



**PERFORMANCE AGREEMENT BETWEEN  
DIRECTOR GENERAL AND  
MR. UGYEN NORBU, CHIEF STATISTICAL OFFICER OF THE  
NATIONAL ACCOUNTS AND PRICE DIVISION, NATIONAL  
STATISTICS BUREAU**

**(July 1, 2014 – June 30, 2015)**

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## **Preamble**

The Performance Agreement is entered into between the Director General and the Chief Statistical Officer of the National Accounts and Price Division 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 11<sup>th</sup> 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:

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## **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.

## **Section 2: Roles and Responsibilities of the National Accounts and Price Division are as:**

1. To bring out the annual National Accounts Statistics;

2. To bring out the monthly national CPI; and
3. To bring out the quarterly Producer Price Index (PPI).

**Other Short Term plan:**

1. To develop Business Register (BR) for Bhutan;
2. To bring out Quarterly Construction Material Index (CMI);
3. To prepare Quarterly National Accounts Statistics;
4. To migrate to the System of National Accounts (SNA) to 1993;
5. To initiate and develop Electricity Account as part of Environmental accounts for Bhutan;  
and
6. To initiate and develop Supply & Use Tables (SUT) for Bhutan.

**Objectives**

**The objectives of the National Accounts and Price Division are to:**

1. Collect, compile and publish Consumer Price Index (CPI);
2. Collect, compile and publish Producer Price Index (PPI);
3. Collect, compile and publish Construction Material Index (CMI);
4. Collect data, analyse and publish Annual National Accounts Statistics (NAS);
5. Initiate and develop the road map for Environmental Statistics and Accounts (EAS);
6. Develop IT framework and database for e-stat; and
7. Publish Microeconomic Statistics.

## 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	Weight of Success Indicator	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
To collect, compile and publish Consumer Price Index (CPI)	20	Collect, compile and publish CPI	Monthly CPI published	Monthly/Quarterly	20	Within one month time lag	Within two months time lag	Within three months time lag	Within four months time lag	Within five months time lag
To collect, compile and publish Producer Price Index (PPI)	10	Collect, compile and publish PPI	Quarterly PPI published	Quarterly	10	Within two months time lag	Within three months time lag	Within four months time lag	Within five months time lag	Within six months time lag
To collect, compile and publish Construction Material Index (CMI)	13	Collect, compile and publish CMI	Quarterly CMI published	Quarterly	13	Within two months time lag	Within three months time lag	Within four months time lag	Within five months time lag	Within six months time lag
To collect data, analyse and publish Annual National Accounts Statistics	13	Compile and disseminate national accounts statistics (NAS)	Annual National Accounts published on time with the time lag reduced from 9 to 6 months.	Annually	13	Time lag of 6 months	Time lag of 9 months	----	----	Not able to produce annually
To initiate and develop the road map for Environmental Statistics & Accounts	13	Compile and disseminate Environmental Statistics.	Core environmental statistics published in the Statistical Year Book of Bhutan & core environmental	30 <sup>th</sup> Dec, 2014	13	30 <sup>th</sup> Dec, 2014	15 <sup>th</sup> Jan, 2015	30 <sup>th</sup> Jan, 2015	17 Feb, 2015	2 <sup>nd</sup> Mar, 2015

