PERFORMANCE AGREEMENT

BETWEEN

Secretary and Director General, Department of Roads

(July 1, 2019 – June 30, 2020)

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Preamble

The Performance Agreement is entered into between the Secretary and the Director General, Department of Roads.

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 Roads 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

A dynamic organization constructing and maintaining safe, reliable and excellent network of climate-resilient road infrastructure.

Mission

1. To complete construction of all national highways: North East-West, South East-West, North-South, and inter-Dzongkhag roads, as per the Road Sector Master Plan 2027 to the national standards and specifications, to carry loads up to 30 MT;
2. To enhance the load carrying capacity of bridges on highways and hydropower roads to 70 MT and on other roads to 40 MT;
3. To maintain and ensure safe and reliable road network through development and use of robust asset management system and innovative road maintenance techniques that is sustainable, economical and environment friendly.
4. To shorten all feasible national highways to reduce travel time and vehicle operating costs;
5. To upgrade all Dzongkhag Roads within the purview of the Department to national level of standards and serviceability;
6. To continuously upgrade and adopt green and climate-resilient techniques and technologies in the construction and maintenance of road infrastructure;
7. To build a highly-competent, professional and dedicated group of road engineers and technicians recognizing the potential of every member's contribution towards the common vision;
8. To encourage, support and work in close cooperation with the private sector recognizing their critical role in generating employment and complementing;
   government's effort in nation building. Different modalities of partnership will be explored and adopted; and
9. As a regulatory body, to provide firm, fair and efficient services to all public and individuals.

Objectives

1. To Consolidate and Improve Road Network for Efficient Transportation
2. Ensure full utilization of budget
3. Transparent, accountable & integrity consciousness and culture strengthened
4. Pursue Professionalization in the Construction Industry
5. གཞུང་གི་གཙུག་སྟེ་ཚུ་དང་ རྩོང་ཁའི་ལག་ལེན་རྒྱ་སྐྱེད་གཏང་ནི།

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 Consolidate and Improve Road Network for Efficient Transportation	96	Enhanced load carrying capacity on bridges from 18R to 40R (SNH and Dzongkhags) /70R	No. of Bridges Constructed	Number	8	3	2	1	0	0
			Number of Feasibility Studies conducted for Bridge Construction	Number	3	7	6	5	4	3
			Designs and Drawings of Bridges completed	Number	3	Drawing completed for all 3	Drawing completed for 2 & Design completed for 1	Drawing completed for 1 & Design completed for 2	Drawing completed for 0 & Design completed for 3	Drawing completed for 0 & Design completed for 2
			No. of Bridge Construction Initiated	Number	4	11	9	7	5	3
		Construction of National Highways	DPR for Construction of Roads Prepared	Number	2	Completion of Report of 1 DPR	Completion of Estimation of 1 DPR	Completion of Design and Drawing of 1 DPR	Completion of Survey of 1 DPR	Non-Starting of Work
			EIA for Road Construction Initiated	Number	2	Consultant for the Job Finalized for 2 roads	Consultant for the Job Finalized for 1 road and Expression of Interest Called/ Invited for 1 road	Expression of Interest Called/ Invited for 2 roads	Expression of Interest Called/ Invited for 1 road and RFP prepared for 1 road	RFP Prepared for 2 roads
			Km of NH Constructed	KM	8	7.57	6.81	6.05	5.29	4.54
		Clearance of Road Block	Road Restored after Monsoon Damages	Percent	5	100%	90%	80%	70%	60%

			Timeline by which data on road block clearance and time taken to reach assistance for clearance is collected and compiled.	Date	3	05/20/2020	05/30/2020	06/10/2020	06/20/2020	06/30/2020
		Climate Proof Road	Climate Resilient Guideline for Design and Construction of Road Infrastructure finalized	Date	1	01/30/2020	02/29/2020	03/31/2020	04/30/2020	05/31/2020
			Improvement of Nimshong-Shingkhar as a pilot climate resilient road (BC)	KM	3	5	4.5	4	3.5	3
		Slope Stabilization	Timeline by which slope risk assessment data for Gyelposhing-Nganglam Road is monitored and Verified.	Date	1	05/20/2020	05/30/2020	06/10/2020	06/20/2020	06/30/2020
			Number of Counter Measures provided for Slope Stabilization	Number	4	Completion of 2 Counter Measures	Completion of 1 Counter Measure	Initiation of 2 Counter Measures	Initiation of 1 Counter Measure	0 initiated
		Length of national Highways Improved	Km of Roads Improved through Blacktopping and Resurfacing	KM	12	66.65	59.98	53.32	46.65	39.99
		Enhanced load carrying capacity of National Highway and Industrial Road from 18MT-30/50MT	Km of Roads Enhanced through Base Course	KM	8	2.35	2.11	1.88	1.64	1.41
			Km of HPP Road enhanced through Widening	KM	3	3	2.7	2.4	2.1	1.8
			Km of double lanned NEWH enhanced through Blacktopping	KM	6	11.8	10.62	9.44	8.26	7.08
		TAT for Approval of Construction of Private Access Roads	No. of Days to issue the approval for construction of Private Access Roads	Days	3	25	30	35	40	45
		Maintenance of Roads and Bridges	Percent of River Dredging Activity Carried out	Percent	2	100%	90%	80%	70%	60%
			Routine Maintenance of Bridges Carried out	Percent	3	100%	90%	80%	70%	60%

