



**PERFORMANCE AGREEMENT
BETWEEN
DIRECTOR GENERAL AND OFFICIATING
CHIEF STATISTICAL OFFICER OF THE
COORDINATION AND INFORMATION
DIVISION**

National Statistics Bureau

(July 1, 2015 – June 30, 2016)

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Preamble

The Performance Agreement is entered into between the **Director General and the Officiating Chief Statistical Officer of the Coordination and Information Division, National Statistics Bureau.**

The objectives of this Performance Agreement are:

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

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

THEREFORE, the parties hereto agree as follows:

Section 1: NSB's Vision, Mission and Objectives

Vision

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

Mission

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

Objectives

- 1) To ensure availability of timely, relevant and reliable statistics;
- 2) To institutionalize standard data collection system;
- 3) To improve effective and efficient public service delivery; and
- 4) To implement National Integrity and Anti Corruption Strategy.

The objectives of the Coordination and Information Division are:

1. To ensure availability of timely, relevant and reliable statistics:
 - (1) Timeline by which Comparative Socio-Economic Indicators (SEI) is published;
 - (2) Timeline by which Annual Dzongkhag Statistics (ADS) is published online;
 - (3) Timeline by which Annual Statistical Year Book (SYB) is published; and
 - (4) Timeline by which Bhutan at a Glance (BAG) is published.
2. To implement National Integrity and Anti Corruption Strategy:
 - (1) Percentage of staff who have completed integrity diagnostic testing on time; and
 - (2) Percentage of staff who have declared asset on time.

Section 2: Objectives, Success Indicators & Target

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To ensure availability of timely, relevant and reliable statistics	14	Collect, compile, analyze and publish monthly, quarterly and annual official statistics reports	Timeline by which Comparative Socio-Economic Indicators (SEI) is published	Date	6	60 Days after the end of the quarter	75 Days after the end of the quarter	90 Days after the end of the quarter	100 Days after the end of the quarter	Not able to produce quarterly
			Timeline by which Annual Dzongkhag Statistics (ADS) is published online	Date	3	29th April 2016	30th May 2016	30th June 2016	NA	later than June 2016
			Timeline by which Annual Statistical Year Book (SYB) is published	Date	3	29th February 2016	29th April 2016	30th June 2016	NA	later than June 2016
			Timeline by which Bhutan at a Glance (BAG) is published	Date	2	29th February 2016	29th April 2016	30th June 2016	NA	later than June 2016

To implement National Integrity and Anti Corruption Strategy	5	Implement national integrity and anti-corruption strategy (NIACS)	Percentage of staff who have completed integrity diagnostic testing on time	Percent	3	100%	90%	80%	70%	60%
			Percentage of staff who have declared asset on time	Percent	2	100%	90%	80%	70%	60%

Section 3: Trend values of success indicators

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Target Values [FY 2015-16]	Projected Values [FY 2016-17]	Projected Values [FY 2017-18]
To ensure availability of timely, relevant and reliable statistics	Collect, compile, analyze and publish monthly, quarterly and annual official statistics reports	Timeline by which Comparative Socio-Economic Indicators (SEI) is published	Date	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
		Timeline by which Annual Dzongkhag Statistics (ADS) is published online	Date	Annually	Annually	Annually	Annually	Annually
		Timeline by which Annual Statistical Year Book (SYB)	Date	Annually	Annually	Annually	Annually	Annually
		Timeline by which Bhutan at a Glance (BAG) is published	Date	Annually	Annually	Annually	Annually	Annually
To implement National Integrity and Anti Corruption Strategy	Implement national integrity and anti-corruption strategy (NIACS)	Percentage of staff who have completed integrity diagnostic testing on time	Percent	100%	90%	80%	70%	60%
		Percentage of staff who have declared asset on time	Percent	100%	90%	80%	70%	60%

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Timeline by which Comparative Socio-Economic Indicators (SEI) is published	Socio-Economic Indicator for Bhutan	Through official correspondences and e-mails	Quarterly	From relevant ministries and agencies, corporations and private firms.
Timeline by which Annual Dzongkhag Statistics (ADS) is published online	Annual Dzongkhag statistics (ADS) refers to the socio-economic report with a one year time lag.	Official correspondences, e-mails and field visits by Dzongkhag Statistical Officers	Annually	From all relevant ministries, agencies, dzongkhags, corporations and private companies.
Timeline by which Annual Statistical Year Book (SYB) and Bhutan at a Glance (BAG) is published	Annual Statistical Year Book (SYB) and Bhutan at a glance (BAG) refers to a comprehensive statistics report with a one year time lag.	Through official correspondences, mails and field visits.	Annually	From relevant ministries, agencies, corporations and private companies.

