



PERFORMANCE AGREEMENT
BETWEEN
PRIME MINISTER AND PHUNTSHOLING THROMDE

(July 1, 2017 – June 30, 2018)

TABLE OF CONTENTS

Section 1: Vision, Mission and Objectives

Section 2: Objectives, Actions, Success Indicators and Target

Section 3: Trend Values of Success Indicators

Section 4: Description and Measurement of Success Indicators

Section 5: Requirements from other Ministries, Agencies and Dzongkhags

Preamble

The Performance Agreement is entered into between the Prime Minister and , .

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the consistent with the 11th Five Year Plan , and Government's other priorities;
- b) To make the fully responsible for driving implementation and delivering the results against the annual priorities;
- c) To provide an objective and fair basis for evaluating the overall performance at the end of the year;

The Performance Agreement represents an important accountability mechanism for inculcating a performance based culture at all levels of government.

THEREFORE, the parties hereto agree as follows:

Section 1: Vision, Mission and Objectives

Vision

Phuentsholing Thromde, a responsive city offering its residents a clean and live-able environment with comprehensive quality services that nurtures rich traditional and culture values and enhances vibrant commercial atmosphere.

Mission

To be a vibrant Local Government by ensuring the provision of all municipal services and socioeconomic infrastructures and facilities to make Phuentsholing Thromde an ideal place to live.

Objectives

- 1) To develop and maintain quality infrastructures within Phuentsholing Thromde
- 2) To enhance and deliver timely municipal services to the residents of Phuentsholing Thromde.
- 3) To mitigate disaster by implementation of various disaster risks reduction methods (DRR)
- 4) To enhance revenue generation and strive towards financial autonomy
- 5) To provide a livable city through effective land use planning
- 6) To enhance school enrollment with higher learning outcomes
- 7) To assist in planning and proper implementation of Development Control Regulations
- 8) To enable effective and efficient ICT Service delivery
- 9) To implement National Integrity and Anti-Corruption Strategy (NIACS)

Section 2: Objectives, Success Indicators & Target

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To develop and maintain quality infrastructures within Phuentsholing Thromde	31	Renovate and maintain urban roads	Length of urban roads maintained/kept functional	KM	3	42	37	33	29	25
		Renovate and maintain footpath within Thromde area	Length of footpath maintained/kept functional	KM	3	7	6	5	4	3
		Construct storm water drains	Length of storm water drain constructed	KM	2	0.7	0.5	-	-	<0.3
		Construct Bridges within Thromde Area	Bridges within Thromde area constructed	Number	4	2	-	-	-	<1
		Improve and maintain storm water drains	Length of storm water drains improved and maintained	KM	2	1.5	1.2	0.9	0.7	0.5
		Construct new urban roads	Length of new urban roads constructed	KM	3	5	4	3	2	1
		Blacktop roads within Thromde area	Length of urban road blacktopped	KM	2	1.5	-	-	-	<1
		Complete Trade facilitation and logistic project	Trade facilitation and logistic project completed	Percent	2	50	45	40	35	30
		Construct urban infrastructure within Thromde	Number of urban infrastructure constructed	Number	10	4	3	2	1	0

