PERFORMANCE AGREEMENT
BETWEEN
DIRECTOR GENERAL AND CHIEF
RESEARCH OFFICER OF THE
SOCIO-ECONOMIC RESEARCH AND
ANALYSIS DIVISION

National Statistics Bureau

(July 1, 2015 – June 30, 2016)

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Preamble

The Performance Agreement is entered into between the **Director General and the Chief Research Officer of the Socio-Economic Research and Analysis Division, National Statistics Bureau.**

The objectives of this Performance Agreement are:

a) To establish clarity and consensus about annual priorities for the **Socio-Economic Research and Analysis Division** consistent with the NSB's 11th Five Year Plan, and Government's other priorities;

b) To make the **Socio-Economic Research and Analysis Division** fully responsible for driving implementation and delivering the results against the annual priorities; and

c) To provide an objective and fair basis for evaluating the **Division's** overall performance at the end of the year.

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

THEREFORE, the parties hereto agree as follows:

Section 1: NSB's Vision, Mission and Objectives

Vision

1. Support evidence-based policy/decision making in the country; and
2. Be a key provider of world class statistical information.

Mission

1. Provide timely, relevant and reliable statistics consistent with international principles and standard for effective decision making and monitoring; and
2. Be a key provider of internationally comparable statistical information.

Objectives

1) To ensure availability of timely, relevant and reliable statistics;

2) To institutionalize standard data collection system;

3) To improve effective and efficient public service delivery; and

4) To implement National Integrity and Anti Corruption Strategy.

The objectives of the Socio-Economic Research and Analysis Division are:

1. To ensure availability of timely, relevant and reliable statistics:
   (1) Timeline by which research theme of high relevance to policy, planning and development identified and research report published.

2. To improve effective and efficient public service delivery:
   (1) Number of trainings to data producers including private consultancy firms on statistical software (CsPro, SPSS, Stata) conducted.

3. To implement National Integrity and Anti Corruption Strategy:
   (1) Percentage of staff who have completed integrity diagnostic testing on time; and
   (2) Percentage of staff who have declared asset on time.

Section 2: Objectives, Success Indicators & Target

Objective	Weight[1]	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To ensure availability of timely, relevant and reliable statistics	7	Conduct Socio-Economic and Thematic Research	Timeline by which research theme of high relevance to policy, planning and development identified and research report published	Date	7	29th April 2016	30th May 2016	30th June 2016	NA	later than June 2016
To improve effective and efficient public service delivery	2.5	Enhance efficiency and effectiveness of public service delivery	Number of trainings to data producers including private consultancy firms on statistical software (CsPro, SPSS, Stata) conducted[2]	Number	2.5	3	2	1	0	0

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

[2] This activity is being shared with the Survey and Data Processing Division since the activity is relevant with both the division

| To implement National Integrity and Anti Corruption Strategy	5[3]	Implement national integrity and anti-corruption strategy (NIACS)	Percentage of staff who have completed integrity diagnostic testing on time	Percent	3	100%	90%	80%	70%	60%
			Percentage of staff who have declared asset on time	Percent	2	100%	90%	80%	70%	60%

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[3] This weight is same to all the division

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
NA	NA	NA	NA	NA

Section 5: Requirements from other Ministries, Agencies & Dzongkhags

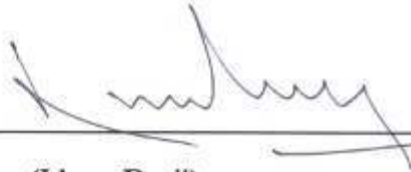| Organization Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
To be named only after identifying the relevant research topic					
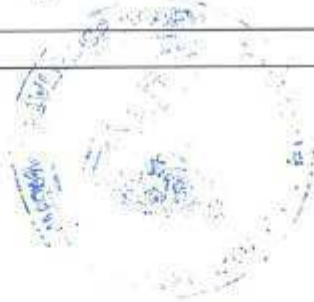
Whereas,

I, the **Chief Research Officer of the Socio-Economic Research and Analysis Division,** NSB commit to the Director General to deliver the results described in this annual performance agreement.

I, the **Director General,** commit to the **Chief Research Officer of the Socio-Economic Research and Analysis Division,** on behalf of the National Statistics Bureau, to provide the necessary fund and resources for delivery of the results described in this annual performance agreement.

