



**Annual Performance Agreement
Between
Prime Minister and
Dzongdag, Chhukha Dzongkhag Administration
(July 1, 2026 – June 30, 2027)**

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Section 1: Vision, Mission and 13 FYP LGKRAs.

a. Vision:

Transform Chhukha Dzongkhag into a model of sustainable development, economic prosperity and community well-being, where innovation, collaboration, and excellence drive progress for all.

b. Mission:

To deliver high-quality public services, foster inclusive growth, and enhance the quality of life for our citizens through strategic investments in agriculture, education, health, infrastructure, and tourism. We are committed to sustainable practices, community empowerment, and efficient governance, ensuring Chhukha Dzongkhag becomes a beacon of progress and prosperity in Bhutan.

LGKRAs:

1. By 2029, Dzongkhag/Thromde has a vibrant local economy with enhanced productivity and diversified local products
2. By 2029, more children access and benefit from quality education and skills development
3. By 2029, more residents enjoy improved health and wellbeing
4. By 2029, Dzongkhag/Thromde has proactive social protection and support measures
5. Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed at all times
6. Bhutanese identity, culture, and values are strengthened
7. Dzongkhag/Thromde's public services are citizen-centric and delivered seamlessly in an efficient and effective manner

Section 2: Planning Matrix

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
Dzongkhag/Thromde has a vibrant local economy with enhanced productivity and diversified local products	Increase livestock production:	Metric tonnes of selected livestock products produced (i. Milk ii. Eggs, in million iii. Chicken iv. Pork v. Mutton and chevon vi. Fish vii. Honey)	i. 1931.5 ii. 2.67 iii. 184.39 iv. 137.4 v. 23.84 vi. 1.2 vii. 4.39 (MT; eggs in million)	i. 2,086.02 ii. 2.88 iii. 199.08 iv. 148.39 v. 25.27 vi. 1.5 vii. 4.7 (MT; eggs in million)
Dzongkhag/Thromde has a vibrant local economy with enhanced productivity and diversified local products	Increase agricultural (cereals, crops and fruits) production	Metric tonnes of cereal crop production increased i. Rice: ii. Maize: iii. Quinoa: iv. Buckwheat	i. 1,180.91 ii. 1638.33 iii. 5.71 iv. 181	i. 1,308.16 ii. 1,833.13 iii. 15.71 iv. 190 (MT produced in the cropping year)
Dzongkhag/Thromde has a vibrant local economy with enhanced productivity and diversified local	Increase agricultural (cereals, crops and fruits) production	Metric tonnes of cash crop production increased i. Ginger: ii. Areca nut:	i. 1723.55 ii. 1208.60 iii. 277 iv. 1123	i. 1,829.06 ii. 1,317.52 iii. 279 iv. 1,155 v. 24

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
products		iii. Cardamom iv. Mandarin v. Mushroom	v. 22	(MT produced in the cropping year)
Dzongkhag/Thromde has a vibrant local economy with enhanced productivity and diversified local products	Increase agricultural (cereals, crops and fruits) production	Metric tonnes of vegetable production increased. i. Beans & Pulses: ii. Potato: iii. Tomato iv. Carrot	i. 183 ii. 2469.36 iii. 19 iv. 188	i. 192 ii. 3,211.94 iii. 21 iv. 193 (MT produced in the year)
Dzongkhag/Thromde has a vibrant local economy with enhanced productivity and diversified local products	Increase agricultural (cereals, crops and fruits) production	Total acreage of cultivated land protected through installation of functional chain-link or electric fencing	20 acres	480 acres
Dzongkhag/Thromde has a vibrant local economy with enhanced productivity and diversified local	Increase agricultural (cereals, crops and fruits) production	Total acreage of cultivated land receiving reliable and year-round irrigation services through functional irrigation	NA	200 acres (command area served year-round by completed irrigation channels)

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
products		channels		
Dzongkhag/Thromde has a vibrant local economy with enhanced productivity and diversified local products	Enhance the production of the OGOP products	Quantity (in metric tons) of the 11 designated OGOP products produced across target Gewogs by June 2027.	i. Bjabcho: Buckwheat ii. Bongo: Kiwi iii. Chapcha: Quinoa iv. Darla: Dairy Products v. Dungna: Cardamom vi. Geling: Buckwheat vii. Getana: Honey Products viii. Loggchina: Ginger ix. Maedtakha: Mustard Oil x. Phuentsholing: Mung bean xi. Samphelling: Piggery Products	i. Bjabcho: Buckwheat: 3 MT ii. Bongo: Kiwi: 10 MT iii. Chapcha: Quinoa: 1 MT iv. Darla: Dairy Products: 6500 MT v. Dungna: Cardamom: 5 MT vi. Geling: Buckwheat: 5 MT vii. Getana: Honey Products: 2 MT viii. Loggchina: Ginger: 1000 MT ix. Maedtakha: Mustard Oil: 0.5 MT x. Phuentsholing: Mung bean: 1 MT xi. Samphelling: Piggery Products: 3 MT

