



Annual Performance Agreement

Between

Prime Minister and

Dzongdag, Samtse Dzongkhag Administration

(July 1, 2026 – June 30, 2027)

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Section 1: Vision, Mission and 13 FYP LGKRA(s).

a. Vision:

A prosperous community living in harmony with diverse culture and safe environment.

b. Mission:

To ensure socio-economic, environmental and cultural well-being of the people through easy access and equal distribution of amenities/resources in a sustainable way.

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 agricultural (cereals, crops and fruits) production	Metric tonnes of potential cereal/crop production increased i. Paddy: ii. Maize: iii. Quinao iv. Buckwheat:	i. 3925MT ii. 1754 MT iii. 1 MT iv. 21 MT	i. 4765 MT ii. 1841 MT iii. 8 MT iv. 40MT
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Increase agricultural (cereals, crops and fruits) production	Metric tonnes of potential cash crop production increased i. Ginger: ii. Winter Potato: iii. Mushroom: iv. Mandarin: v. Banana: vi. Areca nut: vii. Cardamom:	i. 643 MT ii. 227MT iii. 1.0 MT iv. 1265 MT v. 60 MT vi. 4769MT vii. 175 MT	i. 655 MT ii. 311 MT iii. 5.00 MT iv. 1297MT v. 70.00 MT vi. 5208 MT vii. 200 MT
Dzongkhag/Thromde has vibrant local	Increase agricultural (cereals, crops and	Metric tonnes of potential vegetable	i. 10 MT ii. 88MT	i. 20 MT ii. 108MT

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
economy with enhanced productivity and diversified local products	fruits) production	production increased i. Cabbage: ii. Chilli iii. Tomato: iv. Beans:	iii. 19 MT iv. 15 MT	iii. 22MT iv.16MT
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Increase agricultural (cereals, crops and fruits) production	Length of chain-link fencing and electric fencing installed.	NA	13.5 KM i. Chain-link fencing at Kuchidiana, Ugyentse (3.5 km); Singyegang, Tashichoeling (5.5 KM) ii. Chain-link and electric/solar fencing at Denchhukha (4.5 km).
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Increase OGOP production	Numbers of One Gewog One Products increased:	NA	i. Denchukha-Rice: 290 MT. ii. Duntoe-Orange: 55 MT. iii. Dophuchen-Millet: 14 MT. iv. Namgaychoeling-Cardamom: 35MT. v. Norbugang- Areca nut: 280 MT. vi. Norgaygang-

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
				Cardamom: 75 MT. vii. Pemaling- Ginger: 105 MT. viii. Phuntshopelri- Areca nut: 155 MT. ix. Samtse- Areca nut: 675 MT. x. Sangngagchoeling- Ginger: 35 MT. xi. Tading- Ginger: 70 MT. xii. Tashichoeling- Areca nut: 360 MT. xiii. Tendruk- Buckwheat: 10 MT. xiv. Ugyentse- Ginger: 30MT. xv. Yoeseltse- Beans: 7. MT.
Dzongkhag/Thromd e has vibrant local economy with enhanced productivity and	Increase livestock production:	Metric tons of selected livestock production increased	i. Pork: 243.88 MT/ ii. Dairy: 3892.96 MT/ iii. Chicken: 282.80 MT iv. Egg: 14459830 nos v. Fish: 1.030	i. Pork: 251.22 MT ii. Dairy: 5482.956 MT lii. Chicken: 356.613 MT iv. Egg: 15262790.89 nos v. Fish: 5.722 MT

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
diversified local products			vi. Honey: 11.5 MT	vi. Honey: 12.574 MT
More children access and benefit from quality education and skills development	Improve student learning outcomes, school infrastructure, and professional development.	Mean marks of board exams increased	i. Class VI (58.44 to 59.44) ii. Class VIII (64.4 to 65.4) iii. Class X (61.2 to 62.2) iv. Class XII (53.9 to 54.9)	i. Class vi: 59.44 to 60.44 ii. Class viii: 64.4 to 65.4 iii. Class x: 61.2 to 62.2 iv. Class xii: 53.9 to 54.9
Dzongkhag/Thromd e's public services are citizen-centric and delivered seamlessly in efficient and effective manner	Improve student learning outcomes, school infrastructure, and professional development.	Percentage completion of the improvement of infrastructures at different schools, ensuring all facilities meet the safety and quality standards Number of school infrastructures improved	NA	85% (Few activities will be continued as spillover) New construction: Construction of Six Unit classroom at Samtse HSS Maintenance: i. Maintenance of classrooms, Hostels and toilets at Norbugang CS ii. Maintenance of the dining hall, classrooms, toilets, and hostels at Dorokha CS iii. Maintenance of

