



**PERFORMANCE AGREEMENT**

**BETWEEN**

**SECRETARY OF HEALTH AND THE DIRECTOR,**

**DEPARTMENT OF PUBLIC HEALTH,**

**MINISTRY OF HEALTH**

**(July 1, 2018 – June 30, 2019)**

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## **Preamble**

The Performance Agreement is entered into between the Secretary of Health and Director, Department Of Public Health.

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the Department Of Public Health consistent with the 12<sup>th</sup> Five Year Plan of the Ministry, and the Government's other priorities;
- b) To provide an objective and fair basis for evaluating the overall performance of the Department Of Public Health 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:**

Contribute towards building a healthy and happy nation through sustained provision of quality public health services within the broader framework of overall national development in the spirit of social justice and equity.

### **Mission:**

Enhance social, mental and economic wellbeing of Bhutanese population through promotion of healthy living and prevention of diseases.

### **Objective:**

Health Promotion and Disease Prevention enhanced.

## Section 2: Objectives, Success Indicators & Target

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
Health Promotion and Disease Prevention enhanced	100	Prevention, Promotion and Rehabilitation services improved	PNC Coverage	Percent	3	78	77	76	75	74
			MDR-TB prevalence among new TB patients	Percent	3	9	9.5	10	10.5	11
			New testing methods introduced	Number	2	4	3	2	-	1
			Indigenous malaria transmission	Number	2	0	1	6	11	15
			ANC coverage of at least 8 visits	Percent	3	30	29	28	27	26
			Percentage of Health centers reporting notifiable diseases weekly in the NEWARSIS online reporting system	Percent	3	90	80	70	60	50
			Incidence of Leprosy per 10,000 population.	Percent	2	<1	-	-	-	>1
			Incidence of pneumonia per 10,000 U5 population	Number	3	602	652	702	752	890
			Incidence of all forms of TB per 100,000 population	Number	3	175	176	178	179	180
			Number of PLHIV who have availed baseline viral load testing	Number	3	350	300	250	200	150
			Number of Key (MSM, TG, FSW) population reached with comprehensive package through in-reach and outreach activities	Number	2	657	644	631	618	605
			Number of new doctors sensitized on priority zoonoses/emerging infectious	Number	2	20	15	-	-	10

diseases								
Number of Dzongkhags conducting community based intervention on reduction of harmful use of alcohol	Number	3	3	2	1	<1	0	
Hepatitis B incidence among pregnant women attending ANC	Number	2	60	61	62	63	64	
Immunization Coverage under 1yr population	Percent	3	95	Sustained	Sustained	Sustained	-	
90 percent of the estimated 1100 HIV cases to be detected	Number	2	636	616	596	576	556	
Number of industries where Health Risk Assessment is carried out	Number	2	67	62	57	52	47	
Percentage of events investigated that required an investigation	Percent	2	80	70	60	50	40	
Number of essential drugs tested for Physio-chemical quality	Number	2	10	8	6	4	2	
Improved access to quality health care services that is inclusive, responsive and equitable	Number of hospitals implementing MBFHI.	Number	2	2	-	-	1	
	Percentage of institutional delivery	Percent	4	>95	95	92.5	90	87.5
	% of BHUs and CHUs with standardized IEC materials on health and social issue	Percent	2	60	50	40	30	20
	Timeline by which secondary analysis on one thematic area from the GSHS data conducted and results disseminated.	Date	2	03/31/2019	04/30/2019	05/31/2019	06/30/2019	Not Conducted
	Number of health facilities implementing Adolescent Friendly Health Services	Number	3	3	-	2	-	1

(AFHS)								
Number of districts reporting on maternal and newborn deaths as per the Maternal, Perinatal and Newborn Deaths Surveillance and Response (MPNDSR) guidelines	Number	2	10	8	6	4	2	
Number of health facilities trained on Early Essential Newborn Care	Number	3	25	15	10	5	3	
Number of Health facilities implementing Kangaroo Mother Care	Number	3	15	12	9	6	3	
Number of hospitals implementing Point of Quality Care Improvement (POQCI) projects for maternal and newborn	Number	3	7	5	3	2	1	
Number of health facilities implementing web-based MCH Tracking System	Number	3	100	90	80	70	60	
Percentage of health centers carrying out active growth monitoring and follow up for children under 5 years	Percent	3	97	95	90	85	80	
Number of health facilities implementing PPH drill	Number	2	20	18	16	14	12	
Number of hospitals enrolled in Birth Defect Surveillance	Number	3	6	5	4	3	2	
Efficiency, effectiveness in delivery of health services strengthened	Number of health centers implementing WHO Package of Essential NCDs ( PEN) protocol	Number	4	25	24	23	22	21
	Number of Health centers providing tobacco cessation services and treatment	Number	2	1	Sustained	Sustained	Sustained	0

