



PERFORMANCE AGREEMENT

BETWEEN

Secretary and Director

**DEPARTMENT OF CULTURE
MINISTRY OF HOME & CULTURAL AFFAIRS**

(July 1, 2015 – June 30, 2016)

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Preamble

The Performance Agreement is entered into between the Secretary and Director, Department Of Culture.

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the Department Of Culture consistent with the 11th 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 Culture at the end of the financial 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: Vision, Mission and Objectives

Vision

To be the leading organization spearheading the efficient functioning of decentralized administration, upholding the principles of democratic governance, which ensures maintenance of law and order, preserves and promotes cultural and spiritual values and supports and facilitates disaster risk reduction contributing towards the realization of Gross National Happiness (GNH)

Mission

1. Preserve, promote, and protect culture and heritage;
2. Provide professionalized immigration services to public;
3. Guide and support local governments in the efficient and effective delivery of services;
4. Provide efficient service delivery in the issuance of citizenship and other related documents;
5. Ensure stable law and order situation in the country;
6. Provide efficient management of civil administration; and
7. Enhance resilience, preparedness and responsiveness to disaster.

Objectives

- 1) To preserve and promote tangible cultural heritage
- 2) To preserve and promote intangible cultural heritage
- 3) To implement
National Integrity
and Anti-
Corruption
Strategy

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 preserve and promote tangible cultural heritage	50	Formulate policy and guidelines for protection of heritage sites	Date line in which Heritage Sites Bill is endorsed by Parliament	Date	2	June, 2015	Dec, 2015	June, 2016	Dec, 2016	Later
			Date line in which Rules and regulations for heritage sites is formulated	Date	1	Dec, 2015	Jan, 2016	Feb, 2016	March, 2016	Later
		Renovate and maintain heritage sites	Percentage in which the main Trashigang Dzong is consolidated and new ancillary structures are constructed	Percent	7	20	18	16	14	<14
			Percentage in which main Gasa Dzong is consolidated and the ancillary structure constructed	Percent	5.5	20	18	16	14	< 14
			Percentage in which the Phajodhing lhakhangs and Tshamkhang are consolidated, ancillary structures constructed and the ropeway for transportation of materials on site is installed	Percent	5	20	18	16	14	< 14
			Percentage in which the main structure of Paro Ta-Dzong is consolidated	Percent	4	60	55	50	45	< 45
			Percentage in which the work on site for renovation of Lingkha Lhakhang in Wangdichoeling Palace is carried out	Percent	2	25	22.5	20	18.5	< 18.5

To preserve and promote tangible cultural heritage	50	Build new Dzongs	Percentage in which the construction of Sarpang Dzong is initiated	Percent	4	10	9	8	7	<6
			Percentage in which the construction of Pemagatshel Dzong is initiated	Percent	8	55	50	50	45	<45
			Percentage in which Wangduephodrang dzong is initiated	Percent	10	40	35	30	25	<25
	Documentation, mapping and survey of Archeaology sites	Date line in which the Do-choetey Goenpa will be documented	Number	1	May, 2016	Jun, 2016	Jul, 2016	Aug, 2016	Later	
		Date line in which monograph on Drapham Dzong and Chubjekha Dzong are published	Date	0.5	Dec, 2015	Jan, 2016	Feb, 2016	Mar, 2016	Later	
	To preserve and promote intangible cultural heritage	40	To Preserve and Promote Driglam Namzha	Numbers of Research and Publication of Driglam manual.	Number	0.6	1000	800	600	400
Numbers of Officials trained in Driglam Namzha				Number	1	500	400	300	200	100
Date line in which the conference for cultural officer will be held				Date	0.4	Dec, 2015	Jan, 2016	Feb, 2016	Mar, 2016	April, 2016
Preservation, Conservation, documentation and Promotion of Literary heritage		Number of Dzongkhags Surveyed and documented for literary heritage	Number	1.5	3	2	1	0	0	
		Number of archival documents/ wood blocks preserved and conserved	Number	1.3	9	8	7	6	0	
		Numbers of texts researched and published	Number	2.1	2	1	0	0	0	
		Number of cultural elements researched and documented	Number	2	30	27	24	21	<18	