			Routine Maintenance of Road Carried out	Percent	6	100%	90%	80%	70%	60%
		Blacktopping of GC Roads	Km of GC Roads Blacktopped	KM	4	4.5	4.05	3.60	3.15	2.70
		Adoption of ICT for improved service delivery	Number of Regional Offices trained on data collection and data population for RMMS.	Number	2	9	8	7	6	5
Ensure full utilization of budget	1	Ensure full utilization of budget	Annual budget utilized	Percent	1	>95%	90-94.99%	85-89.99%	80-84.99%	<80%
Transparent, accountable & integrity consciousness and culture strengthened	1	Enhance integrity system by implementing OIP	Integrity score improved	Percent	1	50% of OIP implemented	40% of OIP implemented	30% of OIP implement-ted	20% of OIP implement-ted	<20% of OIP implement-ted
Pursue Professionalization in the Construction Industry	1	Jobs created	Create jobs in the construction sector	Number	1	140	126	112	98	84
གཞུང་གི་གཙུག་སྟེ་ཚུ་ནང་རྩོང་ཁའི་ལག་ལེན་རྒྱ་སྐྱེད་གཏང་ནི།	1	གཞུང་འབྲེལ་གྱི་ཡིག་འགྲུལ་ཚུ་རྩོང་ཁའི་ནང་བྱེ་ནི།	ངོས་འཛིན་འབད་ཡོད་པའི་ཡིག་འགྲུལ་ཚུ་ཁའི་ནང་བྱེས་ཡོད་པའི་བརྒྱ་ཆ།	Percent	1	100	90	80	70	60

Section 3: Trend values of success indicators

Objective	Action	Success Indicator1	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 full utilization of budget	Annual budget utilized	Percent	>95%	>95%	>95%	>95%	>95%
Pursue Professionalization in the Construction Industry	Jobs created	Create jobs in the construction sector	Number	NA	140	405	447	489
To Consolidate and Improve Road Network for Efficient Transportation	Climate Proof Road	Climate Resilient Guideline for Design and Construction of Road Infrastructure finalized	Date					
		Improvement of Nimshong-Shingkhar as a pilot climate resilient road (BC)	KM	0	5	11.5	18	18
	Adoption of ICT for improved service delivery	Number of Regional Offices trained on data collection and data population for RMMS.	Number	Data Collection	Data Collection	Data Analysis and Report Generation	Investment Planning for Maintenance Activities	Capacity Building for Regional Offices and adoption.
	Blacktopping of GC Roads	Km of GC Roads Blacktopped	KM					
	Clearance of Road Block	Road Restored after Monsoon Damages	Percent	100%	100%	100%	100%	100%
		Timeline by which data on road block clearance and time taken to reach assistance for clearance is collected and compiled.	Date	Data collection and compilation	Data collection and compilation	Reduce time taken for clearance of block by one hour	Reduce time taken for clearance of block by two hours	Reduce time taken for clearance of block by three hours

