



**PERFORMANCE AGREEMENT
BETWEEN
HONORABLE MINISTER, MoWHS
AND
DIRECTOR GENERAL,
CONSTRUCTION DEVELOPMENT
BOARD**

(July 1, 2015 – June 30, 2016)

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Preamble

The Performance Agreement is entered into between the Hon'ble Minister, Ministry of Works and Human Settlement (MoWHS) and Director General, Construction Development Board (CDB), MoWHS.

The objectives of this Performance Agreement are:

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

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

THEREFORE, the parties hereto agree as follows:

Section 1: Vision, Mission and Objectives

Vision

“An agency for promoting a robust and vibrant construction industry at par with the best in the region”

Mission

“Development and promotion of an efficient, effective, quality based and corruption free Construction Sector enhancing healthy and competitive growth”

Objectives

- I. To establish CDB as an effective autonomous regulatory body.
- II. To develop and launch online registration services of CDB.
- III. To promote professionalism in Construction Industry.
- IV. To strengthen uniformity e-Tool application among procuring agencies.
- V. To strengthen and provide Arbitration services of CDB.
- VI. To monitor effective Enforcement and compliance of Contractors’ commitment.
- VII. To benchmark good practices and new advancements in the construction industry for application in the local context.

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	Unit	Weight of Success Indicator	Target/Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
I. To establish CDB as an effective autonomous regulatory body.	40	Delink CDB from the Ministry and make it Autonomous.	As an Autonomous established.	Nos.	10	1	0	0	0	0
		Revise CDB Manual to empower and autonomize CDB.	CDB Charter formulated.	Nos.	15	1	0	0	0	0
		Formulate CI rules and regulation.	Rules and regulation formulated.	Nos.	15	1	0	0	0	0
II. To develop and launch online registration services of CDB.	20	Launch online registration in collaboration with G2C.	On-line of contractors registration launched.	Nos.	4	1	0	0	0	0
			On-line of consultants registration launched.	Nos.	4	1	0	0	0	0
			On-line of Pvt. Architects registration launched.	Nos.	4	1	0	0	0	0
			On-line of specialized trades registration launched.	Nos.	4	1	0	0	0	0
		Facilitate registration / renewal of contractors, consultants, Architects and specialized Trades.	Registration/Renewal of certificates for contractors, consultant, Architects and specialized trade issued.	%	4	100	90	80	70	60

III. To promote professionalism in Construction Industry.	10	Liaise with RUB and institutionalize the training program for construction professionals.	MOU signed.	Nos.	2	2	0	0	0	0
		Strengthen capacity of contractors/employees in good construction practices	Mandatory training for contractors/employees conducted.	Batch	6	8	6	4	4	0
		Facilitate and conduct induction courses for aspiring contractors;	Induction courses conducted for new contractors.	Batch	2	2	1	0	0	0
IV. To strengthen uniformity e-Tool application among procuring agencies.	10	Provide training on enhanced database and systems.	Training on enhanced database conducted.	%	10	100	90	80	70	60
V. To strengthen and provide Arbitration services of CDB.	5	Facilitate cases of arbitration.	Cases of arbitration facilitated.	%	2.5	100	90	80	70	60
		Conduct training on dispute resolution in line with UNCITRAL.	Training conducted.	%	2.5	100	90	80	70	60
VI. To monitor effective Enforcement and compliance of contractors' commitment.	10	Conduct site inspections of construction sites to monitor contractors' commitments.	Site inspections conducted.	Nos.	10	20	15	10	5	0
VII. To benchmark good practices and new advancements in the construction industry for application in the local context.	5	Strengthen exchange of knowledge and experiences.	Institutional Linkages established.	Nos.	5	1	0	0	0	0

Section 3: Trend values of the success indicators

Objectives	Actions	Success Indicator	Unit	Actual Values FY 12/13	Actual Values FY 13/14	Target Values FY 14/15	Projected Values FY 15/16	Projected Values FY 16/17	Projected Values FY 17/18
I. To establish CDB as an effective autonomous regulatory body	1. Delink CDB from the Ministry and make it Autonomous.	As an Autonomous established.	Nos.	-	-	-	1	-	-
	2. Revise CDB Manual to empower and Autonomize CDB.	CDB Charter formulated.	Nos.	-	-	-	1	-	-
	3. Formulate CI rules and regulation.	Rules and regulation formulated.	Nos.	-	-	-	1	-	-
II. To develop and launch online registration services of CDB.	1. Launching of online registration in collaboration with G2C.	On-line of contractors registration launched.	Nos.	-	-	-	1	-	-
		On-line of consultants registration launched.	Nos.	-	-	-	1	-	-
		On-line of Pvt. Architects registration launched.	Nos.	-	-	1	1	-	-
		On-line of specialized trades registration launched.	Nos.	-	-	-	1	-	-
	2. Facilitate registration / renewal of contractors, consultants, Architects and specialized Trades.	Registration/Renewal of certificates for contractors, consultant, Architects and specialized trade issued.	%	-	-	73%	100%	100%	100%
III. To promote professionalism in Construction Industry.	1. Liaise with RUB and institutionalize the training program for construction professionals.	MOU signed.	Batch	-	-	-	2	-	-
	2. Strengthen capacity of contractors/employees in good construction practices	Mandatory training for contractors/employees conducted.	Batch	-	-	4	8	8	8