To preserve and promote intangible cultural heritage	40	Preservation, Conservation, documentation and Promotion of Literary heritage	Percentage in which the budget is used for strengthening and development of institution.	Percent	0.5	90	80	70	50	<50	
			Nos. of workshops on preservation/conservation conducted	Number	0.6	1	0	0	0	0	
	To Inventorize and document tangible and intangible cultural heritage			Number of lhakhangs documented for cultural properties	Number	2	286	200	150	100	<100
				Numbers of Nangtens documented in database	Number	1	3333	3000	2500	2000	1000
				Number of Cultural Properties Conserved	Number	1.4	26	20	15	10	<10
				Numbers of dzongkhags where Literary heritage to be conserved and documented	Number	1.6	3	2	1	0	0
	Preservation, Promotion & Conservation of Cultural Heritage (Traditional Handicraft & skills).			Nos. Publication of Museum brochures	Number	1	10000	9000	8000	7000	5000
				Date line in which the Thematic exhibitions is held	Date	2.1	March, 2016	April, 2016	June, 2016	Later	Later
				Date line in which the National Crafts Festival is held	Date	0.7	March, 2016	April, 2016	June, 2016	Later	later
				Percentage in which the budget is used to Acquisition of textile artifacts	Percent	0.8	100	90	80	70	<70
				Date line in which the Textile Exhibitions is Participated outside the country.	Date	1.7	Dec, 2015	Later	Later	Later	Later
				No. of students attended the Educational programmes on textile heritage	Number	0.6	7500	7000	6500	6000	< 6000

To preserve and promote intangible cultural heritage	40	Preservation, Promotion & Conservation of Cultural Heritage (Traditional Handicraft & skills).	Date line in which the National design competition is held	Date	0.5	March, 2016	April, 2016	June, 2016	Later	Later
			Nos. of textile artifacts conserved	Number	1.6	30	25	20	15	< 15
	Renovation of structure, enhancement of Museum Security and print brochures & Conservation of Museum Artifacts	Date line in which Approach road black topped	Date	0.4	June, 2016	Later	Later	Later	Later	
		Date line in which CCTV and street light installed	Date	0.5	April, 2016	May, 2016	June, 2016	later	Later	
		Number of museum brochures Printed and distributed	Number	0.3	8000	7000	6000	5000	<5000	
		Numbers of Museum Artifacts Preserved and Conserved and documented	Number	0.8	30	25	20	15	5	
	Performing arts, social practices, tshechus and festivals preserved and promoted	Date line to develop Syllabus, Module and teaching methodology	Date	1.5	June, 2016	July, 2016	Aug, 2016	Sept, 2016	Oct, 2016	
		Date line for upgradation of Division for Professional Performing Arts at RAPA	Date	0.5	June, 2016	Later	Later	Later	Later	
		Percentage in which the budget for boys' dormitory laying foundation is utilized	Percent	1	100	90	80	70	60	
	To conserve, restore and promote arts, objects and historical documents	Numbers of special exhibitions hosted on selected theme	Number	1.9	1	0	0	0	0	
		Nos. of museum brochures printed	Number	1.5	20000	15000	10000	5000	0	
		Numbers of 7 colloquiums of the past to be reprinted in Dzongkha/English	Number	1.1	500	400	300	200	100	

To preserve and promote intangible cultural heritage	40	To conserve, restore and promote arts, objects and historical documents	Percentage in which the budget is used to purchased the rare art objects	Percent	0.6	100	90	80	70	< 70	
			Nos. of student attended the educational programs	Number	0.4	1000	500	300	100	0	
			Date line in which the fire hydrant tank supporting wall to be constructed	Date	0.5	Nov, 2015	Dec, 2015	Jan, 2016	Feb, 2016	March, 2016	
			Numbers of museum artifacts conserved and documented	Number	2	25	20	15	10	5	
	Choeshey Larim			Numbers of Accountants and Secretary of registered religious organisation trained.	Number	0.5	96	70	45	20	< 20
				Numbers of books (Chengue Tshawa dang drelpa, Uhuma Tshawa dang drelpa and Namzha) reprint	Number	0.3	4000 each	3000 each	2000 each	1000 each	<1000 each
				Numbers of Meeting for Chhodey Lhentshog, Chairman and Nuns	Number	0.4	4	3	2	1	0
				Number of times where Coeshey Larim to be conducted	Number	0.8	12	10	8	6	< 6
To implement National Integrity and Anti-Corruption Strategy	10	Review of annual work plan quarterly with emphasized on budget and expenditure tracking	Quarterly reports published on time	Number	5	4	3	2	1	0	
			Percentage in which all the officials declare asset on time	Percent	5	100	90	80	70	60	

