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Royal Government of Bhutan

Ministry of Education and Skills Development

Human Resource Division



MoESD/HRD/03/2025/ 1256

18th December, 2025

Notification on Annual Transfer Exercise

The Human Resource Division (HRD), Ministry of Education and Skills Development would like to inform that the Annual Transfer Exercise for the year 2025 has been successfully completed in accordance with the Transfer and Placement Guidelines 2024 (TPG 2024). The transfer activity was facilitated by HRD with the formation of Transfer-subcommittee members as per the TPG 2024 and approval from the HRC. All transfers identified under this exercise have been finalized, and the transfer orders have already been issued to the concerned teachers, through dzongkhags and thromdes administration.

Unlike previous years, the HRD would like to further notify that the transfer appeal window will not be opened. This decision has been made due to the unavailability of vacancies in individual subjects, as confirmed by the ongoing Teacher Requirement Exercise (TRE) updates and comprehensive teacher deployment data. The Ministry will, however, consider facilitating transfers in case vacancies arise in the future. The following criteria has been followed which is also same in the TPG 2024:

1. Teacher vacancies and gaps across all dzongkhags were determined based on the Teacher Requirement Exercise (TRE).
2. Marital cases were accorded first priority, followed by other eligible transfer categories.
3. For eligible transfer categories, seniority at the current place of posting was used as the primary criterion for determining transfer preference.
4. In cases where two or more teachers had the same length of service at their current posting, overall seniority in service was considered as the next criterion.
5. Where seniority in service was also equal, preference was given to teachers currently serving in remote dzongkhags.

The ministry will be opening the Intra-transfer once the EMIS is updated with the current status of the Annual Transfer Exercise. The EMIS update is expected to be completed by 19-20th December 2025, after which eligible intra-transfer requests may be processed in accordance with the prevailing guidelines.

Therefore the individuals concerned are hereby informed that no further transfer requests, appeals, or cases related to the Annual Transfer Exercise for 2025 will be entertained beyond what is stated in this notification. The cooperation and understanding on this matter are kindly sought in the interest of maintaining an equitable and efficient education system. We apologise for not being able to accommodate all requests at this stage and appreciate your understanding in support of effective service delivery nationwide.

For any clarification, please contact: hrd@moesd.gov.bt

