

Annual Performance Agreement

Between

Prime Minister and

Dzongdag, Bumthang Dzongkhag Administration

(July 1, 2026 - June 30, 2027)

TABLE OF CONTENTS

Section 1: Vision, Mission and 13 FYP LGKRAs.

Section 2: Planning Matrix.

Section 3: Description of Key Performance Indicators.

Section 1: Vision, Mission and 13 FYP LGKRAs.

- **Vision:**

The preferred eco-cultural and spiritual tourism destination and a beautiful district with a happy society

- **Mission:**

    1. To achieve sustainable socio-economy in the dzongkhag
    2. To promote and preserve cultural identity of the Dzongkhag
    3. To protect and conserve rich bio-diversity
    4. To deliver quality public service

13th FYP LGKRAs:

1. By 2029, Dzongkhag/Thromde has 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

LGKRA	Annual Deliverables	KPIs	Baseline	Target
By 2029, Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Increased essential crop production, promoted through seed replacement of degenerated seed and modern production practices.	Metric Tonnes of selected crops produced (paddy, wheat, buckwheat, potato)	**Total: 4,412 MT** Paddy: 227 MT Wheat: 205 MT Buckwheat: 360 MT Potato: 3,620 MT	**Total: 4,596 MT** Paddy: 248 MT Wheat: 210 MT Buckwheat: 370 MT Potato: 3,768 MT
By 2029, Dzongkhag, Gewogs, and Thromdes have a vibrant local economy with enhanced productivity and diversified local products;	Increased essential vegetable production promoted through modern smart production technologies..	Metric Tonnes of selected vegetables produced (tomato, bulb onion)	**Total: 22 MT** Tomato: 21 MT Bulb Onion: 1 MT	**Total: 31 MT** Tomato: 28 MT Bulb Onion: 3 MT
By 2029, Dzongkhag, Gewogs, and Thromdes have a vibrant local economy with	Increased production of livestock products	Metric Tonnes of selected livestock products produced (i. Milk ii. Honey)	Milk: 1,904 MT Honey: 14 MT	Milk: 2,100 MT Honey: 18 MT

LGKRA	Annual Deliverables	KPIs	Baseline	Target
enhanced productivity and diversified local products;				
By 2029, Dzongkhag, Gewogs, and Thromdes have a vibrant local economy with enhanced productivity and diversified local products;	Tourism promotion and destination development strengthened.	Number of tourist arrivals in the Dzongkhag	8,000 arrivals (FY 2025-26)	9,000 tourist arrivals in the Dzongkhag in FY 2026-27
By 2029, Dzongkhag, Gewogs, and Thromdes have a vibrant local economy with enhanced productivity and diversified local products;	Small-scale enterprise established and operational.	Number of Potato Chips Processing Unit established and operational at Dekiling LAP	0	1 (Potato Chips Processing Unit at Dekiling LAP constructed and operational by end of FY 2026-27) Drawing and cost estimation by Q1; tendering and work

LGKRA	Annual Deliverables	KPIs	Baseline	Target
				award by Q2.
By 2029, more children access and benefit from quality education and skills development.	Enhanced academic performance of students	Increased percentage of board examination mean marks compared to that of previous academic year.	a. Class VI: • Science: 71 • ICT: 71 • Maths: 71 • English: 77 • Dzongkha: 73.45	a. Class VI: • Science: 71.7 • ICT: 71.7 • Maths: 71.7 • English: 77.7 • Dzongkha: 74
By 2029, more children access and benefit from quality education and skills development.	Enhanced academic performance of students	Increased percentage of board examination mean marks compared to that of previous academic year.	b. Class VIII: • Science: 69 • ICT: 66 • Maths: 65 • English: 74 • Dzongkha: 73	b. Class VIII: • Science: 69.6 • ICT: 66.6 • Maths: 65.6 • English: 74.7 • Dzongkha: 73.7
By 2029, more children access and benefit from quality education and skills development.	Enhanced academic performance of students	Increased percentage of board examination mean marks compared to that of previous academic year.	c. Class X: • Science: 62 • ICT: 56 • Maths: 61	c. Class X: • Science: 62.6 • ICT: 56.5 • Maths: 61.6

