



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

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Section 1: Vision, Mission and LGKRAs.

a. Vision:

A prosperous and harmonious Zhemgang by 2034

b. Mission:

Reduce the poverty rate to 15% by 2029 and <5% by 2034

c. 13th FYP LGKRA

1. By 2029, Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products.
2. By 2029, more children/youths access and benefit from quality education and skills development
3. By 2029, more residents will 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

13th FYP Output	Deliverables	Key Performance Indicators	Baseline	Target
More children access and benefit from quality education and skills development	Improved student learning outcomes and school infrastructure, and enhanced professional development	Mean marks scored by students (subject-wise) in board exams	1.Class VI-Doz.: 76.09, Eng:72.55, Maths:68.82, Sci:69.51, ICT: 66.37 2.VIII-Dzo: 73.05, Eng.:68.58, Maths: 62.82, Sci: 64.48, ICT: 63.32 3. X: Dzo: 70.67, Eng.:67.13, Maths: 59.5, Sci: 60.3 ICT:53 4. XII: Dzo: 69.2 Eng.:62.3 Maths: 43.6, Phy: 50.7 Che: 55.7 Bio.: 53.2	1. VI - Dzon.: 78.4, Eng:74.7 Maths:72.3 Sci.:72.6.ICT:68.4 2.VIII- Dzo: 75.24, Eng:70.64.Maths:66 Sci: 66.82 ICT: 65.22. 3. X: Dzo: 72.8 Eng.:69.1 Maths: 62.5 Sci: 62.1 ICT:56 4. XII: Dzo: 71.3, Eng.:64.1 Maths: 48 Phy: 52.2 Che: 57.4, Bio.:54.8
More children access and benefit from quality education and skills development	Improved student learning outcomes and school infrastructure, and enhanced professional development	Percentage of education professionals undergone professional development trainings	NA	60% of teachers received 60 – 80 Hrs of PD

13th FYP Output	Deliverables	Key Performance Indicators	Baseline	Target
More children access and benefit from quality education and skills development	Improved student learning outcomes and school infrastructure, and enhanced professional development	Number of educational infrastructures/facilities developed or enhanced	NA	8.00 Nos
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhanced food security in the Dzongkhag	Increase acreage of cultivated land receiving reliable and year-round irrigation services through functional irrigation channels:	1450 Acres	300 Acres
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhanced local economy	Tourist arrivals in Dzongkhag	16,019 Nos	18,500 Nos
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhanced local economy	Numbers of support standard product packaging for agri-livestock products	0	10 Nos

13th FYP Output	Deliverables	Key Performance Indicators	Baseline	Target
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhanced local economy	Number of tourism infrastructure developed	5 Nos	3 Nos
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhanced food security	Metric Tonnes/Number of Livestock production: Milk production : Egg production: Chicken production Fish production Pork production	Milk: 1387.10 MT Egg:2,237,784 Nos Chicken:9.60 MT Fish :5.84 MT Pork: 15.02 MT	Milk: 1891 MT Egg: 2,455,113 Nos Chicken:13.71 MT Fish: 8.33 MT Pork: 16.46 MT
More residents enjoy improved health and wellbeing	Strengthen and expand comprehensive maternal, child, and adult health screening and care services	Number of health infrastructures/facilities developed and improved	5 Nos	3 Nos
More residents 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	89 %	95 %

13th FYP Output	Deliverables	Key Performance Indicators	Baseline	Target
More residents enjoy improved health and wellbeing	Strengthen and expand comprehensive maternal, child, and adult health screening and care services	Number of public health activities organized to promote wellbeing and health life styles programs	5 Nos	5 Nos
Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed all times	Enhanced disaster reliance and preparedness	Number of disaster preparedness awareness conducted	8 Nos	8 Nos
Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed all times	Enhanced disaster reliance and preparedness	Number of disaster trainings conducted	3 Nos	2 Nos
Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed all times	Enhanced disaster reliance and preparedness	Number of high-risk streams (Rongchus) cleared to mitigate the risk of artificial lake formation and flooding	NA	2 Berti Chu Kaktongchu
Bhutanese identity, culture, and values are strengthened	Culture and tradition preserved, promoted and safeguarded	Number of people trained on Driglam Namzha (Bhutanese Etiquette)	NA	50 Nos