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
Dzongkhag/Thromde has a vibrant local economy with enhanced productivity and diversified local products	Increase number of tourist arrivals	Number of tourist arrivals in the Dzongkhag (i. Regional ii. International iii. Domestic)	i. Regional: 63,419 ii. International: 3,953 iii. Domestic: 5,000	i. Regional: 75,000 ii. International: 5,000 iii. Domestic: 7,000 (arrivals in FY 2026-27)
Dzongkhag/Thromde has a vibrant local economy with enhanced productivity and diversified local products	Enhance tourism products and infrastructure	Number of tourism infrastructures introduced and established	NA	3 new tourism products introduced; 8 eco-lodges established
By 2029, more children/youths access and benefit from quality education and skills development	Improve students' learning outcomes, School Infrastructure, and Professional Development.	Mean marks (subject-wise) achieved by students of the Dzongkhag in the board and common examinations	1. Class VI mean marks by subjects: Mathematics: 70.87 Science: 70.94 ICT: 71.6 English: 75.99 Dzongkha: 73.49 Social Studies:81.4 2. Class VIII mean marks	Class VI Mathematics: 71.87 Science:71.5 ICT: 72.0 English: 76.99 Dzongkha: 74.49 Social Studies:82.0 Class VIII Maths: 64.1

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
			by subjects: Maths: 63.1 Science: 68.06 ICT: 66.32 English: 73.7 Dzongkha: 72.29 Geography: 70.5 History: 73.98 3. Class X mean marks by subjects: Mathematics: 60.25 Science(Bio, Che & Phy): 60.1 ICT: 53.94 English: 69.67 Dzongkha: 68.38 His & Geo: 66.8 Eco: 66.9 4. Class XII mean marks by subjects: Maths: 43.4 Business Maths: 41.62	Science: 69.0 ICT: 67.32 English: 74.7 Dzongkha: 73.0 Geography: 71.5 History: 74.98 3. Improve Class X Mathematics: 61.25 Science(Bio, Che & Phy): 61.1 ICT: 54.94 English: 70.67 Dzongkha: 69.38 His & Geo: 67.51 Eco: 67.9 4. Improve Class XII Maths: 44.4 Business Maths: 42.62 Physics: 48.87 Chemistry: 63.3 Biology: 55.7 English: 63.29

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
			Physics: 47.87 Chemistry: 62.19 Biology: 54.3 English: 62.39 Dzongkha: 63.95 Geography: 57.32 History: 62.19 Economics: 57.47 Accountancy: 41.52 Business Entrepreneurship: 56.76	Dzongkha: 64.95 Geography: 58.32 History: 63.19 Economics: 58.47 Accountancy: 42.52 Business Entrepreneurship: 57.76 (subject-wise mean marks, about 1 mark above 2026 results)
By 2029, more residents will enjoy improved health and wellbeing	Strengthen and expand comprehensive maternal, child, and adult health screening and care services	Percentage of population aged 18 and above covered under NCD screening increased	45	90 (adults 18+ screened for NCDs)
Bhutanese identity, culture, and values are strengthened	Cultural heritage sites are well preserved.	Number of heritage development deliverables completed at Nidrup-Tsey Dzong Drasha construction and	0	2 (two-storey Drasha constructed; traditional painting of Nidrup-Tsey Dzong completed)

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
		traditional Bhutanese painting)		
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Provide accessible citizen services and essential urban amenities	Number of households with access to sewer network at Tshimasham town installed and connections provided	0	30 (households in Tshimasham town connected to the new sewer network)
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Improve road to ensure reliable connectivity	Kilometers of existing roads improved (Damsite to Tshimalakha)	0	4 (km of Damsite to Tshimalakha road improved)
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Provide accessible citizen services and essential urban amenities	Number of households with access to 24/7 safe drinking water supplied with meter system installed at Tshimasham town	0	150 (households in Tshimasham town with 24/7 metered water supply)

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
More residents enjoy improved health and wellbeing	Sustain dog population management and rabies control through sterilisation, vaccination and pet registration.	Percentage of sterilisation coverage of unowned free-roaming dogs maintained	100	100 (sterilisation coverage sustained)
More residents enjoy improved health and wellbeing	Sustain dog population management and rabies control through sterilisation, vaccination and registration	Percentage anti-rabies vaccination coverage of unowned free-roaming dogs and of pet dogs, in rabies high-risk Dzongkhags	i. Unowned free-roaming dogs: 100 (1,417 dogs) ii. Pet dogs: 100 (611 registered)	i. Unowned free-roaming dogs: 100 (1,417 dogs) ii. Pet dogs: 100 (611 registered dogs) (2,028 dogs vaccinated in total)
More residents enjoy improved health and wellbeing	Sustain dog population management and rabies control through sterilisation, vaccination and registration	Percentage anti-rabies vaccination coverage of pet dogs in rabies low-risk Dzongkhags.	100	100 (pet dogs vaccinated in low-risk areas, sustained)
More residents enjoy improved health and wellbeing	Sustain dog population management and rabies control through	Percentage registration coverage of pet dogs maintained.	100	100 (pet dogs registered and digitally identified, sustained)