	Construction of National Highways	DPR for Construction of Roads Prepared	Number					
		EIA for Road Construction Initiated	Number					
		Km of NH Constructed	KM	2699.88	2705.49	2763.15	2820.81	2860.97
	Enhanced load carrying capacity of National Highway and Industrial Road from 18MT to 30/50MT	Km of double-lanned NEWH enhanced through Blacktopping	KM	109.87	109.87	109.87	109.87	109.87
		Km of HPP Road enhanced through Widening	KM	13.02	16.02	0	0	0
		Km of Roads Enhanced through Base Course	KM	0	15.8	31.8	37.6	37.6
	Enhanced load carrying capacity on bridges from 18R to 40R (SNH and Dzongkhags) /70R	Designs and Drawings of Bridges completed	Number					
		No. of Bridge Construction Initiated	Number					
		No. of Bridges Constructed	Number	0	3	6	11	16
		Number of Feasibility Studies conducted for Bridge Construction	Number					
	Length of national Highways Improved	Km of Roads Improved through Blacktopping and Resurfacing	KM	50	150	270	390	519
	Maintenance of Roads and Bridges	Percent of River Dredging Activity Carried out	Percent					
		Routine Maintenance of Bridges Carried out	Percent	100%	100%	100%	100%	100%
		Routine Maintenance of Road Carried out	Percent	100%	100%	100%	100%	100%
	Slope Stabilization	Number of Counter Measures provided for Slope Stabilization	Number	0	0	3	6	8
		Timeline by which slope risk assessment data for Gyelposhing-Nganglam Road is monitored and Verified.	Date	Identify location and data collection	Data collection and Analysis	Data collection and Analysis	Data collection and Analysis	Analysis

	TAT for Approval of Construction of Private Access Roads	No. of Days to issue the approval for construction of Private Access Roads	Days	30	25	25	20	20
Transparent, accountable & integrity consciousness and culture strengthened	Enhance integrity system by implementing OIP	Integrity score improved	Percent	NA	50% of OIP implemented	NA	NA	NA
གཞུང་གི་གཙུག་སྟེ་ཚུ་ནང་རྩོང་ཁའི་ལག་ལེན་རྒྱ་རྒྱེད་གཏང་ནི།	གཞུང་འབྲེལ་གྱི་ཡིག་འགྱུལ་ཚུ་རྩོང་ཁའི་ནང་བྱེ་ནི།	ཏོས་འཛིན་འབད་ཡོད་པའི་ཡིག་འགྱུལ་ཚུ་རྩོང་ཁའི་ནང་བྱེས་ཡོད་པའི་བརྒྱ་ཆ།	Percent	100	100	100	100	100

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Road Restored after Monsoon Damages	After every monsoon, teams from the HQ are deployed to verify the damages on road due to monsoon. They also verify the proposed counter measures. After verification, the team presents the damages to DCC. Through prioritization, the DCC decides on budget distribution. The divided budgets are sent to the ROs and the ROs restores the damages at approved locations. Restoration works includes walls (Breast, Retaining, Crib, Gabion, Boulder) and slip clearances. This SI is measured in terms of Budget Utilization (100% target corresponds to 100% budget utilization)	Through Mail and Verification, progress report and APA status Certificate from ROs	Monthly	ROs
Timeline by which data on road block clearance and time taken to reach assistance for clearance is collected and compiled.	Road Block Data and data on time taken to reach assistance for clearance of blocks are collected and compiled whenever the blocks occur. The data includes place of block, time of occurrence, time by which assistance is reached and time taken to clear the road block. This data will form the baseline for setting our road clearance target from next financial year. From next year the department will be focusing on reducing the time taken for clearance of road block and providing assistance for clearance of these blocks.	Road block app, Block reports	Annually	ROs and Maintenance Division
Climate Resilient Guideline for Design and Construction of Road Infrastructure finalised	The Guidelines will be finalized	Through Stakeholders, Site Engineers and Project Core Members	Annually	GEF LDCF Project Core members
Improvement of Nimshong-Shingkhar as a pilot climate resilient road (BC)	Nimshong-Shingkhar GC will be piloted as Climate Proof Road. Construction of Base Course and Permanent work will be carried out in 2019-2020. This target for improvement of road will be measured in terms of base course	Progress reports and APA status Certificate	Monthly	Tingtibi Regional Office