LGKRA	Annual Deliverables	KPIs	Baseline	Target
			• English: 70 • Dzongkha: 69	• English: 70.7 • Dzongkha: 69.9
By 2029, more children access and benefit from quality education and skills development.	Enhanced academic performance of students	Increased percentage of board examination mean marks compared to that of previous academic year.	d. Class XII: • English: 61 • Dzongkha: 68 i. Science Stream: • Science: 52.9 • Maths: 43 ii. Commerce & Arts Stream: • Maths: 45	d. Class XII: • English: 61.6 • Dzongkha: 68.6 i. Science: 53.4 Maths: 43.4 ii. Commerce & Arts Stream: • Maths: 45.4
By 2029, more children access and benefit from quality education and skills development.	Professional development programmes implemented for Principals, teachers, ECCD facilitators, and NFE instructors	Percentage of education personnel (Principals, Teachers, ECCD Facilitators, and NFEI Instructors) who completed the mandatory 40 hours of annual professional development.	85%	90% of education personnel completing the required professional development

LGKRA	Annual Deliverables	KPIs	Baseline	Target
By 2029, more children access and benefit from quality education and skills development.	The school's learning environment improved.	Percentage of schools with a fully operational heating system and adequate, age-appropriate ergonometric furniture.	65%	95% of schools with a fully operational heating system and adequate, age-appropriate ergonomic furniture
By 2029, more residents enjoy improved health and wellbeing	Strengthened and expanded comprehensive maternal, child, and adult health screening services.	Percentage of population aged 18 and above covered under NCD screening.	75%	85% of the population aged 18 and above screened for non-communicable diseases
By 2029, more residents enjoy improved health and wellbeing	Strengthened and expanded comprehensive maternal, child, and adult health screening and care services	The percentage of pregnant women completing eight ANC and four PNC visits increased.	ANC: 85 % PNC: 84 %	ANC: 95% PNC: 94.5%
Safety and disaster risks in Dzongkhag/Thromde are mitigated and	Water reservoir tank installed at Jambay Lhakhang to strengthen fire emergency	Timeline by which an operational water reservoir tank is installed at Jambay	NA	June 2027 (water reservoir tank at Jambay Lhakhang

LGKRA	Annual Deliverables	KPIs	Baseline	Target
managed at all times	response.	Lhakhang and ready for emergency use		installed and ready for use) Design drawings finalised and tendering completed by Q2.
Dzongkhag/Thromde's public services are citizen-centric and delivered seamlessly in an efficient and effective manner.	Reliable internal road connectivity enhanced in three LAPs	Length of GSB internal roads completed directly enabling access to 3 LAPs	5.1 km (completed up to FY 2025-26)	8.6 km of GSB internal roads completed, cumulative (3.5 km added during FY 2026-27), enabling access to 3 LAPs
Dzongkhag/Thromde's public services are citizen-centric and delivered seamlessly in an efficient and effective	Installation and commissioning of water supply system for Vocational Training Centre - Bumthang (VTCB), Lamoigoenpa	Timeline by which the water supply system for the VTCB, Lamoigoenpa is completed and commissioned	NA (new construction)	June 2027 (water supply system for the VTCB, Lamoigoenpa completed and commissioned)

LGKRA	Annual Deliverables	KPIs	Baseline	Target
manner.	completed.			Design, cost estimates and tendering by Q2; works awarded by Q3.
Dzongkhag/Thromde's public services are citizen-centric and delivered seamlessly in an efficient and effective manner.	Completion of the Dhur Tshachu Road Construction	Percentage completed of the 24 km Dhur Tshachu FC road works.	41.67%	100% of the 24 km Dhur Tshachu farm road works completed
Dzongkhag/Thromde's public services are citizen-centric and delivered seamlessly in an efficient and effective manner.	Completion of HICDP road construction works	Total kilometres of road blacktopped under HICDP Phase II	0 KM	15.1 km of road blacktopped under HICDP Phase II, with GSB works completed by the second to third quarter and the entire road work