Section 3: Trend values of success indicators

Objective	Action	Success Indicator1	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 implement National Integrity and Anti-Corruption Strategy	Review of annual work plan quarterly with emphasized on budget and expenditure tracking	Percentage in which all the officials declare asset on time	Percent			100			
		Quarterly reports published on time	Number			4			
To preserve and promote intangible cultural heritage	Choeshey Larim	Number of times where Coeshey Larim to be conducted	Number		11	23	38	43	
		Numbers of Accountants and Secretary of registered religious organisation trained.	Number		94	190			
		Numbers of books (Chengue Tshawa dang drepa, Uhuma Tshawa dang drepa and Namzha) reprint	Number				4000 each		
		Numbers of Meeting for Chhoday Lhentshog, Chairman and Nuns	Number	4	8	12			
	Performing arts, social practices, tshachus and festivals preserved and promoted	Date line for upgradation of Division for Professional Performing Arts at RAPA	Date				June, 2016		

To preserve and promote intangible cultural heritage	Performing arts, social practices, tshechus and festivals preserved and promoted	Date line to develop Syllabus, Module and teaching methodology	Date			June, 2016		
		Percentage in which the budget for boys' dormitory laying foundation is utilized	Percent			100		
	Preservation, Conservation, documentation and Promotion of Literary heritage	Nos. of workshops on preservation/conservation conducted	Number			1		
		Number of archival documents/ wood blocks preserved and conserved	Number	11	15	19	24	29
		Number of cultural elements researched and documented	Number	0	0	30		
		Number of Dzongkhags Surveyed and documented for literary heritage	Number	3	6	9	11	12
		Numbers of texts researched and published	Number	3	9	11		
		Percentage in which the budget is used for strengthening and development of institution.	Percent			90		

To preserve and promote intangible cultural heritage	Preservation, Promotion & Conservation of Cultural Heritage (Traditional Handicraft & skills).	Date line in which the Thematic exhibitions is held	Date	May-June 2014	June 2015	June 2016	June 2017	June 2018
		Date line in which the National Crafts Festival is held	Date	March-April 2014	March-April 2015	March 2016	March 2017	March 2018
		Date line in which the National design competition is held	Date	March-April 2014	March-April 2015	April, 2016	April, 2017	April, 2018
		Date line in which the Textile Exhibitions is Participated outside the country.	Date	Nov-Dec, 2013	Nov-Dec, 2014	Dec 2015	Dec 2016	Dec 2017
	No. of students attended the Educational programmes on textile heritage	Number			7500			
	Nos. of textile artifacts conserved	Number	25	55	85	110	135	
	Nos. Publication of Museum brochures	Number	5000	15000	25000	35000	45000	
	Percentage in which the budget is used to Acquisition of textile artifacts	Percent			100			

To preserve and promote intangible cultural heritage	Renovation of structure, enhancement of Museum Security and print brochures & Conservation of Museum Artifacts	Date line in which Approach road black topped	Date			June, 2016		
		Date line in which CCTV and street light installed	Date			June, 2016		
		Number of museum brochures Printed and distributed	Number			8000		
		Numbers of Museum Artifacts Preserved and Conserved and documented	Number		26	56		
	To conserve, restore and promote arts, objects and historical documents	Date line in which the fire hydrant tank supporting wall to be constructed	Date			Nov, 2015		
		Nos. of museum brochures printed	Number			20000		
		Nos. of student attended the educational programs	Number			1000		
		Numbers of 7 colloquiums of the past to be reprinted in Dzongkha/English	Number			500		
		Numbers of museum artifacts conserved and documented	Number			25		
		Numbers of special exhibitions hosted on selected theme	Number	1	2	3	4	5

