



**PERFORMANCE AGREEMENT**

**BETWEEN**

**PRIME MINISTER AND THIMPHU DZONGDAG**

**Thimphu Dzongkhag Administration**

**(July 1, 2017 – June 30, 2018)**



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**Preamble**

The Performance Agreement is entered into between the Prime Minister and Thimphu Dzongdag, Thimphu Dzongkhag Administration.

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the Thimphu Dzongkhag Administration consistent with the 11th Five Year Plan , and Governments other priorities;
- b) To make the Thimphu Dzongkhag Administration fully responsible for driving implementation and delivering the results against the annual priorities;
- c) To provide an objective and fair basis for evaluating the Dzongkhag's 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**

A peaceful and progressive Dzongkhag with optimal Socio-economic development in harmony with nature and culture.

### **Mission**

To ensure equitable and sustainable socio-economic well being of the people through quality services.

### **Objectives**

- 1) To enhance Food and Nutrition Security
- 2) To improve health status of the communities
- 3) To enhance adult learning and school enrollment with higher learning outcomes
- 4) To generate employment opportunities and increase rural household cash income
- 5) To safeguard artifacts and conserve architectural heritage of the Dzongkhag
- 6) To improve quality of rural life
- 7) To ensure full budget utilization
- 8) To ensure availability of timely, relevant and reliable data/information at the Dzongkhag level
- 9) To enable effective and efficient ICT Service delivery
- 10) To implement National Integrity and Anti- Corruption Strategy (NIACS)
- 11) Create a conducive environment for gender equality

**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 enhance Food and Nutrition Security	35	Increased field crop production for enhancing cereal self sufficiency	Paddy production	MT	2	1470	1323	1176	1029	882
			Wheat production	MT	1.5	240	216	192	168	144
		Facilitate installation of electric fencing	Length of Electric fencing installed	KM	5	5.25	4.7	4.2	3.7	3.2
			Vegetable production	MT	6	3300	2970	2640	2310	1980
		Facilitate protected vegetable production technologies	Potato Production	MT	4	3207	2886	2565	2245	1924
			Milk production	MT	6.5	1400	1260	1120	980	840
		Increase livestock production	Egg production	Dozen	6.5	415000	373500	332000	290500	249000
			Area of pasture land	Acres	3.5	80	72	64	56	48
			Percentage of households with garbage pits	Percent	3	80	78	77	76	74.3
		To improve health status of the communities	20	Improve rural water supply and sanitation	Percentage of households with functional water supply	Percent	5	99	98.5	98
Percentage of households with improved sanitation facilities	Percent				1.5	99	98.5	98	97.5	<97
Immunization coverage	Percent				2	>95	95	94	93	<93
Conduct regular immunization in BHUs and Outreach Clinics	Incidence of infant mortality (IM)			Number	1	0	-	-	-	>1
	Incidence of Under-5 Mortality			Number	1	0	-	-	-	>1
Conduct regular child and maternal health clinics	Incidence of maternal mortality (MM)			Number	1	0	-	-	-	>0
	Institutional delivery			Percent	2	95	85	76	66	57

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To improve health status of the communitie	20	Capacity building of health workers on prevention of NCD/CD	Timeline by which Village Health Workers (VHWs) are trained on NCD & CD	Date	3.5	February, 2018	March, 2018	April, 2018	May, 2018	June, 2018
	15	Promote ECCD program	ECCD Enrollment Rate	Percent	2	16	15	14	13	12
		Promote scouting program	Percentage of students enrolled in scouting program	Percent	3.5	40	35	33	30	28.1
		Monitor and improve the quality of existing NFE centres	Percentage of completion rate of NFE	Percent	1	91	81.9	72.8	63.7	54.6
		Improve learning outcomes for class III & VI	Learning outcome of class III in four subjects ( Eng, Maths, Dzo)	Percent	2.5	Eng: 62, Maths: 62, Dzo: 66	Eng: 55, Maths: 55, Dzo: 59	Eng: 49, Maths: 49, Dzo: 52	Eng: 43, Maths: 43, Dzo: 46	Eng: 40, Maths: 40, Dzo: 44
To generate employment opportunities and increase rural household cash income	10	Promote National Reading program	Learning outcome of class VI in four subjects (Eng, Maths, Dzo,Sci)	Percent	2.5	Eng:62, Maths:60, Dzo:66, Sci: 66	Eng:55, Maths:54, Dzo:59, Sci: 59	Eng:49, Maths:48, Dzo:52, Sci: 52	Eng:43, Maths:42, Dzo:46, Sci: 46	Eng:40, Maths:40, Dzo:42, Sci: 42
		Strengthen local economy	Number of books read	Number	3.5	75000	67500	60000	52500	45000
			Income from sale of vegetables	Nu. (Million)	3.5	150	135	120	105	90
			Income from sale of livestock products	Nu. (Million)	3.5	150	130	110	90	70
			Number of Jobs created	Number	1.5	100	90	80	70	60
		Number of Local population with saving accounts (BDBL)	Number	1.5	350	315	280	245	210	



Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To safeguard artifacts and conserve architectural heritage of the Dzongkhag	6	Construct and renovate religious infrastructure	Number of religious structures constructed and renovated	Number	5	5	4	3	2	1
		Strengthened knowledge on Dzongkha language	Timeline by which training on Dzongkha development is conducted	Date	1	Mid-April, 2018	End-April, 2018	Mid-June, 2018	End-June, 2018	After June, 2018
To improve quality of rural life	4	Enhance rural sanitation	Frequency of waste collection in 4 Gewog per week maintained	Number	4	1	-	-	-	0
To ensure full budget utilization	5	Ensure full budget utilization	Percentage of budget utilized	Percent	5	100	-	-	-	<100
To ensure availability of timely, relevant and reliable data/information at the Dzongkhag level	2	Collect compile and submit Dzongkhag level Socio-Economic Data/information to the NSB	1. Timeline by which the Monthly Consumer Price data is submitted to NSB. 2. Timeline by which the Quarterly Household Expenditure Survey is conducted and data is submitted to NSB	Date	0.5	(1). 25th of the reference month. (2). 30 days after the end of the quarter	(1). 30th of the reference month. (2). 30 days after the end of the quarter	(1). 1st week of the following month. (2). 40 days after the end of the quarter	(1). 2nd week of the following month. (2). 50 days after the end of the quarter	(1). 3rd week of the following month. (2). More than 60 days after the end of the quarter
			Timeline by which the Annual Dzongkhag Statistics and Dzongkhag at a Glance is published online and Data is submitted to NSB	Date	0.5	30 Oct. 2017	30 Nov. 2017	30 Dec. 2017	30 Jan. 2018	30 Feb. 2018

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To ensure availability of timely, relevant and reliable data/information at the Dzongkhag level	2	Collect compile and submit Dzongkhag level Socio-Economic Data/Information to the NSB	Timeline by which the Gewog level data-base is published online on the Dzongkhag website and data submitted to NSB	Date	0.5	30 Jan. 2018	28 Feb. 2018	30 March 2018	30 April 2018	Later than June 2018
			Timeline by which the Economic Census of Bhutan (ECoB) is conducted	Date		30 June 2018	-	-	-	Later than June 2018
To enable effective and efficient ICT Service delivery	1.5	Enhance basic ICT skills of non-ICT staff members	Percentage of non-ICT staff trained	Percent	0.5	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		0.5	1	1.5	2	2.5
To implement National Integrity and Anti-Corruption Strategy (NIACS)	1	Ensure compliance to e-GIF standards	Percentage compliance to e-GIF standards	Percent	0.5	100	-	-	-	<100
		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)	Employees aware on the following Ethics and Integrity Management Tools- Gifts, Conflicts of Interest, Code of Conduct, Asset Declaration and Grievance Redress Mechanism	Percent		1	Above 90	89-80	79-70	69-60

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
Create a conducive environment for gender equality	0.5	Institutionalize integration of gender equality	Timeline by which internal framework to address gender issues at the workplace is developed	Date	0.5	28th February, 2018	30 March, 2018	31 April, 2018	30 May, 2018	30th June, 2018