LGKRA	Annual Deliverables	KPIs	Baseline	Target
				completed by the end of FY 2026–2027
Dzongkhag/Thromde's public services are citizen-centric and delivered seamlessly in an efficient and effective manner.	Construction of water supply (transmission line) for Jalikhar LAP completed	Number of water supply schemes for Jalikhar LAP constructed and commissioned	0	1 (water supply scheme for Jalikhar LAP constructed and commissioned by end of FY 2026-27)
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner.	Establish and operationalize the Dzongkhag Emergency Operations Center (DEOC), Dzongkhag Store and Dzongkhag Service Center	Number of integrated facilities(Dzongkhag Emergency Operations Centre (DEOC), Dzongkhag Store and Integrated Dzongkhag Service Centre)established and operational	0	1 (integrated facility comprising DEOC, Dzongkhag Store and Service Centre completed) Drawings, cost estimates and tendering by Q1; works awarded by Q2.

LGKRA	Annual Deliverables	KPIs	Baseline	Target
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner.	Environmental Clearances issued and renewed within 20 working days, ahead of the stipulated 30 working days.	Average number of working days taken to issue and renew Environmental Clearances.	30 days	Environmental Clearances issued and renewed within 20 working days of a complete application
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner.	Ensure timely processing of all eligible land administration applications within e-Sakor through efficient service delivery, compliance with Land Act and Rules, and accurate updating of land records	Percentage of eligible land administration applications processed	99%	100% of eligible land administration applications processed within the service standard
More residents enjoy improved health and wellbeing.	Strengthened Animal Health Services	Sterilization coverage of unowned free-roaming dogs maintained at all times	100	100 (sterilisation coverage of unowned free-roaming dogs sustained)
More residents enjoy improved health and	Strengthened Animal Health Services	Percentage coverage of anti-rabies vaccination in	70 (free-roaming dogs); 100 (pet dogs)	≥70% of unowned free-roaming dogs

LGKRA	Annual Deliverables	KPIs	Baseline	Target
wellbeing.		unowned free-roaming dogs and pet dogs in rabies high risk Dzongkhags annually		and 100% of pet dogs vaccinated against rabies, annually
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 (pet dogs vaccinated against rabies in low-risk areas, annually)
More residents enjoy improved health and wellbeing.	Strengthened Animal Health Services	Percentage coverage of pet dogs registered at all times	100	100 (pet dogs registered and digitally identified, sustained)
Dzongkhag has a vibrant local economy with enhanced productivity and diversified local products).	Increased fruit production	Timely replacement and distribution of fruit tree saplings identified under mortality as per the 2025 MFTP Census.	1,000 saplings recorded as mortality under earlier MFTP phases	June 2027 (500 replacement fruit tree saplings distributed and planted) Mortality sites and beneficiaries verified by Q1; distribution

LGKRA	Annual Deliverables	KPIs	Baseline	Target
				and planting by Q3
Dzongkhag/Thromde's public services are citizen-centric and delivered seamlessly in an efficient and effective manner	Sustain and maintain clean rivers under the National River Cleaning Initiative	Percentage of scheduled Monthly river cleaning activities initiated across major river systems in the four Gewogs	100%	100% of scheduled monthly river cleaning activities carried out across the major river systems of the Dzongkhag
Dzongkhag/Thromde has a vibrant local economy with enhanced productivity and diversified local products	Enhance the production of the OGOP products	Metric tonnes of One Gewog One Product (OGOP) commodities produced: Chumey: Oat: 0.5 MT. Choekhor: Buckwheat: 116MT. Ura: Matsutake: 1 MT. Tang. Wheat 60 MT	0.5 MT 112 MT 0.5MT 56 MT	2 MT 116 MT 1 MT 60 MT

