

"As underpinned in our old-age saying "the golden yoke of secular laws," accountability must henceforth become the cornerstone of governance. We must correct those who deviate, be firm with those who do not deliver, replace those who are incompetent, and terminate those who underperform and have therefore become a liability to our system and nation. We must not hesitate to expose those who engage in corrupt practices, so that we send a strong signal to deter others from doing so."

His Majesty Druk Gyalpo's address to the Nation on the National Day, 2021

### **Table of Content**

The	Attorne	y General's review	1
OA	G at a Gl	ance - 2021	6
Org	anogram		7
1.	Depart	ment of Justice	7
1	.1.	Prosecution and Litigation Division	7
	a)	Highlights of cases received in 2021	9
	b)	Status of the cases received in 2021	9
	c)	Significant activities in 2021	10
	i.	Keeping crime at bay	10
	ii.	Vulnerable Group Protection	12
	iii.	Protection of Rights of Accused	13
	iv.	Protection of Youth	14
	v.	Fight Against Covid-19	15
	vi.	E-litigation	15
	d)	Challenges	16
	e)	Way Forward	16
1	.2.	Property and Judgment Enforcement Division	17
	a)	Additional responsibilities and initiatives undertaken by PJED	18
	b)	Media and Information Services	19
2.	Depart	ment of Legal Service	20
2	.1	Drafting and Review Division	20
	a)	Significant activities in 2021	21
	i.	Providing professional drafting service	21
	ii.	Maintaining consistency and coordination with stakeholder	21
	iii.	Reviewing delegated legislation drafted by other agencies	22
	b)	Challenges	23
	c)	Way forward	23
2	.2	Advisory and Advocacy Division	24
	a)	The Division and its mandates	24
	b)	AAD in review 2021	25
	c)	Highlights of Legal opinions rendered over last five years	26

### **ANNUAL REPORT 2021**

d)	The Legal Due Diligence Framework and the Induction Manual	26
e)	Ongoing activities of the division	27
f)	Challenges	27
g)	Way forward	28
2.3	Finance and Corporate Division (FCD)	28
a)	Work output for 2021	29
i.	Report on public procurement	29
ii.	Legal Services	29
b)	Highlights of the activities 2021	29
c)	Future outlook	30
2.4	International Affairs and Environment Division	30
a)	Work output for 2021	31
b)	Highlights of the activities	31
c)	Future Outlook	32
3. Justice	Sector Working Committee Secretariat and projects	32
3.1	Construction of Store for Seized Properties	33
3.2	Technical Committee for the LNS	33
3.3	Data integration	34
3.4	Joint Investigation and Prosecution Training	34
3.5	Dzongkha Competency Training	36
3.6	Druk Laws App	36
4. Secreta	riat services	36
4.1	Budget	37
4.2	Human Resource Development	37
Annexure I		i
Annexure II		iv
Annexure III		v
Annexure IV		vi

# The Attorney General's review

It is my pleasure to present the Office of the Attorney General's Annual Report 2021. This year, guided by the wisdom and compassion of His Majesty the King, the Office initiated a diverse range of activities that focused on fair delivery of legal services and added a milestone in strengthening delivery of justice services through strategic reforms. Guided by the provisions of the Constitution and laws of the Kingdom, the Office has undergone dynamic revolutions and initiated numerous reforms to live up to the challenges we face in the administration of justice.

#### Institutional reforms

Under the aegis of His Majesty's benevolent vision, the OAG strengthened its institutional capacity through the creation of three specialised Divisions, namely: (1) the Finance and Corporate Division; (2) the International Affairs and Environment Division, and; (3) the Property and Judgement Enforcement Division. The foundational papers for the newly created Divisions were also published. Further, legal divisions were created in prioritised ministries and agencies.

Recognizing the growing trend of the involvement of our youth in the commission of offences, the Office established a Women and Child Unit under the Department of Justice to protect, reform and rehabilitate a Child in Conflict with the Laws (CICL). Facilitating a CICL to undergo diversion programs, alternative sentencing or any other reformative or rehabilitative measure must be considered an applaudable achievement in administering child justice.

The enactment of laws must meet the needs of the public and as such, it has to undergo review and changes from time to time and any redundant laws needs to be repealed or amended. In doing so, the Office established a Law Reform Unit under the Drafting and Review Division.

The Office also effectively streamlined the business model of legal officers working in ministries and agencies for whom the Office is the parent organisation through the adoption of "OAG Parenting Framework: Roles, Mandates and Parenting Framework for legal officers in ministries, thromdes,

dzongkhags and autonomous agencies; and the Due Diligence Framework for dzongkhag legal officers".

#### Legal services and achievements

This year the OAG received a total of 939 cases from referring agencies of which only 86 are under review. The Office restituted Ngultrum 36.08 million to the government and successfully claimed and paid compensation amounting to Ngultrum 7.37 million to the victims. With the support of the UNDP, the Office was able to appear before the Courts virtually using the latest electronic "Video Conferencing" capabilities.

The Office conducted a study to identify issues in the public procurement and contract management system in the country, and a report titled "Issues and gap analysis in the Public Procurement of Works (Above Five Millions); Contract Implementation; and Settlement of Dispute" was published.

Considering the importance of getting access to laws of the kingdom, the Office launched its upgraded DrukLaws App on the Android platform, in addition to the earlier iOS version. It serves as a single window platform to over 199 national laws along with the latest amendments and newly adopted legislations. It includes the historic Legal Code 1652 of Zhabdrung Ngawang Namgyel and the *Thrimzhung Chhenmo* 1957 along with 165 rules and regulations as well as their revised versions. It provides information on 93 international instruments such as international conventions, covenants, treaties and protocols where Bhutan is a party. It also provides access to 71 judicial forms.

The Office led the implementation of the Justice Sector Strategic Plan 2018-2023, and established the Justice Sector Working Committee Secretariat office to coordinate and monitor all plans and programs under the justice sector. The development of the Enterprise Legal Management System (ELMS) is close to the completion phase. The Electronic Case Management System is in response to digitization efforts of the RGOB and will enable the Office to conduct its business process in a fair, efficient and transparent manner. Pioneered by the Office, the Justice Sector Data Integration works is also in the advanced stages of finalisation and implementation. Data Integration is expected to eliminate duplication of efforts, digitization and reliable transfer of case referrals, cost saving online access to information which will promote efficiency, transparency and effectiveness amongst the justice sector stakeholders.

#### Upskilling and reskilling

Recognizing the importance of enhancing adequacy and competency, the Office trained dzongkhag and thromde legal officers in conducting legal due diligence on important legal matters, which will preempt and ensure reduction of litigation at the community level. The dzongkhag legal officers will provide about 22 kinds of legal advisory services on a need basis at the Gewog centres as part of His Majesty the King's vision to promote "*Just and Harmonious Society*" at the community and grassroot level.

Two cohorts of police investigators were also trained under the *Joint Investigation and Prosecution Training* program. Similarly, the Office conducted an inhouse refreshers course in Buddhist management practices, higher learning on *Dzongkha* grammar and other relevant Buddhist and International Philosophy to enhance our domestic as well as international legal knowledge and practices.

