



**PERFORMANCE AGREEMENT BETWEEN
DIRECTOR GENERAL AND
MR. BIRKHA GURUNG, OFFICIATING HEAD OF THE SECRETARIAT
SERVICES (PLANNING SERVICES), NATIONAL STATISTICS BUREAU**

(July 1, 2014 – June 30, 2015)

TABLE OF CONTENTS

Section 1: NSB's Vision, Mission and Objectives	4
Section 2: Key objectives, priorities, actions, success indicators and target.....	5
Section 3: Trend values of the success indicators.....	6
Section 5: Specific performance requirements from other Divisions/Ministries/Agencies	7

Preamble

The Performance Agreement is entered into between the Director General and the Officiating Head of the Secretariat Services of National Statistics Bureau (NSB).

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the National Statistics Bureau (NSB) consistent with the 11th Five Year Plan document, and Government's new priorities;
- b) To make the Division fully responsible for driving implementation and delivering the results against the annual priorities;
- c) To provide an objective and fair basis for evaluating the Division's overall performance at the end of year;

The Performance Agreement represents an important accountability mechanism for inculcating a performance based culture at Division levels of NSB.

NOW THEREFORE, the parties hereto agree as follows:

Section 1: NSB's Vision, Mission and Objectives

Vision

- Support evidence-based policy/decision making in the country; and
- Be a key provider of world class statistical information.

Mission

- Provide timely, relevant and reliable statistics consistent with international principles and standard for effective decision making and monitoring; and
- Be a key provider of internationally comparable statistical information.

Objectives

The objectives of the National Statistics Bureau are to:

1. Develop national statistics development strategy (NSDS);
2. Draft statistics bill of Bhutan (Statistical Legislation);
3. Conduct socio-economic and thematic research;
4. Conduct population housing census of Bhutan (PHCB);
5. Collect and publish monthly, quarterly and annual official statistics reports;
6. Develop environmental statistics and accounting;
7. Develop micro-data dissemination policy;
8. Develop standard operating procedures for survey/census clearance; and
9. Establish geog level data centre in two pilot Dzongkhags.

Objectives

The objectives of the Planning Services of the Secretariat Services are to:

1. Develop national statistics development strategy (NSDS); and
2. Draft statistics bill of Bhutan (Statistical legislation)

Section 2: Key objectives, priorities, actions, success indicators and target

Column 1	Column 2	Column 3	Column 4		Column 5	Column 6				
Objective	Weight of Objective	Actions	Success Indicator	Deadline/Unit	Weight of Success Indicator	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
To develop national statistics development strategy (NSDS)	50	Develop, consult and finalize NSDS (2014-20)	NSDS developed (2014-20)	31 st Dec, 2014	50	31 st Dec, 2014	30 th Jan, 2015	27 th Feb, 2015	30 th Mar, 2015	30 th Apr, 2015
To draft statistics bill of Bhutan (Statistical legislation)	40	Draft statistics bill and consult with stakeholders and general public and submit to the cabinet	Statistics bill of Bhutan submitted to cabinet	1 st Dec, 2014	40	1 st Dec, 2014	1 st Jan, 2015	2 nd Feb, 2015	2 nd Mar, 2015	1 st Apr, 2015
Mandatory Objectives										
To implement National Integrity and Anti-Corruption Strategy (NIACS)	10	Implement NIACS	Amount of irregularities reported by RAA in annual audit report	Million (Nu.)	6	0	0	0	0	>0
			Complaints to ACC against Planning Services	Nos.	4	0	0	0	0	>0

Section 3: Trend values of the success indicators

Objective	Actions	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17	Projected Value for FY 17/18
To develop national statistics development strategy (NSDS)	Develop, consult and finalize NSDS (2014-20)	NSDS developed (2014-20)	Number	0	0	1	0	0	0
To draft statistics bill of Bhutan (Statistical legislation)	Draft statistics bill and consult with stakeholders and general public and submit to the cabinet	Statistics bill of Bhutan submitted to cabinet	Number	0	0	1	0	0	0
Mandatory Objectives									
Implement NIACS	Amount of irregularities reported by RAA in annual audit report	Million (Nu.)	0	0	0	0	0	0	0
	Complaints to ACC against Planning Services	Nos.	0	0	0	0	0	0	0

Section 4: Description, definition and measurement of success indicators

SI. No.	Success Indicator	Description	Definition	Measurement	General Comments
1	NSDS developed (2014-20)	National statistics development strategy	----	----	----

Section 5: Specific performance requirements from other Divisions/Ministries/Agencies

Division/Organization Type	Division/Organization Name	Relevant Success Indicator	What is your requirement from this organization	Justification for this requirement	Please quantify your requirement from this Organization	What happens if your requirement is not met
All divisions of the office, relevant stakeholders	All divisions of the office, relevant stakeholders	The NSDS published and Statistics Bill of Bhutan submitted to the Cabinet	Needs feedbacks and comments for the development and drafting of these documents	NSDS required for the overall planning of the statistical activities in the Bhutan Statistical System (BSS). Legal framework required in the BSS.	One NSDS and one Statistics Bill	The proper planning, budgeting and monitoring of the statistical activities and legal framework will be missing in the BSS

Whereas,

I, the Officiating Head of the Secretariat Services (Planning Services), NSB commit to the Director General to deliver the results described in this annual performance agreement.

I, the Director General, commit to the Officiating Head of the Secretariat Services (Planning Services), on behalf of the National Statistics Bureau, to provide the necessary fund and resources for delivery of the results described in this annual performance agreement.

SIGNED:

Birkha Gurung
Officiating Head
Secretariat Services (Planning Services)

Date

Kuenga Tshering
Director General, National Statistics Bureau

Date