LGKRA	Annual Deliverables	KPIs	Baseline	Target
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Establish a Geographical Indicator (GI) Products Sales Outlet at Bumthang Domestic Airport	Number of GI products sales outlets established and operational	0	1 GI products sales outlet established and operational at Bumthang Domestic Airport by end of FY 2026-27
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	0	1 multi-agency Search and Rescue refresher training conducted with participation of RBP and De-suung
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	0	1 Rongchu cleared: all identified high-risk stretches of the Jakar stream cleared before the monsoon, by Q1 of FY 2026-27

LGKRA	Annual Deliverables	KPIs	Baseline	Target
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	1	1 recreational park initiative facilitated to obtain Land Lease by end of the FY 2026-2027
Bhutanese identity, culture, and values are strengthened	Improvement of ancient trail – Domkhar to Kuengarabten	Percentage progress of improvement works on the Domkhar–Kuengarabten ancient trail	Existing ancient trail requiring improvement; 0% of planned improvement works completed as of FY 2025–2026.	100% of planned improvement works on the Domkhar-Kuengarabten ancient trail completed
Dzongkhag/Thromde has proactive social protection and support measures	Child, Family and Vulnerable Group Support through TCPP and Royal Kidu Programme	Percentage of eligible beneficiaries receiving TCPP and Goensho Zhabto through Royal Kidu support	21 eligible beneficiary records (as of FY 2026–2027 baseline)	100% of eligible beneficiaries provided with prescribed support (TCPP support

LGKRA	Annual Deliverables	KPIs	Baseline	Target
				provided as per OCASC guidelines; Royal Goensho Kidu support disbursed quarterly)
By 2029, Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Conduct orientation programme for newly elected Gup, Mangmi, Thromde Ngotshab and Tshogpa	Percentage of newly elected LG leaders oriented on their roles, responsibilities and local government functions	0	100% of newly elected Gup, Mangmi, Thromde Ngotshab and Tshogpa aligned within the first two weeks of assuming office.

Section 3: Description of Key Performance Indicators

KPIs	Description	MoV	Department Responsible
Metric Tonnes of selected crops produced (paddy, wheat, buckwheat, potato)	This KPI measures the quantity of paddy, wheat, buckwheat and potato produced in the Dzongkhag during the cropping year. Baseline: Total: 4,412 MT; Paddy: 227 MT Wheat: 205 MT Buckwheat: 360 MT Potato: 3,620 MT. Target: Total: 4,596 MT; Paddy: 248 MT Wheat: 210 MT Buckwheat: 370 MT Potato: 3,768 MT.	Farmers Registration System data (FRS); Gewog-wise production data compiled by Extension Officers and recorded in the FRS	Agriculture Sector
Metric Tonnes of selected vegetables produced (tomato, bulb onion)	This KPI measures the quantity of tomato and bulb onion produced in the Dzongkhag during the year. Baseline: Total: 22 MT; Tomato: 21 MT Bulb Onion: 1 MT. Target: Total: 31 MT; Tomato: 28 MT Bulb Onion: 3 MT.	Farmers Registration System data (FRS); Gewog-wise production data compiled by Extension Officers and recorded in the FRS	Agriculture Sector
Metric Tonnes of selected livestock products produced (i.	This KPI measures the quantity of milk and honey produced in the Dzongkhag during the year. Baseline: Milk: 1,904 MT; Honey: 14 MT. Target: Milk: 2,100 MT; Honey:	Bhutan Statistical Database System (BSDS) data; Crop and Livestock production data	Livestock Sector