Section 5: Requirements from other Ministries, Agencies & Dzongkhags

Organization Name	Relevant Success Indicator	Requirement from the Organization	Justification for the Requirement	Requirement detail	Impact (If Not Met)
Bhutan Information Communication Media Authority	Timeline by which Comparative Socio-Economic Indicators (SEI) is published	Provide us the required statistical information/real time quarterly SEI data	In order to produce quarterly Socio-Economic Indicators	For publication of the Quarterly Socio-Economic Indicators, data needed are 100%	The publications/reports will be delayed or not be published/reported and cannot achieve the target
Ministry of Agriculture And Forests	Timeline by which Annual Statistical Year Book (SYB) and Bhutan at a Glance (BAG) is published	Provide us the required statistical information/real time SYB data from all relevant sectors	In order to produce SYB report	For publication of the SYB, data needed are 100%	The publication/report will be delayed or not be published/reported and cannot achieve the target
Ministry of Economic Affairs	Timeline by which Annual Statistical Year Book (SYB) and Bhutan at a Glance (BAG) is published	Provide us the required statistical information/real time SYB data from all relevant sectors	In order to produce SYB report	For publication of the SYB, data needed are 100%	The publication/report will be delayed or not be published/reported and cannot achieve the target
Ministry of Education	Timeline by which Annual Statistical Year Book (SYB) and Bhutan at a Glance (BAG) is published	Provide us the required statistical information/real time SYB data from all relevant sectors	In order to produce SYB report	For publication of the SYB, data needed are 100%	The publication/report will be delayed or not be published/reported and cannot achieve the target
Ministry of Finance	Timeline by which	Provide us the	In order to	For publication	The

	Annual Statistical Year Book (SYB) and Bhutan at a Glance (BAG) is published	required statistical information/real time SYB data from all relevant sectors	produce SYB report	of the SYB, data needed are 100%	publication/report will be delayed or not be published/reported and cannot achieve the target
Ministry of Health	Timeline by which Annual Statistical Year Book (SYB) and Bhutan at a Glance (BAG) is published	Provide us the required statistical information/real time SYB data from all relevant sectors	In order to produce SYB report	For publication of the SYB, data needed are 100%	The publication/report will be delayed or not be published/reported and cannot achieve the target
Ministry of Home & Cultural Affairs	Timeline by which Annual Statistical Year Book (SYB) and Bhutan at a Glance (BAG) is published	Provide us the required statistical information/real time SYB data from all relevant sectors	In order to produce SYB report	For publication of the SYB, data needed are 100%	The publication/report will be delayed or not be published/reported and cannot achieve the target
Ministry of Information & Communications	Timeline by which Annual Statistical Year Book (SYB) and Bhutan at a Glance (BAG) is published	Provide us the required statistical information/real time SYB data from all relevant sectors	In order to produce SYB report	For publication of the SYB, data needed are 100%	The publication/report will be delayed or not be published/reported and cannot achieve the target
Ministry of Labour & Human Resources	Timeline by which Annual Statistical Year Book (SYB) and Bhutan at a Glance (BAG) is published	Provide us the required statistical information/real time SYB data from all relevant sectors	In order to produce SYB report	For publication of the SYB, data needed are 100%	The publication/report will be delayed or not be published/reported and cannot achieve the target

Ministry of Works And Human Settlement	Timeline by which Annual Statistical Year Book (SYB) and Bhutan at a Glance (BAG) is published	Provide us the required statistical information/real time SYB data from all relevant sectors	In order to produce SYB report	For publication of the SYB, data needed are 100%	The publication/report will be delayed or not be published/reported and cannot achieve the target
All Ministries	Timeline by which Comparative Socio-Economic Indicators (SEI) is published	Provide us the required statistical information/real time quarterly SEI data from all relevant sectors	In order to produce quarterly Socio-Economic Indicators	For publication of the Quarterly Socio-Economic Indicators, data needed are 100%	The publications/reports will be delayed or not be published/reported and cannot achieve the target
All Dzongkhags	Timeline by which Annual Dzongkhag Statistics (ADS) is published online	Administrative support to provide us the required statistical information/ real time ADS data from all relevant sectors	In order to produce ADS, data from different sources are required	For publication of the ADS, data needed are 100%	The publication/report will be delayed or not be published/reported and cannot achieve the target
All Ministries	Timeline by which Annual Dzongkhag Statistics (ADS) is published online	Provide us the required statistical information/real time Annual Dzongkhag Statistics from all relevant sectors	In order to produce Annual Dzongkhag Statistics	For publication of the Annual Dzongkhag Statistics, data needed are 100%	The publication/report will be delayed or not be published/reported and cannot achieve the target

Whereas,

I, the **Officiating Chief Statistical Officer of the Coordination and Information Division, NSB** commit to the Director General to deliver the results described in this annual performance agreement.