To preserve and promote intangible cultural heritage	To conserve, restore and promote arts, objects and historical documents	Percentage in which the budget is used to purchased the rare art objects	Percent			100		
	To Inventorize and document tangible and intangible cultural heritage	Number of Cultural Properties Conserved	Number	114	179	201	232	263
		Number of lhakhangs documented for cultural properties	Number	200	400	686	857	1036
		Numbers of dzongkhags where Literary heritage to be conserved and documented	Number	2	3	6	8	10
		Numbers of Nangtens documented in database	Number			3333	6666	10000
	To Preserve and Promote Driglam Namzha	Date line in which the conference for cultural officer will be held	Date				Dec, 2015	
		Numbers of Officials trained in Driglam Namzha	Number	344	744	1244	1744	2244
		Numbers of Research and Publication of Driglam manual.	Number	500	800	1800	2300	2800

To preserve and promote tangible cultural heritage	Build new Dzongs	Percentage in which the construction of Sarpang Dzong is initiated	Percent		5	10	20	40	
		Percentage in which the construction of Pemagatshel Dzong is initiated	Percent	20	35	55	75	100	
		Percentage in which Wangduephodrang dzong is initiated	Percent	5	20	40	65	100	
	Documentation, mapping and survey of Archeology sites	Date line in which monograph on Drapham Dzong and Chubjekha Dzong are published	Date				Publication of monograph on Drapham Dzong		
		Date line in which the Do-choetey Goenpa will be documented	Date				May, 2016		
	Formulate policy and guidelines for protection of heritage sites	Date line in which Heritage Sites Bill is endorsed by Parliament	Date				Dec, 2015		
		Date line in which Rules and regulations for heritage sites is formulated	Date				June, 2016		
	Renovate and maintain heritage sites	Percentage in which main Gasa Dzong is consolidated and the ancillary structure constructed	Percent	5	20	40	65	100	

To preserve and promote tangible cultural heritage	Renovate and maintain heritage sites	Percentage in which the main structure of Paro Ta-Dzong is consolidated	Percent	5	20	80	100	
		Percentage in which the main Trashigang Dzong is consolidated and new ancillary structures are constructed	Percent	5	20	40	65	100
		Percentage in which the Phajodhing lhakhangs and Tshamkhang are consolidated, ancillary structures constructed and the ropeway for transportation of materials on site is installed	Percent	5	20	40	65	100
		Percentage in which the work on site for renovation of Lingkha Lhakhang in Wangdichoeling Palace is carried out	Percent			25	50	

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Percentage in which Wangduephodrang dzong is initiated	Wangduephodrang Dzong - Preparation of proposals (architectural and structural drawings) - Reconstruction of 1st Courtyard	Quarter progress report as per the work plan	Monthly	DCHS, DoC
Percentage in which the main Trashigang Dzong is consolidated and new ancillary structures are constructed	To initiate conservation of old Dzongs in the light of preserving our culture	Quarter progress report as per the work plan	Monthly	DCHS
Percentage in which main Gasa Dzong is consolidated and the ancillary structure constructed	To initiate conservation of old Dzongs in the light of preserving our culture	Quarter progress report as per the work plan	Monthly	DCHS
Percentage in which the Phajodhing lhakhangs and Tshamkhang are consolidated, ancillary structures constructed and the ropeway for transportation of materials on site is installed	To initiate conservation of old Dzongs in the light of preserving our culture	Quarter progress report as per the work plan	Monthly	DCHS
Percentage in which the main structure of Paro Ta-Dzong is consolidated	To initiate conservation of old Dzongs in the light of preserving our culture	Quarter progress report as per the work plan	Monthly	DCHS
Percentage in which the construction of Sarpang Dzong is initiated	Sarpang Dzong - Preparation of design and drawings - Mobilization of workers and materials on site - Project Establishment (construction of workshed, workers camp, Project office, staff quarters etc)	Quarter progress report as per the work plan	Monthly	DCHS, DoC

Percentage in which the construction of Pemagatshel Dzong is initiated	Pemagatshel Dzong - Construction of Block C & E - Construction of Block D & G	Quarter progress report as per the work plan	Monthly	DCHS, DoC
Numbers of Officials trained in Driglam Namzha	Training given to all the government and private officials. Conduct training in all the Dzongkhags	Training	Biannually	Driglam section
Nos. of workshops on preservation/conservation conducted			Annually	Archives, NLAB
Nos. of student attended the educational programs			Annually	NMB, Paro
Date line in which the fire hydrant tank supporting wall to be constructed			Annually	NMB, Paro
Numbers of museum artifacts conserved and documented			Annually	NMB, Paro
Nos. of textile artifacts conserved			Annually	Textile
Date line in which the conference for cultural officer will be held			Annually	Driglam
Numbers of texts researched and published	Research and publication of Bibliography by Library division & Bumthang festival by Research division	Field visit	Annually	Library & Research divisions
Numbers of Research and Publication of Driglam manual.	Collection of data from experts, resource persons and Driglam text published	Field visit	Annually	Driglam section
Number of cultural elements researched and documented	Research and document the Cultural elements in Cultural Heritage Research Database		Annually	Research & Media, NLAB
Percentage in which the budget is used for strengthening and development of institution.	Acquisition of library books, archival documents and equipments, server for CH database		Annually	NLAB