		Compile Electricity Account as a part of Environmental Accounts (EA).	accounts introduced in the Annual National Accounts Statistics.							
To develop IT framework and database for e-stat	13	Develop IT framework and database for e-stat	IT framework and database for e-stat developed	30 June, 2015	13	30 June, 2015	30 Jul, 15	30 Aug, 15	30 Sept, 15	30 Oct, 15
To publish Microeconomic statistics	13	Compile and disseminate microeconomic related statistics	Microeconomic statistics published	Annually	13	Annually				Not able to publish on annually
<b>Mandatory Objectives</b>										
To implement National Integrity and Anti-Corruption Strategy (NIACS)	5	Implement NIACS	Amount of irregularities reported by RAA in annual audit report	Million (Nu.)	3	0	0	0	0	>0
			Complaints to ACC against NAPD	Nos.	2	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 collect, compile and publish Consumer Price Index (CPI)	Collect, compile and publish CPI	Monthly CPI published	Number	4	6	12	4	4	4
To collect, compile and publish Producer Price Index (PPI)	Collect, compile and publish PPI	Quarterly PPI published	Number	3	0	4	4	4	4
To collect, compile and publish Construction Material Index (CMI)	Collect, compile and publish CMI	Quarterly CMI published	Number	0	0	2	4	4	4
To collect data analyse and publish Annual National Accounts Statistics	Compile and disseminate national accounts statistics (NAS).	Annual National Accounts published on time with the time lag reduced from 9 to 6 months.	Number of publication	1	1	1	1	1	1
To initiate and develop the road map for Environmental Statistics & Accounts	Compile and disseminate Environmental Statistics.  Compile Electricity	Core environmental statistics published in the Statistical Year Book of Bhutan & core environmental accounts introduced in the Annual	Number of publication	0	0	1	1	1	1



	Account as a part of Environmental Accounts (EA).	National Accounts Statistics.							
To develop IT framework and database for e-stat	Develop IT framework and database for e-stat	IT framework and database for e-stat developed	No. of IT framework developed	0	0	1	0	0	0
To publish Microeconomic statistics	Compile and disseminate microeconomic related statistics	Microeconomic related statistics published	Number of publication	1	1	1	1	1	
<b>Mandatory Objectives</b>									
To implement National Integrity and Anti-Corruption Strategy (NIACS)	Implement NIACS	Amount of irregularities reported by RAA in annual audit report	Million (Nu.)	0	0	0	0	0	0
		Complaints to ACC against NAPD	Nos.	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	Monthly CPI published		CPI refers to average change over time in prices of goods & services purchased by the households	Monthly CPI published within one month time lag	
2	Quarterly PPI published		PPI refers to price change over time in the prices of domestically	Quarterly PPI published within two months time lag	

			produced goods & services.		
3	Quarterly CMI published	.	CMI refers to the price change over time in the prices of materials used in construction purposes	Quarterly CMI published within two months time lag	
5	Annual National Accounts published on time with the time lag reduced from 9 to 6 months.	--	--	<i>Consists of GDP and other microeconomic aggregates</i>	
6	Core environmental statistics published in the Statistical Year Book of Bhutan & core environmental accounts introduced in the Annual National Accounts Statistics.	--	--	Core environmental related statistics refers to statistics relating to environment which are organized as per UN framework for development of Environmental Statistics (UNFDES).  Environmental Accounts refers to those accounts detailed in the system of Economic & Environmental Accounts (SEEA).	
7	Microeconomic statistics published	--	--	Any other microeconomic statistics. These are beyond GDP statistics.	

**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
1. Government 2. Corporations 3. Private	Dzongkhag Statistical Officers (DSO) All relevant corporate and private establishments	Timely publication of all the monthly and quarterly reports	Periodic submission of data/information on time	In order to produce the report on time for policy and decision making		The publications will be delayed.
		All monthly-quarterly and annual statistical publications for the purposes of GDP and other economic accounts calculation.	Precise and timely statistical information from the private and govt. agencies.	To realize the above mentioned objectives.		If the requirements are not met, the division will have to comprise the following: <ol style="list-style-type: none"> <li>1. Quality of GDP and other microeconomic figures;</li> <li>2. Delay in the dissemination of information; and</li> <li>3. Many more.</li> </ol>

**Whereas,**

I, the Chief Statistical Officer of the National Accounts and Price Division (NAPD), NSB commit to the Director General to deliver the results described in this annual performance agreement.

I, the Director General, commit to the Chief Statistical Officer of the National Accounts & Price Statistics Division 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:**

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**Ugyen Norbu**  
**Chief Statistical Officer**  
**National Accounts and Price Division**

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**Date**

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**Kuenga Tshering**  
**Director General, National Statistics Bureau**

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**Date**