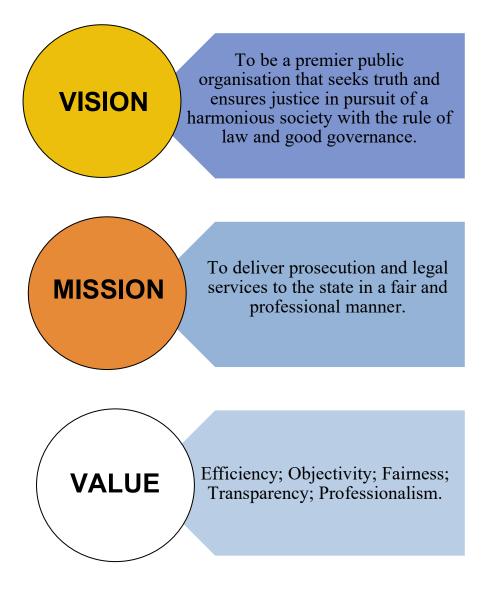
#### The year ahead: 2022

The Office is determined to continue its pursuit of a just society governed by the rule of law. With the establishment of specialized divisions and units along with their foundational documents - the Office looks forward to working towards administering justice with earnest dedication and accountability. To preempt any persisting legal issues from arising, it is imperative to broaden the citizens' awareness of law through legal advocacy and dissemination. We reiterate our pledge to uphold our commitment to render expeditious prosecution and litigation services, free of fear or favor and with sincere consideration to the plight of women and in the best interests of the child.

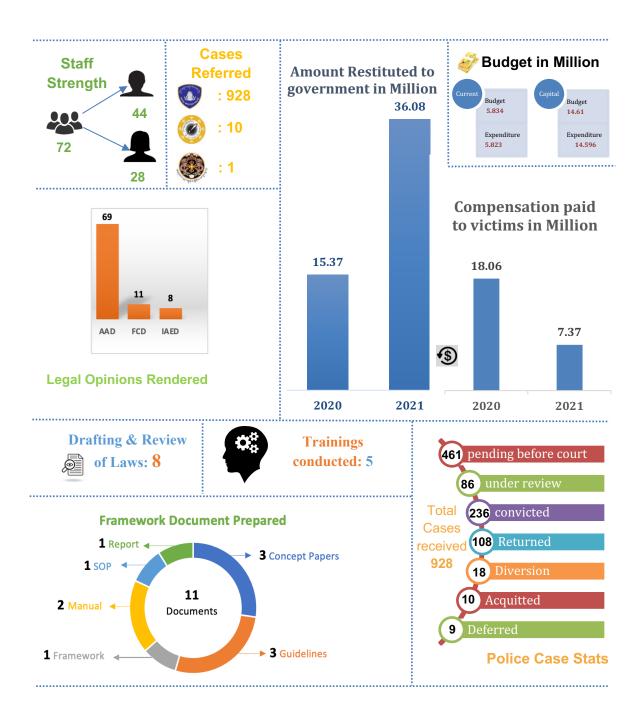
Lungten Dubgyur Attorney General



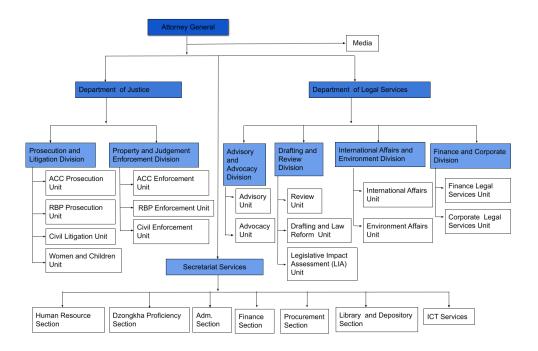
The Hon'ble Attorney General with the staff of the Office of the Attorney General in 2021



OAG at a Glance - 2021



### Organogram



#### 1. Department of Justice

The Department of Justice strives to promote fair and impartial proceedings in both criminal and civil matters. The Department performs its mandates through the Prosecution and Litigation Division (PLD) and the Property and Judgement Enforcement Division (PJED) in appraisals or advising government on court orders and execution of judgements.

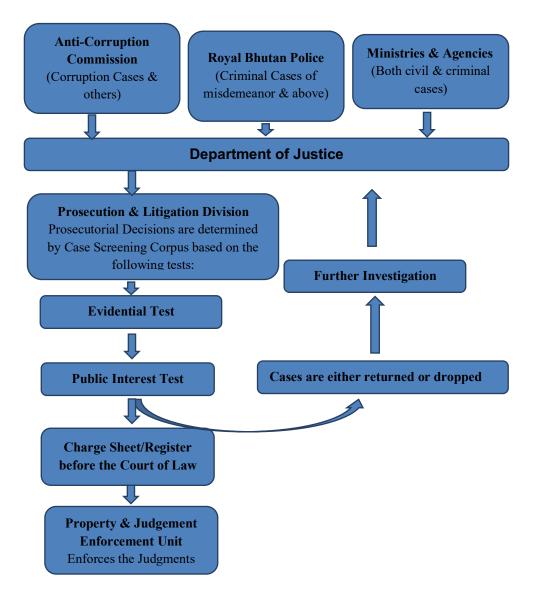
#### 1.1. Prosecution and Litigation Division

The Prosecution and Litigation Division is vested with the mandate to prosecute and litigate criminal and civil cases on behalf of the State. It derives its authority from Article 29 of the Constitution and Section 10 of the *Office of the Attorney General Act 2015*.

A major share of the workload are the investigation reports of cases - involving offences graded misdemeanor and above - referred for prosecution by the RBP, while the ACC refers all cases irrespective of the degree of offence.

Besides, the Office also receives cases from Ministries and other State agencies.

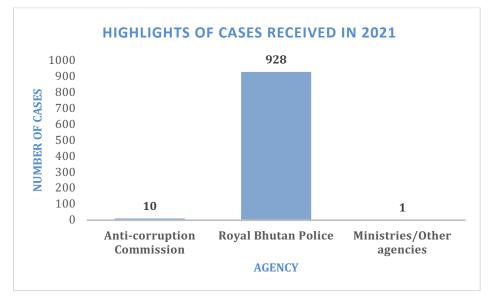
#### The case referral and screening process

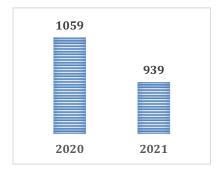


### a) Highlights of cases received in 2021

The Office received a total number of 939 cases for criminal prosecution:

- 928 cases from the Royal Bhutan Police (RBP).
- 10 cases from the Anti-Corruption Commission of Bhutan (ACC).
- 1 case from the Department of Forestry, Ministry of Agriculture and Forestry.





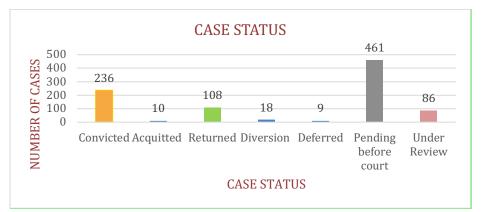
On a comparative study between the number of cases received by OAG in 2020 and 2021, there is a substantial decrease in the number of cases indicating the deterrence effect brought about by the prosecution.

# b) Status of the cases received in 2021

Of the 928<sup>1</sup> cases received from the RBP in 2021, defendants in 236 cases are convicted, while the defendants in 10 cases are acquitted and 108 cases are

<sup>&</sup>lt;sup>1</sup> It is important to note that the data provided here concerns only the cases received from January to December 2021. There are many cases of the preceding years which had been closed in 2021. Also, the cases pending before the courts include cases at different levels of

returned to the investigating agencies. 18 cases involving CICL have been routed through diversion programs, while 9 cases have been deferred and 461 cases are under trial before courts at different levels of proceedings. A total of 86 cases are under review with the office.



Of the 10 cases received from ACC in 2021, 1 case has been returned to the ACC, 5 cases are under review and 4 cases are under trial before courts. The case received from the Department of Forestry, Ministry of Agriculture and Forestry is under review.