Number of Dzongkhags Surveyed and documented for literary heritage	Documentation survey of religious text in 2 Dzongkhags and Archival survey in 1 dzongkhag	Field visit	Annually	Library& Archives Divisions
Numbers of dzongkhags where Literary heritage to be conserved and documented	Research and publication on Scared Neyigs	Field visit and work in office for publication	Annually	Research Section, DCP
Number of archival documents/ wood blocks preserved and conserved	Preservation and conservation of archival documents	Field Visit	Annually	Archives section, NLAB
Number of lhakhangs documented for cultural properties	To complete re-verification,computerizing,editing, printing of 10 lhakhangs of Bumthang 170 lhakhangs of Wangdue and 106 lhakhangs of Paro and hand-over the complete set of records of to respective Dzongkhags and caretakers.	Field visit and Office	Annually	Record Section, DCP
Numbers of Nangtens documented in database	Input of 3333 nangtens with photographs in the Database	Field visit and Office	Annually	Record Section, DCP
Number of Cultural Properties Conserved	15-Thangka(to be decided after the list is submitted by the Cultural Officers), 1 major wall painting conservation project at Ta Lhakhang,Bumthang, , 10 sculptures(to be decided after the list is submitted by the Cultural Officers)	Field visit and Lab	Annually	Conservation Lab,DCP
Date line in which the Thematic exhibitions is held			Annually	Textile
Date line in which the National design competition is held			Annually	Textile

Date line in which the National Crafts Festival is held			Annually	Textile
Percentage in which the budget is used to Acquisition of textile artifacts			Annually	Textile
Date line in which the Textile Exhibitions is Participated outside the country.			Annually	Textile
No. of students attended the Educational programmes on textile heritage			Annually	Textile
Date line in which Approach road black topped	To black top the approach road to Ta-Dzong	Field visit	Biannually	Adm. section, RHM, Trongsa
Date line in which CCTV and street light installed	To reduce the incidence of all kinds of crime	Field visit	Biannually	Adm. section, RHM, Trongsa
Number of museum brochures Printed and distributed	To educate the visitors about the antique collections		Annually	Adm. section & Curatorial Section, RHM, Trongsa
Numbers of Museum Artifacts Preserved and Conserved and documented	Conservation and preservation of museum artifacts	Field Visit	Annually	Curatorial Section, RHM, Trongsa
Date line for upgradation of Division for Professional Performing Arts at RAPA	To set up a Division for the performing artists under RAPA .	Artists	Annually	RAPA
Percentage in which the budget for boys' dormitory laying foundation is utilized	laying foundation, Designing, Drawing and estimating	Hiring consultants	Annually	RAPA
Date line to develop Syllabus, Module and teaching methodology			Annually	RAPA

Numbers of special exhibitions hosted on selected theme	To preserve and promote tangible culture through exhibition	As per the work plan	Annually	Curatorial Section, NMB, Paro
Nos. of museum brochures printed	To preserve and promote tangible culture through restoration and preservation	As per the condition	Annually	Conservation Section, NMB, Paro
Numbers of 7 colloquiums of the past to be reprinted in Dzongkha/English	To document and preserve culture through publication and distribution to various educational centers.	Floating Tender	Annually	NMB, Paro
Percentage in which the budget is used to purchased the rare art objects	To preserve and promote tangible culture through purchase.	Collecting from the public	Annually	Curatorial Section, NMB, Paro
Number of times where Coeshey Larim to be conducted	in order to protect, preserve and further promote the state religion of our country		Annually	CRO
Numbers of books (Chengue Tshawa dang drelpa, Uhuma Tshawa dang drelpa and Namzha) reprint	Printing		Annually	CRO
Numbers of Accountants and Secretary of registered religious organisation trained.	Such training are required as the auditing of Ros shall be carried out by the Royal Audit Authority.		Annually	CRO
Numbers of Meeting for Chhodey Lhentshog, Chairman and Nuns	Chhodey Lhentshog meeting twice a year, Chairman meeting once a year and Nuns meeting once a year		Annually	CRO
Quarterly reports published on time	Physical and Financial reporting	All divisions	Quarterly	AFD, DOC
Percentage in which all the officials declare asset on time	All officials that are required to do assets declaration	AFD	Annually	AFD, DOC

