



Annual Performance Agreement

Between

Prime Minister and

Dzongdag, Pemagatshel Dzongkhag Administration

(July 1, 2026 – June 30, 2027)

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Section 1: Vision, Mission and 13 FYP Local Government Key Result Area(s).

a. Vision:

A progressive Dzongkhag built on the foundation of economic prosperity, social cohesion and efficient services.

b. Mission:

Economic Prosperity, Social Cohesion and Efficient Services

c. 13th FYP Local Government Key Result Areas:

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

Section 2: Planning Matrix

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Increase cereal production	Metric tonnes of potential cereal production increased: i. Paddy: ii. Maize: lii. Buckwheat: IV. Millet : V. Wheat :	i. 52 MT ii. 1022 MT iii. 5.501 MT iv. 11.92 MT v. 0.25 MT	<i>13th FYP Target (6155.09 MT)</i> i. 70 MT ii. 1500 MT iii. 5.78 MT iv. 12.52 MT v. 0.3 MT
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Increase fruits production	Metric tonnes of potential fruits production increased i. Dragon fruit: ii. Passion fruit: iii. Avocado: iv. Mandarin: v. Mango: vi. Pineapple: vii. Banana: viii. Pear: ix. Arecanut	i. 0.5 MT ii. 1 MT iii. 55 MT iv. 667 MT v. 77 MT vi. 77 MT vii. 53 MT viii. 31 MT ix. 152 MT x. 13 MT xi. 5.36 MT	<i>13th FYP Target (303.5 MT)</i> i. 1.15 MT ii. 2.3 MT iii. 57.75 MT iv. 700 MT v. 80 MT vi. 80 MT vii. 55 MT viii. 33 MT ix. 156 MT x. 14 MT xi. 5.67 MT

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
		x. Plum xi. Limes and lemons		
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Increase vegetable production	Metric tonnes of potential vegetable production increased i. Potato ii. Chilli iii. Bulb Onion iv. Tomato v. Beans vi. Cauliflower	i. 736 MT. ii. 117 MT. iii. 17 MT. iv. 7 MT. v. 74 MT. vi. 35 MT	13th FYP Target (2866.1 MT) i. 774 MT. ii. 129 MT iii. 22 MT. iv. 9 MT. v. 77 MT. vi. 38 MT
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Increase livestock production (dairy products)	Metric tons of livestock production increased I. Milk ii. Cheese iii. Butter iv. Yogurt	i. 1600 MT ii. 26.4 MT iii. 26 MT iv. 100,000 cups (150 ml)	i. 2151 MT ii. 66.52 MT iii. 50.84 MT iv. 150,000 cups(150 ml)
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and	Increase livestock production (meat and egg)	Metric tons of livestock production increased i. Meat ii. Egg	i. 6 MT ii. 4 million iii. 0.6 MT	i. 6.13 MT ii. : 4.51 million iii. : 1.63 MT

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
diversified local products		iii. Honey		
More children access and benefit from quality education and skills development	Improve student learning outcomes	Mean marks of board exams increased	i. Class VI: 73.5 ii. Class VIII: 71.6 iii. Class X: 65 iv. Class XII: 60	i. Class VI: 74.5 ii. Class VIII: 73.1 iii. Class X: 66.5 iv. Class XII: 62
More children access and benefit from quality education and skills development	Improve school infrastructures	Number of new structures completed at different schools, ensuring all facilities meet the safety and quality standards	NA	4 new structures i. Establishment of ECCD Centres at Yurung, Shumar (Yalang) and Norbugang (Nganglam LSS) Gewogs ii. Construction of a standard kitchen at Pemagatshel MSS
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhance local economy	Number of tourist arrivals increased for i. Regional tourist ii. International Tourist	i. Regional tourist: 926 ii. International Tourist : 123	i. Regional tourist: 972 ii. International Tourist : 130

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhance local economy	Number of tourism infrastructures (existing/new) improved to attract more number of tourist arrivals	3	2 infrastructures i. Roadside Amenities (RSA) and footpaths at Tsebar Ngangrey Jarung Khashor Choeten, ii. Recreational park at Nganglam
More residents enjoy improved health and wellbeing	Increase NCD screening coverage for age 18 and above	Percentage of population aged 18 and above covered under NCD screening increased	95%	97%
More residents enjoy improved health and wellbeing	Strengthen public health care services	Percentage of hospital infrastructure development completed	NA	15 % completion of the construction of 10 Bedded Denchhi Hospital. It includes tendering and awarding of work, earth cutting and ground development, construction of main building.

