



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

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Section 1: Vision, Mission and LGKRAs.

a. **Vision:**

A happy and self-reliant community with good governance, rich culture and pristine nature.

b. **Mission:**

To deliver prompt and quality services through committed professionals pursuing a well-balanced socio-economic development to meet the needs and fulfill the aspirations of people in the Dzongkhag.

c. **13th FYP LGKRA:**

1. By 2029-Dzongkhags 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 has proactive social protection and support measures
5. Safety and disaster risks in Dzongkhag are mitigated and managed all times
6. By 2029-Bhutanese identity, culture, and values are strengthened
7. By 2029-Dzongkhag public services are citizen centric and delivered seamlessly in an efficient and effective manner

Section 2: Planning Matrix

LGKRA	Deliverables	Key Performance Indicator	Baseline	Target
More children access and benefit from quality education and skills development	Improved student learning outcomes	Dzongkhag mean marks in English and STEM subjects (Science, Mathematics and ICT) in the Class VI Board Examination	68.37 %	69.25 %
More children access and benefit from quality education and skills development	Improved student learning outcomes	Dzongkhag mean marks in English and STEM subjects (Science, Mathematics and ICT) in the Class VIII Board Examination	67.21 %	67.3 %
More children access and benefit from quality education and skills development	Improved student learning outcomes	Dzongkhag mean marks in English and STEM subjects (Science, Mathematics and ICT) in the Class X Board Examination	63.62 %	63.87 %
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhanced livestock production	Milk production increased in Metric Tonnes	1374.8	1400
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhanced livestock production	Meat production increased in Metric Tonnes	8.278	11
Dzongkhag/Thromde has vibrant local economy with enhanced	Enhanced livestock production	Egg production increased in Millions	2.156	2.427

LGKRA	Deliverables	Key Performance Indicator	Baseline	Target
productivity and diversified local products				
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Increased agricultural production	Cereals production increased in Metric Tonnes	16,673	16,700
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Increased agricultural production	Vegetables production increased in Metric Tonnes	762	772.3
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Increased agricultural production	Fruits production increased in Metric Tonnes	748	760
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Increased agricultural production	Oil production increased in Metric Tonnes	2	2.2
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local	Increased agricultural production	Total area of cultivated land protected through installation of functional chain-link fencing	1117.5	1571

LGKRA	Deliverables	Key Performance Indicator	Baseline	Target
products				
More residents enjoy improved health and wellbeing	Strengthened adult health screening, prevention, and care services.	Percentage of the population aged 18 years and above covered by NCD screening	80 %	90 %
Dzongkhag/Thromde's public services are citizen-centric and delivered seamlessly in efficient and effective manner	Developed roads, footpaths, and transport infrastructure to ensure reliable connectivity	Length of farm roads (KM) improved in compliance to quality standards	34.23	53.85
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhanced tourism opportunities	Number of tourist arrivals increased in the Dzongkhag	132000	150000
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhanced tourism product development	Number of tourism amenities developed or upgraded. 1. Development of a picnic/lunch spot at Changyul (right bank of the Mo Chhu). 2. Completion and operationalization of Zomlingthang Park through outsourcing to the private sector.	3	4

LGKRA	Deliverables	Key Performance Indicator	Baseline	Target
		3. Completion and operationalization of the Khuruthang Craft Market. 4. Improvement of rafting facilities through the identification and operation of fixed raft take-in and take-out points.		
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhanced agribusiness ventures	Number of agricultural and livestock value-added products developed	2	3 i. Rice (Tan-Tshering /Ngabja/Khamte) ii.Pangtse Markhu iii. Mustard oil
More residents enjoy improved health and wellbeing.	Strengthened Animal Health Services	Sterilization coverage of unowned free-roaming dogs maintained at all times	100	100
More residents enjoy improved health and wellbeing.	Strengthened Animal Health Services	Percentage coverage of anti-rabies vaccination in unowned free-roaming dogs and pet dogs in rabies high risk Dzongkhags annually	70 (free-roaming dogs); 100 (pet dogs)	≥70 (free-roaming dogs); 100 (pet dogs)