### c) Significant activities in 2021

#### i. Keeping crime at bay

Our prosecutors continue to work relentlessly in the administration of criminal justice to ensure a safe and secure society. The year brought in some of the biggest trials in Bhutanese history involving people holding high positions in government offices. In showing no tolerance to acts against national security and social harmony, OAG carried out the first conviction of a Supreme Court Judge, *Dzongkhag* Court Judge, Brigadier of the Royal BodyGuard and a woman for *Mutiny* and *Abettor of Mutiny* among other charges. The same woman was also indicted for *Sedition* and

court proceeding ranging from the cases that had been recently charge-sheeted to the cases awaiting judgments after having concluded all the court proceedings, and cases where judgments had been rendered by the trial courts (Drungkhag and Dzongkhag courts) but had been subsequently appealed to the courts of appeal (High Court and Supreme Court) either by OAG or the defendants.

convicted for 21 years, emphasizing Bhutan's zero tolerance towards acts intended to create communal disharmony and unrest in the society.

#### Here are some of our significant cases of 2021:

#### State v National Housing and Development Corporation (NHDCL) [2021]

The NHDCL was charged with criminal nuisance and corporate criminal culpability on two counts. In this case, a woman was strolling along the street in Changjiji housing complex when she was struck by a street light pole. The OAG has filed a criminal case against the corporate office for their negligence, charged them for criminal nuisance and requested compensation of Nu. 42,30,879/- which is unprecedented in our criminal trial.



# State v Kota [2021]

The accused Kota was charged by the prosecution with match-fixing in the Bhutan Super League 2020 and Bhutan Premier League 2020 on seven counts of Passive Commercial Bribery under section 67 (1) of the ACAB 2011. This is the first case of its kind in Bhutan's premier sports league, in which the accused conspired with an Indian national and told his players to purposely lose the match. The case is under trial at Thimphu District court.

#### State v RSTA Officials and others [2021]

The Office of the Attorney General prosecuted 66 people, including six members of the Royal Bhutan Police and the Road Safety and Transport Authority. The others are ordinary citizens. These accused were charged for Passive and Active bribery in accordance with the ACAB, 2011 for illegally obtaining a driver's license. As a result, the accused were found guilty and sentenced to a minimum of 6 months to a maximum of 18 months in prison. In addition to the allegations, the prosecution has asked the court to invalidate all of the licenses that have been issued.



#### PLEA BARGAIN (State v Singye Dorji & others)

In 2021, the Anti-Corruption Commission forwarded an embezzlement case involving officials of Lhamoizingkha Dungkhag Administration. Following review of the case, the Attorney General's Office entered into a plea bargain with the accused after taking into consideration the requisite conditions of *Plea Bargain* under the provisions of the Civil and Criminal Procedure Code of Bhutan, 2001. As part of the Agreement, the accused pleaded guilty to all counts of embezzlement and forgery and OAG agreed to charge the defendant for a lesser offence. The state could save time and resources by avoiding the prosecutorial process in court through the successful plea bargain.

#### ii. Vulnerable Group Protection

In 2021, the Office continued to seek justice for crimes committed against vulnerable groups. The vulnerable groups include children and women who are victims of rape and domestic violence amongst other crimes. We prayed for stringent punishment to be meted out to the offenders in order that future prospective offenders can be deterred.

The Child-Friendly Guideline and the Diversion Guideline developed by the OAG ensure that the Child in Conflict with Law (CICL) is treated in a child-friendly manner. A prosecutor has been specially designated to overlook crimes involving women and children. This allows the office to prioritize and expedite the prosecution, as well as ensure victim safety and rehabilitation.

#### Here are few significant cases of 2021:



State v Nima Dorji Sherpa [2021]

The OAG successfully prosecuted and secured the conviction of a 38-year-old man for statutory rape. The defendant was found guilty of rape involving an 8-year-old boy and sentenced to 16 years in prison.

## State v Dil Bahadur Chettri Neopani [2019]

A defendant was accused and convicted for 10 counts of child molestation under section 203 of the Penal Code in another case from 2019. He was working as an officiating Principal in a government school when he physically molested ten girls between the ages of eight and nine. For each of the ten victims, the defendant was sentenced consecutively to 30 years in prison. The defendant appealed to the high court, and his sentence was reduced to ten years and six months.

#### iii. Protection of Rights of Accused

The Office ensured that the inherent rights of criminal offenders were not violated during arrest, detention and in seeking punishment for the persons who committed crimes. Some significant cases where the office sought to administer criminal justice fairly and without prejudice to the rights of the accused.



The defendant who is a child of 17 years of age investigated by the police for his alleged commission of *Rape of a child above 12 years*. Both the defendant and the victim were below the age of eighteen. The facts also show that two of them were in relationship and established that the sexual intercourse between the two was consensual. After thorough review of the case, our office held the view that Section 183 of the Penal Code is intended to punish heinous cases of adults taking sexual advantage of minors. The rationale behind such laws is to make illegal for adults to have sex with minors and to protect minors from adults who are domineering and manipulative.

In the present case, we could not overlook the fact that both the victim and the alleged perpetrator are minors. Therefore, it would be unfair to bring a minor perpetrator and book him under this offence when the legislative intent behind is to protect minors. In affording protection to one minor, the other minor would be deprived of the very protection which the law seeks to confer.

Hence, we dropped the case and returned it to police to be closed.

# CRIME PUNISHMENT

#### State v Naina Shing Pradhan [2021]

The accused raped a physically challenged woman. He was charged with *Rape* under Section 177 of the Penal Code. The Court however altered the charge and convicted the accused for *Statutory Rape* and sentenced him to 13 years. The prosecution subsequently filed an appeal with the High Court, claiming that the accused's conviction for statutory rape does not fall under Section 181 of the Penal Code which protects the right of children below 12 years of age only and did not extend to victim of the present case though she is physically challenged. Furthermore, the penalty did not fall within the PCB's sentencing parameters. As pleaded by the prosecutor, the High Court reduced the sentence from 13 to 5 years.

#### iv. Protection of Youth

Involvement of youth or people who are relatively young in acts detrimental to themselves and to the society at large is becoming a growing trend and a source of concern. Many of them come in conflict with law particularly in relation to abuse of narcotic drugs and psychotropic substances amidst other crimes.

By relying on the provisions of the relevant laws that seek to protect, reform and rehabilitate such delinquents, especially the *Child Care and Protection Act 2011*, the Office sought not to punish them, but instead prayed for alternative sentences and, reformative and rehabilitative measures.

Significant steps taken by the Office to ensure CICL are dealt with much care and without prejudicing their inherent rights:

- 18 CICL cases received by OAG have been routed through *Diversion* as per the provisions of the *Child Care and Protection Act 2011*.
- CICL who are not entitled to *Diversion* were duly charged for only half the penalty awarded to an adult as per Section 115 of the Penal Code.
- CICL who are convicted were sent to the Youth Rehabilitation Development Centre, Tshimasham for reformation, rehabilitation and subsequent re-integration into the society.

### v. Fight Against Covid-19

The COVID-19 pandemic has forced a paradigm shift in how justice is administered. The Office has initiated E-litigation in collaboration with the judiciary during the pandemic, which not only propagates Covid-19 prevention measures but also helps in curbing expenditures incurred by conventional court proceedings.

Besides providing legal advice to the Government, the Office pursued people who violated the Covid-19 protocol. Charges were proportionately framed after rigorous analysis to dissuade such irresponsible and unsafe behavior.

