



**PERFORMANCE AGREEMENT
BETWEEN
DIRECTOR GENERAL AND CHIEF
STATISTICAL OFFICER OF THE
POPULATION HOUSING AND GIS 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 Chief Statistical Officer of the Population Housing and GIS Division, National Statistics Bureau.**

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the **Population Housing and GIS Division** consistent with the NSB's 11th Five Year Plan, and Government's other priorities;
- b) To make the **Population Housing and GIS 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 Population Housing and GIS Division are:

1. To ensure availability of timely, relevant and reliable statistics:
 - (1) Timeline by which reports on the impacts of demographic change in Bhutan published.
2. To institutionalize standard data collection system:
 - (1) Timeline by which Gewog level data-base is established; and
 - (2) Timeline by which urban maps and household lists in two major Thromdes (G/phu & S/Jongkhar) are updated.
3. To improve effective and efficient public service delivery:
 - (1) Percentage of micro-data in the form of public use files to agencies/persons requesting for it provided from total requests.
4. 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 ¹	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	5	Study the impact of demographic change in Bhutan	Timeline by which reports on the impacts of demographic change in Bhutan published	Date	5	29th April 2016	30th May 2016	30th June 2016	NA	later than June 2016
To institutionalize standard data collection system	11	Establish Gewog level data-base in 10 Dzongkhags	Timeline by which Gewog level data-base is established	Date	7	29th April 2016	30th May 2016	30th June 2016	NA	later than June 2016
		Update urban maps and household lists in two major Thromdes (Gelephu & Samdrup Jongkhar) ²	Timeline by which urban maps and household lists in two major Thromdes (G/phu & S/Jongkhar) are updated	Date	5	29th April 2016	30th May 2016	30th June 2016	NA	later than June 2016
To improve effective and efficient public service	2	Strengthen accountability transparency, efficiency	Percentage of micro-data in the form of public use files to	Percent	2	100	80	60	40	20

¹ The weights are all assigned same as per the Master APA signed in between DG, NSB and HPM

² This activity is being shared with the Survey/Census and Data Processing Division as it relates to both the Division

delivery		and effectiveness in governance	agencies/persons requesting for it provided from total requests							
To implement National Integrity and Anti Corruption Strategy	5	Implement national integrity and anti-corruption strategy (NIACS) ³	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%

³ This success indicator and the activities are same to all the Division

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	Study the impact of demographic change in Bhutan	Timeline by which reports on the impacts of demographic change in Bhutan published	Date	NA	NA	29th April 2016	NA	NA
To institutionalize standard data collection system	Establish Gewog level data-base in 10 Dzongkhags	Timeline by which Gewog level data-base is established	Date	NA	NA	29th April 2016	NA	NA
	Update urban maps and household lists in two major Thromdes (Gelephu & Samdrup Jongkhar)	Timeline by which urban maps and household lists in two major Thromdes (G/phu & S/Jongkhar) are updated	Date	NA	NA	29th April 2016	NA	NA
To improve effective and efficient public service delivery	Strengthen accountability transparency, efficiency and effectiveness in governance	Percentage of micro-data in the form of public use files to agencies/persons requesting for it provided from total requests	Percent	100	100	100	100	100

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 Gewog level data-base is established	All data pertaining to a Gewog will be maintained at the Gewog data centres in a standardized format. All Gewogs in 10 Dzongkhags will be covered. The data centres shall be determined by the number of Gewogs in those Dzongkhags.	Through official correspondences and mails in a standardized format.	Biannually	All sectors, Gewogs and Chiwogs at the local level (All data pertaining to Gewog).

Section 5: Requirements from other Ministries, Agencies & Dzongkhags

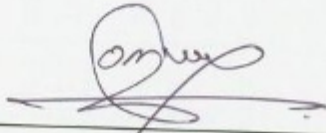
Organization Name	Relevant Success Indicator	Requirement from the Organization	Justification for the Requirement	Requirement detail	Impact (If Not Met)
Gelephu Thromde	Timeline by which urban maps and household lists in two major Thromdes (G/phu & S/Jongkhar) are updated	Administrative support to provide required statistical information/real time households data	In order to conduct household lists and prepare urban map	In order to conduct household listing and to prepare urban map, data needed are 100%	The activity will be delayed and cannot achieve the target
Samdrupjongkhar Thromde	Timeline by which urban maps and household lists in two major Thromdes (G/phu & S/Jongkhar) are updated	Administrative support to provide required statistical information/real time households data	In order to conduct household lists and prepare urban map	In order to conduct household listing and to prepare urban map, data needed are 100%	The activity will be delayed and cannot achieve the target
All Dzongkhags	Timeline by which Gewog level data-base is established	Required support for the establishment of Gewog level data-base.	In order to produce the periodic reports (Gewog level socio-economic data)	For publication of the official statistical reports, data needed are 100%	The publications/reports will be delayed or not be published/reported which will in turn hamper planning, monitoring and evaluation.
All Ministries	Timeline by which reports on the impacts of demographic change in Bhutan published	Require data to carry out the impacts of demographic change in Bhutan	To publish the report on Demographic Change in Bhutan	To publish the report, data needed are 100%	The publication/report will be delayed or not be published/reported and cannot achieve the target

Whereas,

I, the **Chief Statistical Officer of the Population Housing and GIS Division, 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 Population Housing and GIS 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:



(Tashi Dorjee)
Chief Statistical Officer
Population Housing and GIS Division

6/08/2015.

Date



(Kuenga Tshering)
Director General, National Statistics Bureau

07/08/2015

Date

