



**PERFORMANCE AGREEMENT**  
**BETWEEN**  
**EXECUTIVE SECRETARY AND**  
**PROJECT MANAGER, ASIAN DEVELOPMENT BANK PIU, THIMPHU THROMDE**

**(July 1, 2018 – June 30, 2019)**

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## **Preamble**

The Performance Agreement is entered into between the Executive Secretary and Project Manager of the Asian Development Bank Project Implementation Unit of Thimphu Thromde.

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 Thromde's other priorities;
- b) To make the Asian Development Project Implementation Unit 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**

An exemplary Thromde (City) in the region that is culturally vibrant, progressive, safe and livable

### **Mission**

1. To provide affordable, equitable, efficient municipal services and facilities
2. To promote Bhutanese Socio-culture, economy, environmental image and financial sustainability of the Thromde

### **Objectives**

- 1) To improve livability, safety and sustainability of human settlements
- 2) To improve quality of education & skills
- 3) To enhance health and nutrition of Thromde residents
- 4) To create gainful employment and enhance local economy
- 5) To promote gender equality and empower women and girls
- 6) Carbon neutral, climate and disaster resilient development enhanced
- 7) To enhance transparent, effective and efficient public service delivery
- 8) To strengthen democracy & decentralization
- 9) To preserve and promote culture & traditions

**Section 2: Objectives, Success Indicators & Target**

<b>Objective</b>	<b>Weight</b>	<b>Action</b>	<b>Success Indicator</b>	<b>Unit</b>	<b>Weight</b>	<b>Excellent [100%]</b>	<b>Very Good [90%]</b>	<b>Good [80%]</b>	<b>Fair [70%]</b>	<b>Poor [60%]</b>
To improve livability, safety and sustainability of human settlements	100	To develop WWTP	12MLD WWTP constructed	Percentage	100	60	54	48	42	36

**Section 4: Definition of Success Indicators**

<b>Success Indicator</b>	<b>Description</b>	<b>Data Collection Methodology</b>	<b>Data Collection Frequency</b>	<b>Data Source</b>
12MLD WWTP constructed	<p>This indicator measures the percentage of completion of the civil works of the construction of 12 MLD WWTP at Babesa. Once the Civil works are complete, the mechanical works will have to be initiated. The major activities include construction of 5 storied residential building, 2 storied office building, 2 storied electrical building, SBR tank, raw sewage pumping station, sludge thickener, chlorination and blower building and chlorine contact tank, thickened sludge and supernatant sump, sludge holding sump and centrifuge building, pedestal, manhole and piping and head works</p>	Office Records	Annually	ADB

**Section 5: Requirements from other Ministries, Agencies & Dzongkhags**

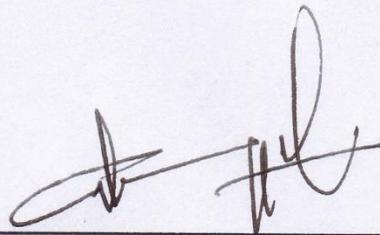
<b>Organization Name</b>	<b>Relevant Success Indicator</b>	<b>Requirement from the Organization</b>	<b>Justification for the Requirement</b>	<b>Requirement detail</b>	<b>Impact (If Not Met)</b>
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**Whereas,**

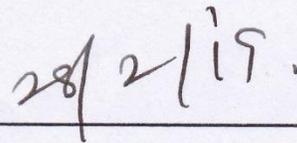
I, the Project Manager of Asian Development Project Implementation Unit commit to the Executive Secretary to deliver the results described in this Annual Performance Agreement.

I, the Executive Secretary, commit to the Asian Development Project Implementation Unit of Thimphu Thromde, on behalf of the Secretariat to provide the necessary fund and resources for delivery of the results described in this Annual Performance Agreement.

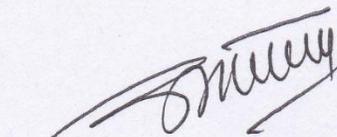
**SIGNED:**



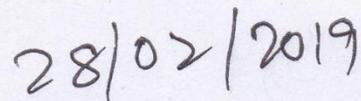
Karma Namgyel  
Executive Secretary



Date



Kinley Penjore  
Project Manager, ADB PIU



Date