<div align="center">SIGNED:</div>

_____   06/07/2015

(Lham Dorji)   Date
Chief Research Officer
Socio-Economic Research and Analysis Division

_____   08/08/2015
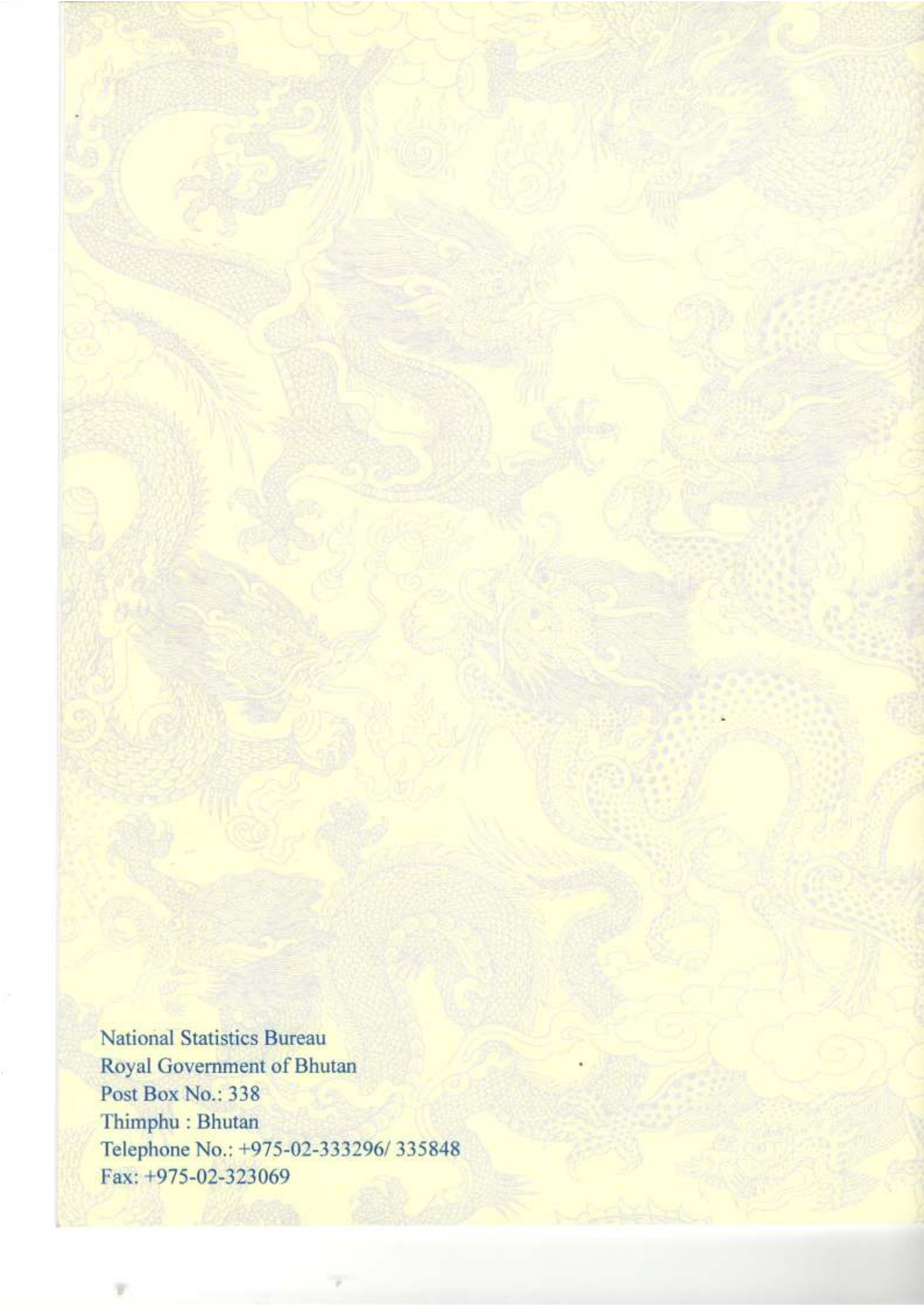
(Kuenga Tshering)   Date
Director General, National Statistics Bureau