



PERFORMANCE AGREEMENT
BETWEEN
THROMPON AND
EXECUTIVE SECRETARY, THIMPHU THROMDE

(July 1, 2018 – June 30, 2019)

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Preamble

The Performance Agreement is entered into between the Thrompon and Executive Secretary.

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 Secretariat 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

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]
To improve livability, safety and sustainability of human settlements	34	Functional urban infrastructure/facilities developed	Roads without potholes and without running water	Percent	2.5	C-60
			Area of green area/public space maintained	Percent	2.5	30
			Street light coverage to total Thromde area	Number	2.5	405
			Length of new proper footpath constructed including off street	KM	2.5	4
			Length of footpath maintained	KM	2.5	47
			Initiatives to reduce annual crimes	Number	2.5	C-4
			Amount of solid waste disposed to landfill per day	MT	2.5	40
			Amount of Waste Recycled per day	MT	2.5	24
			Buildings provided with connection points to integrated waste/sewer management infrastructure and collection system	Percent	3	C-35
			Ridership in public transport (Bus)	Percent	2.5	C-12
			Proportion of public transport buses with seats reserved for senior citizens, women, children and differently abled people.	Percent	3	C-20
		Internal revenue increased	Annual Revenue Generated	Million	2.5	150
			Thromde annual recurrent expenditure met through Internal revenue	Percent	3	100
To improve quality of education & skills	17	Functional education infrastructure constructed/maintained	Schools with access to safely managed WASH (Water, Sanitation and Hygiene) facilities	Percent	1	90
			No. of schools with ideal student computer ratio (1:30 for primary and 1:10 for secondary schools)	Number	1.5	C-4
			Schools (100%) with sufficient water supply for drinking	Percent	1	90
			Schools with national standards (1 toilet for every 25 girls, 1 toilet for every 40 boys) toilet facilities	Percent	1	90
			Schools with sanitary pad disposal facilities	Percent	1.5	90
			Primary schools meeting class size targets	Percent	1	90

			Secondary schools meeting class size targets	Percent	1	90
		Quality primary and secondary education improved	Out of school students aged 6-12 including Special Needs	Number	1.5	250
			Shortage of specific subject teachers	Number	1	50
			Students scoring above 60% in STEM subjects, Dzongkha and English in BCSE examination by gender	Percent	1.5	95
			Enrolment Rate for ECCD by gender	Percent	1	90
			NFE completion rate by gender	Percent	1	100
			Students performance in Class VI by gender	Percent	1.5	90
			Proportion of schools with vocational clubs	Number	1.5	12
To enhance health and nutrition of Thromde residents	15	Ensuring clean and safe drinking water supply	Households with access to 24*7 clean, safe drinking water supply	Percent	3	C-45
			Households with access to at least 10 hours clean, safe drinking water supply	Percent	2	C-45
			Commercial entities with 24*7 clean safe water supply	Percent	2.5	C-85
		Implementation of Strategy for Harmful Use of Alcohol and National Suicide Prevention Action Plan	National policy and strategic framework to Reduce Harmful Use of Alcohol (2015-2020) implemented	Percent	2	50
			National Suicide Prevention Action Plan (2015-2018) implemented	Percent	2	50
		Initiatives taken to reduce incidence of drug and substance abuse cases	Initiatives to reduce incidences of drug and substance abuse cases	Number	1.5	2
			Intra/Inter Thromde Sporting events	Number	2	2
To create gainful employment and enhance local economy	12	Facilitate job creation within Thromde	Number of new CSMLs (non-farm)	Number	2	15
			Number of new enterprises and businesses supported and strengthened	Number	2	2
			Number of existing enterprises and businesses supported and strengthened	Number	1.5	50
			Number of new entrepreneurs/ job seekers trained on market relevant skills	Number	1.5	20
			Number of jobs created	Number	2	150
			Thromde Business Committee formed	Date	1.5	2018-2019
			Local job creation strategy and plan in place	Date	1.5	2018-2019
To promote gender equality and empower	7	Improve mechanisms for participation of women/children in	Women, men and children covered by sensitization/awareness programs on elimination of Violence Against Women, VAM and VAC	Percent	2	20