LGKRA	Deliverables	Key Performance Indicator	Baseline	Target
More residents enjoy improved health and wellbeing.	Strengthened Animal Health Services	Percentage coverage of anti-rabies vaccination in pet dogs in rabies low-risk areas annually	100	100
More residents enjoy improved health and wellbeing.	Strengthened 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 fruit tree saplings for mortality recorded under earlier MFTP phases are received and distributed to identified farmers	0	June 2027
More residents enjoy improved health and wellbeing.	Sustained and maintain clean rivers under the National River Cleaning Initiative	Number of river cleaning initiatives undertaken	Baseline is there is	5 Nos Phochhu Mochhu Toebrongchhu Zabirongchhu Mitsina Stream Twice in a FY: December 2026 & March 2027
Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed all times	Provided quality disaster infrastructure and emergency response services	Percentage of Gewogs with validated, digitized, and GIS-integrated hazard maps accessible for planning and emergency response	Nil	90 %

LGKRA	Deliverables	Key Performance Indicator	Baseline	Target
Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed all times	Provided quality disaster infrastructure and emergency response services	Number of high-risk streams (Rongchus) cleared to mitigate the risk of artificial lake formation and flooding	NA	4 Nos Mitsina Stream Jichulum Stream Zagorongchu Lorina Rongchu On or before April 2027

Section 3: Description of Key Performance Indicators

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
Dzongkhag mean marks in English and STEM subjects (Science, Mathematics and ICT) in the Class VI Board Examination	This KPI measures the mean marks obtained in the Class VI Board Examination of 2026 by the students in Punakha Dzongkhag. 1. English- 74% 2. Science- 68.5% 3. Maths- 67% 4. ICT- 67.5%	BCSEA subject-wise board examination results and Dzongkhag Education Sector's comparative analysis reports	Dzongkhag Education Sector
Dzongkhag mean marks in English and STEM subjects (Science, Mathematics and ICT) in the Class VIII Board Examination	This KPI measures the mean marks obtained in the Class VIII Board Examination of 2026 by the students in Punakha Dzongkhag. 1. English- 72.5% 2. Science- 68% 3. Maths- 62% 4. ICT- 67%	BCSEA subject-wise board examination results and Dzongkhag Education Sector's comparative analysis reports (baseline and current year mean marks annexed)	Dzongkhag Education Sector

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
Dzongkhag mean marks in English and STEM subjects (Science, Mathematics and ICT) in the Class X Board Examination	This KPI measures the mean marks obtained in the Class X Board Examination of 2026 by the students in Punakha Dzongkhag. 1. English-71.5% 2. Science- 61.5% 3. Maths- 63.5% 4. ICT- 59%	BCSEA subject-wise board examination results and Dzongkhag Education Sector's comparative analysis reports (baseline and current year mean marks annexed)	Dzongkhag Education Sector
Milk production increased in Metric Tonnes	This KPI measures the fresh milk production from 11 Gewogs of Punakha Dzongkhag during the reference financial year. 1. Barp (40.35) 2. Chubu (134.95) 3. Dzomi (115.30) 4. Goenshari (22.01) 5. Guma (212.22) 6. Kabjisa (282.60) 7. Lingmukha (76.01) 8. Shelnga-Bjemi (170.79) 9. Talo (50.79) 10. Toepisa (137.27) 11. Toedwang (165.90)	Administrative records maintained by the concerned sector Data are primarily consolidated by the Gewog Extension Officers through the Farm Registration System (FRS), validated by the respective Sector Head, and further authenticated by the Head of the Dzongkhag Administration.	Dzongkhag Livestock Sector