### 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 enhance Food and Nutrition Security	Increased field crop production for enhancing cereal self sufficiency	Paddy production	MT	1330	1177.64	1260.436	1356.813	1470	
		Wheat production	MT	64.525	133.473	114.55	119.2	240	
	Facilitate installation of electric fencing	Length of Electric fencing installed	KM	1.9	27.03	47.75	52.75	58	
		Vegetable production	MT	2148.95	2921.72	3258.6	4705.7	3300	
	Facilitate protected vegetable production technologies	Potato Production	MT	2088.4	2282.68	2091.59	3207.21	3207	
		Milk production	MT	1100	1102	1322	1324	1400	
	Increase livestock production	Egg production	Dozen	170000	175000	300000	300000	415000	
		Area of pasture land	Acres	30	40	40	73	80	
	To improve health status of the communities	Improve rural water supply and sanitation	Percentage of households with garbage pits	Percent	-	-	-	74.3	80
			Percentage of households with functional water supply	Percent	>98	>98	>98	>98	99
Conduct regular immunization in BHUs and Outreach Clinics		Percentage of households with improved sanitation facilities	Percent	97	98	98.5	98.5	99	
		Immunization coverage	Percent	98.5	99	100	100	>95	

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]
	Conduct regular child and maternal health clinics	Incidence of infant mortality (IM)	Number	1	0	0	0	0
		Incidence of Under-5 Mortality	Number	0	0	0	0	0
		Incidence of maternal mortality (MM)	Number	0	0	0	0	0
		Institutional delivery	Percent	50	70	92	94	95
		Timeline by which Village Health Workers (VHWs) are trained on NCD & CD	Date	-	-	-	-	February, 2018
To enhance adult learning and school enrollment with higher learning outcomes	Capacity building of health workers on prevention of NCD/CD	Percentage of completion rate of NFE	Percent	66	73	90	90	91
		Learning outcome of class III in four subjects ( Eng, Maths, Dzo)	Percent	Eng: 47, Maths: 51, Dzo: 47, EVS: 47	Eng: 53, Maths: 57, Dzo: 53, EVS: 57	Eng: 59, Maths: 63, Dzo: 59, EVS: 63	Eng: 60, Maths: 60, Dzo: 65, EVS: 60	Eng: 62, Maths: 62, Dzo: 66
		Learning outcome of class VI in four subjects (Eng, Maths, Dzo,Sci)	Percent	Eng:45, Maths:50, Dzo:50, Sci: 50	Eng:50, Maths:55, Dzo:55, Sci: 55	Eng:55, Maths:60, Dzo:60, Sci: 60	Eng: 60, Maths:65, Dzo:65, Sci: 65	Eng:62, Maths:60, Dzo:66, Sci: 66
		Number of books read	Number	-	-	-	-	75000
		ECCD Enrollment Rate	Percent	-	-	-	-	16
To generate employment opportunities and increase rural	Promote National Reading program	Percentage of students enrolled in scouting program	Percent	-	-	-	28.1	40
		Income from sale of vegetables	Nu. (Million)	-	-	136.6	150	150
		Income from sale of livestock products	Nu. (Million)	90	94	101	103	150

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]
household cash income		Number of Jobs created	Number	-	140	150	100	
		Number of Local population with saving accounts (BDBL)	Number	-	2915	300	350	
To safeguard artifacts and conserve architectural heritage of the Dzongkhag	Construct and renovate religious infrastructure	Number of religious structures constructed and renovated	Number	-	5	5	5	
	Strengthened knowledge on Dzongkha language	Timeline by which training on Dzongkha development is conducted	Date	-	-	-	Mid-April, 2018	
To improve quality of rural life	Enhance rural sanitation	Frequency of waste collection in 4 Gewog per week maintained	Number	-	-	1	1	
To ensure full budget utilization	Ensure full budget utilization	Percentage of budget utilized	Percent	-	-	-	100	
To ensure availability of timely, relevant and reliable data/information at the Dzongkhag level	Collect compile and submit Dzongkhag level Socio-Economic Data/information to the NSB	1. Timeline by which the Monthly Consumer Price data is submitted to NSB.	Date	(1) 12. (2) 0	(1) 12. (2) 0	(1) 12. (2) 0	(1) 12. (2) 2	(1) 12. (2) 4
		2. Timeline by which the Quarterly Household Expenditure Survey is conducted and data is submitted to NSB	Date	-	-	-	-	15 Oct. 2016