13th FYP Output	Deliverables	Key Performance Indicators	Baseline	Target
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Ensured reliable & safe drinking water in Urban Towns	Percentage of households Covered	90 %	93 %
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Ensured sustainable waste management systems and facilities are established and strengthened	Number of sustainable waste management awareness conducted.	1 No	8 Nos
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Ensured sustainable waste management systems and facilities are established and strengthened	Number of sustainable waste management facilities and segregation systems in public area of Zhemgang Throm established	0	1 No
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Ensured climate-resilient transport infrastructures to ensure reliable, safe, and sustainable connectivity for all	Length of road connectivity improved	26 Kms	12 Kms

13th FYP Output	Deliverables	Key Performance Indicators	Baseline	Target
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Ensured climate-resilient transport infrastructures to ensure reliable, safe, and sustainable connectivity for all	Timeline by which construction of abutment for bailey bridge completed	NA	June, 2027
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Ensured climate-resilient transport infrastructures to ensure reliable, safe, and sustainable connectivity for all	Number of Towns with Improved Urban Infrastructure	3 Nos	2 Nos
By 2029, Dzongkhag/Thromde has proactive social security and support measures.	Social security and support measures strengthened	Number of Gyensho Zhabto and Gyalpoi Tozey submitted to OGZ	Gyensho Zhabtog 72 (2025) Gyalpoi Tozey 109 (2025)	Gyensho Zhapto-24 Gyelpoi Tozay-54
By 2029, Dzongkhag/Thromde has proactive social security and support measures.	Social security and support measures strengthened	Number of Vulnerable Households supported with income generating activities	33 Nos	40 Nos
Dzongkhag/Thromde's	Enhanced public service	Improved and provided land related services	88%	90%

13th FYP Output	Deliverables	Key Performance Indicators	Baseline	Target
public services are citizen centric and delivered seamlessly in an efficient and effective manner	delivery	within TAT		
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Enhanced public service delivery	Improved and provide census related services as per TAT	90%	95%
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Implemented E2B10X initiatives	Number of E2B10X initiative undertaken	0	1 No
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	70 (free-roaming dogs); 100 (pet dogs)	≥70 (free-roaming dogs); 100 (pet dogs)

13th FYP Output	Deliverables	Key Performance Indicators	Baseline	Target
		dogs and pet dogs in rabies high risk Dzongkhags annually		
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.Environment).	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	NA	2 Berti Chu and Mangdichu by March 2027

Section 3: Description of Key Performance Indicators

Key Performance Indicators	Description of the KPI	Means of Verification	Department Responsible
Mean marks scored by	This KPI measures the Mean marks scored	Administrative data	Education

Key Performance Indicators	Description of the KPI	Means of Verification	Department Responsible
students (subject-wise) in board exams	(subject-wise) as indicated in target.		Sector
Percentage of education professionals undergone professional development trainings	This KPI measures the percentage of teachers undergoing professional development programmes	Training reports	Education Sector
Number of educational infrastructures/facilities developed or enhanced	This KPI measures the number of schools supported with educational infrastructure developed or enhanced	Completion report	Education Sector
Increase acreage of cultivated land receiving reliable and year-round irrigation services through functional irrigation channels:	This KPI measures the total command area covered under irrigational channels.	Activity Completion Report/Annual Progress Report/Online report from FRS and NSB	Dzongkhag and Gewog Agriculture Sector
Tourist arrivals in Dzongkhag	This KPI measures will measure total tourist arrival target of 18500 during the FY	Administrative data	PEDS
Numbers of support standard product packaging for agri-livestock products	This KPI measures 10 of agri and livestock products supported with standard labelling and packaging	Administrative data	PEDS,Livestock and Agriculture
Number of tourism	This KPI measures the number of tourism	Administrative data	PEDS and

Key Performance Indicators	Description of the KPI	Means of Verification	Department Responsible
infrastructure developed	infrastructure developed		Engineering
Metric Tonnes/Number of Livestock production: Milk production : Egg production: Chicken production Fish production Pork production	This KPI measures the total quantity (MT) of milk produced. This indicator measures the total quantity (Million) egg produced. This indicator measures the total quantity (MT) of chicken produced. This indicator measures the quantity (MT) of fish produced. This indicator measures the quantity (MT) of pork produced.	Annual progress report, online reporting system and FRS.	Dzongkhag Livestock Sector and Geog Livestock Sector
Number of health infrastructures/facilities developed and improved	This KPI measures the number of health infrastructures/facilities developed and improved	Administrative data	Health
Percentage of population aged 18 and above covered under NCD screening	This KPI measures the percentage of population aged 18 and above completed for NCD screening	Administrative data	Health
Number of public health activities organized to promote wellbeing and health life styles programs	This KPI measures numbers of activities organized to promote wellness and healthy life style	Administrative data	Health
Number of disaster	This KPI measures the number of disaster	Administrative data	DT Secretariat