#### vi. E-litigation

With strict protocols, social distancing norms and nationwide lockdowns, the pandemic has led to an inevitable increase in the use of digital

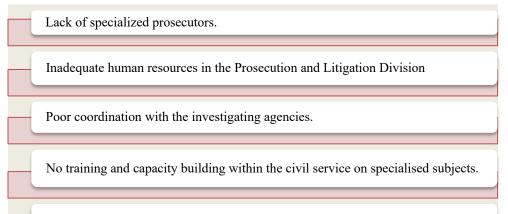


technologies. The civil servants had to adjust to new ways of work and life, the new normal. Under the direction of the AG the office has explored every possible scenario on

the use of technology. As the use of video conferences has increased significantly, OAG has also ramped up their technology infrastructure to accommodate the rise.

The use of technology has not only helped to expedite litigation and deliver swift justice but also saved a huge financial burden to the government by prosecuting considerable number of cases online, rather than travelling to courts in different districts. Except for few courts which required prosecutors to travel personally and attend the court proceedings, most court hearings outside Thimphu Dzongkhag had been carried out virtually in 2021. This has helped reduce a lot of expenditure which were usually expended as TA/DA for the prosecutors.

#### d) Challenges



Lack of data and research resources for case study and analysis.

#### e) Way Forward

Train and enhance the skills of the prosecutors in specialized subjects.

Recruit adequate number of prosecutors to meet the growing workload.

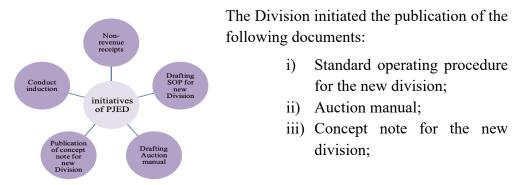
Enhance co-ordination and work hand-in-hand with the investigating agencies.

With the incorporation of the ELMS system, data and research resources for caserelated study and research can be easily accessible.

#### ANNUAL REPORT 2021 16

#### 1.2. Property and Judgment Enforcement Division

The Property and Judgment Enforcement Division (PJED), which was formerly a unit under the Prosecution and Litigation Division, is staffed with five officials. In the year 2021, the Division introduced issuance of nonrevenue receipts, which replaced hand receipts.



The PJED restituted Nu.36.08 million to the Royal Government and compensated Nu.7.37 million to the victims in the RBP cases. The Division successfully enforced 17 ACC cases and 126 RBP cases, in addition to some referrals made by the ministries and agencies, while 44 ACC cases and 227 RBP cases are still pending for enforcement. It is to be noted that the pending cases include those defendants who are at large, making restitution through part payment schemes, or imprisoned for long years or for life. In 2021 only, the Division registered 164 RBP cases and 30 ACC cases for enforcement.

Besides restitution to the Royal Government and payment of compensation to the victim, the Division also restituted land that was illegally owned by defendants, confiscated a building, seized and auctioned vehicles. In addition, the Division conducted community service, rehabilitation programs and disposed of seized drugs in close collaboration with relevant stakeholders.

Year	Restitution made to the Royal	Compensation paid to the victim (in million)		closed in ven year		g cases in the ven year
	Government (in million)		RBP cases	ACC cases	RBP cases	ACC cases
2020	15.67	18.06	81	19	211	47
2021	36.08	7.37	124	17	227	44

Comparison of total restitution and compensation, cases closed and pending for the last two calendar year.

The PJED has been facing various challenges as reflected in our previous annual reports. In the year under review, the PJED faced following challenges:

- The judiciary is reluctant in issuing search, seizure and auction orders despite the OAG having procedures in place;
- Inability to get disputed properties lawfully attached during the investigation stage.
- Citing the COVID-19 pandemic and lack of income source as reasons for inability to make restitution.

### a) Additional responsibilities and initiatives undertaken by PJED

Guided by the Constitution and inspired by His Majesty's national addresses, this division also took up the following:

#### i) Prosecution of police cases

Owing to limited human resources, the Attorneys under PJED have taken up this additional task to prosecute criminal cases under Thimphu district. Such initiatives have helped attorneys, particularly the new recruits, to gain prosecution experience and acquaint themselves with the judicial process.

#### iv) Mindfulness Session

The PJED has carried out mindfulness sessions prior to the beginning of workshops and meetings, such the Joint as. Investigation and Prosecution Training for Police Personnels (Paro) and the Training of the Dzongkhag and Thromde Legal Officers (Paro) and



in other meetings held in the Office.

#### b) Media and Information Services

The service was initiated in March 2021 under the aegis of the Attorney General. It caters various media services in close collaboration with both print and broadcast media.



*The Hon'ble Attorney General during the launching of the official facebook page.* 

The Office has been facing constant issues without a permanent media and information officer despite repeated announcements. As an interim measure, the head of the PJED is currently undertaking this additional burden. On 29 March 2021, the Office launched its official Facebook page whereby the reach of the information related to the Office is exponentially increased.



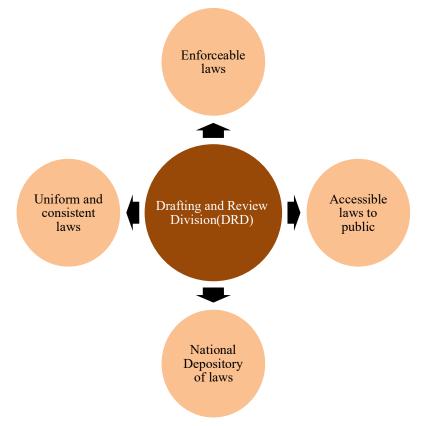
The Chief Representative Mr. Kozo Watanabe of the Japan International Cooperation Agency (JICA) called upon the Hon'ble Attorney General Dasho Lungten Dubgyur on March 23, 2021.

### 2. Department of Legal Service

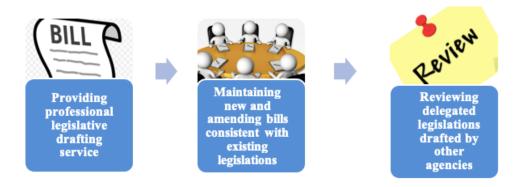
The Department of Legal Service is responsible for assisting the Attorney General in advising the government on legal matters and drafting of laws. The Department performs its mandates through the four Divisions under it namely, the Drafting and Review Division (DRD), the Advisory and Advocacy Division (AAD), the Finance & Corporate Division (FCD) and International Affairs & Environment Division (IAED).

#### 2.1 Drafting and Review Division

The Office of the Attorney General is authorized to be a government legislative drafter by the law under Section 54 of the *Office of the Attorney General Act 2015*. The Office aspire to draft uniform, consistent, and enforceable laws as well as make it easily accessible to the public by maintaining a national depository.



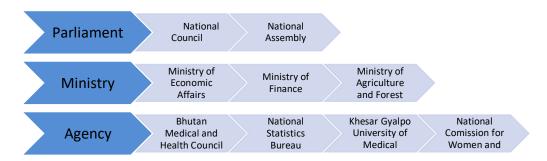
#### a) Significant activities in 2021



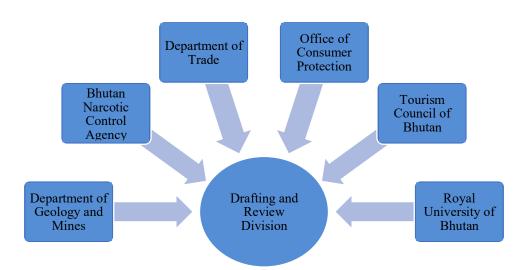
#### i. Providing professional drafting service

Every year government agencies seek expertise of legislative drafters in the office to draft new Bill or delegated legislation. In 2021, DRD drafted two Rules for Jabmi Tshogdey namely; Rules on Law office Name and Symbols and Rules on Legal Support Service by Paralegals. The drafting service provided by DRD helps the government to minimize the expenditure on drafting laws and build in-house expertise of legislative drafters in the country.