women and girls		decision making process	Eligible Thromde employees with access to functional day care crèches	Percent	1.5	100
			Non-Formal Education (NFE) learners by gender	Percent	2	26/74 (M/F)
			Number of girls in leadership position in schools	Number	1.5	340
Carbon neutral, climate and disaster resilient development enhanced	6	Improvement of disaster management and adaptive capacity	Length of proper storm water drainage constructed/maintained	KM	3	0.05
			Initiatives to reduce air pollution	Number	3	1
To enhance transparent, effective and efficient public service delivery	3	Service delivery improved	Proportion of services delivered as per TAT	Percent	3	C-90
To strengthen democracy & decentralization	3	To create enabling environment for democracy and decentralization	Number of zomdues/public forum on local development plan in a year	Number	3	2
To preserve and promote culture & traditions	3	Promote intangible culture and improve community vitality	Activities undertaken through community volunteers (Without cash and kind)	Number	3	1

Section 2 Continue

Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]
	To provide effective and efficient public service delivery	Internal audit conducted	Nos		4	3	2
		Digitization of number of buildings	Percentage		100	90	80
		Tax payment through BOB M-BOB system	Date		Jun-19	Jul-19	Aug-19
		TAT for delivery of census related services	Days		5	6	7
		Grievances and court cases resolved	Percentage		50	45	40
		Tshogde and Management meeting conducted	Date		Every month Every 2 months	Not conducted	
		12th Plan finalized and printed	Date		Mar-19	Apr-19	May-19
		APA finalized and updated into the GPMS system	Date		Apr-19	May-19	Jun-19
		Tshogde minutes translation	Percentage		100	90	80
		Follow up on Tshogde and Management meeting minutes	Date		Within one month after it has been signed	Not done	

Section 3: Trend values of success indicators

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Target Values [FY 2015-16]	F V 2
To improve livability, safety and sustainability of human settlements	Internal revenue increased	Annual Revenue Generated	Million	150	200	200	2
		Thromde annual recurrent expenditure met through Internal revenue	Percent	100	100	100	1
	Functional urban infrastructure/facilities developed	Roads without potholes and without running water	Percent	C-60	C-70	C-80	C

		Area of green area/public space maintained	Percent	30	30	30	3
		Street light coverage to total Thromde area	Number	405	405	405	4
		Length of new proper footpath constructed including off street	KM	4	4	4	4
		Length of footpath maintained	KM	47	49	52	5
		Initiatives to reduce annual crimes	Number	C-4	C-5	C-5	C
		Amount of solid waste disposed to landfill per day	MT	40	30	20	1
		Amount of Waste Recycled per day	MT	24	26	28	2
		Buildings provided with connection points to integrated waste/sewer management infrastructure and collection system	Percent	C-35	C-55	C-60	C
		Ridership in public transport (Bus)	Percent	C-12	C-12	C-30	C
		Proportion of public transport buses with seats reserved for senior citizens, women, children and differently abled people.	Percent	C-20	C-25	C-35	C
To improve quality of education & skills	Quality primary and secondary education improved	Shortage of specific subject teachers	Number	50	40	30	2
		Students scoring above 60% in STEM subjects, Dzongkha and English in BCSE examination by gender	Percent	95	95	96	9
		Enrolment Rate for ECCD by gender	Percent	90	91	92	9
		NFE completion rate by gender	Percent	100	100	100	1
		Students performance in Class VI by gender	Percent	90	91	92	9
		Proportion of schools with vocational clubs	Number	12	13	14	1
		Out of school students aged 6-12 including Special Needs	Number	250	200	150	1