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
				Classrooms and toilets at sang-Nga-Chholing LSS iv. Maintenance of boys and girls hostels at Dorokha PS v. Maintenance of Classrooms for ten primary schools vi. Procurement of furniture and Digital Equipment vii. Procurement of Games sports Items and conduct of games and sports viii. Construction of a low cost principal quarter at Phuntshopelri PS ix. Denchukha LSS girls toilet maintenance
Dzongkhag/Thromd e's public services are citizen-centric and delivered	Develop roads, footpaths, and transport infrastructure to ensure reliable	Number of core town amenities developed	NA	It includes the development of ring Road (400m), footpath (400 m), drains, duct and parking.

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
seamlessly in efficient and effective manner	connectivity			
Dzongkhag/Thromd e's public services are citizen-centric and delivered seamlessly in efficient and effective manner	Develop roads, footpaths, and transport infrastructure to ensure reliable connectivity	Kilometers of footpaths developed	5.35 KM	6 KM Construction/ maintenance of drains, footpaths, Slab & railings within Municipality areas
Bhutanese identity, culture, and values are strengthened	Construct and renovate religious and cultural infrastructures	Number of religious and cultural infrastructures and facilities constructed	NA	3 construction activities i. Construction of Moenlam Chhenmo Zigrey or Choekhang ii. Construction of Zigrey at Dorokha Drungkhag Dogap Lhakhang iii. Construction of Zimchung at Uyentse
Bhutanese identity, culture, and values	Construct and renovate religious and cultural	Number of religious/ cultural infrastructures	NA	7 renovation activities i. Maintenance of Seng Thri

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
are strengthened	infrastructures	and facilities renovated		at Samtse Rabdey ii. Maintenance of crematorium at majathang iii. Renovation/Maintenance of Guru Ku at Nimalung Lhakhang under Samtse Gewog iv. Maintenance of Lamai Zimchung at Sengdhyen lhakhang v. Maintenance of Ugyentse Lhakhang vi. Maintenance of Structure at Dhueduel Chorten vii. Maintenance of Dormitory at sangnggcholing Lhakhang
More residents enjoy improved health and	Strengthen and sustain high-quality health services	Percentage of population aged 18 and above covered under	80%	85%

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
wellbeing		NCD screening increased		
More residents enjoy improved health and wellbeing	Strengthen and sustain high-quality health services	Number of health facilities maintained	NA	3 maintenance activities i. Gomtu Hospital ii. Health officials' staff quarters at Norbugang Primary Health Center
More residents enjoy improved health and wellbeing	Strengthen and sustain high-quality health services	Timeline by which Mother and Child Hospital at Gomtu constructed	NA	June, 2027 FY Q1: Tendering of work FY Q2: Foundation works FY Q3: Complete 70% of the construction FY Q4: Completion of the construction (100%)
Dzongkhag/Thromd e'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 supply increased	i. Rural: 11140 ii. Urban : 1530	i. Rural: 11140 ii. Urban : 1545

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
Dzongkhag/Thromd e has vibrant local economy with enhanced productivity and diversified local products	Enhance local economy	Number of tourist arrivals increased for i. Regional tourist/industrial guests ii. International Tourist	i. 100 ii. 15	i.500 ii.20
Dzongkhag/Thromd e has vibrant local economy with enhanced productivity and diversified local products	Enhance local economy	Number of livestock and agri products developed to enhance the local economy	5	2 agri-products i. Sheep wool handicrafts and ii. Processed dairy and agri-products, including spices and herbal tea.
By 2029, more residents will enjoy improved health and wellbeing.	Strengthen Animal Health Services	Sterilization coverage of unowned free-roaming dogs maintained at all times	100%	100%
By 2029, more residents will enjoy improved health and	Strengthen Animal Health Services	Percentage coverage of anti-rabies vaccination in unowned	70% (free-roaming dogs); 100% (pet dogs)	≥70% (free-roaming dogs); 100% (pet dogs)