Timeline by which slope risk assessment data for Gyelposhing-Nganglam Road is monitored and Verified.	Risk Data for Gyelposhing-Nganglam Road has been collected during FY 2018-2019. Gyelposhing-Nganglam Road will again be visited during FY 2019-2020 after the monsoon to track changes in the collected data. Accordingly, the team will further verify and incorporate the changes in the data. This will help the team in identifying 2 sites for slope stabilization on this stretch for the coming years.	Physical Verification and Tour Reports of concerned officials	Annually	Design Division
Km of Roads Improved through Blacktopping and Resurfacing	The following Roads will be resurfaced or blacktopped: 1. Ura-Tang SNH – 3.00 km 2. Gelephu Trongsa PNH under Trongsa RO – 3.00 km 3. Nangar-Ura Bypass – 6.00 km 4. Gangola Lhuntse SNH – 3.00 km 5. Approach Road to Ugyen Guru Lhakhang Pangbesa – 1.50 km 6. Approach Road to BBS Tower – 1.50 km 7. Changtagang-Begana-Tango-Chari – 1.50 km 8. Panbang-Galabi – 2.50 km 9. Tingtibi-Zhemgang-Wangduegang – 8.00 km 10. Gelephu-Trongsa PNH under Tingtibi RO – 4.00 km 11. Gelephu-Trongsa PNH under Sarpang RO – 4.00 km 12. Dagapela-Dagana SNH – 5.00 km 13. Tsirang-Sunkosh PNH – 4.00 km 14. Samtse-Sipsu SNH – 5.00 Km 15. Shali-Tsenkarla – 1.50 Km 16. Durungri-Mekuri SNH – 4.00 km 17. Dewathang-Samdrupchholing – 3.00 km 18. Punakha-Gasa SNH – 6.15 km	Progress reports	Monthly	Regional offices
Km of Roads Enhanced through Base Course	The following roads will be enhanced: 1. Internal road at Pangbesa – 0.50 km 2. Linzin-Tsenkari (Rigid Pavement) – 0.65 km 3. Chazam-Duksum – 1.00 km	Progress reports	Monthly	ROs (Thimphu, Samdrup Jongkhar, Trashigang & Phuentsholing)

	4. Pavement strengthening on Rinchending-Pasakha – 0.20 km These are measured against base course (BC) except in Linzin-Tsenkari which will be measured against km of rigid pavement constructed. This will contribute to Enhancing Load Carrying Capacity on National Highway and Industrial Road from 18MT to 30MT/50MT in 12th FYP.			
Number of Feasibility Studies conducted for Bridge Construction	Feasibility study will be carried out for: 1. Marung Zam 2. Mowkhola Zam 3. Dhamdum Zam 4. Diana Zam 5. Pangri Zam 6. Gathana I 7. Gathana II	Feasibility Report	Annually	Bridge Division
Designs and Drawings of Bridges completed	The various bridges will be designed and then drawn: 1. Begana Zam 2. Khasadrapchu Zam 3. Tsangchuthama Zam For Design and Drawing the steps are: 1. Structural Design of the Bridge 2. Drawing of the Designed Bridge The drawings shall be submitted to the Chief of Bridge Division	Drawing Submission Letter and APA status Report if Drawing is not completed.	Annually	Bridge Division
No. of Bridge Construction Initiated	Construction of following bridges will be initiated: 1. Semtokha Flyover 2. Doksum Zam 3. Tshergom Zam 4. Buyang Zam 5. Banglapokto Zam 6. Yamthrak Zam 7. Rubee Zam 8. Hurjee Zam 9. Dhomkhar Zam 10. Gaytsa Zam	APA status Certificate or Tender Award documents	Annually	Regional Office and Bridge Division

	11. Bong Zam Initiation shall be defined by the award of tender or physical starting of work if done departmentally			
No. of Bridges Constructed	Following Bridges will be constructed: 1. Nyala Zam 2. Rabten Zam 3. Passang Zam	Progress report and APA status certificates	Monthly	Regional Office and Bridge Division
DPR for Construction of Roads Prepared	DPR will be prepared for Sunkosh-Dagapela The Steps in Preparing DPR involves: 1. Surveying 2. Design and Drawing 3. Estimation 4. Preparation of the Report inclusive of all of the above	Detail Project Report	Annually	Design Division
Km of NH Constructed	Following National highways will be constructed: 1. Jenkana-Khamena – 2.00 km 2. Dagapela-Dalbari (Orio) – 0.27 km 3. Ossey Bypass – 2.12 Km 4. Phuentsholing-Chamkuna – 1.68 km 5. Bypass at Khothakpa – 1.50 km The Construction is measured in terms of Formation Cutting (FC)	Progress Report	Monthly	Regional Offices
EIA for Road Construction Initiated	EIA for Shingkhar-Gorgan and Dewathang-Nganglam will be initiated. Since the work will be done by consultant. Initiation process is as follows: 1. Preparation of TOR 2. Preparation RFP 3. Calling for Expression of Interest 4. Finalizing of the consultant to carry out the job Finalizing will be considered as initiated	EIA Reports	Annually	DoR Headquarter
Km of HPP Road enhanced through Widening	3 km of Duksum-Buyang Road will be enhanced through widening. This will also contribute to the Enhancing Load carrying Capacity of Road on National Highway and Industrial	Progress Reports	Monthly	RO Trashigang