I, the **Director General**, commit to the **Officiating Chief Statistical Officer of the Coordination and Information 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.

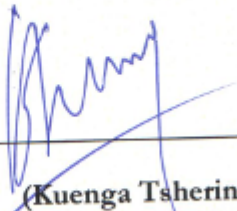
SIGNED:



(Birkha Gurung)
Officiating Chief Statistical Officer
Coordination and Information Division

6/8/15

Date

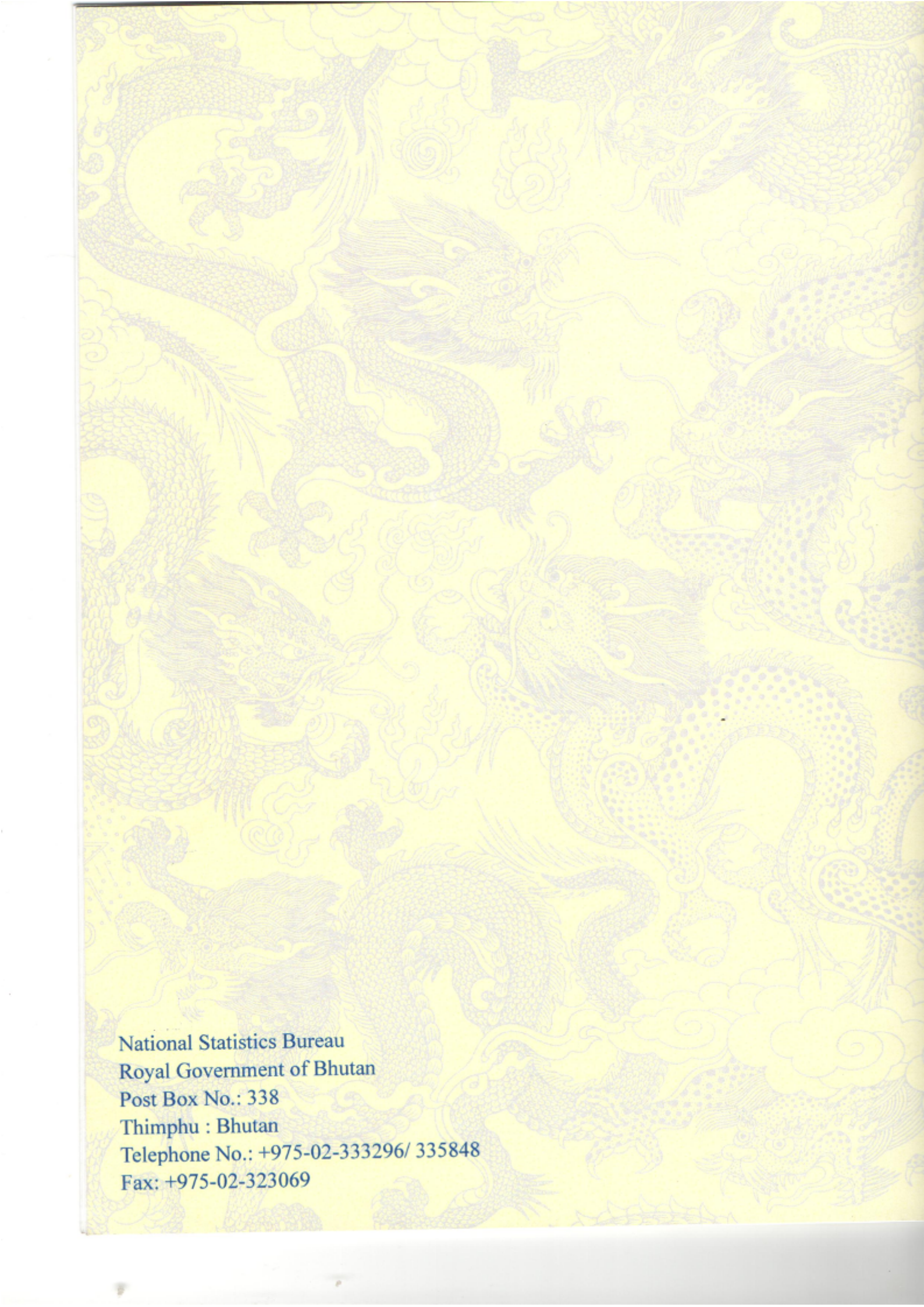


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08/08/2015

Date





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