#### ii. Maintaining consistency and coordination with stakeholder



The Office ensures that every new or amended Bill is uniform and consistent with existing legislation. The Office coordinated with the houses of parliament, ministries and government agencies via consultative meetings to ensure that the new bills and delegated legislations adhered to the existing practice in terms of format and consistency. The Section 128 of AntiCorruption Act and Section 71 of Royal Bhutan Police Act were some of the inconsistencies pointed out during the meetings.



#### iii. Reviewing delegated legislation drafted by other agencies

The proposing agency which opts to draft their own delegated legislation, send their work to OAG for review and legal vetting before the approval is sought from the Cabinet. In 2021, DRD reviewed delegated legislations drafted by Bhutan Narcotic Control Agency, Department of Geology and Mines, Office of Consumer Protection, Department of Trade, Tourism Council of Bhutan and Royal University of Bhutan. The two significant delegated legislation reviewed in 2021 were revision on Mines and Mineral Regulation and Tobacco Control Regulation amongst others.

#### b) Challenges

Lack of specialized knowledge and skill on the subject of legislative drafting.

Multiple agencies drafting laws and delegated legislations in different format.

No clear drafting instruction in the form of clear policy guideline from sponsoring agencies.

Poor coordination amongst stakeholders.

No training and capacity building within the civil service on specialised subjects

Lack of data and reseach resources for legislative drafting.

#### c) Way forward

Make legislation more accessible to the public.

Timely training and refresher course to legislative drafters and legal officials including Librarian.

Identify laws which are inconsistent and redundant.

Consolidate and harmonise laws.

Specialised legislative drafters in relevant field.

Coordinate with revelant stakeholders.

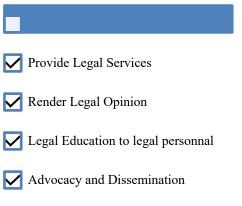
Leverage Technology to improve systems and process.

#### 2.2 Advisory and Advocacy Division

#### a) The Division and its mandates

The Legal Service Division (LSD) under the Department of Legal Services was renamed the Advisory and Advocacy Division (AAD) after the creation of two additional divisions under the Department in 2021. The Division primarily assists the Deputy Attorney General in aiding the Attorney General in carrying out the responsibilities as the chief legal advisor of the State. While the two new Divisions will provide specialized advice on matters of finance, international affairs and environmental issues, the AAD will focus on all other legal issues that do not fall within the mandates of two new Divisions. In addition, it will be the central coordinating point for the Office in executing legal education, training, advocacy and communication amongst the legal officers in the bureaucracy.

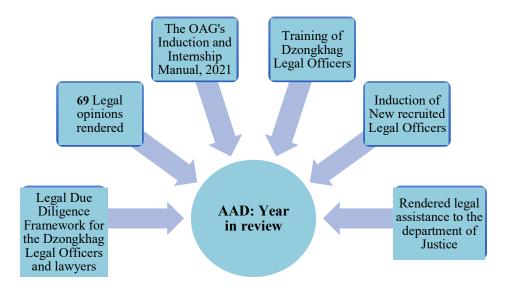
#### AAD in Summary



The Office of Attorney General Act 2015 mandates this division to provide legal services, which among other things, include the rendering of legal services and opinions on matters of law and such other issues of a legal nature as referred to by the Government, providing legal education to lawyers and dissemination of laws to the

general public to create awareness of current legal issues by working and collaborating with relevant stakeholder to develop training manuals, frameworks, Rules of Procedures, Guidelines, and so forth.

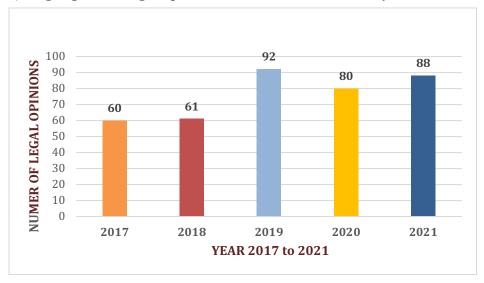
#### b) AAD in review 2021



In the year 2021, the Division rendered 69 legal opinions on a variety of subject matter and drafted two documents; namely, the *Legal Due Diligence Framework for the Dzongkhag Legal Officers and Lawyers* and *the Office of the Attorney General's Induction and Internship Manual 2021*. The Division also trained Dzongkhag and Thromde Legal Officers on Mediation, Parenting *Framework, Mandates, Roles and Responsibilities.* 



*The Hon'ble Attorney General with the Trainer and trainee (Dzongkhag and Thromde Legal Officer, Paro)* 



#### c) Highlights of Legal opinions rendered over last five years

#### d) The Legal Due Diligence Framework and the Induction Manual

The *Legal Due Diligence Framework* is the congregation of a checklist of important laws into a single document that will guide legal practitioners in efficiently preempting many persisting legal issues and reduce unwarranted



On December 24, 2021, the Hon'ble Attorney General launched the Legal Due-Diligence Framework for the Dzongkhag Legal Officers and

litigations. It encompasses, others, subject among matter on drafting of enforceable agreements, mediation and arbitration. transfer of property, inheritance and matrimonial matters, and so forth.

In order to professionalize the induction and internship program, the AAD drafted the *Induction and Internship Manual*, which will act as a systematic tool for the

dynamics of the mentor - mentee relationship for new recruits and interns.

#### e) Ongoing activities of the division

Activities in progress with AAD
Training Manual on dealing with Child in Conflict with laws.
Design and undertake advocacy: CSO engagement program.
Awareness programs to take legal service at community level.
Log activities to keep track of the services rendered by the Government legal officers

The Division is currently in the process of drafting an end-to-end training manual on dealing with CICL to be used by the facilitators. It will also design a comprehensive manual, with special emphasis on the right to access to justice, legal aid, assistance to victims, witnesses, arrest and production before court as legal advocacy materials.

#### f) Challenges

Short of Human Resource in performing its statutory mandates.

Lack technical expertise in designing and imparting legal advocacy through digital means.

#### g) Way forward

 Digital advocacy: provide advocacy through digital means which would reduce financial burden during dissemination.

 Complete drafting of manuals to provide efficient legal education to the legal personnel's and other relevant stakeholders

 Take legal services to grassroot by implementing legal due diligence framework

 Create common forums to engage government to carry out uniform legal services

While the AAD is currently facing an acute shortage of manpower in delivering its services, it has never stopped from thinking big and designing advocacy material for the benefit of the community. In order to align the practices with rule of law. With the objective to deliver legal service at the grassroot level, the AAD will complete and implement the above activities.

#### **2.3 Finance and Corporate Division (FCD)**

The FCD was initially established as a unit in September 2020. The rationale was to develop expertise in financial and commercial law within the public sector. Subsequent to an Royal Civil Service Commission (RCSC) approval, it was upgraded into a Division in September 2021.



The Attorney General with Offtg. Chief Attorney and Senior Attorney Namgay Om launching the Foundational document for the FCD on 13 December 2021

#### a) Work output for 2021

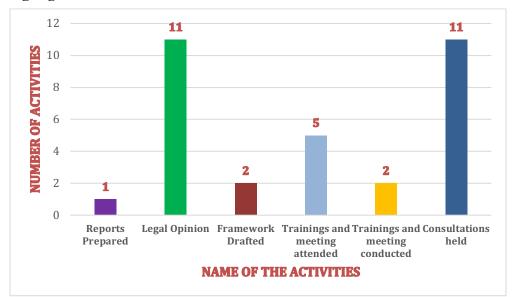
#### i. Report on public procurement

The Division researched and compiled the report on Issues and Gap Analysis in the Public Procurement of Works (Above Five Million); Contract Implementation; and Settlement of Disputes. The Report can be accessed on the following link:

https://www.oag.gov.bt/wp-content/uploads/2021/12/Report-for-web.pdf.