	road from 18MT to 30MT/50MT. This is measured in terms of formation Cutting (FC)			
Number of Counter Measures provided for Slope Stabilization	As a counter measure for slope disasters, the following structures will be built: 1. Rock fall protection wall at Chendepji 2. Culvert for Debris in Trongsa Initiation is represented by physical starting of construction work.	APA status Certificate	Annually	Maintenance Division and Regional office Trongsa
Km of double lanned NEWH enhanced through Blacktopping	This is a spillover activity of 11th FYP. The following stretch of NEWH will be double lanned: 1. Chuserbu-Trongsa – 8.80 km 2. Lingmethang-Yadi – 3.00 km This is measured against blacktopping (BT) target. This will contribute to Enhancing Load Carrying Capacity on National Highway and Industrial Road from 18MT to 30MT/50MT	Progress Report and APA status Certificate	Monthly	RO Trongsa and RO Lingmethang
Km of GC Roads Blacktopped	The following GC Roads will be blacktopped: 1. Metsho GC – 2.50 km 2. Ganglakha-Dungna GC – 2.00 km This is measured in terms of Blacktopping (BT)	Progress Report	Monthly	ROs (Lingmethang and Phuentsholing)
Percent of River Dredging Activity Carried out	River Dredging Activity will be carried out on: 1. Gelephu-Sarpang Road 2. Gelephu-Trongsa Road 3. Various Locations under RO Phuentsholing	APA Activity Status Certificate	Annually	RO Sarpang and RO Phuentsholing
Routine Maintenance of Bridges Carried out	Routine Maintenance of Bridges includes activities such clearing, cleaning, greasing and painting of Bridges. The target 100% will be achieved on 100% utilization of Budget Painting of Geleg Zam, strengthening of Diana Zam and strengthening of 3 bridges on Dewathang-Samrang SNH will also be carried out as routine maintenance	Progress Reports and APA Activity status	Monthly	ROs
Routine Maintenance of Road Carried out	Routine Maintenance of Roads include the following activities: 1. Grass Cutting along roads 2. Minor Slip Clearance	Progress Report	Monthly	Maintenance Division and ROs

	3. Clearance of Drain Blockages 4. Pothole Repairs This indicator will be achieved on 100% utilization of Budget			
No. of Days to issue the approval for construction of Private Access Roads	For Approval of Private Access Road, the following activities will have to be taken up: 1. The proponent will have to submit a proposal to relevant RO 2. The RO should send the site engineer for verifications (geotechnical, feasibility and damages on existing roads) 3. Then the engineer will have to prepare an estimate for damages 4. The proponent shall deposit the estimated amount and a contract shall be drawn between the office and the proponent 5. Then Approval shall be given.	Reports	Annually	ROs
Number of Regional Offices trained on data collection and data population for RMMS.	The Department has collected data on road assets and condition using camera mounted vehicle and GPS during last two financial years. This data gives information on condition of pavement, road side drainages, walls and other cross drainages. The main aim of developing the RMMS system is for proper investment planning. Till now the data has been collected and populated by the maintenance division at the head quarter and this data needs to be updated constantly. In order to make the data collection and up-dation process more efficient, the maintenance division will train officials within the 9 Regional Offices in this Financial Year. In the following Financial Years, the Department will work towards mitigating the flaws in the system and adoption of this system. In order to be able to provide real-time monitoring and support to beneficiaries through RMMS, the Department proposed the purchase of (ROMDAS ROad	Reports.	Annually	Maintenance Division