	Functional education infrastructure constructed/maintained	Primary schools meeting class size targets	Percent	90	93	95	9
		Secondary schools meeting class size targets	Percent	90	93	95	9
		Schools with access to safely managed WASH (Water, Sanitation and Hygiene) facilities	Percent	90	93	95	9
		No. of schools with ideal student computer ratio (1:30 for primary and 1:10 for secondary schools)	Number	C-4	C-6	C-7	C
		Schools (100%) with sufficient water supply for drinking	Percent	90	93	95	9
		Schools with national standards (1 toilet for every 25 girls, 1 toilet for every 40 boys) toilet facilities	Percent	90	93	95	9
		Schools with sanitary pad disposal facilities	Percent	90	93	95	9
To enhance health and nutrition of Thromde residents	Initiatives taken to reduce incidence of drug and substance abuse cases	Initiatives to reduce incidences of drug and substance abuse cases	Number	2	2	2	2
		Intra/Inter Thromde Sporting events	Number	2	2	2	2
	Ensuring clean and safe drinking water supply	Households with access to 24*7 clean, safe drinking water supply	Percent	C-45	C-55	C-70	C
		Households with access to at least 10 hours clean, safe drinking water supply	Percent	C-45	C-60	C-70	C
		Commercial entities with 24*7 clean safe water supply	Percent	C-85	C-90	C-95	C
	Implementation of Strategy for Harmful Use of Alcohol and National Suicide Prevention Action Plan	National policy and strategic framework to Reduce Harmful Use of Alcohol (2015-2020) implemented	Percent	50	100	100	1
		National Suicide Prevention Action Plan (2015-2018) implemented	Percent	50	70	80	1

To create gainful employment and enhance local economy	Facilitate job creation within Thromde	Number of existing enterprises and businesses supported and strengthened	Number	50	100	100	1
		Number of new entrepreneurs/ job seekers trained on market relevant skills	Number	20	40	40	4
		Number of jobs created	Number	150	200	200	2
		Thromde Business Committee formed	Date	2018-2019	-	-	-
		Local job creation strategy and plan in place	Date	2018-2019	-	-	-
		Number of new CSMLs (non-farm)	Number	15	15	20	2
		Number of new enterprises and businesses supported and strengthened	Number	2	4	4	4
To promote gender equality and empower women and girls	Improve mechanisms for participation of women/children in decision making process	Non-Formal Education (NFE) learners by gender	Percent	26/74 (M/F)	25/75 (M/F)	24/76 (M/F)	2
		Number of girls in leadership position in schools	Number	340	350	360	3
		Women, men and children covered by sensitization/awareness programs on elimination of Violence Against Women, VAM and VAC	Percent	C-20	C-30	C-40	C
		Eligible Thromde employees with access to functional day care crèches	Percent	100	100	100	1
Carbon neutral, climate and disaster resilient development enhanced	Improvement of disaster management and adaptive capacity	Length of proper storm water drainage constructed/maintained	KM	0.05	1	1.94	1
		Initiatives to reduce air pollution	Number	1	1	-	-
To enhance transparent, effective and efficient public service delivery	Service delivery improved	Proportion of services delivered as per TAT	Percent	90	C-95	C-97	C

To strengthen democracy & decentralization	To create enabling environment for democracy and decentralization	Number of zomdues/public forum on local development plan in a year	Number	2	2	2	2
To preserve and promote culture & traditions	Promote intangible culture and improve community vitality	Activities undertaken through community volunteers (Without cash and kind)	Number	1	1	1	1

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency
Roads without potholes and without running water	This indicator measures proportion of length of urban roads without potholes and without running water over it from the total length of urban roads	Administrative Data	Annually
Area of green area/public space maintained	This indicator measures the percentage of green areas maintained through plantation, urban landscaping, developing buffer zone and micro gardening and maintaining urban environmental precincts	Administrative Data	Annually
Street light coverage to total Thromde area	This indicator measures the number of street lights installed (Total number of lamps)	Administrative Data	Annually
Length of new proper footpath constructed including off street	This indicator measures length of road side footpath to total urban road constructed. Off street footpath may also be initiated	Administrative Data	Annually
Length of footpath maintained	This indicator measures length of proper footpath maintained and usable	Administrative Data	Annually
Initiatives to reduce annual crimes	This indicator measures the number of initiatives by Thromde to reduce annual crimes example: Installation of CCTV, Street lights, awareness programs, recreational facilities, managing bars and drayangs, working closely with law enforcement and regulatory agencies etc.	Administrative Data	Annually
Amount of solid waste disposed to landfill per day	This indicator measures total amount of waste disposed to landfill reduced through source segregation and recycling initiatives such as waste plazas/waste drop in center and other related initiatives	Administrative Data	Annually
Amount of Waste Recycled per day	This indicator measures proportion of waste recycled from total waste [household, clinical and hazardous waste] produced through use of	Administrative Data	Annually