### ii. Legal Services

The FCD services can be sorted into four broad categories: rendering legal opinion; drafting frameworks; attending training, meetings or workshops; and providing training. The FCD rendered 11 legal opinions on varying subject matters, provided support to arbitration proceedings, drafted a guideline for the implementation of fronting, assisted with drafting the *Due Diligence Framework* and provided expertise in workshops and meetings.



### b) Highlights of the activities 2021

The outputs mentioned above have been the activities since the establishment of FCD in September 2021.

#### c) Future outlook

Although, the rendering of legal services in this specialized field will ensure accumulation of experience and result in the development in jurisprudence, training including research opportunities may also be required. The immediate forward plan of FCD for 2022 will include the followings:

ANALYSIS	Carry out reform analysis in financial, corporate and banking laws beginning 2022;
TEAM WORK	Work together with relevant agencies in pursuit of implementing the <i>Report on Issues and Gap Analysis in the Public Procurement of Works above 5M.</i>
LEGAL FRAMEWORK	Develop rules of procedure for providing legal services within the scope and mandate of the FCD
TRAINING	Develop training modules to carry out trainings on financial laws, procurement system, contract implementations, banking laws, mediation and arbitration.

### 2.4 International Affairs and Environment Division

The International Affairs and Environment Division was established in August 2021 in consultation with the Royal Civil Service Commission. It is mandated to legally vet all international Conventions, Covenants, Treaties, Protocols, and Agreements duly acceded by the Royal Government of Bhutan.



The Attorney General with Offg. Chief Attorney launching the Foundational document for the IAE Division on 13 December 2021.

#### a) Work output for 2021

#### 1. Foundational document for the Division

The foundational document for the Division was officially adopted on 13 December. It outlines the objectives in dealing with the law of treaties and other international instruments including an analysis on the challenges. The data and reports of past legal opinions rendered were compared with the practice of international states, to ensure Bhutan was up to speed with the evolving fragmentation in the field of international law.

#### 2. Legal Services

The IAED services can be sorted into five broad categories: development of the foundational works of the division; rendering legal opinion; drafting and reviewing instruments; consultations; delegation representation and facilitating institutional linkages. The Division rendered 8 legal opinions on varying subject matters, provided support to facilitation in the *Justice Sector Data Integration* works and development of the *Enterprise Legal Management System* (ELMS), and provided expertise in workshops and meetings.

#### b) Highlights of the activities

Sl.no	Tasks	Quantity			
1.	1. Foundational document prepared				
2.	Legal Opinions rendered	8			
3.	Drafting and Review of instruments	1			
4.	National Interest Analyses (Treaty Making Process)	1			
5.	Delegation representative from the AG's Office	1			
6.	Consultation	1			



The Ninth Meeting of the BIMSTEC Joint Working Group on Counter Terrorism and Transnational Crime (JWG-CTTC) was hosted virtually by the RGoB on 25 November 2021.

#### c) Future Outlook

The IAED looks towards actively participating in the treaty-making process as well as translating Bhutan's international obligation into domestic legislation. The IAED will guide and advise bilateral and multilateral negotiations, international disputes, trade-related proceedings, and at international forums including representation of periodic reports to the United Nations Committees and Universal Periodic Review. The immediate forward plan is to develop Public and International law expertise. It also aims to develop training modules for in-house government lawyers.

#### 3. Justice Sector Working Committee Secretariat and projects

The Justice Sector Working Committee (JSWC) previously called the Program Management Unit, Secretariat was transferred to the Office of the Attorney General from the GNHC on 26 August 2021. The secretariat has its office at the OAG Building with a dedicated space and separate office facilities. It will function as the central coordinating and monitoring office of all plans and programs carried out in the Justice Sector.



Hon'ble Attorney General with the JSWC Secretariat and Members.

#### Projects undertaken under the JSWC

#### 3.1 Construction of Store for Seized Properties

The construction and resurfacing of parking was initiated on 3 November 2021. The project is funded by Austrian Development Agency amounting to Nu.5.78 million and is estimated to take about six months. It will be executed by the National Housing Development Corporation Limited, Thimphu.



### 3.2 Technical Committee for the LNS

Bhutan will be the 31st country in the world to conduct a Legal Needs Survey (LNS). The first Technical Committee for the LNS was constituted to initiate works towards conducting the survey, which aims to achieve a "*Just, Harmonious and Sustainable Society through enhanced Decentralization*" by

2023, underpinned by the principles of "*leaving no one behind, narrowing the gap between the rich and poor and ensuring equity and justice*". It is funded by ADA, JSP and supported by the UNDP.

#### 3.3 Data integration

As part of the Justice Sector Strategic Plan (JSSP), 2018-2023, data integration across the justice sector is required to be implemented. This was delayed due to the outbreak of the COVID-19 pandemic. However, ICT Services of the core Justice Institutions (Judiciary, ACC, RBP, & OAG) and NCWC found it timely to work together and implement the Data Integration requirements, a project which is required to be completed within this 12 FYP.

### 3.4 Joint Investigation and Prosecution Training

In joint discussions between the Office and the RBP, the two institutions determined that the prosecutorial practices lacked uniformity. Accordingly, the OAG conducted a "*Joint Investigation and Prosecution Training*" for RBP and OAG personnel. 60 personnel were trained in two batches (on 15th-19th March, 2021 and 12th-16th April, 2021) and a uniform approach to investigation and filing of charge sheets before the court of law was developed.



The first batch of the Joint Investigation and Prosecution of Training: in presence of the Head of Office, Mr. Adam Gerhard, Hon'ble Attorney General and Additional Chief of Police, participants and resource persons.

Participants from the Royal Bhutan Police doing presentations during a group work in the training.



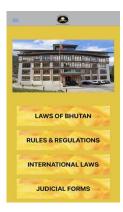


Second batch of Joint Investigation and Prosecution training with the Chief Guest, Hon'ble Chief Judge, Paro Dzongkhag Court.

### 3.5 Dzongkha Competency Training

As part of the continuing legal education, the Office conducted two batches of 3-day refresher courses to government lawyers from 14-16 June 2021 and to OAG Staff from 22-23 June 2021. They were trained on Higher learning Buddhist management practises, Treatise on Ethics for Management: an Ornament for Rulers, *TagJug*, Highest Buddhist Ethics in relation to Bhutanese culture, General Code of Conduct for Lawyers, and Management Philosophies Governing Monks.

#### 3.6 Druk Laws App



The Office launched an updated DrukLaws App (8 April 2021) on the Android platform, which was only available on iOS devices. Since the earlier version of the app only supported those with an iOS device, the Office innovated and upgraded its reach to Android platform to make it more beneficial, inclusive, and accessible to all. It serves as a single window platform to over 199 national laws along with the latest amendments, new enactment and other national and international legal instruments.

#### 4. Secretariat services

The Secretariat Services consisting of the Administration, Finance, Human Resource and Information Communication Technology (CIT) plays a critical role in facilitating the Office in executing its primary mandates. The Administration and Finance Division (AFD) supervises the functions of the secretariat services and looks after the human resources needs of the Office and assists respective divisions to carry out the policy and planning activities. Similarly, the ICT unit has been critical in providing ICT services to the Office and is importantly engaged in spearheading the development of ELMS.