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]	
To enhance and deliver timely municipal services to the residents of Phuenthoing Thromde.	23	Construct, Improve and extend sewerage network and sanitation facilities	Sewerage network and sanitation facilities maintained, improved and extended	Percent	3	100	90	80	70	60	
		Provide Solid Waste Management and environmental services	Household level coverage of solid waste management services	Percent	3	90	80	70	60	50	
			Landscaping project completed	Percent	3	100	90	80	70	60	
			Number of trees planted and nurtured	Number	2	200	180	160	140	120	
			Provide effective and efficient public services	TAT reduced for core public services	Days	3	standard set by QMS	-	-	-	Deviation from QMS standard
	To mitigate disaster by implementation of various disaster risks reduction methods (DRR)	14	Enhance street lighting and CCTV systems	Functional CCTV in designated areas	Number	3	13	12	11	9	7
			Improve and upgrade water supply system	Functional street lighting in designated areas	Number	3	790	711	632	553	474
				Urban population with access to treated, clean and reliable drinking water	Percent	3	100	90	80	70	60
			Conduct Thromde Disaster Management Sub-committee Meeting	Number of Thromde Disaster Management Sub-Committee Meeting conducted	Number	2	2	1	-	-	-
			Complete slope stabilization and bio-engineering and soil nailing works	Slope stabilization, bio-engineering and soil nailing work completed	Percent	4	100	90	80	70	60
	Construct flood protection and mitigation structures	Flood protection and mitigation structures constructed	Percent	3	90	81	72	63	54		
	Create Awareness on Disaster Management and risk reduction	Awareness on Disaster Management and risk reduction created	Number	3	2	1	-	-	-		

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To mitigate disaster by imp	14	Conduct hydrological studies and detail design	Hydrological studies and detail design completed	Percent	2	100	90	80	70	60
	8	Update Geo Data Base of Thromde	Geo Data Base of Thromde updated	Percent	2	50	40	30	20	10
To enhance revenue generation and strive towards financial autonomy	8	Update and institutionalize Municipal Finance and Management Reform Project Components	Municipal Finance and Management Reform Project Components updated and institutionalized	Percent	3	80	70	60	50	40
		Improve Revenue collection compliance	Revenue collection compliance rate improved	Percent	2	>95	85	75	65	55
To provide a livable city through effective land use planning	8	Prepare design for urban Public Parks	Design for public parks within Thromde area completed	Number	3	2	-	-	-	>1
		Carry out Survey and Demarcation of Local Area Plans (LAP)	Survey and demarcation of LAPs completed	Percent	3	100	90	80	70	60
To enhance school enrollment with higher learning outcomes	7	Prepare framework for city addressing system	Framework for City Addressing System prepared	Percent	3	100	90	80	70	60
		Improve learning outcomes of students in classes III, VI, & X	Learning outcomes of students in class X improved	Percent	1	Eng: >60, Dzo: >70, Math: >60, Sci: >60	Eng: 59, Dzo: 69, Math: 59, Sci: 59	Eng: 57, Dzo: 68, Math: 58, Sci: 58	Eng: 56, Dzo: 67, Math: 57, Sci: 57	Eng: <56, Dzo: <67, Math: <57, Sci: <57
			Learning outcomes of students in class III improved	Percent	2	Eng:67, Maths:69, Dzo:67, EVS: 69	Eng: 66, Maths: 68, Dzo: 66, EVS:68	Eng:65, Maths: 67, Dzo:65, EVS:67	Eng: 64, Maths: 66, Dzo:64, EVS: 66	Eng:63, Maths: 65, Dzo:63, EVS: 65

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To enhance school enrollment with higher learning outcomes	7	Improve learning outcomes of students in classes III, VI, & X	Learning outcomes of students in class VI improved	Percent	2	Dzo:66, Eng: 64, Maths: 64, Science:67	Dzo: 65, Eng: 63, Maths:63, Science:66	Dzo:64, Eng: 62, Maths: 62, Science :64	Dzo:63, Eng: 61, Maths: 61, Science e: 63	Dzo:62, Eng:60, Maths: 60, Science e: 62
		Increase primary enrollment rate	Primary enrollment increased	Percent	2	100	90	80	70	60
To assist in planning and proper implementation of Development Control Regulations	4	Promote traditional Bhutanese architecture and culture in building structures	Compliance in new building infrastructures with traditional designs	Percent	2	100	90	80	70	60
			Strict compliance and monitoring of DCR followed	Percent	2	100	90	80	70	60
To enable effective and efficient ICT Service delivery	3	Enhance basic ICT skills of non ICT staff members	Percentage of non ICT staff trained	Percent	1	50	45	40	35	30
		Improve public service delivery through innovative ICT services/improve LAN and internet services	Acceptable downtime of LAN and internet connectivity per incidence	Days	1	1	1.5	2	2.5	>2.5
		Ensure compliance to e-GIF standards	Percentage compliance to e-GIF standards	Percent	1	100	-	-	-	<100