KPIs	Description	MoV	Department Responsible
Milk ii. Honey)	18 MT.	enumerated by NSB, supplemented by Livestock Sector records.	
Number of tourist arrivals in the Dzongkhag	This KPI measures the number of tourists arriving in the Dzongkhag during FY 2026-27. Baseline: 8,000 arrivals (FY 2025-26). Target: 9,000 tourist arrivals in the Dzongkhag in FY 2026-27.	Administrative record maintained by the Planning and Economic Development Sector; Tourist arrival records collected from hotels within Bumthang Dzongkhag.	PEDS
Number of Potato Chips Processing Unit established and operational at Dekiling LAP	This KPI measures the establishment and operationalisation of the Potato Chips Processing Unit at Dekiling LAP. Baseline: 0. Target: 1 (Potato Chips Processing Unit at Dekiling LAP constructed and operational by end of FY 2026-27); Drawing and cost estimation by Q1; tendering and work award by Q2..	Signed MoUs with groups/enterprises and handing/taking over reports.	PEDS
Increased	This KPI measures the subject-wise mean marks	Board examination 2026	Education Sector

KPIs	Description	MoV	Department Responsible
percentage of board examination mean marks compared to that of previous academic year.	achieved by Class VI students in the common examination, compared with the previous academic year. Baseline: a. Class VI:; • Science: 71; • ICT: 71; • Maths: 71; • English: 77; • Dzongkha: 73.45. Target: a. Class VI:; • Science: 71.7; • ICT: 71.7; • Maths: 71.7; • English: 77.7; • Dzongkha: 74.	marks maintained by Education Sector and respective schools	
Increased percentage of board examination mean marks compared to that of previous academic year.	This KPI measures the subject-wise mean marks achieved by Class VIII students, compared with the previous academic year. Baseline: b. Class VIII:; • Science: 69; • ICT: 66; • Maths: 65; • English: 74; • Dzongkha: 73. Target: b. Class VIII:; • Science: 69.6; • ICT: 66.6; • Maths: 65.6; • English: 74.7; • Dzongkha: 73.7.	Board examination 2026 marks maintained by Education Sector and respective schools	Education Sector
Increased percentage of board examination mean marks compared to that of previous	This KPI measures the subject-wise mean marks achieved by Class X students in the board examination, compared with the previous academic year. Baseline: c. Class X:; • Science: 62; • ICT: 56; • Maths: 61; • English: 70; • Dzongkha: 69. Target: c. Class X:; • Science: 62.6; • ICT:	Board examination 2026 marks maintained by Education Sector and respective schools	Education Sector

KPIs	Description	MoV	Department Responsible
academic year.	56.5; • Maths: 61.6; • English: 70.7; • Dzongkha: 69.9.		
Increased percentage of board examination mean marks compared to that of previous academic year.	This KPI measures the subject-wise mean marks achieved by Class XII students in the board examination, across the Science and Commerce and Arts streams, compared with the previous academic year. Baseline: d. Class XII:; • English: 61; • Dzongkha: 68; i. Science Stream:; • Science: 52.9; • Maths: 43; ii. Commerce & Arts Stream:; • Maths: 45. Target: d. Class XII:; • English: 61.6; • Dzongkha: 68.6; i. Science: 53.4 Maths: 43.4; ii. Commerce & Arts Stream:; • Maths: 45.4.	Board examination 2026 marks maintained by Education Sector and respective schools	Education Sector
Percentage of education personnel (Principals, Teachers, ECCD Facilitators, and NFEI Instructors) who completed the	All teachers receive adequate and continuous professional development. PD strengthens educators ' professional capacity and enables them to implement curriculum and pedagogical reforms effectively. This is particularly important when implementing a	Professional development attendance records and completion certificates maintained by the Education Sector and schools	Education Sector

KPIs	Description	MoV	Department Responsible
mandatory 40 hours of annual professional development.	Cambridge-aligned curriculum, as it supports aligning pedagogy and assessment. Additionally, as per the policy the Dzongkhag has responsibility to provide 20 hours PD in a year.		
Percentage of schools with a fully operational heating system and adequate, age-appropriate ergonometric furniture.	Reliable heating systems and age appropriate furniture are essential for creating a safe, healthy, comfortable, and an inclusive learning environment. Bumthang, being located in a cold place, needs appropriate indoor temperatures to protect students and staff from cold-related health risks. Age appropriate ergonomic furniture promotes comfort, accessibility, active participation, and effective learning. These facilities will enhance quality teaching, learning, attendance and overall wellbeing.	Heating system installation completion reports and Furniture supply and installation records.	Education Sector

