

Annual Performance Agreement

Between

Prime Minister and

Secretary, Dratshang Lhentshog Secretariat

(July 1, 2026 - June 30, 2027)

TABLE OF CONTENTS

Section 1: Vision, Mission and 13 FYP Outcome(s) or LGKRAs.

Section 2: Planning Matrix.

Section 3: Description of Key Performance Indicators.

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

a. Vision:

Create a feasible environment for the preservation and growth of spiritual and cultural traditions of Bhutan.

b. Mission:

To preserve and develop Bhutan's rich spiritual heritage through the promotion of spiritual practices by maintaining the pristine nature of monastic discipline, practices and studies together with the standardization of monastic living amenities, encouraging monastic participation in public forums and expansion of Buddhist studies to higher levels.

c. 13th FYP Outcome:

Bhutan's identity, culture and values are strengthened, and its position in the international community is enhanced.

Section 2: Planning Matrix

13th FYP Output	Annual Deliverables	Key Performance Indicator	Baseline	Target
Cultural heritage managed and sustained for continuity and relevance to society	Deliver infrastructure upgrades and new construction works to improve monastic facilities and accommodation in monastic institutions.	Percentage completion of new Major constructions/Major renovations of Drasha/ Classroom	NA	90% completion all the following construction activities: i. G+1 Drasha (2 Nos.) at Serlung Pekar Choeling Goenzin Dratshang at Paro ii. Drasha and Classroom with site development works at Dobji Dzong (Paro) iii. Drasha at Mesak Goenzin Dratshang at Trashigang iv. Drasha and Dining hall at Thungkar Lobdra, Trashigang v. Drasha at Tendruk Dhongag Choenling

13th FYP Output	Annual Deliverables	Key Performance Indicator	Baseline	Target
				Goenzin Dratshang at Samtse vi. Drasha at Tashicholing Lobdra, Chukha vii. Drasha at Chapcha Dargay Choeling Goenzin Dratshang, Chukha viii. Drasha at Darla Rinchen Tse, Chukha
Cultural heritage managed and sustained for continuity and relevance to society	Deliver infrastructure upgrades and new construction works to improve monastic facilities and accommodation in monastic institutions.	Percentage of major construction of monastic support infrastructure and WASH facilities completed in compliance with Dratshang Lhentshog quality and WASH	NA	90% completion all the following construction activities: i. Kitchen and Dining at Nakha Sipcha Goenpa, Haa ii. Dining hall at Dechentsemo, Deothang iii. Dining Hall cum

13th FYP Output	Annual Deliverables	Key Performance Indicator	Baseline	Target
		standards, ensuring improved health, hygiene, and living conditions.		Kitchen at Druk Samdrupcholing Lobdra, Trongsa iv. Drasha Cum Dining Hall and Debri at Gonpong Duedul, Zhemgang v. Toilet and Bathroom at Nganglam Yenlag Dratshang, PemaGatshel.
Cultural heritage managed and sustained for continuity and relevance to society	Deliver infrastructure upgrades and new construction works to improve monastic facilities and accommodation in monastic institutions.	Percentage completion of the Institution of Zhung Dratshang Office in compliance with the DL standard.	35	70% completion all the activities
Cultural heritage managed and	Construct and upgrade Lhakhangs, Goenpas,	Percentage completion of of 8 major cultural	NA	90% completion all the activities i. Major Renovation of

13th FYP Output	Annual Deliverables	Key Performance Indicator	Baseline	Target
sustained for continuity and relevance to society	ZorikPelkhangs, Dratshangs, Chortens, and other heritage sites.	heritage conservation, renovation, restoration, and preservation activities		Tashicholing Zorik Pelkhang, Trongsa ii. Major Renovation of Lhakhang at Puentenchu Goenzin Dratshang iii. Major Renovation of Rangtse Lhakhang at Haa iv. Major Renovation of Nebji Goenpa, Haa v. Fire Mitigation Works at Changangkha Lhakhang vi. Construction of Mochu Phunsum Dargay Lhakhang at Sombaykha, Haa vii. Development of Haa Sombaykha Dorikha Lobdra viii. Procurement of

13th FYP Output	Annual Deliverables	Key Performance Indicator	Baseline	Target
				religious items for Zhung Dratshang and 20 Rabdhey Dratshang
Cultural heritage managed and sustained for continuity and relevance to society	Construct and renovate major Tshamkhangs in compliance with DL standards	Percentage completion of four Major constructions and Renovation of Tshamkhangs completed in compliance with DL standards	NA	95% completion of all the activities. It includes: i. Construction of 5 Tshamkhangs at Drakchu Karmo Tsuemi Drubdhey, Punakha ii. Renovation of 2 Tshamkhangs at Paro Taktshang Yoedselgang iii. Construction of 5 Tshamkhangs at Drujeygang Namdrupchoeling Drudhey, Dagana iv. Renovation of 5

13th FYP Output	Annual Deliverables	Key Performance Indicator	Baseline	Target
				Tshamkhangs at Sharthong Drubdhey, Dagana
Cultural heritage managed and sustained for continuity and relevance to society	Implement Digital Learning Tools and Technology	Number of digital learning tools and technology systems operationalized, and effectively adopted by teachers and students	NA	14 digital learning tools
Cultural heritage managed and sustained for continuity and relevance to society	Strengthen Skills Development in Monastic Institutions	Number of international exchange Programs conducted	NA	Conduct two exchange programmes on Buddhism with Buddhist institutes in India.