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
Dzongkhag/Thromde's public services are citizen-centric and delivered seamlessly in an efficient and effective manner	Blacktopping of chiwog connectivity road to ensure reliable connectivity	Length of existing roads improved (BT Works)	75.5 KM	95.2 KM (Additional 30.3 KM) i. Blacktopping of Zhingrey-Tsatsi (Nanong Gewog, 10 km), ii. Tsatsi-Dagor (Shumar Gewog, 1 km), iii. Dungmin-Tomi (8.7 km) iv. Zobel-Ngangmalam (10.4 km) v. Denchhi -khar khothakpa junction (3.1 km)
Dzongkhag/Thromde's public services are citizen-centric and delivered seamlessly in an efficient and effective manner	Construction of connectivity road from Chimumg Gewog to Gyeloposhing-Nganglam Highway	Kilometers of new roads constructed	0km	8.537 km Construction of Chiwog connectivity road from Awashing to Kurigongri under Chimumg Gewog
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient	Easily accessible citizen services with prescribed service standards	Reduce TAT for public services	Land services: i. Land transactions for inheritance/ sales/gift with solid plot	Land Services: i. 40 days (with a mandatory one-month cooling period)

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
and effective manner			transaction: 2 months ii. Land transaction for inheritance/sales/ gift with sub-division transaction: 4 months iii. Land Exchange Services - 2 Months Dzongkhag Civil Registration & Census Services (mandatory) within 1 week. Environmental services i. Issuance and renewal of environmental clearance: 30 working days.	ii. 3 months (with mandatory 1 month cooling period) iii. Land Exchange Services: 1 month Dzongkhag Civil Registration & Census Services (mandatory): within 1-3 working days from the receipt of application, except for CID renewal/issuance: 2 weeks. Environmental services: i. Issuance and renewal of environmental clearance: 21 working days.
Dzongkhag/Thromde has vibrant local economy	Enhance the production of the	Metric tonnes of OGOP production increased i. Chhimoong: Ginger	i. 15 MT ii. 3 MT	i. 20.75 MT ii. 5 MT

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
with enhanced productivity and diversified local products	OGOP products	ii. Choekhorling: Cassava Flour iii. Chongshing: Cardamom iv. Khar: Cardamom v. Yurung: Cardamom vi. Dechheling: Fermented Soyabean vii. Dungmaed: Pineapple viii. Nanong: Sugarcane Jaggery/Tshatshi Buram, ix. Norbugang: Dairy products, x. Shumar: Avocado xi. Zobel: Xanthoxylum	iii. 2.6 MT iv. 6 MT v. 3 MT vi. 1 MT vii. 4 MT viii. 12000 pairs ix. Cheese & Butter-25.76 MT x. 11 MT xi. 0.6 MT	iii. 3.63 MT iv. 6.5 MT v. 4.15 MT vi. 1.5 MT vii. 7.455 MT viii. 14300 pairs ix. Cheese & Butter - 33.2 MT x. 18 MT xi. 0.7 MT
By 2029, more residents enjoy improved health and wellbeing.	Strengthen Animal Health Services	Percentage of sterilization coverage of unowned free-roaming dogs maintained at all times.	100%	100%

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
By 2029, more residents enjoy improved health and wellbeing.	Strengthen Animal Health Services	Percentage coverage of anti-rabies vaccination of unowned free-roaming dogs and pet dogs in rabies high-risk Gewogs annually.	70 (free-roaming dogs); 100 (pet dogs)	≥70 (free-roaming dogs); 100 (pet dogs)
By 2029, more residents enjoy improved health and wellbeing.	Strengthen Animal Health Services	Percentage coverage of pet dogs registered at all times.	100%	100%
Dzongkhag has a vibrant local economy with enhanced productivity and diversified local products.	Increased fruit production	Timeline by which replacement of fruit tree saplings for mortality recorded under earlier MFTP phases are received and distributed to identified farmers	NA	June 2027
Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed all times	Maintained clean river ways under the National River Cleaning Initiative	Number of river/Rongchus monitoring and cleaning initiatives undertaken	1. 3 Times a week a. Kerong b. Marung river 2. Mass cleaning of river banks - once	1. Three times in a week or more based on the weather conditions by 8 Desuups. a. Kerong b. Marung river