KPIs	Description	MoV	Department Responsible
Percentage of population aged 18 and above covered under NCD screening.	This KPI measures the share of the Dzongkhag's population aged 18 and above screened for non-communicable diseases. Baseline: 75%. Target: 85% of the population aged 18 and above screened for non-communicable diseases.	NCD Screening Coverage Report/DHIS2 records submitted by the Health Sector	DHO
The percentage of pregnant women completing eight ANC and four PNC visits increased.	This KPI measures the share of pregnant women completing eight antenatal and four postnatal care visits. Baseline: ANC: 85 %; PNC: 84 %. Target: ANC: 95%; PNC: 94.5%.	Maternal and Child Health (MCH) Report; ANC/PNC Registers; DHIS2 records, and Annual Health Sector Report.	DHO
Timeline by which an operational water reservoir tank is installed at Jambay Lhakhang and ready for emergency use	This KPI measures the installation of a water reservoir tank at Jambay Lhakhang to strengthen fire emergency response. Baseline: NA. Target: June 2027 (water reservoir tank at Jambay Lhakhang installed and ready for use); Design drawings finalised and tendering completed by Q2..	Work completion report and official handing-taking notes	DDMO
Length of GSB	This KPI measures the length of gravel sub-base internal	Measurement Book (MB);	DE&HSS

KPIs	Description	MoV	Department Responsible
internal roads completed directly enabling access to 3 LAPs	roads completed to provide access to three Local Area Plans. Baseline: 5.1 km (completed up to FY 2025-26). Target: 8.6 km of GSB internal roads completed, cumulative (3.5 km added during FY 2026-27), enabling access to 3 LAPs.	Engineers completion certificate; Physical verification report	
Timeline by which the water supply system for the VTCB, Lamoigoenpa is completed and commissioned	This KPI measures completion and commissioning of the water supply system for the Vocational Training Centre, Lamoigoenpa. Baseline: NA (new construction). Target: June 2027 (water supply system for the VTCB, Lamoigoenpa completed and commissioned); Design, cost estimates and tendering by Q2; works awarded by Q3..	Work Progress and completion Reports	DE&HSS
Percentage completed of the 24 km Dhur Tshachu FC road works.	This KPI measures physical progress on construction of the 24 km Dhur Tshachu farm road. Baseline: 41.67%. Target: 100% of the 24 km Dhur Tshachu farm road works completed.	Project progress reports; Measurement Book (MB); Engineer completion certificate; Physical verification report; Project	DE&HSS

KPIs	Description	MoV	Department Responsible
		completion and handover certificate.	
Total kilometres of road blacktopped under HICDP Phase II	This KPI measures the length of road blacktopped under HICDP Phase II. Baseline: 0 KM. Target: 15.1 km of road blacktopped under HICDP Phase II, with GSB works completed by the second to third quarter and the entire road work completed by the end of FY 2026–2027.	Work Progress and completion Reports	DE&HSS
Number of water supply schemes for Jalikhar LAP constructed and commissioned	This KPI measures construction and commissioning of the water supply transmission line for Jalikhar LAP. Baseline: 0. Target: 1 (water supply scheme for Jalikhar LAP constructed and commissioned by end of FY 2026-27).	Work Progress and completion Reports	DE&HSS
Number of integrated facilities(Dzongkhag Emergency Operations Centre	This KPI measures the establishment of the integrated facility comprising the Dzongkhag Emergency Operations Centre, Dzongkhag Store and Service Centre. Baseline: 0. Target: 1 (integrated facility comprising	Work completion and Handing-Taking Notes Progress and completion reports with site verification.	Procurement Sector