#### 4.1 Budget

The Office is allocated with a total of Nu. 5.834M as current budget with a total of Nu. 5.823M as current expenditure. The current budget reflected above does not include pay and allowances. The Office is left with the balance of Nu. 0.011M in the current budget. Similarly, the Office is allotted a total of Nu. 14.61M capital budget and Nu. 14.596 M as a capital expenditure. The Office is left with the balance of Nu. 0.014M in the capital budget. Refer *Annexure* I for details.

#### 4.2 Human Resource Development

The Human Resource Development outside the country has been impacted because of the COVID-19. However, the Office saw significant addition to the Human Resource with the appointment of the new Attorney General and staffs joining office from the long-term leave. The Office also took initiative to transfer to OAG and from OAG to other agencies to meet the legal service needs. For Human Resource Development and related matter, refer *Annexure* II and for the Human Resource Strength, refer *Annexure* III and IV.

#### Annexure I

-----

#### 4. REVISED BUDGET/EXPENDITURE

		FISCAL VEAR 2020.2021
ADMINISTRATIVE UNIT:	112.01	OFFICE OF THE ATTORNEY GENERAL
DEPARTMENT:	01	SECRETARIAT

NA

FIELD OFFICE: 00

(Nu. in Millions) PRG SPRG ACT SACT FIC OBC BUDGET EXPENDITURE BALANCE % TITLE 014 ATTORNEY SERVICES 001 GENERAL ADMINISTRATION & DIRECTION SERVICES 001 SECRETARIAT SERVICES PAY AND ALLOWANCES **RGOB** Financing 01.01 Pay and Allowances 31,421 31.064 0.353 1.14 02.01 Other Personnel Emolur 0.845 0.812 0.033 3.94 11.03 1.114 1.029 0.085 7.62 Travel - (LTC/Leave Travel Concession) 3.333 24.03 Contributions - Provident Fund 3.363 0.030 0.91 TOTAL OF FIC 0001 36.743 36.237 0.50 36,743 36.237 0.506 TOTAL OF SAct 01 ADMINISTRATION & MANAGEMENT SERVICES **RGOB** Financing 0.044 11.01 0.045 0.001 1.96 Travel - Incountry 1.119 0.01 12.01 Utilities -Telephones, Telex, Fax, E-mail, Internet 1.119 0.000 12.02 Utilities -Telegram, Wireless Transmission, Postage 0.018 0.018 0.000 1.67 12.03 0.420 0.420 0.000 0.05 Utilities - Electricity, Water, Sewerage 0.432 0.431 14.01 S & M - Office Supplies, Printing, Publications 0.001 0.21 0.031 14.06 S & M - Uniforms, Extension Kits, Linens 0.031 0.000 1.55 15.01 Maintenance of Property - Buildings 0.942 0.942 0.000 0.01 0.586 0.586 0.07 15.02 Maintenance of Property - Vehicles 0.000 0.009 15.05 Maintenance of Property - Equipment 0.009 0.000 2.00 15.07 Maintenance of Property - Computers 0.069 0.068 0.001 0.74 17.01 Op. Exp. - Advertising 0.031 0.030 0.001 2.63 17.02 0.001 0.000 0.001 93.00 Op. Exp. - Taxes, Duties, Royalties, Fees, Handling Charges, Bank Charges 0.196 17.08 Op. Exp. - Incountry Meetings and Celebrations 0.197 0.33 0.0010.240 18.01 Hospitality & Entertainment 0.240 0.000 0.15 25.01 Retirement Benefits 0.040 0.040 0.000 1.08 54.01 0.020 0.020 2.00 Furniture 0.000 0,483 0.482 0.27 54.02 Office Equipment 0.0010.158 54.03 Computers & Peripherals 0.158 4.841 4.832 0.009 TOTAL OF FIC 0001 4.841 4.832 0.009 TOTAL OF SAct 02 PROSECUTION AND LITIGATION SERVICES 0001 RGOB Financing 1.475 1,474 0.04 11.01 Travel - Incountry 0,001 17.02 Op. Exp. - Taxes, Duties, Royalties, Fees, Handling 0.039 0.039 0.000 0.97 Charges, Bank Charges 1.514 1.513 0.001 TOTAL OF FIC 0001 1.514 1.513 0.001 TOTAL OF SAct 03 04 PRINTING OF ANNUAL REPORT **RGOB** Financing S & M - Office Supplies, Printing, Publications 0.096 0.096 14.01 0.000 0.10 TOTAL OF EIC 6001 0.096 0.096 0.00 TOTAL OF SAct 04 0.096 0.096 0.00 ANNUAL LAND TAX URBAN HOUSE TAX GARBAGE COLLECTION FEE AND AMENITY FEE RGOB Financing 17.02 Op. Exp. - Taxes, Duties, Royalties, Fees, Handling 0.0440.0410.003 6.07 Charges, Bank Charges 0.044 0.041 0.003 TOTAL OF FIC 0001 0.044 0.041 0.003 TOTAL OF SAct 05 TOTAL OF Act 001 43,238 42.720 0.518 002 TRAINING IN PROSECUTION AND LEGAL SERVICES 01 DEVELOP OAG PARENTING FRAMEWORK 5167 Justice Sector Progra

. . .

PRG	SPRG	ACT	SACT	FIC	OBC	TITLE	BUDGET	EXPENDITURE	BALANCE	%
					55.01	Professional Services	1.250	1.250	0.000	0.
						TOTAL OF FIC 5167	1.250	1.250	0.000	
						TOTAL OF SAct 01	1.250	1.250	0.000	
			02			ATTEND EXCOUNRTY SHORT TERM AND				
						MIDTERM TRAININGS				
				5167		Justice Sector Programme				
					45.02	Training - Others				
						TOTAL OF FIC 5167				
			4.5		<u> </u>	TOTAL OF SAct 07				
			03			CONDUCT TRAINING IN PROSECUTION JOINT WITH RBP				
				5167	<u> </u>	Justice Sector Programme				
					45.02	Training - Others	1.031	1.031		
					107004	TOTAL OF FIC 5167	1.031	1.031		
						TOTAL OF SIG	1.031	1.031		
			04			CONDUCT IN COUNTRY TRAINING IN PROVIDING				
						LEGAL ADVICE				
				5167		Justice Sector Programme				
					45.02	Training - Others	0.497	0.497		
						TOTAL OF FIC 5167	0.497	0.497		
						TOTAL OF SAct 04	0.497	0.497		
			05			CONDUCT TRAINING IN LEGISLATIVE DRAFTING				
				5167		Justice Sector Programme				
					45.02	Training - Others	0.497	0.497	0.000	-
						TOTAL OF FIC 5167	0.497	0.497	0.000	
						TOTAL OF SAct 05	0.497	0.497	0.000	
						TOTAL OF Act 002	3.275	3.275	0.000	
		003				UPGRADATION OF ICT INFRASTRUCTURE AND				
			01			SERVICE ENHANCEMENT OF CASE MANAGEMENT SYSTEM				
			01	0001	<u> </u>	RGOB Financing				
			0001			5.897	5.886		(	
				55.01	Professional Services	5,897	5,886	0.011		
						TOTAL OF FIC 0001	5.897	5.886	0.011	
			02			TOTAL OF SAM 01 INSTALLATION OF VIDEO CONFERENCING	54657	57990	0,411	
			V.			EQUIPMENT AND CCTV FOR ELITIGATION				
				0001		RGOB Financing				
					52.08	Plant & Equipt General Tools, Instruments	1,464	1,464	0.000	
					54.01	Furniture	0.859	0.858	0.001	
					54.02	Office Equipment	1,454	1.454	0.000	
						TOTAL OF FIC 0001	3.777	3.776	0.001	
						TOTAL OF SAct 02	3.777	3.776	0.001	
						TOTAL OF Act 003	9,674	9,662	0.012	
		004				GENERAL PROCUREMENT				
			01			PROCUREMENT OF FILE RACKS AND STORAGE				
						UNITS FOR PROSECUTION AND LITIGATION				
				2001	<u> </u>	DIVISION				
				0001		RGOB Financing				
					54.01	Furniture	1.000	1.000	0.000	(
					<u> </u>	TOTAL OF FIC 0001	1.000	1.000	0.000	
					<u> </u>	TOTAL OF SAct 01	1.000	1.000	0.000	
		<u> </u>		<u> </u>	<u> </u>	TOTAL OF Ad 004	57.187	1.000	0.000	
	<u> </u>				<u> </u>	TOTAL OF SPec 001 TOTAL OF Pre 014	57.187	56.656	0.531	
					<u> </u>	TOTAL OF Pre 014 TOTAL OF FO 00	57.187	56,656	0.531	
					<u> </u>	TOTAL OF PO 00 TOTAL OF Date 01	57.187	56.656	0.531	
8						MANAGEMENT & DIRECTION SERVICES				
	002					MANAGEMENT & SUPPLEMENTARY SERVICES				
		001				CURRENT GRANTS FOR OFFICE OF ATTORNEY				
						GENERAL				
			01			MANDATORY EXPENSES				
				0001		RGOB Financing				
					<u> </u>					_