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
	sterilisation, vaccination and registration			
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Expand fruit tree plantation under the Million Fruit Plantation Programme	Timeline by which replacement fruit tree saplings for mortality recorded under earlier MFTP phases are received and distributed to identified farmers	0	June 2027 (replacement saplings received and distributed to identified farmers)
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Promote new local economy initiatives led and coordinated by the Local Government	Number of new local economy initiatives, including enterprise creation and youth-led projects, initiated and coordinated by the Local Government without direct government funding	0	3 (Drukdingsa community fishery, Shakhu-Arekha warm water fishery, Arekha piggery farm operational)
Dzongkhag/Thromde's public services are citizen-centric and	Sustain and maintain clean rivers under the National River Cleaning	Number of river cleaning initiatives undertaken.	3	4

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
delivered seamlessly in an efficient and effective manner	Initiative			
Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed at all times	Strengthen disaster preparedness in the Dzongkhag	Number of disaster preparedness, response and mitigation measures implemented	1	2 preparedness measures implemented (contingency plan updated; mock drill or training conducted)
Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed at all times	Strengthen disaster preparedness in the Dzongkhag	Number of high-risk streams (Rongchus) cleared to mitigate the risk of artificial lake formation and flooding	2	4 Rongchus cleared, one each quarter: Chulham and Zokpakha (Pangu), Sonam Zakha (Eukha) and Chubalum (Gumina), all in Metakha Gewog
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Planning and Economic Development Sector (PEDS) services provided effectively and efficiently	Number of days taken in conducting quarterly labour force survey	15	14 days to complete the quarterly labour force survey across the 11 Gewogs and the Thromde

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
Dzongkhag/Thromde' s public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Planning and Economic Development Sector (PEDS) services provided effectively and efficiently	Number of days taken in conducting livestock & agriculture census	70	60 days to complete the livestock and agriculture census across the 11 Gewogs
Dzongkhag/Thromde' s public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Planning and Economic Development Sector (PEDS) services provided effectively and efficiently	Time taken in services related to ELC and LOI provided as and when required.	Within 7 working days	Within 5 working days of a complete application
Dzongkhag/Thromde' s public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Provided legal related services	Time taken in providing Legal Services as and when required and cases handled on time.	Within 3 weeks	Within 15 days of receipt of a follow-up request
Dzongkhag/Thromde' s public services are citizen centric and delivered seamlessly	Land Record sector services provided effectively and efficiently	Turnaround time for land transactions, including land ownership transfer (inheritance, gift, sale or	Within 3 weeks	Within 2 weeks of a complete application

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
in an efficient and effective manner`		purchase, realignment)		
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Land Record sector services provided effectively and efficiently	Turnaround time for state lease land, land substitution, land exchange and land use certificate applications	Within 30 days	Within 21 days of a complete application
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Land Record sector services provided effectively and efficiently	Turn around Time for land disputes and encroachment cases investigated and processed.	Within 3 weeks	Within 2 weeks of a complete application
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Human Resource sector services provided effectively and efficiently	Number of awareness and hands-on training sessions conducted on the efficient use of the MAX system and ZEST for civil servants in agencies and schools	0	1 (session on the MAX system and ZEST for civil servants in agencies and schools)

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Human Resource sector services provided effectively and efficiently	Number of Human Resource Committee (HRC) meetings coordinated and facilitated	52 (weekly)	52 (HRC meetings, one every week)
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Environmental services provided effectively and efficiently	Turn around Time in environmental clearances issued	Within 5 weeks	Within 4 weeks of a complete application
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Financial services provided effectively and efficiently	Turnaround time for clearing bills and expenditure	one week	Within 4 working days.
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly	Financial services provided effectively and efficiently	Percentage of the annual budget utilised by the end of the third quarter	60%	65-70% of the annual budget utilised by the end of the third quarter

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
in an efficient and effective manner`				
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Procurement services provided effectively and efficiently	Timeline by which all framework tenders are called and floated live	October	September 2026 (all framework tenders called and floated live)
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Construction tender services provided effectively and efficiently	Timeline by which all annual planned activities' tenders are called and floated live	After December	December 2026 (tenders for all annual planned activities called and floated live)
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Electoral services provided effectively and efficiently	Timeline by which the Functional Literacy Test (FLT) for the Local Government election is conducted	NA (last conducted for the 3rd LG election)	October 2026 (FLT conducted for the Local Government election, August to October 2026)
Dzongkhag/Thromde's public services are	Electoral services provided effectively	Number of electoral roll updates completed	NA (last updated for the 3rd LG election)	4 (electoral roll updated quarterly)