Section 3: Description of Key Performance Indicators

Key Performance Indicator	Description	Means of Verification	Department Responsible
Percentage completion of new Major constructions/Major renovations of Drasha/Classroom	Measures the construction of following Drasha/Classroom completing at least 90% physical progress for all the activities. 1. Construction of G+1 Drasha (2 Nos.) at Serlung Pekar Choeling Goenzin Dratshang at Paro 2. Construction of Drasha and Classroom with site development works at Dobji Dzong (Paro) 3. Construction of Drasha at Mesak Goenzin Dratshang at Trashigang 4. Construction of Drasha and Dining hall at Thungkar Lobdra, Trashigang 5. Construction of Drasha at Tendruk Dhongag Choenling Goenzin Dratshang at Samtse 6. Construction of Drasha at Tashicholing Lobdra, Chukha 7. Construction of Drasha at Chapcha	Site inspection reports, completion Reports, engineering approvals	DLS

Key Performance Indicator	Description	Means of Verification	Department Responsible
	Dargay Choeling Goenzin Dratshang, Chukha 8. Construction of drasha at Darla Rinchen Tse, Chukha		
Percentage of major construction of monastic support infrastructure and WASH facilities completed in compliance with Dratshang Lhentshog quality and WASH standards, ensuring improved health, hygiene, and living conditions.	Measures the improvement of monastic infrastructures and WASH facilities completing at least 90% of all the following activities. 1. Construction of Kitchen and Dining at Nakha Sipcha Goenpa, Haa 2. Construction of Dining hall at Dechentsemo, Deothang 3. Construction of Dining Hall cum Kitchen at Druk Samdrupcholing Lobdra, Trongsa 4. Construction of Drasha Cum Dining Hall and Debri at Gonpong Duedul, Zhemgang 5. Construction of toilet and Bathroom at Nganglam Yenlag Dratshang, PemaGatshel.	Site inspection reports, completion Reports, engineering approvals.	DLS
Percentage completion of the Institution of Zhung Dratshang Office in	Measures the Institution of Zhung Dratshang Office based on transformative initiatives completing 70% of the work.	Site inspection reports, completion Reports,	DLS

Key Performance Indicator	Description	Means of Verification	Department Responsible
compliance with the DL standard.		engineering approvals	
Percentage completion of of 8 major cultural heritage conservation, renovation, restoration, and preservation activities	Measures the construction and upgradation of Lhakhangs, Goenpas, ZorikPelkhangs, Dratshangs, Chortens, and other heritage sites with at least 90% completion of all the following activities. 1. Major Renovation of Tashicholing Zorik Pelkhang, Trongsa 2. Major Renovation of Lhakhang at Puentenchu Goenzin Dratshang 3. Major Renovation of Rangtse Lhakhang at Haa 4. Major Renovation of Nebji Goenpa, Haa 5. Fire Mitigation Works at Changangkha Lhakhang 6. Construction of Mochu Phunsum Dargay Lhakhang at Sombaykha, Haa 7. Development of Haa Sombaykha Dorikha Lobdra 8. Procurement of religious items for Zhung	Site inspection reports, completion Reports, engineering approvals	DLS

Key Performance Indicator	Description	Means of Verification	Department Responsible
	Dratshang and 20 Rabdhey Dratshang		
Percentage completion of four Major constructions and Renovation of Tshamkhangs completed in compliance with DL standards	Measures the construct and renovation of major Tshamkhangs in compliance with DL standards with at least 95% completion for the following activities. 1. Construction of 5 Tshamkhangs at Drakchu Karmo Tsuemi Drubdhey, Punakha 2. Renovation of 2 Tshamkhangs at Paro Taktshang Yoedselgang 3. Construction of 5 Tshamkhangs at Drujeygang Namdrupchoeling Drudhey, Dagana 4. Renovation of 5 Tshamkhangs at Sharthong Drubdhey, Dagana	Site inspection reports, completion Reports, engineering approvals	DLS
Number of digital learning tools and technology systems operationalized, and effectively adopted by teachers and students	Measures the procurement of ipads/digital means for teaching monks and nuns	Procurement records	DLS

Key Performance Indicator	Description	Means of Verification	Department Responsible
Number of international exchange Programs conducted	Measures the implementation of an exchange programme on Buddhism with Buddhist institutes in India.	Event reports, Tour Reports	DLS

Execution Clause

I, the Secretary, Dratshang Lhentshog Secretariat, hereby commit to the Prime Minister, the Government, and the People of Bhutan to deliver the results described in this Annual Performance Agreement.

Dasho Zangla Namgyel
Secretary, Dratshang Lhentshog
Secretariat

The Prime Minister, the Minister of Finance, and the Chairperson of the Royal Civil Service Commission, hereby commit to the Secretary, Dratshang Lhentshog Secretariat, 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 ___ day of August 2026.