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]
		Timeline by which the Gewog level data-base is published online on the Dzongkhag website and data submitted to NSB	Date	-	-	-	-	30 Jan. 2018
		Timeline by which the Economic Census of Bhutan (ECoB) is conducted	Date	-	-	-	-	1
To enable effective and efficient ICT Service delivery	Enhance basic ICT skills of non-ICT staff members	Percentage of non-ICT staff trained	Percent	-	-	-	-	50
	Improve public service delivery through innovative ICT services/improve LAN and internet services	Acceptable downtime of LAN and internet connectivity per incidence	Days	-	-	-	-	1
	Ensure compliance to e-GIF standards	Percentage compliance to e-GIF standards	Percent	-	-	-	-	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 & amp; its management, Asset Declaration Rules & amp; its management, Conflicts of Interest Declaration & amp;	Employees aware on the following Ethics and Integrity Management Tools- Gifts, Conflicts of Interest, Code of Conduct, Asset Declaration and Grievance Redress Mechanism	Percent	-	50	70	80	Above 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]
	its management, Code of Conduct and Grievance Redress Mechanism)							
Create a conducive environment for gender equality	Institutionalize integration of gender equality	Timeline by which internal framework to address gender issues at the workplace is developed	Date	-	-	-	-	31 March, 2018



#### Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Paddy production	Paddy production in Mewang, Chang, Geney and Kawang Gewog	Annual Crop Yield Assessment using prescribed format	Biannually	Progress Report from the RNR Extension
Wheat production	Wheat production in Mewang, Chang, Geney Gewog	Annual Crop Yield Assessment using prescribed format	Biannually	Progress Report from the RNR Extension
Length of Electric fencing installed	Electric fencing installed at Jigmema & Gida (Mewang Gewog), Wang Barma (Geney Gewog), Kuzuchen & Hangkawoe (Kawang Gewog)	Electric fencing inventory using prescribed format	Quarterly	Progress Report from the RNR Extension
Vegetable production	Vegetable production includes asparagus, chilli, cabbage, cauliflower, broccoli, tomato, carrot, radish, turnip, green leaves, bunching onion, pea, beans & garlic in 8 Gewogs under Thimphu dzongkhag	Annual Crop Yield Assessment using prescribed format	Biannually	Progress Report from the RNR Extension
Potato Production	Potato production per year in 8 Gewogs	Annual Crop Yield Assessment using prescribed format	Biannually	Progress Report from the RNR Extension
Milk production	Total milk production from dairy cattle	House to house Annual Livestock Census	Annually	Dzongkhag Livestock Sector
Egg production	Total egg production per year	House to house Annual Livestock Census	Annually	Dzongkhag Livestock Sector
Area of pasture land	Supply of pasture input (oat seed, & perennial pasture seed)	Seeds distribution record to the farmers	Quarterly	Dzongkhag Livestock Sector

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Percentage of households with garbage pits	Number of Household with disposal pit for biodegradable garbage	Annual household visits	Annually	BHUs/ satellite clinics/ hospitals
Immunization coverage	Child receiving first and second dose of measles rubella (MR)	Monthly report	Monthly	BHUs/ satellite clinics/ hospitals
Incidence of infant mortality (IM)	No. of unpreventable deaths of child under one year (0-11 months)	Monthly report	Monthly	BHUs/ satellite clinics/ hospitals
Incidence of Under-5 Mortality	No. of unpreventable deaths of child from 1-5 years	Monthly report	Monthly	BHUs/ satellite clinics/ hospitals
Incidence of maternal mortality (MM)	No. of unpreventable deaths of antenatal women/pregnant women	Monthly report	Monthly	BHUs/ satellite clinics/ hospitals
Institutional delivery	Child deliveries attended by health workers or delivered in BHUs & hospitals	Monthly report	Monthly	BHUs/ satellite clinics/ hospitals
Percentage of households with functional water supply	Water supply coverage in the Gewogs	Annual household visits	Annually	BHUs/ satellite clinics/ hospitals
Percentage of households with improved sanitation facilities	Improved sanitation refers to toilet coverage in the Gewogs (Each household to have at least one pit toilet)	Annual hh visits	Annually	BHUs/ satellite clinics/ hospitals
Timeline by which Village Health Workers (VHWs) are trained on NCD & CD	Training for VHWs on TB and leprosy	Progress report	Annually	Dzongkhag Health Sector
ECCD Enrollment Rate	Number of children (3-6 years) enrolled in ECCD center (Number of existing ECCD centers/Number of ECCD centers in each chiwog*100)	Administrative data	Biannually	Dzongkhag Education Sector
Percentage of students enrolled in scouting program	Percentage of students registered for scout membership in schools	Administrative data	Biannually	Dzongkhag Education Sector