LGKRAs	Annual Deliverables	KPIs	Baseline	Target
citizen centric and delivered seamlessly in an efficient and effective manner`	and efficiently	during the year		
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner`	Electoral services provided effectively and efficiently	Number of Gewogs covered by voter education programmes	NA (last conducted for the 3rd LG election)	11 (all Gewogs and their Chiwogs covered by voter education)

Section 3: Description of Key Performance Indicators

KPIs	Description	MoV	Sector Responsible
Metric tonnes of selected livestock products produced (i. Milk ii. Eggs, in million iii. Chicken iv. Pork v. Mutton and chevon vi. Fish vii. Honey)	This KPI measures the total quantity of the seven selected livestock products produced in the Dzongkhag during FY 2026–27: milk from 1,931.5 to 2,086.02 MT, eggs from 2.67 to 2.88 million, chicken from 184.39 to 199.08 MT, pork from 137.4 to 148.39 MT, mutton and chevon from 23.84 to 25.27 MT, fish from 1.2 to 1.5 MT, and honey from 4.39 to 4.7 MT. Achievement is assessed against each item's approved target. Baseline: i. 1931.5; ii. 2.67; iii. 184.39; iv. 137.4; v. 23.84; vi. 1.2; vii. 4.39. Target: i. 2,086.02; ii. 2.88; iii. 199.08; iv. 148.39; v. 25.27; vi. 1.5; vii. 4.7; (MT; eggs in million).	First and Second quarter NSB report and Gewog quarterly and half yearly report	Livestock
Metric tonnes of cereal crop production increased i. Rice: ii. Maize: iii. Quinoa:	This KPI measures the total quantity of cereal crops produced in the Dzongkhag during the cropping year: rice from 1,180.91 to 1,308.16 MT, maize from 1,638.33 to 1,833.13 MT, quinoa from 5.71 to 15.71 MT, and buckwheat from 181 to 190 MT. Achievement is assessed against each crop's approved target. Baseline: i. 1,180.91; ii. 1638.33; iii. 5.71; iv. 181. Target: i. 1,308.16; ii. 1,833.13; iii. 15.71; iv. 190; (MT produced in the	Administrative Records/ NSB report and Gewog quarterly and half yearly report	Agriculture

KPIs	Description	MoV	Sector Responsible
iv. Buckwheat	cropping year).		
Metric tonnes of cash crop production increased i. Ginger: ii. Areca nut: iii. Cardamom iv. Mandarin v. Mushroom	This KPI measures the total quantity of cash crops produced in the Dzongkhag during the cropping year: ginger from 1,723.55 to 1,829.06 MT, areca nut from 1,208.60 to 1,317.52 MT, cardamom from 277 to 279 MT, mandarin from 1,123 to 1,155 MT, and mushroom from 22 to 24 MT. Baseline: i. 1723.55; ii. 1208.60; iii. 277; iv. 1123; v. 22. Target: i. 1,829.06; ii. 1,317.52; iii. 279; iv. 1,155; v. 24; (MT produced in the cropping year).	Administrative Records/NSB report and Gewog quarterly and half yearly report	Agriculture
Metric tonnes of vegetable production increased. i. Beans & Pulses: ii. Potato: iii. Tomato	This KPI measures the total quantity of vegetables produced in the Dzongkhag during the year: beans and pulses from 183 to 192 MT, potato from 2,469.36 to 3,211.94 MT, tomato from 19 to 21 MT, and carrot from 188 to 193 MT. Baseline: i. 183; ii. 2469.36; iii. 19; iv. 188. Target: i. 192; ii. 3,211.94; iii. 21; iv. 193; (MT produced in the year).	Administrative Records/NSB report and Gewog quarterly and half-yearly report	Agriculture

KPIs	Description	MoV	Sector Responsible
iv. Carrot			
Total acreage of cultivated land protected through installation of functional chain-link or electric fencing	This KPI measures the acreage of cultivated land protected from crop damage by wildlife and stray animals through functional chain-link or electric fencing, increasing from 20 to 26 acres during FY 2026-27. Achievement is verified by field measurement of the area effectively enclosed by completed fencing. Baseline: 20 acres. Target: 26 acres (6 additional acres enclosed by functional fencing).	Administrative Records/NSB report and Gewog quarterly and half yearly report	Agriculture
Total acreage of cultivated land receiving reliable and year-round irrigation services through functional irrigation channels	This KPI measures the acreage of cultivated land receiving reliable, year-round irrigation through functional irrigation channels, reaching 200 acres by June 2027 against no recorded baseline. Achievement is assessed on the command area actually served by completed schemes. Baseline: NA. Target: 200 acres (command area served year-round by completed irrigation channels).	Administrative Records/Gewog quarterly and annual report	Agriculture
Quantity (in metric tons) of the 11 designated OGOP	This KPI measures the quantity of the eleven designated One Gewog One Product commodities produced across the	Administrative Records/NSB report	Agriculture