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
			before monsoon	2. Mass cleaning of river banks: once before monsoon
Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed all times	Strengthen disaster preparedness in the Dzongkhag	Number of disaster preparedness, response and mitigation awareness and drills conducted.	i. Mock drill for fire and earthquake conducted at Dzongkhag/ Drungkhag level-1 each ii. One round of mock drill for earthquakes and fire conducted in all 25 schools	i. Conduct 2 rounds of mock drill for fire and earthquake at Dzongkhag/Drungkhag level ii. Conduct 2 rounds of mock drills for earthquakes and fire in all 21 schools and ECCD centers.
Dzongkhag has a 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 products launched	0	Launch 2 products i. Raw mountain Coffee ii. Branded local Arra

Section 3: Description of Key Performance Indicators

Key Performance Indicator	Description	Means of Verification	Sector Responsible
Metric tonnes of potential cereal production increased: i. Paddy: ii. Maize: lii. Buckwheat: IV. Millet : V. Wheat :	Measure the increase cereal production	Bhutan Statistical Database System (BSDS) data	Agriculture sector
Metric tonnes of potential fruits production increased i. Dragon fruit: ii. Passion fruit: iii. Avocado: iv. Mandarin: v. Mango: vi. Pineapple: vii. Banana: viii. Pear: ix. Arecanut x. Plum	Measures the increase potential fruits production	BSDS data	Agriculture sector

Key Performance Indicator	Description	Means of Verification	Sector Responsible
xi. Limes and lemons			
Metric tonnes of potential vegetable production increased i. Potato ii. Chilli iii. Bulb Onion iv. Tomato v. Beans vi. Cauliflower	Measures the increase in vegetable production	BSDS data	Agriculture sector
Metric tons of livestock (dairy) production increased i. Milk ii. Cheese iii. Butter iv. Yogurt	Measure the increase in selected livestock production (dairy products)	BSDS data	Livestock sector
Metric tons of livestock (meat and egg) production increased i. Meat iv. Egg vi. Honey	Measure the increase in selected livestock production (meat and egg)	BSDS data	Livestock

Key Performance Indicator	Description	Means of Verification	Sector Responsible
Mean marks (subject wise) of board exams increased	Measure the increase in the mean marks (subject-wise) of board exams	Result Analysis by Sector	Education sector
Number of new structures completed at different schools, ensuring all facilities meet the safety and quality standards	Measure the completion of establishment of ECCD Centres at Yurung, Shumar (Yalang) and Norbugang (Nganglam LSS) Gewogs and Construction of a standard kitchen at Pemagatshel MSS	Site inspection report and Completion report	Education sector
Number of tourist arrivals increased for i. Regional tourist ii. International Tourist	Measure the increase in regional tourist arrivals from 926 to 972 and international tourist arrivals from 123 to 130 during the financial year.	Visitor entry/ registration records maintained by hotels, homestays, and the Planning & Economic Development Sector.	Planning and Economic Development Sector
Number of tourism infrastructures (existing/new) improved or established to attract more number of tourist arrivals	Measure the development of 2 tourism infrastructures: Roadside Amenities (RSA) and footpaths at Tsebar Ngangrey Jarung Khashor Choeten with its upliftment, and a recreational park at Nganglam, to attract higher tourist arrivals.	Handing taking report and completion report	Planning and Economic Development sector

Key Performance Indicator	Description	Means of Verification	Sector Responsible
Percentage of population aged 18 and above covered under NCD screening increased	Measure the increase in the percentage of population aged 18 and above screened for Non-Communicable Diseases (NCD) from 95% to 97%.	Annual NCD screening record	Health Sector
Percentage of hospital infrastructure development completed	Measures the percentage completion (target 15%) of the construction of 10 bedded Denchhi Hospital. The target includes tendering and awarding of work, earth cutting and ground development, construction of main building.	Completion report	Health Sector
Kilometers of existing roads improved (BT Works)	Measures the improvement of 95.2 km of existing chiwog connectivity roads (BT Works) from a baseline of 75.5 km, including blacktopping of Zhingrey-Tsatsi (Nanong Gewog, 10 km), Tsatsi-Dagor (Shumar Gewog, 1 km), Dungmin-Tomi (8.7 km) and Zobel-Ngangmalam (10.4 km) farm roads and Denchhi -khar khotakpa junction (3.1 km)	Handing-taking report and Completion report	Engineering and Human Settlement sector

