

MOM of SWF meeting held on 16.10.2023

Venue: VC Room, Bjimthangkha

Time: 9:30 AM onwards

Secretary extended warm welcome to the Chairman, Treasurer and executive members of the staff welfare fund and informed that the meeting was called on the short notice due to the fact that some of the outgoing staffs verbally expressed their grievances on the refund amount and requested for review of the same. The secretary submitted that the refund policy made on 22.08.2023 was made keeping in view the viability of semso as well as refund until the project authority is dissolved. However, perceiving the grievances and request of the outgoing employees at this juncture proposed for reducing the provisions/ safety factor of the fund and take risk to increase the refund amount by some margin so that the outgoing employees get some increase on the refund of their total contribution.

Secretary also informed on his decision to leave the Project by December 2023 and proposed for selection of a new committee members.

Discussion and Decisions;

JMD said that if the fund is not viable, either the refund needs to be reduced or the scheme may need to be discontinued. He also said that reduction of semso will not be in the best interest of employees as the essence of the welfare will be lost. Therefore, the only alternative is to reduce the refund amount keeping in view the total number of refund to be made in future and probable semso claims expected in the coming months and accordingly the decision was taken in the last SWF Meeting. However, if there is possibility to increase the refund amount, the attempt must be made to refund as feasible considering the accumulated fund. Every member agreed with the Chairman and decided to increase the refund amount to extent maximum possible.

Various % based calculations projecting the refund amount and probable semso claims in future were presented by the secretary to the members and also shared the background of how SWF was being handled and dissolved in MHPA.

The committee decided that the maximum possible refund amount considering all the future refund provisions for unclaimed members and probable semso claims, 25% of total individual contribution was found viable till December 2024 and hence decided to issue corrigendum to refund 25% of total individual contribution of the refund provision already amended in the SWF policy.

The committee also decided to appoint the new SWF committee in view of the Secretary leaving the project for further studies and hand over the responsibility of SWF to new committee by 01.11.2023.

The committee decided the following nominee:

Nominee for the Secretary :

1. UgyenDorji, SE (Procurement& Contract)
2. I.P Koirala Dy. CFO (Finance)








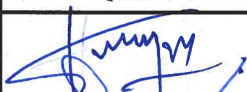
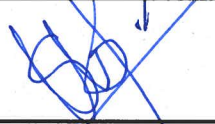
3. Chado LO (Labour)

Nominee for Treasurer:

1. Kunzangchoden, Accountant (Finance)
2. Tshering wangmo. Supervisor,(Dam Circle)
3. Bikash Rai Sr. Computer Operator (Procurement& Contract)

Nominee for Executive member 6 people:

1. ZekoTashi, EE (Power House)
2. TeknathAcharja EE(Electro-Mechanical)
3. Karma Dolma Sherpa Sr. Computer operator (Dam)
4. ChakDema Sr. Computer operator (Quality Control)
5. LobzangDorji, Sr. Computer operator (Personnel)
6. Sangaylungten,UDC O/o JMD
7. PemDorji, UDC(Power House)
8. Tshering Yangchen, UDC(labour)
9. ChetenZangmo, Plumber (Infra)
10. SangayLhendup, UDC(Adm)
11. TashiDendup Sr. Fireman (Security and Fire)
12. Chado, Sr. Store keeper, (Electro-Mechanical)

Name	Role	Signature
ThinleyDorji, JMD	Chariman	
Lhapchu, EE, o/o MD	Secretary	
TsheringTshomo, CO, Environment wing	Treasurer	
Sonam Yangchen, EE, Infra	Executive member	
Sonam Yoezer, WS, Infra	Executive member	
TashiPenjor, UDC, Geology	Executive member	
Sonam Tshewang, Dy. SO, Security and Fire	Executive member	
UgyenPhunthso, EE, EM	Executive member	