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Percentage of completion rate of NFE	Total number of participants who have completed the course against total number of participants enrolled in NFE centers	Data maintained by NFE centers and compiled by Education sector	Annually	Dzongkhag Education sector
Number of books read	Number of books read by teachers and students in schools	Compilation of data from schools	Annually	Dzongkhag Education sector
Income from sale of vegetables	Large scale vegetable production in Chang, Mewang, Geney and Kawang Gewog	Annual crop yield assessment	Annually	Dzongkhag Agriculture Sector
Income from sale of livestock products	Include all types of livestock products (milk, egg and meat)	House to house Annual Livestock census	Annually	Dzongkhag Livestock Sector
Number of Jobs created	Number of jobs created/ employed in farms, farm shops, schools, entertainment halls, SMEs/ CSIs and community contract under Thimphu Dzongkhag	Compile data from concerned sectors/ agencies	Biannually	Dzongkhag Agriculture, Livestock, Education, ICT, Dzongkhag Statistical Unit, MoEA & MoLHR
Number of Local population with saving accounts (BDBL)	Only BDBL account holder	Administrative data	Biannually	BDBL Branch Office
Number of religious structures constructed and renovated	1. Maintenance of Je Kuenga Jamtsho's Yangsey Trulku's zimchung 2. Construction of 2 storied classroom at Dechenphodrang Lobdra 3. Construction of additional drasha, toilet & kitchen at Bap lhakhang 4. Construction of one number Tsamkhang at Tango Dzongkha Dupdhey and 5. Renovation of Gasabama Dzongkha chorten at Tango Dzongkha Dupdhey.	Progress report	Quarterly	Dzongkhag Culture Section
Timeline by which training on Dzongkha development is conducted	Training on Dzongkha unicode	Progress report	Annually	Dzongkhag Culture Office

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Frequency of waste collection in 4 Gewog per week maintained	Waste collection done in Mewang, Geney, Chang and Kawang Gewog per week	Administrative data (Movement order maintained by MTO)	Annually	MTO
Percentage of budget utilized	This SI measures the variance between revised budget and expenditure of an agency for a fiscal year.	Through analysis of annual budget and expenditure	Annually	MYRB
1. Timeline by which the Monthly Consumer Price data is submitted to NSB. 2. Timeline by which the Quarterly Household Expenditure Survey is conducted and data is submitted to NSB	CPI refers to average change over time in prices of goods & services purchased by the households. It is a measure of average change over time in the prices of goods and services purchased by the households. It is used as a macro economic indicator of inflation, as tool for formulation of monetary and fiscal policy, and as deflator in national accounts	Use of mobile application tool to collect data and send directly to the database at the headquarter. Such measures are taken for timely publication and up to date information.	Monthly	A total of 438 items (goods and services) are included in the current CPI to make the sample more representative. Prices of sampled goods and services are collected from different shops and outlets in twenty Dzongkhags and two urban towns by the Dzongkhag Statistical Officer's (DSO) every month using mobile. (2). Sample selected households, representative of the country in all the 20 Dzongkhags.