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To implement National Integrity and Anti-Corruption Strategy (NIACS)	2	Conduct face to face sensitization program on Ethics and Integrity Tools by concerned TOT participants (Gift Rules & its management, Asset Declaration Rules & its management, Conflicts of Interest Declaration & its management, Code of Conduct and Grievance Redress Mechanism)	Percentage of Employees Sensitized on: - Gifts, Conflicts of Interest, Code of Conduct, Asset Declaration and Grievance Redress Mechanism	Percent	2	Above 90	89-80	79-70	69-60	59 and below

Section 3: Trend values of success indicators

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
To develop and maintain quality infrastructures within Phuntsholing Thromde	Renovate and maintain urban roads	Length of urban roads maintained/kept functional	KM	-	-	-	42 Km	42 Km
	Renovate and maintain footpath within Thromde area	Length of footpath maintained/kept functional	KM	-	-	-	7	7
	Construct storm water drains	Length of storm water drain constructed	KM	-	-	-	-	0.7 Km
	Construct Bridges within Thromde Area	Bridges within Thromde area constructed	Number	-	-	-	-	2
	Improve and maintain storm water drains	Length of storm water drains improved and maintained	KM	-	-	-	-	1.5
	Construct new urban roads	Length of new urban roads constructed	KM	-	-	-	-	5 km
	Blacktop roads within Thromde area	Length of urban road blacktopped	KM	-	-	-	-	1.5 km of new road blacktopped
	Complete Trade facilitation and logistic project	Trade facilitation and logistic project completed	Percent	-	-	-	-	50
	Construct urban infrastructure within Thromde	Number of urban infrastructure constructed	Number	-	-	-	-	4
	To enhance and deliver timely municipal services	Provide Solid Waste Management and	Number of trees planted and nurtured	Number	-	-	-	-
		Household level	Percent	-	-	-	-	90%

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
to the residents of Phuntsholing Thromde.	environmental services	coverage of solid waste management services						coverage
		Landscaping project completed	Percent	-	-	-	Phase II	Phase III completed
	Construct, Improve and extend sewerage network and sanitation facilities	Sewerage network and sanitation facilities maintained, improved and extended	Percent	-	-	-	-	100
	Provide effective and efficient public services	TAT reduced for core public services	Days	-	-	-	-	Get ISO certified
	Enhance street lighting and CCTV systems	Functional CCTV in designated areas	Number	-	-	-	13	13
		Functional street lighting in designated areas	Number	-	-	-	760	790
	Improve and upgrade water supply system	Urban population with access to treated, clean and reliable drinking water	Percent	-	-	-	-	100
	Conduct Thromde Disaster Management Sub-committee Meeting	Number of Thromde Disaster Management Sub-Committee Meeting conducted	Number	-	-	-	-	2
	Complete slope stabilization and bio-engineering and soil nailing works	Slope stabilization, bio-engineering and soil nailing work completed	Percent	-	-	-	60	100
	Construct flood protection and mitigation structures	Flood protection and mitigation structures constructed	Percent	-	-	-	30	90
To mitigate disaster by implementation of various disaster risks reduction methods (DRR)								