	modern as well as natural/environmental technology and methods such as composting/home composting/Green road initiatives/Greener way initiatives, etc.		
Buildings provided with connection points to integrated waste/sewer management infrastructure and collection system	This indicator measures percentage of buildings connected to integrated waste and sewer management infrastructure as per technical feasibility. This indicator can also measure reduction of nos. of raw sewer and household waste water going or spilling directly into the river, streams and any other water bodies	Administrative Data	Annually
Ridership in public transport (Bus)	This indicator measures the percentage of urban population using public transport (bus)	Administrative Data	Annually
Proportion of public transport buses with seats reserved for senior citizens, women, children and differently abled people.	This indicator measures proportion of public transport buses with seats reserved for senior citizens, women, children and differently abled people.	Administrative Data	Annually
Annual Revenue Generated	This indicator measures the annual revenue generated (Nu in million) per year	Administrative records	Annually
Thromde annual recurrent expenditure met through Internal revenue	The indicator measures the proportion of annual current expenditures met from internal revenue.	Administrative records	Annually
Schools with access to safely managed WASH (Water, Sanitation and Hygiene) facilities	This indicator measures the number of schools (in percentage) which implements WASH related programs in School	Administrative data	Annually
No. of schools with ideal student computer ratio (1:30 for primary and 1:10 for secondary schools)	This indicator measures number of schools with ideal student computer ratio (1:30 for primary and 1:10 for secondary schools)	Administrative Data	Annually
Schools (100%) with sufficient water supply for drinking	This indicator measure number of Schools with with sufficient water supply for drinking	Administrative Data	Annually
Schools with national standards (1 toilet for every 25 girls, 1 toilet for every 40 boys) toilet facilities	This indicator measures number of Schools with national standards (1 toilet for every 25 girls, 1 toilet for every 40 boys) toilet facilities	Administrative Data	Annually
Schools with sanitary pad disposal facilities	This indicator measures number of Schools with sanitary pad disposal facilities	Administrative Data	Annually
Out of school students aged 6-14 including Special Needs	This indicator measures numbers of Out of school students aged 6-14 including Special Needs	Administrative Data	Annually
Shortage of specific subject teachers	This indicator measures teacher shortage against approved teacher strength subject wise	Administrative records	Annually
Students scoring above 60% in STEM subjects, Dzongkha and English in BCSE examination by gender	This indicator measures students scoring above 60% in STEM subjects [Science, IT and Mathematics], Dzongkha and English in BCSE examination.	Administrative records	Annually
Enrolment Rate for ECCD by gender	The indicator measures the participation of 3-5 years old children in ECCD out of total resident 3-5 years olds.	Administrative records	Annually

