



PERFORMANCE AGREEMENT

BETWEEN

Secretary and Offtg. Director, Department of Human Settlement

(July 1, 2019 – June 30, 2020)

TABLE OF CONTENTS

Section 1: Vision, Mission and Objectives

Section 2: Objectives, Actions, Success Indicators and Target

Section 3: Trend Values of Success Indicators

Section 4: Description and Measurement of Success Indicators

Section 5: Requirements from other Departments & Secretariat Divisions

Preamble

The Performance Agreement is entered into between the Secretary and Offtg. Director, Department of Human Settlement.

The objectives of this Performance Agreement are:

- a. To establish clarity and consensus about annual priorities for the consistent with the 12th Five Year Plan of the Ministry, and Government's other priorities;
- b. To provide an objective and fair basis for evaluating the overall performance of the Department of Human Settlement at the end of the financial year
- c. 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: Vision, Mission and Objectives

Vision

An integrated and sustainable living environment that enables continued enhancement of our values and provide opportunities for positive social economic development

Mission

Promote safe, secure, responsible and responsive human settlement through the preparation of planning strategies and physical development plans that are consistent with the national development policy.

Objectives

1. facilitate the preparation of human settlement plans
2. facilitate preparation of strategic human settlement plans and promote regionally balanced development
3. To prepare Human Settlement plans for Dzongkhags and Thromdes to promote livable and environmentally sustainable human settlements
4. To promote planning principles and effective implementation of development controls
5. Ensure full utilization of budget
6. Institutionalize and strengthen GPMS.

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 facilitate the preparation of human settlement plans	24	Facilitate the preparation of human settlement plan by providing GIS based information, Geotechnical studies and Topographical survey data	Number of Geotechnical studies carried out	Number	8	4	3	2	1	0
			Timeline by which geodatabase for utility services for core area in Phuentsholing Thromde developed	Date	4	05/29/2020	06/05/2020	06/12/2020	06/19/2020	06/26/2020
To facilitate preparation of strategic human settlement plans and promote regionally balanced development	20	Prepare/Review Acts, Strategies, rules, regulations, guidelines and planning principles	Number of topographical surveys carried out	Number	12	6	5	4	3	2
			Timeline by which Research on assessment of Housing Market in four Thromdes is carried out.	Date	3	06/02/2020	06/09/2020	06/16/2020	06/23/2020	06/30/2020
			Timeline by which the proposal for revision of Draft Thromde Land and Property Tax is prepared.	Date	3	03/16/2020	03/26/2020	04/05/2020	04/15/2020	04/25/2020
			Number of planning principles and guidelines prepared.	Number	9	2	-	-	-	1
		Outlining Spatial Strategies for implementation of CNDP 2030 in the human settlement plans.	Timeline by which the spatial strategies for implementation of CNDP 2030 in the human settlement plans are outlined.	Date	5	06/01/2020	06/08/2020	06/15/2020	06/22/2020	06/29/2020

To prepare Human Settlement plans for Dzongkhags and Thromdes to promote livable and environmentally sustainable human settlements	28	REVISE Spatial Plans (Structure Plans, Local Area Plans, Action Area Plans)	Number of Existing Structure Plans revised	Number	14	2	-	-	-	1
					Date	05/28/2020	06/04/2020	06/11/2020	06/18/2020	06/25/2020
To promote planning principles and effective implementation of development controls	26	Provide technical backstopping and review development proposal to local government pertaining to human settlement and planning	Timeline by which Sonamthang Action Area plan is prepared	Date	6	05/29/2020	06/05/2020	06/12/2020	06/19/2020	06/26/2020
					Date	05/29/2020	06/05/2020	06/12/2020	06/19/2020	06/26/2020
		Provide technical backstopping and review development proposal to local government pertaining to human settlement and planning	TAT to respond to review development proposals as per SOP pertaining to human settlement planning and development	Days	2	14	21	28	35	42
		Provide awareness and trainings for effective implementation and enforcement of rules and regulations, executive orders related to human settlement	TAT to respond to request for technical backstopping to Local Government pertaining to human settlement planning and development	Days	2	7	10	14	18	22
		Provide awareness and trainings for effective implementation and enforcement of rules and regulations, executive orders related to human settlement	Timeline by which Training and Refresher Course for Building Inspectors, Architects, Urban Planners, and Municipal Engineer are conducted.	Date	3	05/11/2020	05/18/2020	05/25/2020	06/01/2020	06/08/2020
		Number of Awareness Programs conducted on existing rules,	Number of Awareness Programs conducted on existing rules,	Number	3	5	4	3	2	1