KPIs	Description	MoV	Sector Responsible
products produced across target Gewogs by June 2027.	target Gewogs by June 2027: Bjabcho buckwheat 3 MT, Bongo kiwi 10 MT, Chapcha quinoa 1 MT, Darla dairy products 6,500 MT, Dungna cardamom 5 MT, Geling buckwheat 5 MT, Getana honey products 2 MT, Loggchina ginger 1,000 MT, Maedtakha mustard oil 0.5 MT, Phuentsholing mung bean 1 MT, and Samphelling piggery products 3 MT. Baseline: i. Bjabcho: Buckwheat; ii. Bongo: Kiwi; iii. Chapcha: Quinoa; iv. Darla: Dairy Products; v. Dungna: Cardamom; vi. Geling: Buckwheat; vii. Getana: Honey Products; viii. Loggchina: Ginger; ix. Maedtakha: Mustard Oil; x. Phuentsholing: Mung bean; xi. Samphelling: Piggery Products. Target: i. Bjabcho: Buckwheat: 3 MT; ii. Bongo: Kiwi: 10 MT; iii. Chapcha: Quinoa: 1 MT; iv. Darla: Dairy Products: 6500 MT; v. Dungna: Cardamom: 5 MT; vi. Geling: Buckwheat: 5 MT; vii. Getana: Honey Products: 2 MT; viii. Loggchina: Ginger: 1000 MT; ix. Maedtakha: Mustard Oil: 0.5 MT; x. Phuentsholing: Mung bean: 1 MT; xi. Samphelling: Piggery Products: 3 MT.	and Gewog quarterly and half yearly	
Number of tourist arrivals in the Dzongkhag (i. Regional ii. International iii.	This KPI measures the number of tourists arriving in the Dzongkhag during FY 2026-27, recorded separately as regional (63,419 to 75,000), international (3,953 to 5,000)	Administrative Records	Planning and Economic Development

KPIs	Description	MoV	Sector Responsible
Domestic)	and domestic (5,000 to 7,000), together with nights spent in the Dzongkhag. Baseline: i. Regional: 63,419; ii. International: 3,953; iii. Domestic: 5,000. Target: i. Regional: 75,000; ii. International: 5,000; iii. Domestic: 7,000; (arrivals in FY 2026–27).		Sector (PEDS)
Number of tourism infrastructures introduced and established	This KPI measures the tourism products introduced and infrastructure established during FY 2026–27: three new tourism products promoted through social media and website marketing, and eight eco-lodges constructed at the Jigmechu Ecotourism Campsite, Jigmechu Tree House and the Pachu Community Ecotourism Site. Baseline: NA. Target: 3 new tourism products introduced; 8 eco-lodges established.	Administrative Records/Annual Progress Report	Planning and Economic Development Sector (PEDS)
Mean marks (subject-wise) achieved by students of the Dzongkhag in the board and common	This KPI measures the percentage increase in mean marks of board examination scores by subject compared to the previous academic year is a key performance indicator that measures changes in students' average achievement over time. It compares the mean marks for each subject across consecutive academic years and expresses the change as	Result Analysis (Students' Performance Report, Board Examination, BCSEA 2026)	Education

KPIs	Description	MoV	Sector Responsible
examinations	a percentage, providing a standardized measure of academic progress. This indicator helps evaluate trends in student performance, assess the effectiveness of teaching and learning initiatives, identify subjects requiring improvement, and support evidence-based educational planning and continuous school improvement. Baseline: 1. Class VI mean marks by subjects;; Mathematics: 70.87; Science: 70.94; ICT: 71.6; English: 75.99; Dzongkha: 73.49; Social Studies:81.4; 2. Class VIII mean marks by subjects;; Maths: 63.1; Science: 68.06; ICT: 66.32; English: 73.7; Dzongkha: 72.29; Geography: 70.5; History: 73.98; 3. Class X mean marks by subjects;; Mathematics: 60.25; Science(Bio, Che & Phy): 60.1; ICT: 53.94; English: 69.67; Dzongkha: 68.38; His & Geo: 66.8; Eco: 66.9; 4. Class XII mean marks by subjects;; Maths: 43.4; Business Maths: 41.62; Physics: 47.87; Chemistry: 62.19; Biology: 54.3; English: 62.39; Dzongkha: 63.95; Geography: 57.32; History: 62.19; Economics: 57.47; Accountancy: 41.52; Business Entrepreneurship: 56.76. Target: Class VI; Mathematics: 71.87; Science:71.5; ICT: 72.0; English: 76.99; Dzongkha: 74.49; Social Studies:82.0; Class VIII; Maths: 64.1; Science: 69.0; ICT: 67.32; English: 74.7; Dzongkha:		