KPIs	Description	MoV	Department Responsible
(DEOC), Dzongkhag Store and Integrated Dzongkhag Service Centre)established and operational	DEOC, Dzongkhag Store and Service Centre completed); Drawings, cost estimates and tendering by Q1; works awarded by Q2..		
Average number of working days taken to issue and renew Environmental Clearances.	This KPI measures the average number of working days from receipt of a complete application to issuance or renewal of an Environmental Clearance. Baseline: 30 days. Target: Environmental Clearances issued and renewed within 20 working days of a complete application.	Application received reports and copies issued clearances; Documentation of Application Received and Issued EC.	Environment Sector
Percentage of eligible land administration applications processed	This KPI measures the share of eligible land administration applications processed within the service standard. Baseline: 99%. Target: 100% of eligible land administration applications processed within the service standard.	Application records with receipt and processing dates maintained in the land records system by the Land Sector	Land Sector

KPIs	Description	MoV	Department Responsible
Sterilization coverage of unowned free-roaming dogs maintained at all times	This KPI measures the sustenance of full sterilisation coverage of unowned free-roaming dogs in the Dzongkhag. Baseline: 100. Target: 100 (sterilisation coverage of unowned free-roaming dogs sustained).	Administrative Data/Annual Report, DoL; Compilation and verification of data from the Veterinary Hospitals and Geog Livestock Extension Centres.	Livestock Sector
Percentage coverage of anti-rabies vaccination in unowned free-roaming dogs and pet dogs in rabies high risk Dzongkhags annually	This KPI measures the share of unowned free-roaming dogs and pet dogs vaccinated against rabies annually in designated rabies high-risk Dzongkhags. Baseline: 70 (free-roaming dogs); 100 (pet dogs). Target: ≥70% of unowned free-roaming dogs and 100% of pet dogs vaccinated against rabies annually.	Vaccination records, pet dog registration register/database, vaccination certificates and verification reports.	Livestock Sector
Percentage coverage of anti-rabies	This KPI measures the share of pet dogs vaccinated against rabies annually in rabies low-risk areas.	Vaccination records, pet dog registration	Livestock Sector

KPIs	Description	MoV	Department Responsible
vaccination in pet dogs in rabies low-risk areas annually	Baseline: 100. Target: 100 (pet dogs vaccinated against rabies in low-risk areas, annually).	register/database, vaccination certificates and verification report	
Percentage coverage of pet dogs registered at all times	This KPI measures the share of pet dogs in the Dzongkhag registered and digitally identified. Baseline: 100. Target: 100 (pet dogs registered and digitally identified, sustained).	Registration Report	Livestock Sector
Timely replacement and distribution of fruit tree saplings identified under mortality as per the 2025 MFTP Census.	This KPI measures the receipt and distribution of replacement fruit tree saplings to identified farmers, based on the mortality recorded under earlier phases of the Million Fruit Plantation Programme. Baseline: 1,000 saplings recorded as mortality under earlier MFTP phases. Target: June 2027 (500 replacement fruit tree saplings distributed and planted); Mortality sites and beneficiaries verified by Q1; distribution and planting by Q3.	vaccination certificates and verification reports.	Livestock Sector

KPIs	Description	MoV	Department Responsible
Percentage of scheduled Monthly river cleaning activities initiated across major river systems in the four Gewogs	This KPI measures the share of scheduled monthly river cleaning activities carried out across the major river systems of the Dzongkhag. Baseline: 100%. Target: 100% of scheduled monthly river cleaning activities carried out across the major river systems of the Dzongkhag.	Establishment/handover report, site inspection report, photographs, inventory records, outlet operation records, sales records, and progress reports	Environment Sector
Metric tonnes of One Gewog One Product (OGOP) commodities produced:Chumey: Oat: 0.5 MT.Choekhor: Buckwheat: 116MT.Ura: Matsutake: 1 MT.Tang. Wheat 60 MT	This KPI measures the quantity of the designated One Gewog One Product commodities produced by the Gewogs of the Dzongkhag. Baseline: 0.5 MT; 112 MT; 0.5MT; 56 MT. Target: 2 MT; 116 MT; 1 MT; 60 MT.	Establishment/handover report, site inspection report, photographs, inventory records, outlet operation records, sales records, and progress reports	PEDS
Number of GI products sales	This KPI measures the establishment of a Geographical Indicator products sales outlet at Bumthang Domestic		PEDS