NFE completion rate by gender	The indicator will measure completion rate of NFE learners	Administrative record	Annually
Students performance in Class VI by gender	The indicator measures the percentage of students who score at least 60 percent in English, Dzongkha, Maths and Science in Class VI	Administrative records	Annually
Proportion of schools with vocational clubs	This indicator measures percentage of schools with vocational clubs such as cultural, agriculture, horticulture, arts and crafts, literary, democracy, science and technology, culinary etc	Administrative records	Annually
Primary schools meeting class size targets	The indicator measures percentage of schools with class size of 24 in Primary	Administrative records	Annually
Secondary schools meeting class size targets	This indicator measures the number of secondary schools with required sizes of 30 students	Administrative records	Annually
Households with access to 24*7 clean, safe drinking water supply	This indicator measures percentage of households with safe (Treated water) and 24X7 water supply till the meter point. It will be calculated as total number of connections over total number of registered buildings	Administrative Data	Annually
Households with access to at least 10 hours clean, safe drinking water supply	This indicator measures the percentage of Households with access to at least 10 hours clean, safe drinking water supply	Administrative Data	Annually
Commercial entities with 24*7 clean safe water supply	This indicator measures percentage of commercial entities such as industries, automobile workshops, restaurants, hotels, etc. with Safe & Clean (Treated water) and 24X7 drinking water supply	Administrative Data	Annually
National policy and strategic framework to Reduce Harmful Use of Alcohol (2015-2020) implemented	This indicator measures implementation of the Thromde's responsibilities mandated by this policy	Administrative Data	Annually
National Suicide Prevention Action Plan (2015-2018) implemented	This indicator measures implementation of the Thromde's responsibilities mandated by this Action Plan	Administrative data	Annually
Initiatives to reduce incidences of drug and substance abuse cases	This indicator measures initiatives to reduce incidences of drug and substance abuse cases	Administrative record	Annually
Intra/Inter Thromde Sporting events	This indicator measures the number of sport events of any kind that has been organized/supported/participated by Thromde within or outside Thromde	Administrative Data	Annually
Number of new CSMIs (non-farm)	This indicator measures creation of non-farm CSMIs through PSL and others related to manufacturing and service firms like clothing & textiles, handicrafts, furniture, minerals, hotels, restaurants, IT & electronic, cobbler & salon, dry cleaning, tourism, etc. The number of CSMIs created to be distinguished by CSMIs created 1) solely by Thromde's plan interventions, 2) through partnership of	Administrative record	Annually

	Thromde and central agencies and 3) by private entities		
Number of new enterprises and businesses supported and strengthened	This indicator measures the number of new enterprises and businesses supported and strengthened in terms of issuance of location clearances and other necessary clearances required from Thromde	Administrative record	Annually
Number of existing enterprises and businesses supported and strengthened	This indicator measures the number of existing enterprises and businesses supported and strengthened in terms of renewal and other relevant clearances as required to be provided by Thromde	Administrative data	Annually
Number of new entrepreneurs/ job seekers trained on market relevant skills	This indicator measures the number of new entrepreneurs/ job seekers trained on market relevant skills either by Thromde through internship/attachment/OJT programs or by MoLHR through their programs	Administrative data/ MoLHR survey	Annually
Number of jobs created	This indicator measures jobs (non-farm) created within the Thromde. A job is defined as a profession or a work earning cash or payment. The number of jobs created to be distinguished by 1) jobs created solely by Thromde's plan interventions, 2) jobs created through partnership of Thromde & central agencies and 3) jobs created by private entities with support/facilitation from Thromde	Administrative data	Annually
Thromde Business Committee formed	Form Thromde Business/Economic Development Committee with representatives from Thromde, Bhutan Chamber of Commerce and Industry (BCCI), Ministry of Labour and Human Resources (MoLHR), Regional Immigration office, Regional Trade office, Regional Revenue and Customs office and business community and other relevant stakeholders endorsed by Thromde Tshogde	Administrative Data	Annually
Local job creation strategy and plan in place	Once the Thromde Business Committee is formed, the committee shall develop the local job creation strategy plan	Administrative records	Annually
Women, men and children covered by sensitization/awareness programs on elimination of Violence Against Women, VAM and VAC	This indicator measures percentage of women, men and children covered by sensitization/awareness programs on elimination of VAW, VAM and VAC disaggregated by women, men and children covered	Annual Bulletin/Administrative Data	Annually
Eligible Thromde employees with access to functional day care crèches	This indicator measures proportion of eligible Thromde employees (parents) with access to functional day care crèches	Administrative records	Annually
Non-Formal Education (NFE) learners by gender	This indicator measures percentage of women NFE learners against men	Administrative record	Annually
Number of girls in leadership position in schools	This indicator measures number of girls in leadership position in schools in various extra-	Administrative record	Annually

