

Dear All Faculties,

Following the presentation on review of the compensation structure for the Faculty made during the semester closing on 8 Dec'14, the draft proposal/PPT slides are being shared with the Faculty for your kind and valuable feedback. **We would appreciate if you could send in your feedback & comments latest by 31<sup>st</sup> Dec'14.**

A brief background and rationale for the proposal is given below:

**Background:**

In the process of studying the impact of the recent pay revision of the Govt./Civil Service, the current compensation structure and practices for faculty are also being reviewed given the following rationale:

- Changes in the local market
- Recognition of more dynamic environment in the College (move away from 'one size fits all')
- Primary mission of teaching-learning excellence to be supplemented with broader academic activities by faculty; creating room for flexibility

The current system does not adequately address issues of differentiation in the workload among full-time faculty who are required to teach 1 or 2 module in 3 sections vs. faculty required to teach 3 different module subjects. The management proposes a restructuring to make the compensation more reflective of actual workload more market based rather than on a lump sum basis.

**Proposed changes:**

1. Restructured minimum required workload to 2 sections (same module subject). This also forms the basis for vacation pay at existing salary levels (current salary protected). The existing basic pay and existing housing and contract allowances remain the same. The expected workload will still be 3 sections during a semester, but compensated extra. All workload allocation will continue to be academically justified, optimized, and best suited to the needs of the college and individual departments/programmes.
2. During a semester, compensation of faculty commensurate with actual workload beyond the required bare minimum, in terms of additional allowances to be paid during the teaching months only. Multiple allowances are possible and are additive. Such allowances will be percentages calculated on the basic pay, and will include:
  - a. WLA - Workload Allowance: X% on basic pay each for 1 or 2 additional module sections taught (totaling to 3 or 4).
  - b. DMA - Distinct Module Allowance: Y% on basic pay each for additional distinct module subject taught, beyond the first subject.
3. Enhanced performance management system, includes a way for faculty to track some indicators of their performance (performance portal); enhanced clarity on required and expected duties.

**Feedback sought on:**

1. Relative weightages of WLA and DMA %.
2. Possible allowance for differentiation or recognition of student numbers beyond certain threshold, to be fractionated off from the WLA/DMA amounts.
3. Formulations of clearer and stronger performance management systems.
4. Any others.

Thank you for your time and would appreciate if you could kindly send in your comments within 31<sup>st</sup> Dec'14.

Further, please find attached the PDF/PPT of the presentation made during the semester closing for your reference.

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