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
Meat production increased in Metric Tonnes	This KPI measures the total pork (6.0 MT) and chicken (5.0 MT) production in the Dzongkhag for the reference financial year. The following Gewogs in the Dzongkhag will target to contribute pork and chicken productions as given under: 1. Barp (Pork- 4.40 MT, Chicken- 3.4 MT) 2. Lingmukha (Chicken-1.5 MT) 3. Shelnga-Bjemi (Pork-0.40 MT) 4. Talo (Pork- 1.2 MT, Chicken- 0.10 MT)	Administrative records maintained by the concerned sector. Data are primarily consolidated by the Gewog Extension Officers through the Farm Registration System (FRS), validated by the respective Sector Head, and further authenticated by the Head of the Dzongkhag Administration.	Dzongkhag Livestock Sector
Egg production increased in Millions	This KPI measures the total egg production in the Dzongkhag for the reference financial year. Each Gewog in the Dzongkhag will target to contribute egg production as given under: 1. Barp (406,210) 2. Chubu (69,636) 3. Dzomi (382,943) 4. Goenshari (27,897) 5. Guma (290,150) 6. Kabjisa (174,090)	Administrative records maintained by the concerned sector Data are primarily consolidated by the Gewog Extension Officers through the Farm Registration System (FRS), validated by the respective Sector Head, and further authenticated by the Head of the Dzongkhag Administration.	Dzongkhag Livestock Sector

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
	7. Lingmukha (439,194) 8. Shelnga-Bjemi (80,444) 9. Talo (34,818) 10. Toepisa (348,180) 11. Toedwang (174,090)		
Cereals production increased in Metric Tonnes	This KPI measures total cereal (paddy of both irrigated and upland, Maize, Wheat, Buck Wheat, Barley, Millet, and Quinoa) production in the Dzongkhag for the reference financial year. 1. Barp (1612 MT) 2. Chubu (1780.78 MT) 3. Dzomi (2256 MT) 4. Goenshari (1904 MT) 5. Guma (1640 MT) 6. Kabjisa (1947.57 MT) 7. Lingmukha (466 MT) 8. Shelnga-Bjemi (1210 MT) 9. Talo (599 MT) 10. Toepisa (1142 MT) 11. Toedwang (2143 MT)	Administrative records maintained by the concerned sector Data are primarily consolidated by the Gewog Extension Officers through the Farm Registration System (FRS), validated by the respective Sector Head, and further authenticated by the Head of the Dzongkhag Administration.	Dzongkhag Agriculture Sector

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
Vegetables production increased in Metric Tonnes	This KPI measures total production of chilli (770 MT) and mushrooms (2.3 MT) in the Dzongkhag for the reference financial year. 1. Barp (chilli – 23 MT & mushrooms 0.20 MT) 2. Chubu (chilli – 150 MT & mushrooms 0.1 MT) 3. Dzomi (chilli – 81 MT & mushrooms 0.10 MT) 4. Goenshari (chilli – 10 MT & mushrooms 0.25 MT) 5. Guma (chilli – 124 MT & mushrooms 0.10 MT) 6. Kabjisa (chilli – 131 MT & mushrooms 0.3 MT) 7. Lingmukha (chilli – 42 MT & mushrooms 0.2 MT) 8. Shelnga-Bjemi (chilli – 19 MT & mushrooms 0.15 MT) 9. Talo (chilli – 52 MT & mushrooms 0.1 MT) 10. Toepisa (chilli – 16 MT & mushrooms 0.3 MT) 11. Toedwang(chilli – 123 MT & mushrooms 0.2 MT)	Administrative records maintained by the concerned sector Data are primarily consolidated by the Gewog Extension Officers through the Farm Registration System (FRS), validated by the respective Sector Head, and further authenticated by the Head of the Dzongkhag Administration.	Dzongkhag Agriculture Sector