		Number of Health facilities implementing health and climate change program	Number	2	30	29	28	27	26
		Number of districts implementing health promotion action plan	Number	2	4	3	2	1	0
	Drinking water supply and sanitation improved	Percentage of water supply systems (urban & rural) with routine water quality surveillance undertaken	Percent	2	30	28	26	24	22
		Number of dzongkhags covered by Rural Sanitation and Hygiene Program (RSAHP)	Number	3	13	12	11	-	10
	Nutritional Status of General Population improved	Proportion of Health facilities implementing growth monitoring plus	Percent	3	95	Sustained	Sustained	Sustained	94



### Section 3: Trend values of success indicators

Objective	Action	Success Indicator1	Unit	Actual Values [FY 2018-19]	Projected Values [FY 2019-20]	Projected Values [FY 2020-21]	Projected Values [FY 2021-22]	Projected Values [FY 2022-23]
Health Promotion and Disease Prevention enhanced	Drinking water supply and sanitation improved	Number of dzongkhags covered by Rural Sanitation and Hygiene Program (RSAHP)	Number	12	13	14	15	16
		Percentage of water supply systems (urban & rural) with routine water quality surveillance undertaken	Percent	30- 35	36- 45	46- 55	56- 75	>85
	Efficiency, effectiveness in delivery of health services strengthened	Number of districts implementing health promotion action plan	Number	4	4	4	4	4
		Number of health centers implementing WHO Package of Essential NCDs ( PEN) protocol	Number	25	40	45	50	55
		Number of Health centers providing tobacco cessation services and treatment	Number	1	2	3	4	5
		Number of Health facilities implementing health and climate change program	Number	30	35	40	43	45
	Improved access to quality health care services that is inclusive, responsive and equitable	% of BHUs and CHUs with standardized IEC materials on health and social issue	Percent	55	60	65	70	75
		Number of districts reporting on maternal and newborn deaths as per the Maternal, Perinatal and Newborn Deaths Surveillance and Response (MPNDSR)guidelines	Number	8	10	12	14	16
		Number of health facilities implementing Adolescent Friendly Health Services (AFHS)	Number	10	13	16	19	22
		Number of Health facilities implementing Kangaroo Mother Care	Number	12	15	18	21	24
		Number of health facilities implementing PPH drill	Number	18	20	22	24	26

	Number of health facilities implementing web-based MCH Tracking System	Number	95	100	105	110	115
	Number of health facilities trained on Early Essential Newborn Care	Number	23	25	27	29	31
	Number of hospitals enrolled in Birth Defect Surveillance	Number	5	6	7	8	9
	Number of hospitals implementing MBFHI.	Number	2	2	3	3	3
	Number of hospitals implementing Point of Quality Care Improvement (POQCI) projects for maternal and newborn	Number	5	7	9	11	13
	Percentage of health centers carrying out active growth monitoring and follow up for children under 5 years	Percent	95	97	97	98	99
	Percentage of institutional delivery	Percent	95	96	96	97	98
	Timeline by which secondary analysis on one thematic area from the GSHS data conducted and results disseminated.	Date					
Nutritional Status of General Population improved	Proportion of Health facilities implementing growth monitoring plus	Percent	95	96	97	98	>98
Prevention, Promotion and Rehabilitation services improved	90 percent of the estimated 1100 HIV cases to be detected	Number	636	724	813	902	990
	ANC coverage of at least 8 visits	Percent	30	32	34	36	40
	Hepatitis B incidence among pregnant women attending ANC	Number	60	50	40	30	20
	Immunization Coverage under 1yr population	Percent	95	96	96	97	97
	Incidence of all forms of TB per 100,000 population	Number	180	175	170	165	160
	Incidence of Leprosy per 10,000	Percent	<1per 10000	<1per 10000	<1per 10000	<1per 10000	<1per 10000

