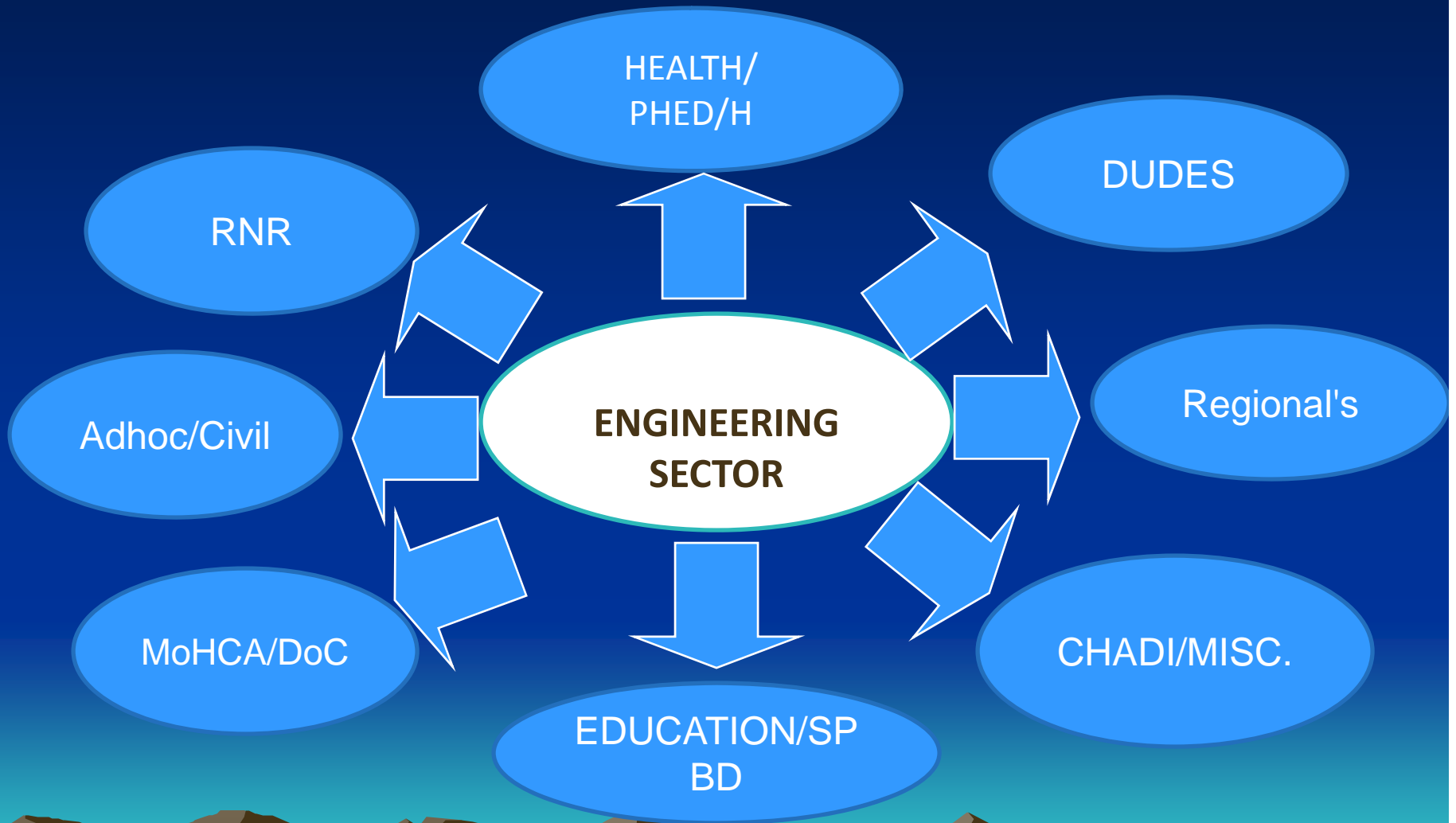


Issues of Dzongkhag Engineers

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ROLE OF DES (as per Good Governance)



Problems/constraints:

Problems/ Issues	Explanation/Activities	Proposed Actions/Strategies
<p>1. Staff Shortage:</p>	<ul style="list-style-type: none"> ❖ Every sector has their own objective and plan to be achieved. Education - schools should be within commutable distance of 2 hrs for every children Health services for all – RNR – connections of all the Gewog centers to the Dzongkhag ❖ Approved strength of Engineer with Dzongkhag by RCSC is not practicable ❖ Five works at a time for site engineer 	<ul style="list-style-type: none"> ❖ Recruit more engineers. ❖ Reduce the work load (out source) ❖ Supplement on the strength of Engineer and supporting staff e.g. carpenters, plumbers & masons, etc ❖ Bigger projects or work such as the one from SPBD, Edn, Health, etc. could be assigned with a team on pool basis. The team could be moved to a new project area of the similar nature after the work is over. ❖ ADE/office assistant <ul style="list-style-type: none"> - Surveyor - Architect. - Structural Engineer.

Problems/constraints: contd.....

Problems/ Issues	Explanation/Activities	Proposed Actions/Strategies
2. Qualification up-gradation	❖ How good you do/perform is not accounted if you don't possess a good academic qualification. The career ladders for many of the engineers working in the Dzongkhag (especially with diploma are bounded with limitations (PCS)	❖ Certificate – Diploma ❖ Diploma – PG/under graduate ❖ Degree – Masters ❖ PG/master Programme ❖ The Government should support fully/partially in administrative actions and financial aspects.
3. Short term Training needs (HRD)	❖ Skill development opportunity given to the Engineers in Dzongkhag is very low.	❖ Training should be imparted in the following fields: ❖ Surveying with new equipments ❖ RWSS design with software ❖ Design and Surveying of Farm Roads



Problems/constraints: contd.....

Problems/ Issues	Explanation/Activities	Proposed Actions/Strategies
4. Capacity building of Engineering staff in Dzongkhag	Limited opportunity to update knowledge and gain exposure to latest development in technology.	Provision of short term HRD plan to address this need (study tours/short term trainings) – for exposure.
5. Work in hand information.	❖ Information on work in hand is not easily accessible from all the Ministries/Agencies.	❖ CDB/web creation

Problems/constraints: contd.....

Problems/ Issues	Explanation/Activities	Proposed Actions/Strategies
6.TA/DA Allowance	❖Insufficient Ta/DA restricts the mobility of site engineer to the construction sites. The budget allocation is based on formula i.e 10 days tour per month whereby supervision frequency is reduced leading to low quality construction	❖Increase from 10 days to 15 days in a month
7.Mobility	❖Construction sites are scattered throughout the Geogs & to achieve work progress & quality, the engineers have to visit as often as possible	❖Provide Bolero Jeeps/motorbikes as pool vehicle for Engineering Sector.



Problems/constraints: contd.....

Problems/ Issues	Explanation/Activities	Proposed Actions/Strategies
8. Decentralization of RWSS design and estimate at Dzongkhag Level	As proposed by the local Government.	Building of in-house capacity for preparation of design and estimate and also equipments and software.
9. Contract	A decision of any contract is taken by the Tender Committee. Further, contract agreement is signed between the contractor and the Chairman of the Tender Committee. Whenever problem arises in the process of execution of work, the accountability is totally fixed on the engineers.	All tender committee members should also be equally accountable.

Problems/constraints: contd.....

Problems/ Issues	Explanation/Activities	Proposed Actions/Strategies
10. Land transaction/ land pooling	<ul style="list-style-type: none"> ❖ As of now the municipal engineers by default is looking after the land issues. These engineers are not conversant with the rules and regulations regarding land transactions, etc. 	<ul style="list-style-type: none"> ❖ To recruit land record officers to look after the land issues.
11. Work Quality	<ul style="list-style-type: none"> ❖ As per the requirements of the CDB our contractors C and above have to have a site engineers to supervise. But practically in the field, the contractors fail to provide their engineers. ❖ Most of the petty contractors are illiterate. These contractors even do not know how to prepare the bills. 	<ul style="list-style-type: none"> ❖ Contractor's engineers is a pre-requisite for supervision of works. ❖ Screening of the contractors is necessary by the CDB.

THANK YOU

TASHI DELEK