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
wellbeing.		free-roaming dogs and pet dogs in rabies high risk Dzongkhags annually		
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	Increase 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
More residents enjoy improved health and wellbeing.	Sustained and maintain clean rivers under the National River Cleaning Initiative	Number of river cleaning initiatives undertaken	NA	Gola River (Sipsu River) under Tashichoeling Gewog. Start from October, 2026.
Safety and disaster risks in	Strengthen disaster preparedness in the	Number of disaster preparedness, response	NA	Undertake 3 initiatives i. Develop SoP Disaster

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
Dzongkhag/Thromde are mitigated and managed all times	Dzongkhag	and mitigation measures implemented		preparedness by December, 2026 ii. Reinstate Disaster Task Force by January, 2027 iii. Conduct SAR refresher course by February, 2027
Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed 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	NA	3 Rivers by June 2027 i. Dhamdum River November, 2026 ii. Diana River December, 2026 iii. Jiti River January, 2027.
Dzongkhag and Thromde has vibrant local economy with enhanced productivity and diversified products	Promote new local economy initiatives led and coordinated by the Local Government	Number of 10X initiatives implemented	NA	i. Launch agriculture value chain financing. ii. Introduce a coffee plantation in one Gewog. iii. Introducing Targeted livestock projects. iv. Introduce Lhop Festival
Dzongkhag/Thromde's public services	Enhance the public service through reduced	TAT for the public services	Land services i. Land lease for	Land services i. Land lease for mining &

LGKRA	Annual Deliverables	Key Performance Indicator	Baseline	Target
are citizen centric and delivered seamlessly in an efficient and effective manner.	TAT in pursuit of smooth service delivery.	reduced/maintained	mining & quarries: 3 years ii. TAT for Land Conversion: 1 month Civil registration services: All services as per prescribed TAT Environmental Clearance: Within 30 Days	quarries: 1 years ii. TAT for Land Conversion: reduced to 10 working days Civil registration services: Ahead of prescribed TAT Issuance of Environmental Clearance: Within 30 Days

Section 3: Description of Key Performance Indicators

Key Performance Indicator	Description	Means of Verification	Sector Responsible
Metric tonnes of potential cereal/crop production increased i. Paddy: ii. Maize: iii. Quiniao iv. Buckwheat:	This KPI measures the aggregate annual cereal production of the following commodities: i. Paddy ii. Maize iii. Wheat iv. Buckwheat v. Quinoa	Integrated Agriculture and Livestock Census 2026	Agriculture
Metric tonnes of potential cash crop production increased i. Ginger: ii. Winter Potato: iii. Mushroom: iv. Mandarin: v. Banana: vi. Areca nut: vii. Cardamom:	This KPI measures the aggregate annual production of the following cash crop: i. Ginger ii. Winter Potato iii. Mushroom iv. Mandarin v. Banana vi. Areca nut vii. Cardamom	Integrated Agriculture and Livestock Census 2026	Agriculture
Metric tonnes of potential vegetable production increased	This KPI measures the aggregate annual production of the following vegetables	Integrated Agriculture and Livestock Census 2026	Agriculture

Key Performance Indicator	Description	Means of Verification	Sector Responsible
i. Cabbage: ii. Chilli iii. Tomato: iv. Beans:	production i. Cabbage ii. Chilli iii. Tomato iv. Beans		
Length of chain-link fencing and electric fencing installed.	This KPI measures the construction of 3 KM chainlink fencing at Kuchidiana, Ugyentse and Singyegang, Tashichoeling. The KPI also measures the installation of 20 KM electric fencing at Denchhukha and Tendruk gewog.	Completion/ Handing Taking report maintained by Agriculture Sector	Agriculture
Numbers of One Gewog One Products increased	This KPI measures the increase in production of of One Gewog One Product in the Dzongkhag	Production record maintained by Planning and Economic Development Sector	Agriculture
Metric tons of selected livestock production increased i. Pork: ii. Dairy: iii. Chicken: iv. Egg:	This KPI measures the annual meat production of the following commodities: i. Pork: ii. Dairy: iii. Chicken: iv. Egg:	Integrated Agriculture and Livestock Census 2026/Consolidated report submitted by LES, IALS 2026, FRS and Administrative record	Livestock