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
	Create Awareness on Disaster Management and risk reduction	Awareness on Disaster Management and risk reduction created	Number	-	-	-	-	2
	Conduct hydrological studies and detail design	Hydrological studies and detail design completed	Percent	-	-	-	-	100
To enhance revenue generation and strive towards financial autonomy	Update Geo Data Base of Thromde	Geo Data Base of Thromde updated	Percent	-	-	-	-	50
	Update and institutionalize Municipal Finance and Management Reform Project Components	Municipal Finance and Management Reform Project Components updated and institutionalized	Percent	-	-	-	-	80
	Improve Revenue collection compliance	Revenue collection compliance rate improved	Percent	-	-	-	-	>95
To provide a livable city through effective land use planning	Prepare design for urban Public Parks	Design for public parks within Thromde area completed	Number	-	-	-	-	2
	Carry out Survey and Demarcation of Local Area Plans (LAP)	Survey and demarcation of LAPs completed	Percent	-	-	-	-	100
To enhance school enrollment with higher learning outcomes	Prepare framework for city addressing system	Framework for City Addressing System prepared	Percent	-	-	-	-	100
	Improve learning outcomes of students in classes III, VI, & X	Learning outcomes of students in class III improved	Percent	-	-	-	-	Eng:67 Maths:69 Dzo:67 EVS:69
		Learning outcomes of students in class VI improved	Percent	-	-	-	-	Dzo:66, Eng: 64, Maths: 64,

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
								Science:67
		Learning outcomes of students in class X improved	Percent	-	-	-	-	Eng: >60, Dzo: >70, Math: >60, Sci:>60
	Increase primary enrollment rate	Primary enrollment increased	Percent	-	-	-	100	100
To assist in planning and proper implementation of Development Control Regulations	Promote traditional Bhutanese architecture and culture in building structures	Compliance in new building infrastructures with traditional designs	Percent	-	-	-	-	100
		Strict compliance and monitoring of DCR followed	Percent	-	-	-	-	100
To enable effective and efficient ICT Service delivery	Enhance basic ICT skills of non ICT staff members	Percentage of non ICT staff trained	Percent	NA	NA	NA	NA	50
	Improve public service delivery through innovative ICT services/improve LAN and internet services	Acceptable downtime of LAN and internet connectivity per incidence	Days	NA	NA	NA	NA	1
	Ensure compliance to e-GIF standards	Percentage compliance to e-GIF standards	Percent	NA	NA	NA	NA	100
To implement National Integrity and Anti-Corruption Strategy (NIACS)	Conduct face to face sensitization program on Ethics and Integrity Tools by concerned TOT participants (Gift Rules & its management, Asset Declaration	Percentage of Employees Sensitized on: - Gifts, Conflicts of Interest, Code of Conduct, Asset Declaration and Grievance Redress Mechanism	Percent	NA	50	70	80	90

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
	Rules & its management, Conflicts of Interest Declaration & its management, Code of Conduct and Grievance and Redress Mechanism)							

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Length of urban roads maintained/kept functional	Carry our periodic and routine maintenance of whole stretch of roads within Thromde area	Manually	Quarterly	Annual Bulletin, Quarterly Progress Report
Length of footpath maintained/kept functional	To keep the whole stretch of footpath within Thromde Area functional (except footpath along the embankment of Omchu)	Manually	Quarterly	Annual Bulletin, Quarterly Progress Report
Length of storm water drain constructed	Construction of new storm water drain	Manually	Quarterly	Annual Bulletin, Quarterly Progress Report
Bridges within Thromde area constructed	<ol style="list-style-type: none"> 1. Construct Bridge over upper Omchu (It is tender out(30% progress) and projecting 20% cumulative progress making it 50% at the end of FY) 2. Construct Bridge over lower Omchu (It is tendered out wherein, its progress is regarded as 30% as of now and the cumulative target of 30% is projected making 60% at the end of FY) 	Manually	Quarterly	Annual Bulletin, Quarterly Progress Report
Length of storm water drains improved and maintained	Improvement of storm water drain within Thromde area/ keep all the drains within Thromde functional	Manually	Quarterly	Quarterly Progress Report, Annual Bulletin
Length of new urban roads constructed	Formation cutting for roads within Thromde Area	Manually	Quarterly	Quarterly Progress Report, Annual Bulletin