Key Performance Indicators	Description of the KPI	Means of Verification	Department Responsible
preparedness awareness conducted	awareness training conducted		
Number of disaster trainings conducted	This KPI measures the number of disaster training conducted	Administrative data	DT Secretariat
Number of high-risk streams (Rongchus) cleared to mitigate the risk of artificial lake formation and flooding	This KPI measures the number of rongchus cleared to mitigate the risk of artificial lake formation and flooding as per the mentioned targets before March–April 2027.	Administrative data	DT Secretariat
Number of people trained on Driglam Namzha (Bhutanese Etiquette)	This KPI measures the total number of individuals who successfully complete ToT on Driglam Namzha, reflecting efforts to preserve and promote Bhutanese culture, etiquette, and traditional values.	Administrative data	Religion and Culture Sector
Percentage of households Covered	This KPI measures the percentage of household having reliable drinking water in urban towns	Administrative data	Engineering Sector
Number of sustainable waste management awareness conducted.	This KPI measures the awareness programs conducted to promote waste segregation, reduction, recycling, and responsible waste management practices among	Administrative data	Environment Unit

Key Performance Indicators	Description of the KPI	Means of Verification	Department Responsible
	communities.		
Number of sustainable waste management facilities and segregation systems in public area of Zhemgang Throm established	This KPI measures the establishment of Material Recovery Facilities (MRF), and waste segregation facilities in public areas installed	Administrative data	Environment Sector and Municipal Unit
Length of road connectivity improved	This KPI measures the KMs of road Constructed and maintained	Administrative data	Engineering Sector
Timeline by which construction of abutment for bailey bridge completed	This KPI measures timeline by when the abutment for Mewagang Baily bridge is constructed	Administrative data	Engineering Sector
Number of Towns with Improved Urban Infrastructure	The KPI measures the number of towns developed with improved footpaths, sidewalks, planters, etc.	Administrative data	Engineering Sector
Number of Gyensho Zhabto and Gyelpo Towzey submitted to OGZ	This KPI measures the number of individuals submitted for Gyelpo Towzey and Gyensho Zhabto to OGZ	Administrative data	Kidu Focal
Number of Vulnerable Households supported with income generating activities	This KPI measures the number of households supported with income generating activities	Administrative data	AFD

Key Performance Indicators	Description of the KPI	Means of Verification	Department Responsible
Improved and provided land related services within TAT	This KPI measures the percentage of eligible land administration and cadastral services delivered within the prescribed Turnaround Time (TAT) in accordance with National Land Commission Secretariat (NLCS) service standards.	ESakor transaction reports, Lag Thram issuance records, Survey and demarcation reports, State land lease reports, Quarterly/Annual sector performance report	Civil Registration and Census
Improved and provide census related services as per TAT	This KPI measures the civil registration and census related services are provided within the ToT and SoP without delay in service delivery	Service Evaluation Tools (SET) Survey from RCSC	Survey and Land Record Sector
E2B10X initiatives	This KPI measures the successful planning, coordination, and implementation of innovation competition initiatives aimed at encouraging employees to develop creative solutions, improve service delivery, enhance efficiency, and promote an innovation-driven and entrepreneurial culture within the organization.	Administrative data	Human Resource Sector

Key Performance Indicators	Description of the KPI	Means of Verification	Department Responsible
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
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

Key Performance Indicators	Description of the KPI	Means of Verification	Department 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.	Department of Agriculture (DoA) Annual Report Collection and verification of geo-tagged field data.	Dzongkhag Sector Agriculture
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

Execution Clause

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



Kesang Jigme
Dzongdag, Dzongkhag
Administration, Zhemgang

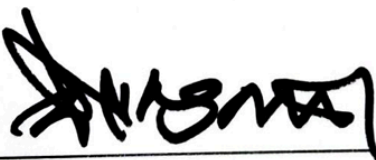
The Prime Minister, the Minister of Finance, and the Chairperson of the Royal Civil Service Commission, hereby commit to the Dzongdag, Zhemgang Dzongkhag Administration, on behalf of the Government and the People of Bhutan, to provide the necessary resources, including the financial resources, human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