Key Performance Indicator	Description	Means of Verification	Sector Responsible
v. Fish: vi. Honey:	v. Fish: vi. Honey:		
Mean marks (subject wise) of board exams increased	This KPI measures the percentage of overall academic performance of classes VI, VIII, and X in board examination achieving national pass percentage	School BCSEA result, Students' Performance Report 2025	Education Sector
Percentage completion of the improvement of infrastructures at different schools, ensuring all facilities meet the safety and quality standards	This KPI measures the percentage completion of the improvement of infrastructures at different schools, ensuring all facilities meet the safety and quality standards. The Infrastructure is listed below: 1. Construction of a Six Unit classroom at Samtse HSS 2. Maintenance of classrooms, Hostels and toilets at Norbugang CS 3. Maintenance of the dining hall, classrooms, toilets, and hostels at Dorokha CS 4. Maintenance of Classrooms and toilets at sang-Nga-Chholing LSS 5. Maintenance of boys and girls hostels at Dorokha PS 6. Maintenance of Classrooms for ten primary schools 7. Procurement of furniture and Digital Equipment 8.	Handing taking notes/ Supply Order/Completion report	Education Sector

Key Performance Indicator	Description	Means of Verification	Sector Responsible
	Procurement of Games sports Items and conduct of games and sports 9. Construction of a low cost principal quarter at Phuntshopelri PS 10. Denchukha LSS girls toilet maintenance		
Number of core town amenities developed	This indicator measures the development of Samtse core town amenities. It includes the development of ring Road (400m), footpath (400 m), drains, duct and parking.	Completion report/ Handing taking notes	DE&HSS
Kilometers of footpaths developed	This indicator measures the number of footpaths developed. The development of footpaths are as listed below: 1. Construction/maintenance of drains, footpaths,Slab & railings within Municipality areas.	Completion report/Handing taking notes	DE&HSS
Number of religious/cultural infrastructures and facilities constructed	This KPI measures the number of religious/cultural infrastructures and facilities constructed to promote and preserve tangible culture and tradition in the Dzongkhag. The infrastructures and facilities	Project Completion report or handing taking note maintained by Culture Sector	Culture

Key Performance Indicator	Description	Means of Verification	Sector Responsible
	are as listed below: 1. Construction of Moenlam Chhenmo Zigrey or Choekhang 2. Construction of Zigrey at Dorokha Drungkhag Dogap Lhakhang 3. Construction of Zimchung at Uyentse		
Number of religious/cultural infrastructures and facilities renovated	This KPI measures the number of religious/cultural infrastructures and facilities renovated to promote and preserve tangible culture and tradition in the Dzongkhag. The infrastructures and facilities are as listed below: 1. Maintenance of Seng Thri at Samtse Rabdey 2. Maintenance of crematorium at majathang 3. Renovation/Maintenance of Guru Ku at Nimalung Lhakhang under Samtse Gewog 4. Maintenance of Lamai Zimchung at Sengdhyen lhakhang 5. Maintenance of Ugyentse Lhakhang 6. Maintenance of Structure at Dhueduel Chorten	Project Completion report or handing taking note maintained by Culture Sector	Culture

Key Performance Indicator	Description	Means of Verification	Sector Responsible
	7. Maintenance of Dormitory at Sangnggcholing Lhakhang		
Percentage of population aged 18 and above covered under NCD screening increased	This KPI measures the increase in percentage of the population aged 18 and above covered under NCD screening.	Screening report	Health
Number of health facilities maintained	This KPI measures the maintenance of the following health facilities: i. Gomtu Hospital ii. Health officials' staff quarters at Norbugang Primary Health Center.	Completion report/Handing taking notes	Health
Timeline by which Mother and Child Hospital at Gomtu constructed	This KPI measures the completion of the construction of Mother at Child Hospital at Gomtu. The quarterly target are as follows: i. FY Q1: Tendering of work ii. FY Q2: Foundation works iii. FY Q3: Complete 70% of the construction iv. FY Q4: Completion of the construction (100%)	Completion report/Handing taking notes	Health
Number of households with	This KPI measures the increase in numbers of	Administrative record	DE&HSS