Key Performance Indicator	Description	Means of Verification	Sector Responsible
Kilometers of new roads constructed	Measure the construction of 8.537 km of new chiwog connectivity road from Awashing to Kurigongri under Chimmung Gewog (HIDCP), from a baseline of 0 km.	Handing Taking and Completion report	Engineering and Human Settlement sector
Reduce TAT for critical public services;	Measure the reduction in the Turnaround Time (TAT) for public services, Land services: i. Land transactions for inheritance/ sales/gift with solid plot transaction from 2 months to 40 days ii. Land transaction for inheritance/sales/gift with sub-division transaction from 4 months to 3 months iii. Land Exchange Services from 2 months to 1 month Dzongkhag Civil Registration & Census Services (mandatory) within 1 week to 1-3 working days and environmental	Report maintained by individual sector	Civil sector

Key Performance Indicator	Description	Means of Verification	Sector Responsible
	services (issuance and renewal of environmental clearance from 30 working days to 20-25 working days		
Metric tonnes of OGOP production increased	Measure the increase in One Gewog One Product (OGOP) production across the 11 Gewogs - Ginger (Chhimoong), Cassava Flour (Choekhorling), Cardamom (Chongshing, Khar, Yurung), Fermented Soyabean (Dechheling), Pineapple (Dungmaed), Sugarcane Jaggery/Tshatshi Buram (Nanong), Dairy products (Norbugang), Avocado (Shumar) and Xanthoxylum (Zobel) - to meet gewog-wise annual targets.	BSDS data	Agriculture sector
Sterilization coverage of unowned free-roaming dogs maintained at all times	This KPI measures the sustenance of 100% sterilization coverage of free-roaming dogs.	Administrative Data/Annual Report, DoL Compilation and verification of data from the Veterinary Hospitals and Geog Livestock Extension Centres across the country	Livestock Sector

Key Performance Indicator	Description	Means of Verification	Sector Responsible
Percentage coverage of anti-rabies vaccination in unowned free-roaming dogs and pet dogs in rabies high risk Dzongkhags annually	This KPI describes the percentage of unowned free-roaming dogs and pet dogs receiving anti-rabies vaccination in designated rabies high-risk Dzongkhags annually.	Administrative Data/Annual Report, DoL Compilation and verification of data from the Veterinary Hospitals and Geog Livestock Extension Centres across the country.	Livestock Sector
Percentage coverage of pet dogs registered at all times	This KPI measures the percentage of pet dogs registered (and digitally identified) within the Dzongkhag across the country at all times	Administrative Data/Annual Report, DoL Compilation and verification of data from the Veterinary Hospitals and Geog Livestock Extension Centres across the country.	Livestock Sector
Timeline by which mortality replacement of sapling for the earlier MFTP phases (trees) planted	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.	Department of Agriculture (DoA) Annual Report Collection and verification of geo-tagged field data.	Agriculture Sector
Number of river cleaning initiatives	This KPI measures the number of	Activity completion reports	Environment

Key Performance Indicator	Description	Means of Verification	Sector Responsible
undertaken	initiatives undertaken by the Dzongkhag to clean rivers and their surrounding areas through organized clean-up activities, with the objective of reducing waste and maintaining clean and healthy river ecosystems.	supported by photographs and participant records, verified by the Administration	Sector
Number of disaster preparedness, response and mitigation measures implemented	This KPI measures the number of disaster preparedness, response and mitigation measures implemented for instance, one time mock drill for fire and earthquake conducted at Dzongkhag/ Drungkhag level increase to twice a year and similarly one round of mock drill for earthquakes and fire conducted in all schools to 2 rounds.	Activity completion reports supported by photographs and participant records, verified by the Administration	DDMO
Number of new local products launched	This KPI measures the number of local products launched through standardization and branding of products like coffee and arra.	Launch Report	Agriculture and PED Sectors

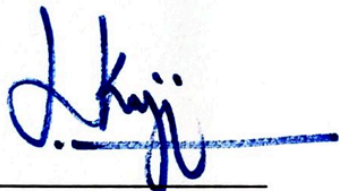
Execution Clause

I, the Dzongdag, Pemagatshel 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.

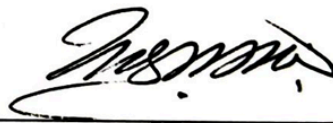


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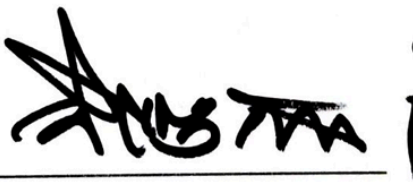
The Prime Minister, the Minister of Finance, and the Chairperson of the Royal Civil Service Commission, hereby commit to the Dzongdag, Pemagatshel Dzongkhag administration, on behalf of the Government and the People of Bhutan, to provide the necessary resources, including the financial resources, human 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 16th day of September 2026.