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
Fruits production increased in Metric Tonnes	This KPI measures total fruit (mixed varieties) production in the Dzongkhag for the reference financial year. Barp (66 MT) Chubu (86 MT) Dzomi (66.5 MT) Goenshari (41 MT) Guma (84 MT) Kabjisa (65 MT) Lingmukha (34.53 MT) Shelnga-Bjemi (47 MT) Talo (105 MT) Toepisa (65 MT) Toedwang (100 MT)	Administrative records maintained by the concerned sector Data are primarily consolidated by the Gewog Extension Officers through the Farm Registration System (FRS), validated by the respective Sector Head, and further authenticated by the Head of the Dzongkhag Administration.	Dzongkhag Agriculture Sector

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
Oil production increased in Metric Tonnes	This KPI measures total mustard and other oilseed production in the Dzongkhag for the reference financial year. Barp (0.14) Chubu (0.16) Dzomi (0.15) Goenshari (0.22) Guma (0.25) Kabjisa (0.3) Lingmukha (0.24) Shelnga-Bjemi (0.19) Talo (0.26) Toepisa (0.24) Toedwang (0.23)	Administrative records maintained by the concerned sector Data are primarily consolidated by the Gewog Extension Officers through the Farm Registration System (FRS), validated by the respective Sector Head, and further authenticated by the Head of the Dzongkhag Administration.	Dzongkhag Agriculture Sector
Total area of cultivated land protected through installation of functional chain-link fencing	The targeted Gewogs and locations for chain-link fencing during the reference financial year are as follows: Chhubu- 595 Acres (24 KM), Kabjisa- 780 Acres (26 KM), and Goenshari- 196 Acres (11 KM)	Activity completion report from concerned sector/Gewog Administrations. The Agriculture Sector verifies completed chain-link fencing through joint site inspections with respective Gewog Administration officials and	Dzongkhag Agriculture Sector

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
		beneficiary farmers. The protected cultivated area and fence length are measured and validated against the approved design and Measurement Book.	
Percentage of the population aged 18 years and above covered by NCD screening	The health centre-wise projected population aged 18 years and above for NCD screening is as follows: 1. Punakha Hospital- 12700 (Guma Gewog 6300, Dzomi Gewog 1500, & Khuru Town 4900) 2. Samdingkha PHC- 1590 3. Thinleygang PHC- 1200 4. Shengana PCH- 1000 5. Lobesa subpost- 1950 6. Tshochasa PHC- 300 7. Nobgang PHC- 940 8. Kabjisa PHC- 1040 9. Goenshari PHC- 300	Report from Health Management Information System (HMIS) Each health centre records individuals screened for NCDs in the register and enters the data into HMIS. The data are compiled monthly and aggregated at the Dzongkhag level by the Dzongkhag Public Health Officer and authenticated by the Head of the Dzongkhag Administration for annual reporting.	Dzongkhag Health Sector

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
Length of farm roads (KM) improved in compliance to quality standards	The targeted farm roads for improvement during FY 2026–2027 are as follows: 1. Improvement of Phentekha FR (Blacktopping)- 1.67 KM & 35 MM thickness (Blockgrant budget) 2. Blacktopping road between Dawakha and Bjibjokha LS School- 3.0 KM & 35 MM thickness (HICDP-II) 3. PCC laying of Talo Chiwog farm road- 2.25 KM & 150 MM thickness (HICDP-II) 4. Blacktopping of Khuru to Tongdhibaykha farm road- 1.7 KM & 35 MM thickness (HICDP-II) 5. Laying of GSB for ZheIngosa Chiwog Connectivity road- 7.0 KM & 150 MM thickness (HICDP-II) 6. Blacktopping of Wolathang farm road- 4.0 KM & 35 MM thickness (HICDP-II) A total of 19.62 KM	Refer to the Measurement Book (MB)/Records of Construction Manager Software (CMS) The Engineering Sector verifies completed farm road improvement works through site inspections and measurements against approved designs, estimates, and Measurement Books.	Dzongkhag Engineering Sector
Number of tourist arrivals increased in the Dzongkhag	This KPI measures the total number of tourist arrivals, including regional tourists, recorded during the reference financial year.	Visitor records generated from the National Monument Ticketing System (Data entry for Punakha Dzong	Dzongkhag Planning and Economic