population.		popn	popn	popn	popn	popn
Incidence of pneumonia per 10,000 U5 population	Number	612	602	592	582	572
Indigenous malaria transmission	Number	0	0	0	0	0
MDR-TB prevalence among new TB patients	Percent	9	8	7	6	5
New testing methods introduced	Number	3	4	4	5	>5
Number of Dzongkhags conducting community based intervention on reduction of harmful use of alcohol	Number	3	6	10	14	17
Number of essential drugs tested for Physio-chemical quality	Number	8	10	12	14	16
Number of industries where Health Risk Assessment is carried out	Number	64	67	70	73	76
Number of Key (MSM, TG, FSW) population reached with comprehensive package through in-reach and outreach activities	Number	637	657	677	697	717
Number of new doctors sensitized on priority zoonoses/emerging infectious diseases	Number	17	20	23	26	29
Number of PLHIV who have availed baseline viral load testing	Number	300	350	400	450	500
Percentage of events investigated that required an investigation	Percent	77	80	84	87	90
Percentage of Health centers reporting notifiable diseases weekly in the NEWARSIS online reporting system	Percent	88	90	92	94	96
PNC Coverage	Percent	78	80	82	85	90

#### Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Number of health facilities implementing Adolescent Friendly Health Services (AFHS)	This measures the number of health facilities implementing Adolescent Friendly Health Services (AFHS)	Program Data	Annually	AHP
ANC coverage of at least 8 visits	This measures the ANC coverage of at least 8 visits	HMIS	Annually	RMNHP
PNC Coverage	This measures the PNC Coverage	Survey/HMIS	Annually	RMNHP
Number of Dzongkhags conducting community based intervention on reduction of harmful use of alcohol	This measures the number of Dzongkhags conducting community based intervention on reduction of harmful use of alcohol	Program Data	Annually	MHP
Hepatitis B incidence among pregnant women attending ANC	This measures Hepatitis B incidence among pregnant women attending ANC	Routine data	Annually	NACP
MDR-TB prevalence among new TB patients	This measures MDR-TB prevalence among new TB patients	WHO annual report	Annually	NTCP
Indigenous malaria transmission	This measures Indigenous malaria transmission	Routine report	Annually	VBDCP
Immunization Coverage under 1yr population	This measures Immunization Coverage under 1yr population	Routine reports	Annually	VDPD,HIMS
90 percent of the estimated 1100 HIV cases to be detected	This measures 90 percent of the estimated 1100 HIV cases to be detected	Admin Data	Annually	MoH
Number of health centers implementing WHO Package of Essential NCDs ( PEN) protocol	This measures the number of health centers implementing WHO Package of Essential NCDs ( PEN) protocol	Routine report	Annually	LSRDP
Number of Health centers providing tobacco cessation services and treatment	This measures the number of Health centers providing tobacco cessation services and treatment	Program report	Annually	Program data, HPD
Number of Health facilities implementing health and climate change program	This measures the number of Health facilities implementing health and climate change program	Program Data	Annually	EHP
Number of districts implementing health promotion action plan	This measures the number of districts implementing health promotion action plan	Program report	Annually	HPD