Key Performance Indicator	Description	Means of Verification	Sector Responsible
access to 24/7 safe drinking water supply increased	households with access to safe drinking water supply benefiting 11,140 hhs and 1,545 hhs of rural and urban settlement respectively.		
Number of tourist arrivals increased for i. Regional tourist ii. International:	This KPI measures the increase in the number of regional and international tourist arrivals in the Dzongkhag as follows: Regional: 500 International: 20	Domestic and international tourists: Data maintained by Eco-Tourism operators, hoteliers, and Dzongkhag Guesthouse. Regional: Data maintained by Regional Immigration Office.	PEDS
Number of livestock and agri products developed to enhance the local economy	This KPI measures the livestock and agri products developed to enhance the local economy in the Dzongkhag. It includes the following activities: i. Sheep wool handicrafts and ii. Processed dairy and agri-products, including spices and herbal tea.	Administrative record maintained by Planning and Economic Development Sector	Dzongkhag Livestock 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	Dzongkhag Livestock Sector

Key Performance Indicator	Description	Means of Verification	Sector Responsible
		of data from the Veterinary Hospitals and Geog Livestock Extension Centres across the country	
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
Percentage coverage of pet dogs registered at all times	This KPI measures the percentage of pet dogs registered (and digitally identified) within the Dzongkhag 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 of fruit tree saplings for mortality recorded under earlier MFTP	This KPI measures the timely receipt and distribution of replacement fruit tree saplings to farmers, based on the mortality survey of	Department of Agriculture (DoA) Annual Report Collection and verification of	Dzongkhag Sector Agriculture

Key Performance Indicator	Description	Means of Verification	Sector Responsible
phases are received and distributed to identified farmers	fruit trees planted under the previous phases of the MFTP, by June 2027.	geo-tagged field data.	
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 clean and healthy river ecosystems.	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 initiatives undertaken to enhance disaster preparedness, response and mitigation measures. It includes the following activities: i. Develop SoP Disaster preparedness by December, 2026 ii. Reinstate Disaster Task Force by January, 2027 iii. Conduct SAR refresher course by February, 2027	Finalised SoP, training report and attendance of the participants	DDMO/DT
Number of high-risk streams (Rongchus) cleared to mitigate the risk of artificial lake	This KPI measures the number of risk-prone rivers cleared of accumulated debris, fallen trees, logs, and other obstructions that may	Pictorial evidence, office order and completion report	DDMO/DT

Key Performance Indicator	Description	Means of Verification	Sector Responsible
formation and flooding	restrict water flow and increase the risk of flooding during the monsoon season. The following rivers will be cleared: i. Dhamdum River by November, 2026 ii. Diana River by December, 2026 iii. Jiti River by when January, 2027		
Number of 10X initiatives implemented	Measures the number of 10X initiatives implemented to enhance the local economy. i. Launch agriculture value chain financing. ii. Introduce a coffee plantation in one Gewog. iii. Introducing Targeted livestock projects. iv. Introduce Lhop Festival	Implementation Report of the four initiatives	PEDS
TAT for the public services reduced/maintained	This KPI measures the timely public services delivered within the prescribed Turn Around Time (TAT) for the identified services: Land services i. Land lease for mining & quarries ii. TAT for Land Conversion: reduced to 10 working days	Administrative record	Civil Registration Service sector, Land Sector and Environment Sector.

Key Performance Indicator	Description	Means of Verification	Sector Responsible
	Civil registration services Issuance of Environmental Clearance		

Execution Clause

I, the Dzongdag, Samtse 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.



Melam Zangpo
Dzongdag, Samtse Dzongkhag
Administration

The Prime Minister, the Minister of Finance, and the Chairperson of the Royal Civil Service Commission, hereby commit to the Dzongdag, Samtse 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.