

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Major new religious infrastructure developed/renovated	This indicator measure the timeline of religious infrastructure to be developed/renovated in FY 21-22 (1.Renovation of Chizhi Goenpa-Old Drasha 2.Renovation of Pumola Lhakhang3.Construction of Chebisa Lhakhang 4.Construction of Soe Lhakhang 5.Construction of Drasha at Baap Lhakhang 6.maintenance of Nyerzergang Lhakhang 7.Maintenance of Hindu crematorium 8 maintenance of crematorium at Hongtsho 9.Electrification of Dechen phodrang 10.Construction of lamai zimchung at Phajoding 11.Construction of principal qtr at Phajoding	Administrative Data	Annually	Dzongkhag Culture officer
Progress percentage of Lingzhi Dzong conservation Project	This indicator will measure the total percentage of Lingzhi Dzong conservation project constructed in FY 2021-2022.Cosoilidation and partial reconstruction east and west tower. Completing the reconstruction of Central Tower (Utse)	Administrative Data	Annually	Lingzhi Dzong Project Manager
Progress Percentage of Naro GC road base course completed	This indicator measure total progress percentage of Naro GC road Base Course for the DY 21-22 (60% Includes Laying of Hume pipe, L drain, Base course and Construction of wing wall)	Administrative data	Annually	Dzongkhag Engineering Sector

Improvement of Farm road	This indicator will measure completion date line of Improvement of Farm Road from Marchadrangsa to Tshocheykha (GSB and Drainage)-10km in FY 21-22 i.e. on 15th November 2021 and maintenance of FR GSB at Changang Toed	Administrative data	Annually	Agriculture Sector
CSMI Developed	This indicator measure the number of CSMI developed in FY 2021-2022 (1.Product pulling infrastructure at Soe Gewog 2.Construction of Yoghurt plant at Chang)	Administrative Record	Annually	Dzongkhag Livestock, Agriculture and engineer Sector
Functional infrastructure/facilities developed in Wangbama Central School	This indicator measure the timeline of functional infrastructure/Facilities to be developed in Wangbama CS in FY 2021-2022(1.construction of 4 unit Staff Quarter at Wangbama CS-2.Construction of 4unit Class room Genekha LSS)	Administrative data	Annually	Dzongkhag Education and Engineering sectors
Completion of SDP Activities under Phase II & IV	The indicator measure the timeline for completion of SDP to be completed under phase II & IV . 1.Construction of infrastructure at Kuzuchen MSS)2. Construction of Infrastructure at Yangchengatshel MSS and Construction of Girls hostel at Lingzhi PS	Administrative data	Annually	Dzongkhag Engineer and Education sector

<p>Availability of timely, relevant and reliable data ensured and decisions improved</p>	<p>1. Availability of timely, relevant and reliable data ensured, and decisions improved: Timeliness: Make data available as per the agency's publication deadline. (For those agencies publishing reports); and Update the agency data timely. Relevance: Identify the data to be collected and maintained at agency level (Require the agencies to identify the core set of data being collected including those agencies who do not collect data currently); and Relevance of data collected for planning and decision making. Reliability: Agencies with no Statistical Officers are required to appoint Data Focal Points; and Prepare Metadata (concepts, definitions, numerators and denominators). 2. Use of data for planning and decision making: Accessibility: Make data available on public domain; and Make data available to the users on request.</p>	<p>Administrative</p>	<p>Biannually</p>	<p>Administrative</p>
<p>Integrity score improved</p>	<p>Integrity score of an agency is an aggregate score achieved for the internal and external integrity components in the NIA. Internal integrity measures the integrity promotion initiatives implemented in the agencies at the individual, systemic and organizational levels</p>	<p>Survey and field monitoring of OIP implementation through APT/APA</p>	<p>Annually</p>	<p>NIA and APA/APT agencies</p>

to strengthen work, integrity and ethical leadership culture whereas the external integrity measures the control of corruption and promotion of transparency and accountability in an organization. The integrity score is measured on a scale of 0 to 10 (0 means highly corrupt and 10 highly transparent). In order to improve the current baseline of 7.95 to 8.5 by the end of 12th FYP, every agencies must adopt standard Organizational Integrity Plan (OIP) and implement it throughout the Five Year Plan. The OIP is an activity based strategic plan to guide the leaders and agencies with time bound activities to reinforce ethics, integrity and anti-corruption measures in the agencies. For the FY 2021 – 2022, following six (06) activities are identified as mandatory for all agencies to implement: 1. Enforce administrative sanctions; 2. Strengthen declaration & management of assets; 3. Strengthen declaration & management of conflicts of interest and gift; code of conduct; grievance redress mechanism/whistleblowing avenues; etc.; 4. Implement Integrity Vetting System/Fit and Proper Check for selection/promotion of P2 & above or equivalent positions; 5. Conduct ethical leadership trainings; and 6. Implement other integrity and anti-corruption recommendations and/or measures to strengthen internal control mechanism. A total of 100

points have been distributed to above six activities depending on the priority, which is further distributed into specific criteria. During the year-end evaluation, an aggregate of all the above six activities will be taken to ascertain the percentage of OIP implementation. In order to encourage proactive initiatives to prevent & combat corruption in respective agencies, activity 6) has been designed to capture the proactive initiative and carries 20 points.