KPIs	Description	MoV	Sector Responsible
	73.0; Geography: 71.5; History: 74.98; 3. Improve Class X; Mathematics: 61.25; Science(Bio, Che & Phy): 61.1; ICT: 54.94; English: 70.67; Dzongkha: 69.38; His & Geo: 67.51; Eco: 67.9; 4. Improve Class XII; Maths: 44.4; Business Maths: 42.62; Physics: 48.87; Chemistry: 63.3; Biology: 55.7; English: 63.29; Dzongkha: 64.95 Geography: 58.32; History: 63.19; Economics: 58.47; Accountancy: 42.52; Business Entrepreneurship: 57.76; (subject-wise mean marks, about 1 mark above 2026 results).		
Percentage of population aged 18 and above covered under NCD screening increased	This KPI measures the percentage of the Dzongkhag's population aged 18 and above screened for non-communicable diseases, rising from 45 to 90 percent during FY 2026–27. Baseline: 45. Target: 90 (adults 18+ screened for NCDs).	Annual progress report	Health
Number of heritage development deliverables completed at Nidrup–Tsey Dzong Drasha construction and	This KPI measures the heritage development deliverables completed at Nidrup–Tsey Dzong during FY 2026–27, namely the construction of the two-storey Drasha and the traditional Bhutanese painting of the Dzong. These works preserve the tangible cultural heritage of the site and	Annual progress report	Cultural

KPIs	Description	MoV	Sector Responsible
traditional Bhutanese painting)	enhance the aesthetic and sacred value of the monument. Baseline: 0. Target: 2 (two-storey Drasha constructed; traditional painting of Nidrup-Tsey Dzong completed).		
Number of households with access to sewer network at Tshimasham town installed and connections provided	This KPI measures the number of households in Tshimasham town connected to the newly installed sewer network during FY 2026-27, rising from none to 30 households. Baseline: 0. Target: 30 (households in Tshimasham town connected to the new sewer network).	Administrative Records/Annual progress report	Engineering & Human Settlement
Kilometers of existing roads improved (Damsite to Tshimalakha)	This KPI measures the length of existing road improved between Damsite and Tshimalakha, covering 4 km by June 2027. Baseline: 0. Target: 4 (km of Damsite to Tshimalakha road improved).	Administrative Records/Annual progress report	Engineering & Human Settlement
Number of households with access to 24/7 safe drinking water supplied with meter system installed at Tshimasham	This KPI measures the number of households in Tshimasham town provided with a 24/7 safe drinking water supply and a metered connection during FY 2026-27, rising from none to 150 households. Baseline: 0. Target: 150 (households in Tshimasham town with 24/7 metered water	Administrative Records/Annual progress report	Engineering & Human Settlement

KPIs	Description	MoV	Sector Responsible
town	supply).		
Percentage of sterilisation coverage of unowned free-roaming dogs maintained	This KPI measures the sustenance of full sterilisation coverage of unowned free-roaming dogs in the Dzongkhag, maintained at 100 percent throughout FY 2026-27. Baseline: 100. Target: 100 (sterilisation coverage sustained).	Administrative Data/Annual Report, DoL Compilation and verification of data from the Veterinary Hospitals and Geog Livestock Extension Centres across the country	Dzongkhag Livestock Sector
Percentage anti-rabies vaccination coverage of unowned free-roaming dogs and of pet dogs, in rabies high-risk Dzongkhags	This KPI measures the proportion of unowned free-roaming dogs and pet dogs vaccinated against rabies during FY 2026-27, covering 1,417 unowned free-roaming dogs and 611 registered pet dogs, a total of 2,028 dogs to be vaccinated, with coverage sustained at 100 percent for both groups. Baseline: i. Unowned free-roaming dogs: 100 (1,417 dogs); ii. Pet dogs: 100 (611 registered). Target: i. Unowned free-roaming dogs: 100 (1,417 dogs); ii. Pet dogs: 100 (611	Administrative Data/Annual Report, DoL Compilation and verification of data from the Veterinary Hospitals and Geog Livestock Extension Centres across the country.	Dzongkhag Livestock Sector

KPIs	Description	MoV	Sector Responsible
	registered dogs); (2,028 dogs vaccinated in total).		
Percentage anti-rabies vaccination coverage of pet dogs in rabies low-risk Dzongkhags.	This KPI measures the proportion of registered pet dogs vaccinated against rabies annually in rabies low-risk areas, sustained at 100 percent. Baseline: 100. Target: 100 (pet dogs vaccinated in low-risk areas, sustained).	Administrative Data/Annual Report, DoL Compilation and verification of data from the Veterinary Hospitals and Geog Livestock Extension Centres across the country	Dzongkhag Livestock Sector
Percentage registration coverage of pet dogs maintained.	This KPI measures the percentage of pet dogs registered (and digitally identified) across the Dzongkhag at all times. Baseline: 100. Target: 100 (pet dogs registered and digitally identified, sustained).	Administrative Data/Annual Report, DoL Compilation and verification of data from the Veterinary Hospitals and Geog Livestock Extension Centres across the country.	Dzongkhag Livestock Sector