			to local government regulations and Guidelines.	Number	2	2	-	-					1
	Monitor urban development activities in thromdes biannually for efficient implementation of urban development plans and for provision of timely interventions.	Biannual reports received, reviewed and activities monitored	Carry out the thromde coordination meeting	Date	2	05/25/2020	06/01/2020	06/08/2020	06/15/2020				06/22/2020
	Carry out study of settlements	Timeline by which the settlement study is carried out and reports published	Carry out study of settlements	Date	4	06/01/2020	06/08/2020	06/15/2020	06/22/2020				06/29/2020
	Carry out a compliance and development review of settlements	Number of compliance and development review carried out and report published	Carry out a compliance and development review of settlements	Number	8	2	-	-	-				1
	Ensure Annual Budget Utilization	Annual Budget Utilized	Ensure Annual Budget Utilization	Percent	1	>94	90-94	85-89	80-84				<70
Ensure full utilization of budget	Strengthen APA implementation.	Timely submission of APA implementation updates.	Strengthen APA implementation.	Date	1	On the deadline communicated by GPMD	-	-	-				After the deadline communicated by GPMD
Institutionalize and strengthen GPMs.													

Section 3: Trend values of success indicators

Objective	Action	Success Indicator	Unit	Actual Values [FY 2018-19]	Target Values [FY 2019-20]	Projected Values [FY 2020-21]	Projected Values [FY 2021-22]	Projected Values [FY 2022-23]
Ensure full utilization of budget	Ensure Annual Budget Utilization	Annual Budget Utilized	Percent					
Institutionalize and strengthen GPMS.	Strengthen APA implementation.	Timely submission of APA implementation updates.	Date					
To facilitate preparation of strategic human settlement plans and promote regionally balanced development	Outlining Spatial Strategies for implementation of CNDP 2030 in the human settlement plans. Prepare/Review Acts, Strategies, rules, regulations, guidelines and planning principles	Timeline by which the spatial strategies for implementation of CNDP 2030 in the human settlement plans are outlined. Number of planning principles and guidelines prepared.	Date Number					
To facilitate the preparation of human settlement plans	Facilitate the preparation of human settlement plan by providing GIS based information, Geotechnical studies and Topographical survey data	Timeline by which Research on assessment of Housing Market in four Thromdes is carried out.	Date					
		Timeline by which the proposal for revision of Draft Thromde Land and Property Tax is prepared.	Date					
		Number of Geotechnical studies carried out	Number	1	5	10	15	20
To prepare Human Settlement plans for Dzongkhags and Thromdes to promote	PREPARE Spatial Plans (Structure Plans, Local Area Plans, Action Area Plans)	Number of topographical surveys carried out	Number	7	13	21	28	35
		Timeline by which geodatabase for utility services for core area in Phuentsholing Thromde developed	Date					
		Timeline by which Lhuntse Structure Plan is prepared	Date					
		Timeline by which Sonamthang Action Area plan is prepared	Date					

livable and environmentally sustainable human settlements	REVISE Spatial Plans (Structure Plans, Local Area Plans, Action Area Plans)	Number of Existing Structure Plans revised	Number						
	Carry out a compliance and development review of settlements	Number of compliance and development review carried out and report published	Number	2	4	6	8	10	
	Carry out study of settlements	Timeline by which the settlement study is carried out and reports published	Date	1	2	4	6	8	
	Carry out the thromde coordination meeting	Timeline by which Thromde coordination meeting is conducted	Date						
	Monitor urban development activities in thromdes biannually for efficient implementation of urban development plans and for provision of timely interventions.	Biannual reports received, reviewed and activities monitored	Number	2	4	6	8	10	
	Provide awareness and trainings for effective implementation and enforcement of rules and regulations, circulars, executive orders related to human settlement to local government	Number of Awareness Programs conducted on existing rules, regulations and Guidelines.	Number						
	Provide technical backstopping and review development proposal to local government pertaining to human settlement and planning	Timeline by which Training and Refresher Course for Building Inspectors, Architects, Urban Planners, and Municipal Engineer are conducted.	Date						
		TAT to respond to request for technical backstopping to Local Government pertaining to human settlement planning and development	Days						
		TAT to respond to review development proposals as per SOP pertaining to human settlement planning and development	Days						