	co-curricular activities, clubs, committees, group, etc		
Length of proper storm water drainage constructed/maintained	This indicator measures length of storm water drainage maintained/constructed to reduce flooding and water logging	Administrative records	Annually
Initiatives to reduce air pollution	This indicator measures number of initiatives to reduce air pollution such as strict monitoring of open air burning and procurement of water tanker to sprinkle water on roads to reduce waste particles	Administrative records	Annually
Number of zomdues/public forum on local development plan in a year	This indicator measures number of zomdues/public meeting/consultation on Thromde development plans and programs conducted in a year	Administrative records	Annually
Activities undertaken through community volunteers (Without cash and kind)	This indicator measures the number of activities undertaken through community volunteers (Without cash and kind)	Administrative records	Annually
Proportion of services delivered as per TAT	This indicator measures percentage of commonly availed services and G2C services delivered as per TAT	Administrative records	Annually

Section 4 Continue

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency
Internal audit conducted	This indicator measures the number of internal audits conducted by the internal auditor	Office records	Annually
Digitization of number of buildings	This indicator measures the percentage of building updated into the system	Office records	Annually
Tax payment through BOB M-BOB system	This indicator measures the incorporation of tax payment system into the BOB's M-BOB system	Office records	Annually
TAT for delivery of census related services	This indicator measures the time taken to deliver the census related services to the people	Office records	Annually
Grievances and court cases resolved	This indicator measures the percentage of grievances and court cases resolved that are registered with the Thromde Legal Section	Office records	Annually

Tshogde and Management meeting conducted	This indicator measures the coordination of Tshogde every 2 months and Management meeting every one month	Office records	Annu
12th Plan finalized and printed	This indicator measures the timeline by which the 12th FYP documents has been finalized and printed	Office records	Annu
APA finalized and updated into the GPMS system	This indicator measures the timeline by which the annual APA has been prepared and updated into the system	Office records	Annu
Tshogde minutes translation	This indicator measures the translation of all Tshogde minutes	Office records	Annu
Follow up on Tshogde and Management meeting minutes	This indicator measures the time taken to follow up on the decisions of the Tshogde and the Management meeting	Office records	Annu

Section 5: Requirements from other Ministries, Agencies & Dzongkhags

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement
MINISTRY OF FINANCE	Annual Revenue Generated	MoF support the initiative of Thimphu Thromde and keep budget provision to pay land and property taxes to Thromde by agencies who own land and property in Thromde	Most agencies are not paying land and property taxes as of now.	Ask the agencies to keep budget provision for taxes
MINISTRY OF ECONOMIC AFFAIRS	Number of new CSMLs (non-farm)	1. Support to start-ups & CSMLs establishment in order to expedite operationalization of industries/ enterprises 2. Support in skills development on entrepreneurship, value chain & supply chain 3. Branding and Marketing of products and services	The Department of Trade under the Ministry has been carrying out various kinds of startups and CSMLs programs to encourage people to take up entrepreneurship	Support CSMLs and provide people with opportunities
MINISTRY OF LABOUR & HUMAN RESOURCES	Number of jobs created	1. Pitching business ideas for sourcing support 2. Support in specific training for local entrepreneurs and job seekers	The Ministry has been carrying out various skills development training to encourage youths to take up entrepreneurship	Specific training for local entrepreneurs
MINISTRY OF ECONOMIC AFFAIRS	Thromde Business Committee formed	A member nominee for the Thromde Business	As per the LGKRA 1 for Thimphu Thromde,	One member nominee

