

Minutes of the Meeting

The 18th PRCM was held on 25th of December 2009 at the main Ministerial Conference Hall. In his opening remarks, while welcoming the PRCM Members, the Hon'ble Chair made the house aware of the following pertinent issues, important for Organizational Development (MoH).

Agenda a. Opening Remarks

a.1 MoH's Image:

The Hon'ble Chair, while acknowledging the efforts of the staff in providing quality service delivery, stated that over the past few years, the image of MoH has drastically transformed in the eyes of general public. The Chair mentioned that MoH is perceived as an extravagant, self centered (demanding and dissatisfied workers) and sycophant Ministry.

a.2 Rebuilding MoH's Image:

The Hon'ble Chair pointed out that people from within and outside the Ministry had expressed the need to transfer some senior officials to revitalize the deteriorating image of the Ministry. However, the Chair indicated that he does not believe in the philosophy of transferring concept to improve the image, rather prefer the concept that people can change and do things properly, provided the right environment is created in the working culture. Subsequently, he urged the house to gradually change the working ideology. *"I keep saying that we need to change and do things differently. I am happy to say that you have cooperated with me and we have started doing things differently for the good of the Ministry as well as for the good of every individual."*

"Experience is the best teacher."

- Hon'ble Chair -

a.3 Capability and Competence of Senior Officials:

The Hon'ble Chair accepted the fact that some of the Senior Officials' do lack leadership qualities and urged them to improve their leadership traits based on the experiences accumulated over the years.

a.4 ACC Findings:

The Chair pointed out that in the midst of collective efforts to promote transparency and improve efficiency through doing things differently keeping in mind the “0” tolerance to corruption, the recent fiasco related to the patient referral at Kolkatta (ACC Findings) has not only disturbed him but more so saddened by the fact that it happened right under the nose of senior management of the Ministry. The Chair reiterated the house to be more cautious to avoid such problems in order to put the house in order.

a.5 Re-Constitution of the Three Member Committee:

The Chair informed the Secretary and the Director General to look into reconstituting the 3 members to look into and carry out the administrative burden (AB) related to MoH.

Finally, the Hon’ble Chair pointed out that though MoH have daunting challenges, he is confident that the challenges can be addressed collectively given the efficiency and dedication of the staff.

Agenda b. 17th PRCM Follow Up

The Chair directed that given the time constraint, as usual PPD has to look into the follow up and recommendations of the 17th PRCM in close consultation with the Departments. – PPD/Departments

Agenda c. In-Country & Ex-Country Trainings/Workshops Proposals

c.1 PPD appraised the house that based on the directives from the Hon’ble Chair; PPD has developed the following formats (subject to change)¹:

- Proposed Formats for In-Country Training/Workshops and Duty Travel.

It was also brought to the notice of the floor apart from the writing & submitting 300 words on impact of training by all the HQ Officials to the PPD during the moratorium period of 3 months, PPD has also developed a format to analyse the impact of ex-country from last five years (2005 -2009).

c.2 With the Chair’s directives, PPD requested the PRCM Members to direct their respective staff to submit the proposed 300 words (training impact) along with the filled up format for ex-country (05 -09) no later than 15th of Jan 2010 to PPD – **PPD/Departments.**

¹ Ref – Annexure

c.3 PPD made the floor clear that though PPD has developed the proposed formats, PPD wants the floors' decision on the issue of ownership related to the training aspect. After further deliberations, the floor directed the following:

As PPD is already undertaking exercise to measure the impact of training (05-09), PPD to continue the exercise and submit to Ministry prior to completion of moratorium period.
- **PPD**

c.4 A Training Coordination Unit (TCU) to be formed under HRD and place a HRO with the job responsibility of exclusively looking at all the training components like duty travel, seminars, workshops etc. including the Monitoring/Evaluation of all trainings –
HRD

c.5 PPD to provide technical support related to HR, should HRD require technical support and upon completion of training impact assessment (2005 – 2009) by PPD, HRD to take up the ownership – **PPD/HRD**

c.6 Based on the directions from the Vice-Chair and the house, PPD to modify the training/duty travel formats and put it up in web. – **PPD**

Agenda d. Off Hour Clinic Proposal

d.1 Upon completion of off-hours clinical proposal by JDWNRH Management, the Vice Chair apart from retaining the phrase – Annual Executive Health Check Up, Annual General Health Check-Up should also be included to encourage the general mass to avail annual health checkup. - **JDWNRH**

d.2 The forum also felt that a separate committee should be constituted especially for monitoring and evaluating the off hour clinic activities.

d.3 The Hon'ble Chair instructed the JDWNRH Management to further refine the Off Hour Clinic Proposal and submit to Ministry at the earliest for further action. – **JDWNRH**

Agenda e. Cabin Charges for Health Staff

e.1 It was decided that the JDWNRH should prepare a note-sheet related to cabin charges for all health staff based on the example related to perks provided by other Ministries/Agencies like free mobile services to Bhutan Telecom Staff etc. and submit to Ministry for approval. - **JDWNRH**

e.2 The house also pointed out that only after the note sheet has been approved, JDWNRH should draw up a concept paper on the issues. - **JDWNRH**

e.d In line with the house, the Chair directed the management of JDWNRH to come up with a comprehensive proposal related to Cabin Charges for Health Staff at the earliest

for further deliberations prior to submitting the proposal to Cabinet for final endorsement. - *JDWNRH*

Due to time constraint the following agendas could not be discussed:

1. *Status of BPH*
2. *Appraisal on Ad-hoc Expert Committee Meeting*
3. *Status of PRU Autonomy*
4. *HR Issues*

Concluding Remarks

“MoH is to provide better and faster health care service in equitable & just manner”

- Hon'ble Chair

Apart from thanking the forum for active participation, the Hon'ble Chair once again reiterated that all the health staff should focus and work diligently to serve the people in just and

equitable manner rather than sitting back and let things take its own course.

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