KPIs	Description	MoV	Department Responsible
outlets established and operational	Airport. Baseline: 0. Target: 1 GI products sales outlet established and operational at Bumthang Domestic Airport by end of FY 2026-27.		
Number of disaster preparedness, response and mitigation measures implemented	This KPI measures the disaster preparedness, response and mitigation measures implemented during FY 2026-27, including multi-agency search and rescue refresher training with RBP and De-suung. Baseline: 0. Target: 1 multi-agency Search and Rescue refresher training conducted with participation of RBP and De-suung.	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.	DDMO
Number of high-risk streams (Rongchus) cleared to mitigate	This KPI measures the number of high-risk streams cleared of debris and blockages before the monsoon to prevent artificial lake formation and flooding, covering	Work completion reports with photographs, participant records and site verification	DDMO

KPIs	Description	MoV	Department Responsible
the risk of artificial lake formation and flooding	the identified high-risk stretches of the Jakar stream. Baseline: 0. Target: 1 Rongchu cleared: all identified high-risk stretches of the Jakar stream cleared before the monsoon, by Q1 of FY 2026-27.	Records of each clearing compiled by the Dzongkhag Disaster Management Committee against the approved list of high-risk streams/Rongchus.	
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 new economic initiatives initiated and coordinated by the Local Government without direct government funding. Baseline: 1. Target: 1 recreational park initiative facilitated to obtain Land Lease by end of the FY 2026-2027.	Enterprise and cooperative registration records; initiative documentation and Local Government resolutions; Records of initiatives established during the reporting period, verified through registration records; Dzongkhag Tshogdu resolutions and field verification.	PEDS

KPIs	Description	MoV	Department Responsible
Percentage progress of improvement works on the Domkhar–Kuengarabten ancient trail	This KPI measures physical progress on improvement of the Domkhar to Kuengarabten ancient trail. Baseline: Existing ancient trail requiring improvement; 0% of planned improvement works completed as of FY 2025–2026.. Target: 100% of planned improvement works on the Domkhar-Kuengarabten ancient trail completed.	Consultation meeting minutes; approved drawing and cost estimate; work award document; site inspection reports; progress reports; completion certificate	PEDS
Percentage of eligible beneficiaries receiving TCPP and Goensho Zhabto through Royal Kidu support	This KPI measures the share of eligible beneficiaries provided with the prescribed support under the Third Child Plus Programme and the Royal Goensho Kidu. Baseline: 21 eligible beneficiary records (as of FY 2026–2027 baseline). Target: 100% of eligible beneficiaries provided with prescribed support (TCPP support provided as per OCASC guidelines; Royal Goensho Kidu support disbursed quarterly).	Royal Goensho Kidu beneficiary records Disbursement/payment records Quarterly beneficiary support report	HR Sector
Percentage of newly	This KPI measures the orientation of newly elected Gup,	Orientation programme	DDMO

KPIs	Description	MoV	Department Responsible
elected LG leaders oriented on their roles, responsibilities and local government functions	Mangmi, Thromde Ngotshab and Tshogpa on their roles, responsibilities and local governance processes. Baseline: 0. Target: 100% of newly elected Gup, Mangmi, Thromde Ngotshab and Tshogpa aligned within the first two weeks of assuming office..	report, participant attendance sheet, training materials and photographs	

Execution Clause

I, the Dzongdag, Bumthang 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.

Dr Ratna Bdr Gurung
Dzongdag, Bumthang Dzongkhag Administration

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