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)
SECRETARIAT	Percentage in which the main Trashigang Dzong is consolidated and new ancillary structures are constructed	GNH: Ensure timely release of fund from the donors	Delay in fund release has been the major issue when it comes to the Dzong renovation and construction projects	Fund Released	All the Dzong projects are time bound and delay in fund release would result in delay in deliverance of the project, and a times compromising the quality to cope up with the time for completion
SECRETARIAT	Percentage in which main Gasa Dzong is consolidated and the ancillary structure constructed	GNH: Ensure timely release of fund from the donors	Delay in fund release has been the major issue when it comes to the Dzong renovation and construction projects	Fund Released	All the Dzong projects are time bound and delay in fund release would result in delay in deliverance of the project, and a times compromising the quality to cope up with the time for completion

SECRETARIAT	Percentage in which the Phajodhing lhakhangs and Tshamkhang are consolidated, ancillary structures constructed and the ropeway for transportation of materials on site is installed	GNH:Ensure timely release of fund from the donors	Delay in fund release has been the major issue when it comes to the Dzong renovation and construction projects	Fund Released	All the Dzong projects are time bound and delay in fund release would result in delay in deliverance of the project, and a times compromising the quality to cope up with the time for completion
SECRETARIAT	Percentage in which the Phajodhing lhakhangs and Tshamkhang are consolidated, ancillary structures constructed and the ropeway for transportation of materials on site is installed	Government: Approval and clearance for installation of rope way for Phajoding Conservation Project	Transportation of construction materials to site and accessibility is major issue with the Phajoding Conservation Project. The Department has been exploring various means for transportation, and rope way was found to most feasible. Currently, the Department is working on procuring and installation of ropeway.	For this particular project in the context of access, there has been major scrutiny from the government. Therefore, the Department has to get approval and clearance prior to execution of the work. And the issuance of approval and clearance is subjective upon submission.	In case, if the Department is not able to get the necessary approval and clearances from the government, the Department will not be able achieve the set target for the project.

SECRETARIAT	Percentage in which the main structure of Paro Ta-Dzong is consolidated	GNH: Ensure timely release of fund from the donors	Delay in fund release has been the major issue when it comes to the Dzong renovation and construction projects	Fund Released	All the Dzong projects are time bound and delay in fund release would result in delay in deliverance of the project, and a times compromising the quality to cope up with the time for completion
SECRETARIAT	Percentage in which the work on site for renovation of Lingkha Lhakhang in Wangdichoeling Palace is carried out	GNH: Ensure timely release of fund from the donors	Delay in fund release has been the major issue when it comes to the Dzong renovation and construction projects	Fund released	All the Dzong projects are time bound and delay in fund release would result in delay in deliverance of the project, and a times compromising the quality to cope up with the time for completion