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Number of Existing Structure Plans revised	Zhemgang and Lhamozingkha. Most of these plans were prepared in early 2000 and requires review as per the changing development trends. Besides, the Spatial Planning Standards mandates periodic review of plans as per the time frame indicated in the standard.	Survey, Site visit, Desk study, Review and Consultation Meeting.	Biannually	DHS Admin Data
Timeline by which Sonamthang Action Area plan is prepared	Under this indicator, Human settlement plans are prepared to provide for fair, orderly, economic and sustainable use of the land and the development of human settlement for an enhanced living with socio-economic opportunities. The plan preparation involves the use of sustainable strategies, solutions, methodologies such as green buildings, mixed-use development, walkability through maximum pedestrianized areas, alternative energy sources, equitable distribution of resources and other interventions pertaining to sustainable approaches which are more climate-resilient and environmental friendly for the human settlements. That being said protection of river buffers, forest areas, open spaces, and other environmentally sensitive areas such as steeply sloped areas which are ascertained through the use of tools like Geotechnical studies, topographical mappings are all done to enhance the existing environment for sustainable future. Therefore, The concept for Sonamthang Action area plan was completed in FY2018-2019 and for this fiscal year 2019-2020, the final plan will be prepared.	Survey, Site visit, Desk Study and Consultation Meeting.	Biannually	DHS Admin

<p>Timeline by which Lhuntse Structure Plan is prepared</p>	<p>Lhuntse Structure Plan Under this indicator, Human settlement plans are prepared to provide for fair, orderly, economic and sustainable use of the land and the development of human settlement for an enhanced living with socio-economic opportunities. The plan preparation involves the use of sustainable strategies, solutions, methodologies such as green buildings, mixed-use development, walkability through maximum pedestrianized areas, alternative energy sources, equitable distribution of resources and other interventions pertaining to sustainable approaches which are more climate-resilient and environmental friendly for the human settlements. That being said protection of river buffers, forest areas, open spaces, and other environmentally sensitive areas such as steeply sloped areas which are ascertained through the use of tools like Geotechnical studies, topographical mappings are all done to enhance the existing environment for sustainable future. Therefore, in FY 2019-2020, Lhuntse Structure Plan will be prepared.</p>	<p>Site visit, desk study, data collection, consultation and meeting</p>	<p>Annually</p>	<p>DHS Admin</p>
<p>Timeline by which the settlement study is carried out and reports published</p>	<p>STUDY OF LAYA. For the FY 2019-20, it was decided to take up the study of Laya due to its unique characteristics in terms of its settlement pattern and cultural landscape which is identical for mountainous settlements and the growing impact of economic and development activities on the traditional and cultural ways of life in the village. Regionally, the northern central/western part of the country has not yet been covered in the study of settlements by the Department. OBJECTIVES: The study is carried out with the following</p>	<p>Site Visit, Desk Study and Consultation Meeting.</p>	<p>Biannually</p>	<p>DHS Admin Data</p>

	<p>objective; Document the unique settlement form and pattern in relation to its tradition and culture. The study will document the development trend through study of building typologies, village clusters, landscape and the changes taking place in them with time. To note the potentials and shortcomings of the village in terms of infrastructure development and its social and cultural implications. To derive development interventions and guidelines which will enhance the village form, pattern and landscape and to maintain the cultural identity of the village. To derive spatial characteristics which will be guiding principles for relevant agencies for planning and development of our new settlements</p> <p>OUTCOME: The documentation and recommendations in the report will include; Document and analysis of existing scenarios of the village in terms of settlement pattern and cultural landscape including architecture, open spaces and circulation networks, as well as physical and social infrastructures and development trends. Recommendations for development guidelines which will be a reference for relevant agencies and individuals while planning for and carrying out any developmental activity in the village such as the construction of houses and infrastructures (roads, footpaths, services) so as to ensure that the developments are in line with the national objectives and the local context. Development interventions specific to the needs of the village as observed and inferred through study and aimed towards the overall enhancement of the</p>			
--	---	--	--	--