KPIs	Description	MoV	Sector Responsible
Timeline by which replacement fruit tree saplings for mortality recorded under earlier MFTP phases are received and distributed to identified farmers	This KPI measures the timely receipt and distribution of replacement fruit tree saplings to farmers, based on the mortality survey of fruit trees planted under the previous phases of the MFTP, by June 2027. The FY 2026-27 scope covers 10,000 replacement saplings. Reporting must also state the number of new saplings planted during the year and the survival rate of saplings planted under earlier phases. Baseline: 0. Target: June 2027 (replacement saplings received and distributed to identified farmers).	Department of Agriculture (DoA) Annual Report Collection and verification of geo-tagged field data.	Dzongkhag Sector Agriculture
Number of new local economy initiatives, including enterprise creation and youth-led projects, initiated and coordinated by the Local Government without direct government funding	This KPI measures the number of new local economy initiatives initiated, promoted, and coordinated by the Dzongkhag Administration without direct government funding during FY 2026–2027. The target covers three (3) operational initiatives led by local entrepreneurs and communities: the Drukdingsa (Dungna) community-captured fishery, the Shakhu and Arekha warm water fishery, and the Arekha mega piggery farm. Baseline: 0. Target: 3 (Drukdingsa community fishery, Shakhu-Arekha warm water fishery, Arekha piggery farm operational).	Enterprise and cooperative registration records; initiative documentation; Local Government/Dzongkhag Tshogdu resolutions; field verification reports supported by site inspection photographs and operational records.	Planning and Economic Development Sector (Planning and Economic Development Sector (PEDS))

KPIs	Description	MoV	Sector Responsible
Number of river cleaning initiatives undertaken.	This KPI measures the number of initiatives undertaken by the Dzongkhag to clean rivers and their surrounding areas through organized clean-up activities, to reduce waste and maintain clean and healthy river ecosystems. Baseline: 3. Target: 4 river cleaning initiatives undertaken (rivers and months to be inserted by the Dzongkhag).	Activity completion reports supported by photographs and participant records, verified by the Administration	Environment Sector
Number of disaster preparedness, response and mitigation measures implemented	This KPI measures the disaster preparedness, response and mitigation measures implemented during the financial year, including contingency plan updates, mock drills, community and school training, equipment readiness and mitigation works. Baseline: 1. Target: 2 preparedness measures implemented (contingency plan updated; mock drill or training conducted).	Activity reports, mock drill records, attendance registers and the updated contingency plan Activity completion records compiled by the Dzongkhag Disaster Management Committee and verified against the approved annual preparedness calendar.	Dzongkhag Administration (DDM focal)

KPIs	Description	MoV	Sector Responsible
Number of high-risk streams (Rongchus) cleared to mitigate the risk of artificial lake formation and flooding	This KPI measures the number of high-risk streams cleared of debris and blockages during FY 2026-27, rising from two to four cleared quarterly, drawn from the national list of 94 high-risk Rongchus identified for Chhukha across Metakha, Samphelling, Getana, Chapcha, Loggchina, Dungna, Darla, Phuentsholing, Geling and Bjabcho. Each clearing is recorded with the name of the Rongchu, its chiwog and gewog, the element at risk and the date of works. Baseline: 2. Target: 4 Rongchus cleared, one each quarter: Chulham and Zokpakha (Pangu), Sonam Zakha (Eukha) and Chubalum (Gumina), all in Metakha Gewog.	Work completion reports with photographs, participant records and site verification Records of each clearing compiled by the Dzongkhag Disaster Management Committee against the approved list of high-risk Rongchus.	Dzongkhag Administration (DDM focal)
Number of days taken in conducting quarterly labour force survey	This KPI measures the number of days taken in carrying out quarterly labour force survey in 11 gewogs and thromde. Baseline: 15. Target: 14 days to complete the quarterly labour force survey across the 11 Gewogs and the Thromde.	NSB Report and annual progress report	Planning and Economic Development Sector (PEDS)
Number of days taken in conducting livestock &	This KPI measures the number of days taken in carrying out livestock & agriculture census in 11 gewogs. Baseline: 70. Target: 60 days to complete the livestock and agriculture	NSB Report and annual progress report	Planning and Economic Development

KPIs	Description	MoV	Sector Responsible
agriculture census	census across the 11 Gewogs.		Sector (PEDS)
Time taken in services related to ELC and LOI provided as and when required.	This KPI measures the time taken in following up for ELC and LOI for all kinds of applicants. Baseline: Within 7 working days. Target: Within 5 working days of a complete application.	Administrative data/Annual Progress report	Planning and Economic Development Sector (PEDS)
Time taken in providing Legal Services as and when required and cases handled on time.	This KPI measures the time taken in initiating and handling the legal services in the dzongkhag after an application. Baseline: Within 3 weeks. Target: Within 15 days of receipt of a follow-up request.	Administrative data/Annual Progress report	Legal sector
Turnaround time for land transactions, including land ownership transfer (inheritance, gift, sale or purchase, realignment)	This KPI measures the time taken in facilitating and processing land transactions including land ownership transfer (Inheritance, gift, Sale/purchase, realignment) in the dzongkhag. Baseline: Within 3 weeks. Target: Within 2 weeks of a complete application.	Administrative data/Annual Progress report	Land Record Sector
Turnaround time for state	This KPI measures the time taken in facilitating and	Administrative data/Annual Progress	Land Record Sector