	Measurement Data Acquisition System) equipment which will collect data comprising of Road Roughness Index, Road profiles, and GPS location. A budget of Nu. 10 million was proposed for the purchase of ROMDAS equipment and capacity enhancement for using this equipment. However, no budget has been approved for carrying out this activity and this can be implemented only when the budget is approved. The Ministry will propose for supplementary budget to carry out this activity and if approved, will be able to progress towards adopting RMMS.			
Annual budget utilized	Annual budget utilized This indicator measures the variance between the Revised Budget and the Actual Expenditure at the end of the FY. Assessment of variance between annual budget and expenditure Annually Department of National Budget	Assessment of variance between annual budget and expenditure	Annually	
Integrity score improved	This indicator measures the implementation status of Organizational Integrity Plan (OIP) as determined by Anti-Corruption Commission.	Survey and Field Monitoring of OIP implementation by ACC	Annually	Administrative report by ACC
Create jobs in the construction sector	In this Financial year DoR will create 140 Jobs through various road activities (resurfacing, construction, blacktopping) and construction of bridges.	Reports from various ROs	Annually	ROs under DoR
དོས་འཛིན་འབད་ཡོད་པའི་ཡིག་འགྱུལ་ཚུ་རྩོང་ཁའི་ནང་བྱིས་ཡོད་པའི་བརྒྱ་ཆ།	རྩོང་ཁ་ནང་བྱི་དགོ་པའི་ཡིག་འགྱུལ་གྱི་རིགས་ཡང་ གཤམ་གསལ་ལྟར་ཡིན། ༡) བཀའ་རྒྱའི་རིགས། • བསྐོ་བཞག་བཀའ་རྒྱ། (Appointment Order) • གནས་སོར་བཀའ་རྒྱ། (Transfer Order) • འགན་གཡོལ་བཀའ་རྒྱ། (Relieving Order) • གོ་གནས་ཡར་སེང་བཀའ་རྒྱ། (Promotion Order) • སྒྲིར་བཏང་ཡིག་ཚང་བཀའ་རྒྱ། (Office Orders)	ཡིག་འགྱུལ་གྱི་ཀྱངས་ཁ་ཡོངས་བསྡོམས་དང་ རྩོང་ཁ་ ཡང་ན་ སྐད་གཏམ་ཟླང་འཛིལ་སྒྲ་ཡོད་པའི་ཡིག་འགྱུལ་གྱི་ཀྱངས་ཁ་རྒྱབ་ནི།	Annually	ཡིག་སྐྱེལ་གྱི་ཐོ་དང་ ཡིག་ཚད།

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)
MINISTRY OF FINANCE	Improvement of Nimshong-Shingkhar as a pilot climate resilient road (BC)	Incorporation of Budget	Budget is required to carry out the works set in target	Timely Release of Budget	The target will not be met in time
MINISTRY OF FINANCE	Km of Roads Improved through Blacktopping and Resurfacing	Budget Release	Timely release of Budget is required to complete the resurfacing works	Timely Release of Budget	The target will not be achieved
MINISTRY OF FINANCE	Km of Roads Enhanced through Base Course	Budget Release	Timely Release of Budget is required to achieve the target	Timely release of budget	The target will not be achieved
MINISTRY OF FINANCE	No. of Bridges Constructed	Budget Release	Timely release of budget is required to complete the activity	Timely release of budget	The targets will not be met
DZONGKHAG BUMTHANG CONSOLIDATED	No. of Bridges Constructed	Environment Clearance and Social Clearance	Environment clearance and social clearance is required to start any type of construction	Timely issuance of environment clearance and social clearance	The target won't be achieved
DZONGKHAG MONGAR CONSOLIDATED	No. of Bridges Constructed	Environment Clearance and Social Clearance	Environment clearance and social clearance will be required to start any type of construction	Timely issuance of Environment clearance and social clearance	The target will not be achieved
DZONGKHAG SARPANG CONSOLIDATED	No. of Bridges Constructed	Environment Clearance and Social Clearance	Environment clearance and social clearance will be required to start any type of construction	Timely issuance of environment clearance and social clearance	The target will not be achieved
DZONGKHAG TRONGSA CONSOLIDATED	No. of Bridges Constructed	Environment Clearance and Social Clearance	Environment clearance and social clearance will be required to start any type of construction	Timely issuance of environment clearance and social clearance	The target will not be achieved
MINISTRY OF FINANCE	DPR for Construction of Roads Prepared	Budget	DPRs are usually prepared for external	Timely Budget Release	The targets will not be met

			funding proposals. Thus, RGoB provides the budget for preparation of such DPRs.		
MINISTRY OF FINANCE	EIA for Road Construction Initiated	Budget	Adequate amount of budget is required to complete the project.	Timely Release of Budget	The targets will not be met
MINISTRY OF FINANCE	Km of NH Constructed	Budget	Timely release of budget is required to complete the targeted works	Timely Release of Budget	The targets will not be met
MINISTRY OF FINANCE	Km of HPP Road enhanced through Widening	Budget Release	Timely release budget is required to complete the activity	Timely release of budget	The targets will not be achieved
MINISTRY OF FINANCE	Number of Feasibility Studies conducted for Bridge Construction	Budget	Budget is required to carry out feasibility studies	Timely Release of Budget	The target will not be met

Whereas,

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

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

SIGNED:

21/8/2019

Secretary, MoWHS

Date: 21st August 2019

Director General, Department of Roads

Date: 21st August 2019