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Timeline by which the Annual Dzongkhag Statistics and Dzongkhag at a Glance is published online and Data is submitted to NSB	The respective Dzongkhag Statistical Officers should collect, compile, analyze and publish the ADS online in the Dzongkhag's website and submit the data to NSB	Primary and secondary data (survey & admin data)	Annually	Dzongkhag, Gewog and Thromde sectors, official publications (national, regional and local)
Timeline by which the Gewog level data-base is published online on the Dzongkhag website and data submitted to NSB	GLD contains all monthly, annual and terminal indicators to monitor APAs of the LG. It will be collected by GAOs and submitted to DSOs and DSOs will validate and submit to NSB and disseminate	Administrative secondary and terminal data	Annually	Gewog Sectors
Timeline by which the Economic Census of Bhutan (ECoB) is conducted	The ECoB will be coordinated and conducted by NSB and actual field data collection and coordination will be done by DSOs	Primary data collection	Annually	100 percent field enumeration from the field
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 Section	Administration records on training conducted	Biannually	Dzongkhag ICT Office
Acceptable downtime of LAN and internet connectivity per incidence	This success indicator measures the minimum downtime of LAN and internet connectivity in Dzongkhag administration office. If the downtime is caused by incidents which are out of ICT Section's control, ICT Section 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 to travel to gewogs/CC to rectify connectivity issues.	Dzongkhag records (ICT Section)	Monthly	Dzongkhag ICT Office

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Percentage compliance to e-GIF standards	This success indicator measures and ensures that Dzongkhag comply to e-GIF standards in all ICT related activities	Records of e-GOV review meetings	Biannually	Dzongkhag ICT Office
Employees aware on the following Ethics and Integrity Management Tools- 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: 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 &amp; above (10%). The agencies will report on the above weightage (40 percent) using the standard form developed by ACC.</p>	<p>1. Supporting documents from the agencies</p> <p>2. Questionnaire based desk survey</p>	Annually	All public agencies that sign APA

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
<p>Timeline by which internal framework to address gender issues at the workplace is developed</p>	<p>Gender and child protection issues including sexual harassment and introducing a system where all new recruits/employees of the sector to be sensitized on basic concepts and issues related to gender and child protection.  This indicator will be applicable to all the Dzongkhags. The National Commission for Women and Children (NCWC) as the lead coordinating agency of the government on women and children will provide necessary guidance and technical assistance in developing the internal framework.</p>	<p>Dzongkhag report/record and GFP reports</p>	<p>Annually</p>	<p>Consultations, Bilateral Meetings</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 HEALTH	Timeline by which Village Health Workers (VHWs) are trained on NCD & CD	Technical support (Making professionals available for the advocacy program)	The Dzongkhag don't have the expertise on eye, ENT and dental.	Timely technical support	The target may not be fully achieved
MINISTRY OF HOME & CULTURAL AFFAIRS	Number of religious structures constructed and renovated	Approval for the following structures: Maintenance of Je Kuenga Jamtsho's Yangsey Trulku's zimchung, construction of 2 storied classroom at Dechenphodrang Lobdra, Construction of additional drasha, toilet & kitchen at Bap lhakhang, construction of 4 new Tsamkhangs at Tango Dzongkha Dupdhey, and renovation of Gasabama Dzongkha chorten at Tango Dzongkha Dupdhey	Approval from DOC is mandatory for the maintenance and construction of religious structures	Timely approval	The target may not be fully achieved



**Whereas,**

I, the Dzongdag, Thimphu Dzongkhag Administration, commit to the Prime Minister, the Government and the people of Bhutan to deliver the results described in this Annual Performance Agreement.

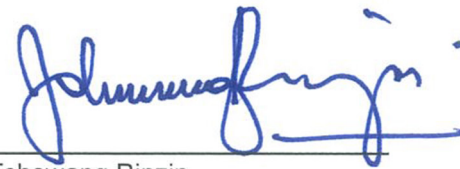
I, the Prime Minister, commit to the Dzongdag, Thimphu Dzongkhag Administration, on behalf of the Government and the people of Bhutan, to provide the necessary fund and resources for delivery of the results described in this Annual Performance Agreement.

**SIGNED:**



Tshering Tobgay  
Prime Minister of Bhutan

29.8.17  
Date



Tshewang Rinzin  
Thimphu Dzongdag

29/8/2017  
Date