	settlement's social, cultural, economic and environmental context.				
Number of compliance and development review carried out and report published	Compliance and Development review of Samtse Town and Wangude Phodrang Town. The review is carried out to ensure that development activities are in compliance with the approved plans and existing regulations. These two towns are the remaining towns in which compliance has not been carried out and there has been an increasing number of noncompliance issues.	Survey, Site Visit, Desk Study and consultation meeting.	Biannually		DHS Admin Data
Timeline by which Training and Refresher Course for Building Inspectors, Architects, Urban Planners, and Municipal Engineer are conducted.	To improve the monitoring skills and enhance the knowledge of Architects, Urban Planners, Municipal Engineers and Building Inspectors, the training is conducted. It is also an opportunity for the trainees to familiarized with the new rules, regulations, and guidelines.	Training and workshop	Annually		DHS Admin Data
TAT to respond to review development proposals as per SOP pertaining to human settlement planning and development	There are lots of development proposal pertaining to the human settlement which the local government and concerned agencies forward to the Ministry for further directives due to lack of technical and human capacity at the local government.	Site visits, Desk study, Consultations and Review Report	Daily		DHS admin Data
Biannual reports received, reviewed and activities monitored	The report is carried out to review the implementation and development status of respective areas as well as to monitor the development. It is also carried out to address the issues raised by the respective local governments to the ministry and respective agencies.	Data Collection, review and report.	Biannually		DHS Admin Data
TAT to respond to request for technical backstopping to Local Government pertaining to human settlement planning and development	The backstopping is provided since there is an inadequate and lack of technical capacity at the local government for which the cases are forwarded to the department.	Site Visit, Site report, Review and Discussions	Daily		DHS Admin
Number of Awareness Programs conducted on existing rules, regulations and Guidelines.	The Department has also formulated policies, regulations, guidelines, reviews, and reports pertaining to human settlements. In order to reach	Presentation and Discussion.	Quarterly		DHS Admin

	out to the local governments and stakeholders concerned with such rules and regulations, the program is conducted.				
Timeline by which Thromde coordination meeting is conducted	To bring coordination among the Thromdes, relevant agencies and ministry and to discuss the issues. To understand and adopt the best practices of the thromdes.	Discussions and Meeting	Annually	DHS Admin	
Number of topographical surveys carried out	Gedu, Debsi, Dramitse, Telung, Samtse Extended area, Trongsa. Topographical survey data is a pre-requisite base data to facilitate the preparation of any human settlement plan. The survey data is used to carry out various analyses based on which land uses are proposed. Therefore, the accuracy of the survey data is critical to make correct analyses and proposals.	Site visits, desk study, stakeholder consultation	Annually	DHS data Admin	
Timeline by which geodatabase for utility services for core area in Phuentsholing Thromde developed	Geo-database is repository of map data and related information that link maps with associated tabular data enabling users quickly access, analyse, and process. It also enables data sharing in a large user community. For any sustainable planning, Geodatabase forms an integral source of information for informed planning and decision making.	Survey, Desk Study, Data Collections and compilation	Biannually	DHS Admin Data	
Number of Geotechnical studies carried out	Zhemgang, Tingtibi, Gedu, Samtse Geotechnical studies are carried out as part of feasibility study for the preparation of urban/rural or any other spatial plan. The studies are crucial to determine site suitability and carry out hazard mapping.	Site visits, desk studies, stakeholder consultations and meetings.	Annually	DHS admin data	
Timeline by which the spatial strategies for implementation of CNDP 2030 in the human settlement plans are outlined.	Comprehensive National Development Plan 2030 is a broad plan and a visionary document that gives strategies to bring about regionally balanced development and address rural-urban migrations. It	Reports, documents, consultations and meetings	Annually	DHS Admin Data	

	<p>needs detailing on the institutional responsibilities and coordination required for implementation of strategies. Therefore, it is important that the spatial strategies are outlined from CNDP 2030 for easy reference. The following spatial components will be outlined from CNDP 2030:</p> <ol style="list-style-type: none"> 1. Land Use Control in the urban and rural areas, and 2. Development of an effective and comfortable transport system. 			
<p>Timeline by which Research on assessment of Housing Market in four Thromdes is carried out.</p>	<p>The study is carried out to understand the housing market scenario in four Thromdes, which will give direction of interventions in supply or demand side of the housing market. It will make the department to understand dynamics of housing, and will help determine proper spatial planning and policy interventions. It is an effort to calculate supply stock of housing against its demand. Correlation between housing markets and country's macroeconomic variables will also be the focus of the study.</p>	<p>Desk Study, Site Visit, Data Collection, Analysis, Consultations and report.</p>	<p>Biannually</p>	<p>DHS Admin</p>
<p>Timeline by which the proposal for revision of Draft Thromde Land and Property Tax is prepared.</p>	<p>Department of Human Settlement is taking lead role along with the Department of Revenue and Customs for the revision of "Draft Thromde land and property tax 2016". Property tax is a tool for successful implementation of human settlement plan. The assignment may require formation of task force for the revision of the proposal and would require thorough consultation with the Thromdes and Dzongkhag Municipalities. Therefore, the Department will coordinate with Thromdes, relevant Dzongkhag and Municipalities to prepare the proposal.</p>	<p>Field Visit, Desk Study, Formulation of Task Force members, Consultations, Analysis, Reviews and Report.</p>	<p>Biannually</p>	<p>DHS Admin</p>