SECRETARIAT	Percentage in which the construction of Sarpang Dzong is initiated	GNH: Ensure timely release of fund from the donors	Delay in fund release has been the major issue when it comes to the Dzong renovation and construction projects	Fund Released	All the Dzong projects are time bound and delay in fund release would result in delay in deliverance of the project, and a times compromising the quality to cope up with the time for completion
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SECRETARIAT	Percentage in which the construction of Sarpang Dzong is initiated	RCSC:Recruitment of technical professional (Architects and engineers)	<p>The existing strength of engineers and architects in the Department is not able to cope with large number of renovation and construction works that are in pipeline.</p> <p>Therefore, considering the scale and nature of nationally important projects, such as Dzong Projects in the 11th FYP, requirement of dedicated engineers and architects has become so important. Further, it is important to have regular rather than contract engineers and architects to build professionalism in the field of conservation of traditional buildings in Bhutan.</p>	<p>Require:</p> <ol style="list-style-type: none"> 1.Experienced Structural Engineer for Sarpang dzong Construction 2. Architect for Sarpang Dzong Construction 	<p>Lack of engineers and architects will hamper the quality and timely deliverance of the projects especially the new Dzong Construction projects.</p>
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SECRETARIAT	Percentage in which the construction of Pemagatshel Dzong is initiated	GNH:Ensure timely release of fund from the donors	Delay in fund release has been the major issue when it comes to the Dzong renovation and construction projects	Fund released	All the Dzong projects are time bound and delay in fund release would result in delay in deliverance of the project, and a times compromising the quality to cope up with the time for completion
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SECRETARIAT	Percentage in which the construction of Pemagatshel Dzong is initiated	RCSC: Recruitment of technical professional (Architects and engineers)	<p>The existing strength of engineers and architects in the Department is not able to cope with large number of renovation and construction works that are in pipeline. Therefore, considering the scale and nature of nationally important projects, such as Dzong Projects in the 11th FYP, requirement of dedicated engineers and architects has become so important. Further, it is important to have regular rather than contract engineers and architects to build professionalism in the field of conservation of traditional buildings in Bhutan</p>	<p>Require:</p> <ol style="list-style-type: none"> 1.Experienced Structural Engineer for P/gatshel Dzong construction 2. Architect for Pemagatshel Dzong construction projects 	<p>Lack of engineers and architects will hamper the quality and timely deliverance of the projects especially the new Dzong Construction projects.</p>
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SECRETARIAT	Percentage in which Wangduephodrang dzong is initiated	GNH: Ensure timely release of fund from the donors	Delay in fund release has been the major issue when it comes to the Dzong renovation and construction projects	Fund Released	All the Dzong projects are time bound and delay in fund release would result in delay in deliverance of the project, and a times compromising the quality to cope up with the time for completion
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SECRETARIAT	Percentage in which Wangduephodrang dzong is initiated	RCSC: Recruitment of technical professional (Architects)	<p>The existing strength of engineers and architects in the Department is not able to cope with large number of renovation and construction works that are in pipeline. Therefore, considering the scale and nature of nationally important projects, such as Dzong Projects in the 11th FYP, requirement of dedicated engineers and architects has become so important. Further, it is important to have regular rather than contract engineers and architects to build professionalism in the field of conservation of traditional buildings in Bhutan.</p>	Require: 2. Architect for Wangduephodrang dzong construction projects	Lack of engineers and architects will hamper the quality and timely deliverance of the projects especially the new Dzong Construction projects.
SECRETARIAT	Date line in which Heritage Sites Bill is endorsed by Parliament	Parliament: Inclusion of the Bill in the Agenda of the Parliament as soon as it gets through the Cabinet	Heritage sites are increasingly demolished and rebuilt, replacing historic fabric and distinctive architectural style. Thus, it has been the priority to enact this Bill as early as possible to protect our heritage sites from further degradation.	Possibly by this Winter Session if not in the upcoming (5th Session) of the Parliament	The relevant success indicator may not be achieved as targeted

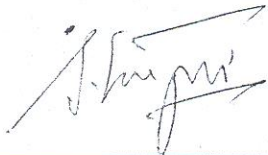
SECRETARIAT	Number of lhakhangs documented for cultural properties	PPD,AFD,HRD, Dzongkhags, Dratshang. Police in case of the theft	For meet the targets set by the division	Fund and Human resources	Target may not be met
SECRETARIAT	Numbers of Officials trained in Driglam Namzha	All agency: to release the official to attend the training	To meet the target	official trained	Target not fulfilled
SECRETARIAT	Numbers of Research and Publication of Driglam manual.	Pvt Consultancy: To research on driglam manual	For editing the manual	Manual printed	Target not fulfilled
SECRETARIAT	Date line in which the conference for cultural officer will be held	Dzongkhags: To release culture officers	Conference held	All culture officers	Target not fulfilled
SECRETARIAT	Nos. of student attended the educational programs	Ministry of Education: To send students for museum visits	Study trips	Students	Target not met

Whereas,

I, the Director, Department Of Culture, commit to the Secretary and the Minister, Ministry Of Home & Cultural Affairs to deliver the results described in this Annual Performance Agreement.

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

SIGNED:



Secretary

27th August 2015

Date



Rinzin Renjore
Director

27.8.15

Date