		Committee form MoLHR, Regional Trade, BCCI, RRCO, Regional Immigration Office and Business community	Thromde is required to form a business council with one member each from aforementioned agencies	as a me Thromde commit
MINISTRY OF FINANCE	Thromde Business Committee formed	A member nominee for the Thromde Business Committee form MoLHR, Regional Trade, BCCI, RRCO, Regional Immigration Office and Business community	As per the LGKRA 1 for Thimphu Thromde, Thromde is required to form a business council with one member each from aforementioned agencies	One nomine as a me Thromde commit
MINISTRY OF HOME & CULTURAL AFFAIRS	Thromde Business Committee formed	A member nominee for the Thromde Business Committee form MoLHR, Regional Trade, BCCI, RRCO, Regional Immigration Office and Business community	As per the LGKRA 1 for Thimphu Thromde, Thromde is required to form a business council with one member each from aforementioned agencies	One nomine as a me Thromde commit
MINISTRY OF LABOUR & HUMAN RESOURCES	Thromde Business Committee formed	A member nominee for the Thromde Business Committee form MoLHR, Regional Trade, BCCI, RRCO, Regional Immigration Office and Business community	As per the LGKRA 1 for Thimphu Thromde, Thromde is required to form a business council with one member each from aforementioned agencies	One nomine as a me Thromde commit
MINISTRY OF EDUCATION	Shortage of specific subject teachers	The MoE in collaboration with RCSC to provide Thromde with subject specific teachers so that the subject specific teacher shortage has been solved and also provide skills development training for Teachers	Teacher recruitment and training are carried out by MoE in collaboration with RCSC	Subject teacher develop for Tea
MINISTRY OF INFORMATION & COMMUNICATIONS	Ridership in public transport (Bus)	1. Support provision of technical expertise to implement Bus Rapid Transport system and infrastructures/facilities for Thimphu 2. support provision of technical expertise to plan and	The MoIC is the leading Ministry in implementing the BRTS in Thimphu. Bhutan Post is responsible for managing and running the City Bis services, therefore the public	More pu through so that will use

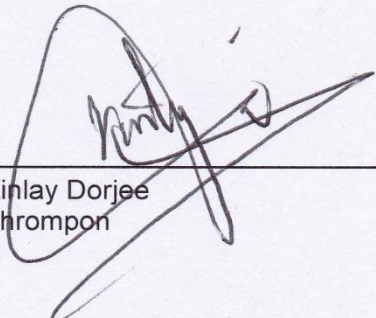
		implement Intelligent Transport system for Thimphu	transport service will have to be made reliable	
NATIONAL COMMISSION FOR WOMEN & CHILDREN	Women, men and children covered by sensitization/awareness programs on elimination of Violence Against Women, VAM and VAC	Women, men and children covered by sensitization/awareness programs on elimination of Violence Against Women, VAM and VAC	NCWC and other NGOs have been carrying various educational programs on violence against men, women and children	Sensitiz Thromo VAM, V
MINISTRY OF ECONOMIC AFFAIRS	Initiatives to reduce annual crimes	Conduction of regular inspection on illegal bars operation and other entertainment centers in Thimphu.	The regular inspections are being carried out by Thromde in close collaboration with RBP and Officials from Department of Trade	Regular
MINISTRY OF HOME & CULTURAL AFFAIRS	Initiatives to reduce annual crimes	Conduction of regular inspection on illegal bars operation and other entertainment centers in Thimphu.	The regular inspections are being carried out by Thromde in close collaboration with RBP and Officials from Department of Trade	Regular
MINISTRY OF INFORMATION & COMMUNICATIONS	Proportion of public transport buses with seats reserved for senior citizens, women, children and differently abled people.	The Ministry will have to inform the Bhutan Post/City Bus service provider to reserve seats for senior citizens, women and children and differently-abled persons	Since City Bus services are managed by Bhutan Post, the City Bus operator must make sure that there are reserve seats for senior citizens, women and children and differently-abled persons	Reserve senior c and chil differen persons

Whereas,

I, the Executive Secretary commit to the Thrompon, to deliver the results described in this Annual Performance Agreement.

I, the Thrompon, commit to the Executive Secretary, on behalf of the Thromde to provide the necessary fund and resources for delivery of the results described in this Annual Performance Agreement.

SIGNED:



Kinlay Dorjee
Thrompon

28/2/2019 .

Date



Karma Namgyel
Executive Secretary

28/2/2019 .

Date