Percentage of water supply systems (urban & rural) with routine water quality surveillance undertaken	This measures the percentage of water supply systems (urban & rural) with routine water quality surveillance undertaken	Administrative Data	Annually	RCDC/MoH, Dzongkhag Hospitals and BHUs
Proportion of Health facilities implementing growth monitoring plus	This measures the proportion of Health facilities implementing growth monitoring plus	Program Data	Annually	Nutrition Program
Incidence of Leprosy per 10,000 population.	This indicator measures the incidence of Leprosy per 10,000 population	Routine report	Annually	NLCP
Incidence of pneumonia per 10,000 U5 population	This incidence measures the incidence of pneumonia per 10,000 U5 population	Routine Program report	Annually	HMIS
Incidence of all forms of TB per 100,000 population	This indicator measures the incidence of all forms of TB per 100,000 population	Annual TB Report, WHO SEARO	Annually	NTCP
Number of PLHIV who have availed baseline viral load testing	This indicator measures the number of PLHIV who have availed baseline viral load testing	Routine program report	Annually	NACP
Number of Key (MSM, TG, FSW) population reached with comprehensive package through in-reach and outreach activities	This indicator measures the number of Key (MSM, TG, FSW) population reached with comprehensive package through in-reach and outreach activities	Program report	Annually	NACP
Number of new doctors sensitized on priority zoonoses/emerging infectious diseases	This indicator measures the number of new doctors sensitized on priority zoonoses/emerging infectious diseases	Program report	Annually	Zoonosis Program, DOPH
Number of districts reporting on maternal and newborn deaths as per the Maternal, Perinatal and Newborn Deaths Surveillance and Response (MPNDSR) guidelines	This indicator measures the number of districts reporting on maternal and newborn deaths as per the Maternal, Perinatal and Newborn Deaths Surveillance and Response (MPNDSR) guidelines	Program report	Annually	RMNHP
Number of health facilities trained on Early Essential Newborn Care	This indicator measures the number of health facilities trained on Early Essential Newborn Care	Program report	Annually	RMNHP
Number of Health facilities implementing Kangaroo Mother Care	This indicator measures the number of Health facilities implementing Kangaroo Mother Care	Program report	Annually	RMNHP
Number of hospitals implementing Point of Quality Care Improvement (POQCI)	This indicator measures the number of hospitals implementing Point of Quality	Program report	Annually	RMNHP

projects for maternal and newborn	Care Improvement (POQCI) projects for maternal and newborn			
Number of health facilities implementing web-based MCH Tracking System	This indicator measures the number of health facilities implementing web-based MCH Tracking System	Program report	Annually	RMNHP
Number of hospitals implementing MBFHI.	This indicator measures the number of hospitals implementing MBFHI.	Program report	Annually	RMNHP
Percentage of health centers carrying out active growth monitoring and follow up for children under 5 years	This indicator measures the percentage of health centers carrying out active growth monitoring and follow up for children under 5 years	Program report	Annually	RMNHP
Percentage of institutional delivery	This indicator measures the percentage of institutional delivery	Program report	Annually	RMNHP
Number of health facilities implementing PPH drill	This indicator measures the number of health facilities implementing PPH drill	Program report	Annually	RMNHP
Number of hospitals enrolled in Birth Defect Surveillance	This indicator measures the number of hospitals enrolled in Birth Defect Surveillance	program report	Annually	DPRP
% of BHUs and CHUs with standardized IEC materials on health and social issue	This indicator measures the % of BHUs and CHUs with standardized IEC materials on health and social issue	program report	Annually	HPD
Timeline by which secondary analysis on one thematic area from the GSHS data conducted and results disseminated.	This indicator measures the timeline by which secondary analysis conducted and results disseminated	Program report	Annually	Program Data, HPD
Number of dzongkhags covered by Rural Sanitation and Hygiene Program (RSAHP)	This indicator measures the number of dzongkhags covered by Rural Sanitation and Hygiene Program (RSAHP)	Program report	Annually	Program Data, PHED
Number of industries where Health Risk Assessment is carried out	Number of industries where Health Risk Assessment is carried out	Program report	Annually	HPD
Percentage of Health centers reporting notifiable diseases weekly in the NEWARSIS online reporting system	This indicator measures the percentage of health centers reporting notifiable diseases weekly in the NEWARSIS online reporting system	Program data	Annually	RCDC
Percentage of events investigated that	This indicator measures the percentage of	Program data	Annually	RCDC

required an investigation	events investigated that required an investigation			
New testing methods introduced	This indicator measures the new testing methods introduced	Program report	Annually	RCDC
Number of essential drugs tested for Physio-chemical quality	This indicator measures the number of essential drugs tested for Physio-chemical quality	Program data	Annually	RCDC

**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)
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Whereas,

I, the Director, Department Of Public Health commit to the Secretary and the Minister, Ministry Of Health to deliver the results described in this Annual Performance Agreement.

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

SIGNED:



Dr. Ugen Dophu  
Secretary

Date:

5/3/2019.



Dr. Karma Lhazeen  
Director

Date:

5/3/2019