			_		_				(Nu. in	Millions)
PRG	SPRG	ACT	SACT	FIC	OBC	TITLE	BUDGET	EXPENDITURE	BALANCE	%
					01.01	Pay and Allowances				
					02.01	Other Personnel Emoluments				
					11.03	Travel - (LTC/Leave Travel Concession)				
					24.03	Contributions - Provident Fund				
						TOTAL OF FIG 0001				
						TOTAL OF SAct 01				
			02			CONTROLLABLE EXPENSES				
			0001			RGOB Financing				
					07.02	Current Grant				
						TOTAL OF FIC 0001				
						TOTAL OF SAct 02				
						TOTAL OF Act 001				
						TOTAL OF SPre 002				
						TOTAL OF Pre 028				
						TOTAL OF FO 00				
					L	TOTAL OF Dest 20				
						TOTAL OF AU 112.01	57.187	56,656	0.531	
						GRAND TOTAL	57.187	56.656	0.531	

#### Human Resource Development, appointment, transfer and studies

- 1. Phuntsho Gyaltshen Dorji, was appointed as Chief Attorney, LSD with effect from 1 July 2021.
- 2. Tshewang Penjor, was appointed as the Deputy Attorney General, Department of Legal Services with effect from 15 July 2021.
- 3. Sonam Tashi, was appointed as the offtg. Dy. Attorney General, Department of Justice, with effect from 1 August 2021.
- 4. Namgay Om, Attorney under the PJED was transferred from Bumthang Dzongkhag Administration with effect from 1 February 2021.
- 5. Karma Lodrey Zangmo, Attorney of the PLD has been transferred to the GNH Division, Centre for Bhutan Studies and GNH Research with effect from 16 August 2021.
- 6. Sonam Deki Retty, Attorney of the PLD is on secondment with the Office of the Gyalpoi Zimpon from 1 March 2021.
- 7. Ugyen Wangdi, Dy. Chief Attorney of the PLD joined from extraordinary leave on 1 August 2021 and transferred to the AAD.
- 8. Roshni Monger, was appointed as the Attorney in the OAG under PJED on 1 January 2021 and is internally transferred from PJED to PLD, under the Department of Justice, with effect from 1 November 2021.
- 9. Sonam Tshering, Sr. Attorney, under the DRD, voluntarily resigned from office with effect from 2 September 2021.
- 10. Phuntsho Gyaltshen Dorji, Chief Attorney, has been appointed as the Chairman of the JSWC.
- 11. Deki Choden Dorji, HRO, has been appointed as the Project Manager of the JSWC

## Annexure III

Designation	Male	Female	Total
Attorney General	1	0	1
Dy. Attorney General	1	0	1
Chief Attorney	2	0	2
Deputy Chief Attorney	3	1	4
Senior Attorney	20	7	27
Attorney	2	4	6
Assistant Attorney	1	1	2
Legal Assistant	5	1	6
Language Dev. Officer	1	0	1
Head AFD	1	0	1
Human Resource Officer	0	1	1
Sr.Finance Officer	0	0	0
Sr.Accountant	0	2	2
Adm Assistant	0	1	1
IT Officer	0	2	2
IT Associate	0	1	1
Library Assistant	1	0	1
Store Assistant	0	1	1
Support Staff	6	6	12
Total	44	28	72

## Human Resource strength: Staff and position breakdown

	12th 1 tan	approved staffing for				
Dept.	Division and Section	Position Title	Position level	Qualification	Approved	Existin
	Office of the Attorney General	Personnel Assistant	S5A	Class XII with IT	1	1
		<u>^</u>			1	1
		Admin. Officer	P5A	Bachelors	1	1
		HR Officer	PA5	PGDPA	1	1
		Finance Officer	P5A		1	0
		ICT Officer	P5A	Bachelors	2	2
	Secretriat Services	ICT Technical Associate	S5A	DIMS	1	1
		Sr. Language Development Officer	P3A	Bachelors	1	1
		Admin. Asst III (HR Asst.)	S5A	Class XII	1	1
		Accounts Asst. V	S2A	DFM	1	2
		Store Asst.	S5A	Class XII	1	1
		Dispatcher/Recept ionist/Telephone Operator	O4	Class X	1	2
		1	I		11	12
	Office of the Dy. Attorney	Dy. Attorney General	EX	Bachelors	1	0
	General	Personnel Assistant	S5A	Class XII with IT	1	1
					2	1
		Chief Attorney	P1	Bachelors	1	1
Dept. of	Prosecution & Litigation Division	Attorney	P4A	PGDNL	30	30
Justice		Legal Assistant	S2A	DNL	6	6
		37	37			
	Property &	Chief Attorney	P1A	Bachelors	1	0
	Judgement Enforcement	Attorney	P4A	PGDNL	4	4
	Division	Legal Assistant	S2A	DNL	1	1

# Human Resource: approved staffing for the 12<sup>th</sup> plan

### ANNUAL REPORT 2021 vi

					5	5
	Media & Information Section	Media & Information Officer (Attorney)	P4A	PGDNL	1	0
		II			1	0
	Library	Librarian	P5A	Bachelors	0	0
	Section	Library Asst.	S2A		1	1
		·			1	1
	Office of the Dy. Attorney	Dy. Attorney General	EX	Bachelors	1	1
	General	Personnel Assistant	S5A	Class XII with IT	1	0
		· · ·			2	1
	Advisory and Advocacy Division	Chief Attorney	P1A	PGDNL	1	1
		Attorney	P4A	PGDNL	4	1
		5	2			
Dept. of Legal	Drafting & Review Division	Chief Attorney	P1A	PGDNL	1	0
Services		Attorney	P4A	PGDNL	4	3
		II			5	3
	International	Chief Attorney	P1A	PGDNL	1	0
	Affairs and Environeme nt Division	Attorney	P4A	PGDNL	3	1
		4	1			
	Finance and Corporate	Chief Attorney	P1A	PGDNL	1	0
	Division	Attorney	P4A	PGDNL	3	2
		I I			4	2
		76	66			

*Note:* Drivers will be as per the No. of BG. Vehicles available.