



ANNUAL PERFORMANCE AGREEMENT
BETWEEN
PRIME MINISTER AND DASHO DZONGDAG

DZONGKHAG ADMINISTRATION
PARO

(1st July 2020 – 30th June 2021)

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 12th 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

A peaceful, dynamic and socio-economically developed Gewog with empowered local communities living with strong tradition and culture in harmony with the local environment

Mission

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

Objectives

- 1) To enhance food and nutrition security
- 2) To improve quality of education and skills
- 3) To improve livability, safety, and sustainability of human settlements
- 4) To enhance quality of health

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	45	Develop functional RNR and marketing facilities	No. of farm roads improved	Number	20	10	9	8	7	6
			Length of farm roads improved	KM	10	39.7	30	25	20	<20
			Construction of MPU	Percent	15	70	50	40	35	30
To improve quality of education and skills	20	Functional education infrastructure/facilities developed	Construction of school infrastructure	Number	10	2	1	-	-	-
			Construction of central schools	Percent	10	Drugyel-55%; Wanakha-45%	Drugyel-50%; Wanakha-40%	Drugyel-45%; Wanakha-35%	Drugyel-40%; Wanakha-30%	Drugyel-<40%; Wanakha-<30%
To improve livability, safety, and sustainability of human settlements	20	Develop functional urban infrastructure/facilities	Construction of market shed at Tshongdue town	Percent	20	40%	35%	30%	25%	20%
To enhance quality of health	15	Develop health infrastructure/facilities	Construction of BHU Gr. I at Pangbesa	Percent	15	45	40	35	30	<30

Section 3: Trend values of success indicators

Objective	Action	Success Indicator	Unit	Actual Values [FY 2018-19]	Target Values [FY 2019-20]	Projected Values [FY 2020-21]	Projected Values [FY 2021-22]	Projected Values [FY 2022-23]
To enhance food and nutrition security	Develop functional RNR and marketing facilities	No. of farm roads improved	Number	-	-	10	-	-
		Length of farm roads improved	KM	-	-	39.7	-	-
		Construction of MPU	Percent			70		
To improve quality of education and skills	Functional education infrastructure/facilities developed	Construction of central schools	Percent	-	-	Drugyel-55%; Wanakha-45%	-	-
		Construction of school infrastructure	Number			2		
To improve livability, safety, and sustainability of human settlements	Develop functional urban infrastructure/facilities	Construction of market shed at Tshongdue town	Percent	-	-	40%	-	-
To enhance quality of health	Develop health infrastructure/facilities	Construction of BHU Gr. I at Pangbesa	Percent	-	-	45%	-	-

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
No. of farm roads improved	This indicator measures the number of farm roads improved through GSB Phase I support in the Gewogs	Physical & Financial Progress Report	Annually	Dzongkhag Agriculture Sector
Length of farm roads improved	This indicator measures the total length of farm roads improved through GSB Phase I support.	Physical & Financial Progress Report	Annually	Dzongkhag Agriculture Sector
Construction of MPU	This indicator measures the progress of construction of MPU at Naja Gewog in percentage.	Physical & Financial Progress Report	Annually	Dzongkhag Agriculture Sector
Construction of school infrastructure	This indicator measures total number of new infrastructures constructed in a year (Classroom blocks construction at Shaba HSS & Lango MSS).	Physical & Financial Progress Report	Annually	Dzongkhag Education Office
Construction of central schools	This indicator measures the progress of construction of Drugyel (55%) & Wanakha (45%) Central Schools.	Physical & Financial Progress Report	Annually	Dzongkhag Education Office
Construction of market shed at Tshongdue town	This indicator measures the progress of construction of market shed at Tshongdue town.	Physical & Financial Progress Report	Annually	Dzongkhag Municipal Sector
Construction of BHU Gr. I at Pangbesa	This indicator measures the progress of construction of BHU Gr. I at Pangbesa.	Physical & Financial Progress Report	Annually	Dzongkhag Health Sector

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 LABOUR & HUMAN RESOURCES	Construction of BHU Gr. I at Pangbesa	Timely approval for recruitment of skilled labour	Lack of skilled labour within the country	As per the number submitted by contractor	Target cannot be realized
MINISTRY OF LABOUR & HUMAN RESOURCES	Construction of central schools	Timely approval for recruitment of skilled labour	Shortage of skilled labour due to Covid-19	As per the requirement submitted by contractor	The target cannot be achieved
MINISTRY OF LABOUR & HUMAN RESOURCES	Construction of market shed at Tshongdue town	Timely approval for recruitment of skilled labour	Shortage of skilled labour	As per the requirement submitted by contractor	Target cannot be achieved

I the Dzongdag, Dzongkhag Administration Paro 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, 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:

**Prime Minister
Loday Tshering**

Date

**Tenzin Thinley
Dasho Dzongdag**

Date