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Length of urban road blacktopped	Blacktop new urban roads	Manually	Quarterly	Administrative data
Trade facilitation and logistic project completed	To procure the equipment such as truck scanner and other associated items for mini-dry port to facilitate the trade	Manually	Quarterly	Administrative Data
Number of urban infrastructure constructed	<ol style="list-style-type: none"> 1. Construct Mini Dry Port (70%) 2. Construct Emergency operation center (50%) 3. Construct Multi-level car park (100%) 4. Construct Integrated vegetable market (80%) 	Manually	Quarterly	Admin Data
Sewerage network and sanitation facilities maintained, improved and extended	Realignment of sewer line, extension of sewer line and keep all sewer line network functional	Manually	Quarterly	Administrative data/quarterly progress report
Household level coverage of solid waste management services	Increase community bins, maintain collection frequency, create awareness in schools	Manually	Quarterly	Administrative data/quarterly progress report
Landscaping project completed	It will measure the completion of landscaping beautification project	Manually	Quarterly	Administrative data/Quarterly progress report
TAT reduced for core public services	Provide most commonly availed services following the standard set by Quality Management System.	Quarterly	Quarterly	Administrative data/quarterly progress report
Functional CCTV in designated areas	To keep all the CCTV within Thromde area functional	Manually	Quarterly	Administrative data/quarterly progress report
Number of trees planted and nurtured	Mass plantation of trees and nurturing it	Manually	Annually	Administrative data
Urban population with access to treated, clean and reliable drinking water	<p>Indicator shall:</p> <ol style="list-style-type: none"> 1. Test report of water 2. Timing for water supply 3. Capital works like rehabilitation, augmentation and construction of new water supply scheme 	Manually	Quarterly	Annual Bulletin, Quarterly Progress Report

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Functional street lighting in designated areas	Keep all the streetlights functional	Manual	Quarterly	Quarterly Progress Report, Annual Bulletin
Number of Thromde Disaster Management Sub-Committee Meeting conducted	To discuss issues related to disaster management within Thromde Area	Manually	Quarterly	Administrative data, Quarterly Progress Report
Slope stabilization, bio-engineering and soil nailing work completed	Slope stabilization, bio-engineering and soil nailing works, slide mitigation works carried out within Thromde Area	Manually	Quarterly	Annual Bulletin, Quarterly Progress Report
Flood protection and mitigation structures constructed	Flood Protection and mitigation structures within Thromde Area	Manually	Quarterly	Annual Bulletin, Quarterly Progress Report
Awareness on Disaster Management and risk reduction created	Create awareness on disaster management and risk reduction	Manually	Quarterly	Annual Bulletin, Quarterly Progress Report
Hydrological studies and detail design completed	Carry out Hydrological studies and come up with detail design	Manually	Quarterly	Administrative data
Design for public parks within Thromde area completed	Preparing design for 2 public parks	Manually	Quarterly	Administrative Data
Survey and demarcation of LAPs completed	Carry out Survey and demarcation for Local Area Plans within Thromde area	Manually	Quarterly	Quarterly Progress Report
Framework for City Addressing System prepared	Formulate a framework for city addressing system	Manually	Quarterly	Administrative data
Municipal Finance and Management Reform Project Components updated and institutionalized	To update the information in the systems (RMS & DAR) and replace most of the manual procedures for the services by online systems.	Manually	Quarterly	Administrative Data, Quarterly Progress Report