<p>Number of planning principles and guidelines prepared.</p>	<p>There are many issues and challenges with regard to implementation and preparation of human settlement plans which requires certain specific principles and guidelines. For these following guidelines will be prepared:</p> <ol style="list-style-type: none"> 1. Guidelines for Development of small plots: There are many plots below standard sizes which poses challenges to conventional planning process. In view of this, a specific guideline pertaining to development of small plots will be prepared. 2. Rural Planning Principles: Besides urban areas, the plan preparation is carried out in the rural areas which requires different sets of planning principles. In view of this a separate planning principles and guidelines specific to rural areas will be prepared. 	<p>Desk study, Survey & Site Visit, Stakeholder meeting and consultation.</p>	<p>Annually</p>	<p>DHS Admin</p>
<p>Annual Budget Utilized</p>	<p>This indicator measures the variance between the Revised Budget and the Actual Expenditure at the end of the FY.</p>	<p>Assessment of variance between annual budget and expenditure</p>	<p>Annually</p>	<p>DHS Admin</p>
<p>Timely submission of APA implementation updates.</p>	<p>This SI shall be evaluated based on the following parameters:</p> <ol style="list-style-type: none"> 1. Timeline by which 'monthly issue/no issue reported on GPMS'. 2. Timeline by which 'Timeline SIs and other achieved SIs are verified and evidence submitted. 3. Timeline by which 'MYR and year-end self-assessment report is submitted to GPMD.' 4. Timely action taken on all the MYR directives. 	<p>Review of administrative data/documents/records</p>	<p>Quarterly</p>	<p>GPMD</p>

Section 5: Requirements from other Departments & Secretariat Divisions

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement Detail	Impact (If Not Met)
All Dzongkhags	Timeline by which the spatial strategies for implementation of CNDP 2030 in the human settlement plans are outlined.	Administrative Support	Since all Dzongkhags are the stakeholders of CNDP 2030, their administrative support is required	-	Report will be incomplete
All Ministries	Timeline by which the spatial strategies for implementation of CNDP 2030 in the human settlement plans are outlined.	Administrative support	Since CNDP 2030 is a national Document it requires coordination and collaboration of all ministries.	-	Incomplete reports
NATIONAL LAND COMMISSION	Number of Existing Structure Plans revised	Land data and information	The plan preparation is a cross-sectoral requiring collaboration with the above agency.	-	The plan will be incomplete.
NATIONAL STATISTICS BUREAU	Number of Existing Structure Plans revised	Demographic data	The plan preparation is a cross-sectoral requiring collaboration with the above agency.	-	The plan will be incomplete.
ZHEMGANG	Number of Existing Structure Plans revised	Land data and information, plan and development activities within the Dzongkhag and administrative support of the local government.	The plan preparation is a cross-sectoral requiring collaboration with above agency	-	The plan will be incomplete.
NATIONAL LAND COMMISSION	Timeline by which Sonamthang Action Area plan is prepared	Land data	The plan preparation is cross-sectoral requiring collaboration among these agencies.	-	The plan will be incomplete.
NATIONAL STATISTICS BUREAU	Timeline by which Sonamthang Action Area plan is prepared	Demographic and socio-economic data	The preparation process requires updated data which enables correct projections for proper planning of the settlements	-	The plan will be incomplete.
ZHEMGANG	Timeline by which Sonamthang Action Area plan is prepared	Land data and information, plan and development activities within the	The plan preparation is cross-sectoral requiring collaboration among these agencies.	-	The plan will be incomplete.