KPIs	Description	MoV	Sector Responsible
lease land, land substitution, land exchange and land use certificate applications	processing of state lease land, land substitution, land exchange, and land use certificate applications and monitoring of state-leased land after receiving application. Baseline: Within 30 days. Target: Within 21 days of a complete application.	report	
Turn around Time for land disputes and encroachment cases investigated and processed.	This KPI measures the time taken in facilitating and investigating land disputes cases and encroachment cases. Baseline: Within 3 weeks. Target: Within 2 weeks of a complete application.	Administrative data/Annual Progress report	Land Record Sector
Number of awareness and hands-on training sessions conducted on the efficient use of the MAX system and ZEST for civil servants in agencies and schools	This KPI measures the number of hands on training provided to the civil servants on use of MAX system. Baseline: 0. Target: 1 (session on the MAX system and ZEST for civil servants in agencies and schools).	Administrative data/Annual Progress report	Human Resource Sector

KPIs	Description	MoV	Sector Responsible
Number of Human Resource Committee (HRC) meetings coordinated and facilitated	This KPI measures the number of HRCs coordinated in a week. Baseline: 52 (weekly). Target: 52 (HRC meetings, one every week).	Administrative data/Annual Progress report	Human Resource Sector
Turn around Time in environmental clearances issued	This KPI measures the time taken in facilitating and issuing environmental clearance to the applicants and agencies. Baseline: Within 5 weeks. Target: Within 4 weeks of a complete application.	Administrative data/Annual Progress report	Environment Sector
Turnaround time for clearing bills and expenditure	This KPI measures the time taken in clearing and settlement of bills and expenditure. Baseline: one week. Target: Bills and expenditure cleared within 4 working days of receipt.	Administrative data/Annual Progress report	Finance Sector
Percentage of the annual budget utilised by the end of the third quarter	This KPI measures the percentage of budget utilized by the third quarter of the financial year. Baseline: 60%. Target: 65% of the annual budget utilised by the end of the third quarter.	Administrative data/Annual Progress report	Finance Sector

KPIs	Description	MoV	Sector Responsible
Timeline by which all framework tenders are called and floated live	This KPI measures the timeline by which all annual framework tenders are called and floated live. Baseline: October. Target: September 2026 (all framework tenders called and floated live).	Administrative data/Annual Progress report	Procurement Sector
Timeline by which all annual planned activities' tenders are called and floated live	This KPI measures the timeline by which tenders for all annual planned activities are called and floated live. Baseline: After December. Target: December 2026 (tenders for all annual planned activities called and floated live).	Administrative data/Annual Progress report	Engineering & Human Settlement
Timeline by which the Functional Literacy Test (FLT) for the Local Government election is conducted	This KPI measures the timeline by which new electoral processes of FLTS are conducted. Baseline: NA (last conducted for the 3rd LG election). Target: October 2026 (FLT conducted for the Local Government election, August to October 2026).	Administrative data/election report	Election Sector
Number of electoral roll updates completed during the year	This KPI measures the timeline to update electoral rolls to ensure voter list readiness. Baseline: NA (last updated for the	Administrative data/election report	Election Sector

KPIs	Description	MoV	Sector Responsible
	3rd LG election). Target: 4 (electoral roll updated quarterly).		
Number of Gewogs covered by voter education programmes	This KPI measures the conduct of voter education in all chiwogs and gewogs. Baseline: NA (last conducted for the 3rd LG election). Target: 11 (all Gewogs and their Chiwogs covered by voter education).	Administrative data/election report	Election Sector

Execution Clause

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

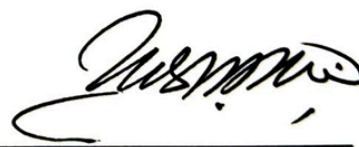


Tenzin Chopel
Dzongdag Chhukha Dzongkhag
Administration

The Prime Minister, the Minister of Finance, and the Chairperson of the Royal Civil Service Commission, hereby commit to the the Dzongdak, Chhukha Dzongkhag Administration, on behalf of the Government and the People of Bhutan, to provide the necessary resources, including the financial resources, human resources and civil service support, required for the delivery of the results described in this Annual Performance Agreement.



Lekey Dorji
Minister, Ministry of Finance



Tashi Pem
Chairperson, Royal Civil
Service Commission



Dasho Tshering Tobgay
Prime Minister of Bhutan



Signed on this 16 day of September 2026

Signed on this day of September 2026