	3. Facilitate and conduct induction courses for aspiring contractors;	Induction courses conducted for new contractors.	Batch	-	2	4	2	2	2
IV. To strengthen uniformity e-Tool application among procuring agencies.	1. Provide training on enhanced database and systems.	Training on enhanced database conducted.	%	-	-	100%	100%	100%	100%
V. To strengthen and provide Arbitration services of CDB.	1. Facilitate cases of arbitration.	Cases of arbitration facilitated.	%	-	-	100%	100%	100%	100%
	2. Conduct training on dispute resolution in line with UNCITRAL.	Training conducted.	Nos.	-	-	1	0	0	0
VI. To monitor effective Enforcement and compliance of contractors' commitment.	1. Conduct site inspections of construction sites to monitor contractors' commitments.	Site inspections conducted.	Nos.	-	-	26	20	20	20
VII. To benchmark good practices and new advancements in the construction industry for application in the local context.	1. Exchange of knowledge and experiences.	Institutional Linkages established.	Nos.	-	1	1	1	0	0

Section 4: Description, definition and measurement of success indicators

Sl. No.	Success Indicator	Description (Purpose of the Indicator)	Data Collection Methodology (Mention the procedure of data collection and also the method behind calculations used)	Frequency of Data Collection (Annual, Half Yearly, Quarterly, Monthly)	Data Source(Name of Publication, Survey, Office Name, Year of Publication)
1	CDB as an Autonomous agency established.	CDB needs to be established as a statutory regulatory authority. In the absence of an Act, the agency is proposed to be established as an autonomous agency so as to be able to effectively regulate the construction industries.	NA	NA	CDA Bill, CDB Manual
2	CDB Manual revised.	The purpose of the indicator is to empower CDB to regulate the CI, as no legal frame work exists as of now.	NA	NA	CDA Bill, CDB Manual
3	Rules and regulation formulated.	To promote rule of law by formulating standard rules and regulations.	NA	NA	Draft Construction Rule
4	On-line registration of contractors launched.	To make the registration services user friendly and remotely accessible.	NA	NA	
5	On-line registration of consultants launched.		NA	NA	
6	On-line registration of Pvt. Architects launched.		NA	NA	
7	On-line registration of specialized trades launched.		NA	NA	
8	Registration/Renewal of certificates issued for contractors, consultant, Architects and specialized trade.	Registration and renewable is to ensure promotion of good construction practices and penalize defaulters.	NA	NA	

9	MOU signed.	To institutionalize trainings and for long term sustenance.	NA	NA	
10	Induction courses conducted for new contractors.	To enhance the knowhow of aspiring contractors on norms, systems and construction industry.	NA	NA	
11	Mandatory training for contractors/ employees conducted.	Build the capacity of the contractors/ employees towards professionalization.	NA	NA	
12	Training on enhanced database conducted.	To improve the uniform application of IT enabled evaluation and bring about ICTization in the CI.	NA	NA	
13	Cases of arbitration facilitated.	To provide fast and reliable alternative dispute settlement.	NA	NA	
14	Conduct training on dispute resolution in line with UNCITAL.		N/A	N/A	
15	Site inspections conducted.	To ensure the compliance to laws/rules/regulations.	NA	NA	
16	Institutional Linkages established.	To benchmark good practices and new developments in the construction industry for application in the Local contracts.	N/A	N/A	

Section 5: Specific performance requirements from other ministries/agencies

Organization Type	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
Ministry	MoF	Uniform application of IT in evaluation of works.	Coordination	MoF is the central agency for PRR and SBD and guideline for evaluation.		There will be no uniformity in the evaluation of works.
		Online services	Authorization for other agencies to collect fees on behalf of CDB.	For the online services to be successful fees have to be collected manually until e-payment is launched.		The online services will not be available.
Ministry/ Autonomous /Constitutional Body	G2C RCSC DCRC RSTA	Online services	Access to these agencies databases.	Access is required for live verification of registration/ renewable services.		Verification process will be hampered.

Whereas,

I, the Director General, Construction Development Board commit to the Hon'ble Minister, the Government and the people of Bhutan to deliver the results described in this annual performance agreement.

I, the Zhabtog Lyonpo, commit to Construction Development Board, Ministry of Works and Human Settlement, on behalf of the Ministry, to provide the necessary fund and resources for delivery of the results described in this annual performance agreement.

SIGNED:



Dorji Choden
Minister
Ministry of Works & Human Settlement

17 August 2015

Date



Rinzin Dorji
Director General
Construction Development Board

17/8/2015

Date