			Dzongkhag and administrative support of the local government.			
CHHUKHA	Number of Geotechnical studies carried out		Administrative support of the local government.	The geotechnical studies involve extensive study of the existing ground conditions and requires collaborative effort among these agencies.	-	The study report will be incomplete.
SAMTSE	Number of Geotechnical studies carried out		Administrative support of the local government.	The geotechnical studies involve extensive study of the existing ground conditions and requires collaborative effort among these agencies.	-	The study report will be incomplete.
ZHEMGANG	Number of Geotechnical studies carried out		Administrative support of the local government.	The geotechnical studies involve extensive study of the existing ground conditions and requires collaborative effort among these agencies.	-	The study report will be incomplete.
Phuentsholing Thromde	Timeline by which geodatabase for utility services for core area in Phuentsholing Thromde developed		Land, Services and Infrastructure data and information and administrative support of the local government.	The data will be incomplete and inaccurate.	-	The geodata will be inaccurate.
CHHUKHA	Number of topographical surveys carried out		Administrative Support of the respective Dzongkhag.	Since this activity is carried out in the local government, the administrative support is essential.	-	The survey will not meet the deadline.
MONGAR	Number of topographical surveys carried out		Administrative Support of the respective Dzongkhag.	Since this activity is carried out in the local government, the administrative support is essential.	-	The survey will not meet the deadline.
PEMAGATSHEL	Number of topographical surveys carried out		Administrative Support of the respective Dzongkhag.	Since this activity is carried out in the local government, the administrative support is essential.	-	The survey will not meet the deadline.

SAMTSE	Number of topographical surveys carried out	Administrative Support of the respective Dzongkhag.	Since this activity is carried out in the local government, the administrative support is essential.	-	The survey will not meet the deadline.
THIMPHU	Number of topographical surveys carried out	Administrative Support of the respective Dzongkhag.	Since this activity is carried out in the local government, the administrative support is essential.	-	The survey will not meet the deadline.
TRONGSA	Number of topographical surveys carried out	Administrative Support of the respective Dzongkhag.	Since this activity is carried out in the local government, the administrative support is essential.	-	The survey will not meet the deadline.
GASA	Timeline by which the settlement study is carried out and reports published	Land data and information and administrative support.	The settlement involves in depth analysis of existing land features and infrastructure for which land data and information is essential.	-	The Study will be incomplete.
NATIONAL LAND COMMISSION	Timeline by which the settlement study is carried out and reports published	Land data	The settlement involves in depth analysis of existing land features and infrastructure for which land data is essential.	-	The Study will be incomplete.
SAMTSE	Number of compliance and development review carried out and report published	Administrative support and Implementation and development Status.	The aim of the compliance studies is to ensure that the developments are carried out as per the approved plan for which the implementation status and administrative support of these agencies are important.	-	The review cannot be conducted.
WANGDUE PHODRANG	Number of compliance and development review carried out and report published	Administrative support and Implementation and development Status.	The aim of the compliance studies is to ensure that the developments are carried out as per the approved plan for which the implementation status and administrative support of these agencies are important.	-	The review cannot be conducted.
All Dzongkhags	Biannual reports received, reviewed and activities monitored	Data and information and Administrative support.	The report raises issues of local government as well as the status of the development for which it requires the support of these agencies.	-	The report will be incomplete and issues will remain unresolved.

THROMDEYS	Biannual reports received, reviewed and activities monitored	Data and information and Administrative support.	The report raises issues of local government as well as the status of the development for which it requires the support of these agencies.	-	The report will be incomplete and issues will remain unresolved.
All Dzongkhags	TAT to respond to request for technical backstopping to Local Government pertaining to human settlement planning and development	Land Data and information and Administrative support.	The backstopping provides solution and support to local government for which it requires administrative support and site information from these agencies.	-	Cannot provide technical backstopping.
THROMDEYS	TAT to respond to request for technical backstopping to Local Government pertaining to human settlement planning and development	Land Data and information and Administrative support.	The backstopping provides solution and support to local government for which it requires administrative support and site information from these agencies.	-	Cannot provide technical backstopping.
All Dzongkhags	Number of Awareness Programs conducted on existing rules, regulations and Guidelines.	Administrative Support	For the effectiveness of the program.	-	The implementer wouldn't be aware of rules and regulations which will lead to more noncompliance issues.
All Ministries	Number of Awareness Programs conducted on existing rules, regulations and Guidelines.	Administrative Support	For the effectiveness of the program.	-	The implementer wouldn't be aware of rules and regulations which will lead to more noncompliance issues.
THROMDEYS	Timeline by which Thromde coordination meeting is conducted	Administrative Support	The program aims to improve coordination among Thromdes and relevant agencies which requires the support of these Thromdes.	-	The coordination between the Thromdes, Ministry and relevant agencies wouldn't be effective.
All Dzongkhags	Timeline by which Training and Refresher Course for Building Inspectors, Architects, Urban Planners,	Administrative Support	To enhance monitoring skills and knowledge on rules and regulations, it requires the support and coordination of these agencies.	-	Architects, Urban Planners, Municipal Engineers and Building Inspectors