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Revenue collection compliance rate improved	Improving Revenue collection compliance rate	Manually	Quarterly	Quarterly Progress Report,
Learning outcomes of students in class III improved	Average Learning outcomes of class III students of schools under Thromde	Manually	Annually	Annual Bulletin
Learning outcomes of students in class VI improved	Learning outcomes of class VI students of schools under Thromde	Manually	Annually	Annual Bulletin
Primary enrollment increased	To enroll all the children who meets the enrollment age for PP	Manually	Annually	Administrative data
Learning outcomes of students in class X improved	Learning outcome for class X	Manually	Biannually	Administrative Data
Compliance in new building infrastructures with traditional designs	Compliance in new building infrastructures with traditional designs	Manually	Annually	Annual Reports/Quarterly reports
Strict compliance and monitoring of DCR followed	Strict compliance and monitoring of DCR followed	Manually	Annually	Annual Bulletin/Quarterly Reports
Percentage of non ICT staff trained	This success indicator measures the percentage of staffs other than ICT professional provided with training on basic ICT skills. This will reduce the turn around time of providing basic troubleshooting services. The training will be provided by ICT Division	Admin records on trainings conducted	Biannually	Ministries/Age nancies/Thromdes/Dzongkhags

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Acceptable downtime of LAN and internet connectivity per incidence	This success indicator measures the minimum downtime of LAN and internet connectivity in Ministries/Agencies/Thromdes/Dzongkhag administration office. If the downtime is caused by incidents which are out of ICT Division's control, ICT Division should maintain a record of such incidences and provide periodic report to DITT. This downtime does not include the travel time for ICT officers working in Dzongkhag need to travel to gewogs/CC to rectify connectivity issues.	Ministries/Agencies/Thromdes/Dzongkhag records	Monthly	Ministries/Agencies/Thromdes/Dzongkhags
Percentage compliance to e-GIF standards	This success indicator measures and ensures that Ministries/Agencies/Thromdes/dzongkhags comply to e-GIF standards in all ICT related activities.	Records of e-GOV review meetings	Biannually	Ministries/Agencies/Thromdes/Dzongkhags

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
<p>Percentage of Employees Sensitized on:</p> <ul style="list-style-type: none"> - Gifts, Conflicts of Interest, Code of Conduct, Asset Declaration and Grievance Redress Mechanism 	<p>This indicator will measure the proportion of employees sensitized through face to face sensitization program on the above mentioned Ethics and Integrity Management Tools.</p> <p>The indicator will assess both the proportion of employees sensitized and the level of awareness created among the employees on the tools. Of the total weightage (100 percent), 40 percent is assigned on the delivery part and 60 percent on the level of awareness created. Further 40 percent weightage is apportioned as:</p> <ol style="list-style-type: none"> 1) No. of tools sensitized – 5 tools (10%); 2) Mode of Delivery - face to face sensitization program (10%); 3) Duration - one day or more (10%); and 4) Percent of employees sensitized – 80 & above (10%). <p>The agencies will report on the above weightage (40 percent) using the standard form developed by ACC.</p>	<ul style="list-style-type: none"> • Supporting documents from the agencies • Questionnaire based desk survey 	<p>Annually</p>	<p>All Public agencies that have signed APA</p>

Section 5: Requirements from other Ministries, Agencies & Dzongkhags

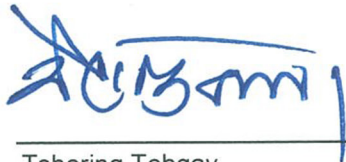
Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
MINISTRY OF HOME & CULTURAL AFFAIRS	Functional CCTV in designated areas	Installation of CCTV will be given to Safe City Project (Royal Bhutan Police)	Since the project has already carried out installation for Thimphu Thromde, Phuentsholing Thromde shall put the same proposal to have holistic surveillance system in the city.	Technical expertise in installing the system (CCTV surveillance system).	The target will not be met

Whereas,

I, the Thrompon, Phuntsholing Thromde, commit to the Prime Minister, the Government and the people of Bhutan to deliver the results described in this Annual Performance Agreement.

I, the Prime Minister, commit to Phuntsholing Thromde on behalf of the Government and the people of Bhutan, to provide the necessary fund and resources for delivery of the results described in this Annual Performance Agreement.

SIGNED:



Tshering Tobgay
Prime Minister of Bhutan

29.8.17

Date



Uttar Kumar Rai
Thrompon

29/08/2017.

Date