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
		monument). Tourist arrival data are collected from the National Monument Ticketing System based on visitor records of Punakha Dzong and consolidated by the Dzongkhag Administration for annual reporting.	Development Sector
Number of tourism amenities developed or upgraded	The targeted tourism avenues for development or improvement are: 1. Development of a picnic/lunch spot at Changyul (right bank of the Mo Chhu). 2. Completion and operationalization of Zomlingthang Park through outsourcing to the private sector. 3. Completion and operationalization of the Khuruthang Craft Market. 4. Improvement of rafting facilities through the identification and operation of fixed raft take-in and take-out points.	Activity completion reports, handing-taking notes, and other relevant supporting documents. Progress is verified through completion reports and supporting documents, then consolidated for annual reporting.	Dzongkhag Planning and Economic Development Sector

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
Number of agricultural and livestock value-added products developed	The targeted value additions which will be through Dzongkhag's supports and initiatives are (Processing and packaging of i. Rice (Tan-Tshering/Ngabja/Khamte) ii. Pangtse Markhu iii. Mustard oil	Activity completion reports, publications in various media, and other relevant supporting documents. Data are collected through activity completion reports, media publications, and relevant supporting documents.	Dzongkhag 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	Dzongkhag Livestock Sector
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.	Dzongkhag Livestock Sector

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
Percentage coverage of anti-rabies vaccination in pet dogs in rabies low-risk areas annually	This KPI describes the percentage of pet dogs receiving anti-rabies vaccination in rabies low-risk areas annually.	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 coverage of pet dogs registered at all times	This KPI measures the percentage of pet dogs registered (and digitally identified) 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.	Dzongkhag Livestock Sector
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.	Department of Agriculture (DoA) Annual Report Collection and verification of geo-tagged field data.	Dzongkhag Agriculture Sector
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, with the objective of reducing waste and maintaining	Activity completion reports supported by photographs and participant records, verified by the Administration	Dzongkhag Environment Section

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
	clean and healthy river ecosystems. 1. Phochhu 2. Mochhu 3. Toebrongchhu 4. Zabirongchhu 5. Mitsina Stream		
Percentage of Gewogs with validated, digitized, and GIS-integrated hazard maps accessible for planning and emergency response	The validation, digitization and GIS integration will focus solely on GLOF (Glacier Lake Outburst Flood) risk and will be initiated for Chubu, Toewang, Dzomi and Lingmukha Gewogs and Dzongkhag Thromde.	Programme completion reports and availability of approved hazard maps	Dzongkhag Disaster Management Officer
Number of high-risk streams (Rongchus) cleared to mitigate the risk of artificial lake formation and flooding	This KPI measures the number of Rongchus/streams in the oi Dzongkhag that have been cleared to mitigate the risk of artificial lake formation and flooding. Based on the risk assessment conducted by the Dzongkhag as of date, the following Rongchus/streams have been identified for clearing. However, if further assessment indicates that clearing is not required, the KPI will be considered achieved upon completion of the further risk assessment of the targeted	Activity completion reports supported by photographs and participant records, verified by the Administration	Dzongkhag Environment Section

Key Performance Indicator	Description of the KPI	Means of Verification	Sector Responsible
	Rongchus/streams. 1. The following are the target rivers/streams:		

Execution Clause

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



Thuji Tshering
Dzongdag
Punakha Dzongkhag
Administration

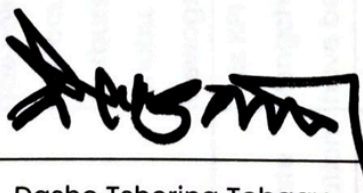
The Prime Minister, the Minister of Finance, and the Chairperson of the Royal Civil Service Commission, hereby commit to the Dzongdag, Punakha Dzongkhag Administration, on behalf of the Government and the People of Bhutan, to provide the necessary resources, including the financial resources, human resources 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