	and Municipal Engineer are conducted.				wouldn't be aware of the existing rules and monitoring skills.
THROMDEYS	Timeline by which Training and Refresher Course for Building Inspectors, Architects, Urban Planners, and Municipal Engineer are conducted.	Administrative Support	To enhance monitoring skills and knowledge on rules and regulations, it requires the support and coordination of these agencies.	-	Architects, Urban Planners, Municipal Engineers and Building Inspectors wouldn't be aware of the existing rules and monitoring skills.
LHAMOIZINGKHA	Number of Existing Structure Plans revised	Land data and information, plan and development activities within the Dzongkhag and administrative support of the local government.	The plan preparation is a cross sectoral requiring collaboration with the above agency	-	The plan will be incomplete
LHUENTSE	Timeline by which Lhuntse Structure Plan is prepared	Administrative support	The plan preparation is a cross sectoral requiring collaboration with the respective Dzongkhag	-	The plan will be incomplete
NATIONAL LAND COMMISSION	Timeline by which Lhuntse Structure Plan is prepared	Land Data, Maps and Information	For preparation of spatial plans, land data are essential	-	The plan cannot be prepared
NATIONAL STATISTICS BUREAU	Timeline by which Lhuntse Structure Plan is prepared	Demographic data	Preparation of a better planning requires accurate demographic data and information	-	The Socio-economic analysis of the plan will be inaccurate.
THROMDEYS	Timeline by which Research on assessment of Housing Market in four Thromdes is carried out.	Administrative Support and Data.	Since the study is conducted for the thromdes.	-	The study cannot be carried out.
THROMDEYS	Timeline by which the proposal for revision of Draft Thromde Land and Property Tax is prepared.	Data and Administrative Support	Since Thromdes were asked to develop proposal as per 7th Thromde Coordination meeting resolution.	-	The report will be incomplete.
All Dzongkhags	Timeline by which the proposal for revision of Draft	Data and Administrative Support	Since the proposal is applicable for other Urban areas of the country.	-	The report will be incomplete.

	Thromde Land and Property Tax is prepared.						
MINISTRY OF FINANCE	Timeline by which the proposal for revision of Draft Thromde Land and Property Tax is prepared.	Data, Expertise Support and Administrative Support	Since the Department of Revenue and Custom under Ministry of Finance is the agency responsible for tax revenues in the country.	-			The report will be incomplete.
NATIONAL LAND COMMISSION	Number of planning principles and guidelines prepared.	Cadastral and land data	Since a detailed land data and information is required while preparing a guideline for development of small plots as well as during the preparation of Rural planning principles.	-			The Guidelines will be incomplete.
All Dzongkhags	Number of planning principles and guidelines prepared.	Data and Administrative Support	Since the guidelines is prepared for all the Dzongkhags. Their administrative support and data are required.	-			The guidelines will be incomplete.
THROMDEYS	Number of planning principles and guidelines prepared.	Data and Administrative Support	Since the guideline is also applicable to development of small plots in Thromdes. Their data and administrative support are also required.	-			The guideline will be incomplete.

Whereas,

I, the Offtg. Director, Department of Human Settlement, commit to the Secretary and the Minister, to deliver the results described in this Annual Performance Agreement.

I, the Secretary, commit to the Offtg. Director, Department of Human Settlement, to provide necessary support for the delivery of results described in this Annual Performance Agreement.

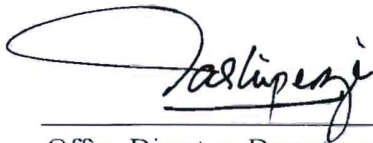
SIGNED:



Secretary, MoWHS

21/8/2019

Date: 21st August 2019



Offtg. Director, Department of
Human Settlement

Date: 21st August 2019