



PERFORMANCE AGREEMENT
BETWEEN
SECRETARY OF HEALTH AND THE DIRECTOR GENERAL,
DEPARTMENT OF TRADITIONAL MEDICINE SERVICES,
MINISTRY OF HEALTH

(July 1 2019-June 30 2020)

TABLE OF CONTENTS

Section 1: Vision, Mission and Objectives

Section 2: Objectives, Actions, Success Indicators and
Target

Section 3: Trend Values of Success Indicators

Section 4: Description and Measurement of Success Indicators.

Section 5: Requirements from other Departments & Secretariat Divisions

Preamble

The Performance Agreement is entered into between the Secretary of Health and the Director General, Department of Traditional Medicine Services.

The objectives of this Performance Agreement are:

a) To establish clarity and consensus about annual priorities for the Department of Traditional Medicine Services consistent with the 12th 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 Traditional Medicine Services 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 best traditional health care provider in pursuit of the Nation with the best Health

Mission

To provide quality traditional medical services as an alternative choice of healthcare through:

- strengthened management;
- professional development;
- sustainable production;
- standard practices; and
- adopting traditional & scientific research in BTM

Objectives

Traditional Medicines services strengthened

Section 2: Objectives, Success Indicators & Target

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
Traditional Medicines services strengthened	20	Improving information and data management for TM enhanced	Timeline by which annual stakeholder and collaboration meeting is conducted	Date	5	01/15/2020	02/15/2020	03/15/2020	04/15/2020	05/15/2020
			Timeline by which mapping of medicinal plants conducted in Bumthang Dzongkhag	Date	5	03/15/2020	03/30/2020	04/15/2020	04/30/2020	05/15/2020
			Number of herbarium for Medicinal Plants developed	Number	3	50	40	30	20	10
			Number of medicinal resources preserved and promoted	Number	5	12	11	-	-	10
			TM Units reporting through DHIS II	Number	5	72	71	-	-	70
			Number of researches conducted on TM	Number	5	3	2	-	-	1
			Number of consultative meeting with community groups conducted on the conservation of medicinal resources	Number	5	3	2	-	-	-

	Improved access to quality healthcare services i.e. inclusive, responsive and equitable	Number of TM health camps conducted	Number	3	3	2	-	-	1	
		Average score obtained in assessment of quality assurance (BHSQA) standard by NTMH	Percent	4	90	85	80	75	70	
		Average TM professionals with adequate CME credits	Percent	5	85	80	75	70	65	
		Out patient visit per capita	Percent	5	0.3	0.28	0.25	0.23	0.2	
		Percentage of Essential Traditional Medicine available at all health facilities at any point of time	Percent	4	75	74	73	72	71	
		No. of health centers providing TM services	Number	5	72	71	70	69	68	
		Timeline by which guideline on rationale drug prescription for timeline is developed	Date	3	03/30/2020	04/15/2020	04/30/2020	05/15/2020	05/30/2020	
		Strengthen universal health coverage through collaboration of TM into national health care delivery	TM Units providing Zheyney and spiritual care services	Number	5	5	4	-	-	3
			No. of TM standards and guidelines developed	Number	3	9	8	-	-	7
			Number of collaborative forum	Number	3	6	5	-	-	4

			conducted among TM and allopathic practitioners							
			TMUs engaged in providing health promotional activities	Number	3	30	26	22	18	15
			No of sorig wellness services facilitated	Number	5	17	15	13	12	11
			No of institutional linkages built for research and innovation	Number	3	2	1	-	-	-
			Number of Dzongkhags with local healers mapped and survey conducted	Number	5	6	5	4	3	2
		Efficiency, effectiveness in delivery of health services strengthened	Number of Dzongkhags with 2 Drungtshos	Number	5	8	7	-	-	6
			Percentage of internal audit recommendations followed up on	Percent	3	100	90	70	60	50
		Intangible cultural heritage preserved and promoted	Number of indigenous knowledge and practice on TM documented and promoted	Number	3	8	7	-	-	6

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]
Traditional Medicines services strengthened	Efficiency, effectiveness in delivery of health services strengthened	Number of Dzongkhags with 2 Drungtshos	Number	6	8	10	12	15
		Percentage of internal audit recommendations followed up on	Percent					
	Improved access to quality healthcare services i.e. inclusive, responsive and equitable	Average score obtained in assessment of quality assurance (BHSQA) standard by NTMH	Percent	89	90	91	92	93
		Average TM professionals with adequate CME credits	Percent	82.5	85	87.5	90	95
		No. of health centers providing TM services	Number	68	72	76	78	80
		Number of TM health camps conducted	Number	1	3	5	7	9
		Outpatient visit per capita	Percent	0.28	0.3	0.35	0.37	0.4

		Percentage of Essential Traditional Medicine available at all health facilities at any point of time	Percent	40	75	77.5	80	82.5
		Timeline by which guideline on rationale drug prescription for timeline is developed	Date					
Improving information and data management for TM enhanced		Number of consultative meeting with community groups conducted on the conservation of medicinal resources	Number	0	3	6	9	12
		Number of herbarium for Medicinal Plants developed	Number	40	50	60	70	80
		Number of medicinal resources preserved and promoted	Number	10	12	15	20	25
		Number of researches conducted on TM	Number	2	4	6	8	10
		Timeline by which annual stakeholder and collaboration meeting is conducted	Date					
		Timeline by which mapping of medicinal plants conducted in Bumthang Dzongkhag	Date					

		TM Units reporting through DHIS II	Number	5	72	74	77	80
	Intangible cultural heritage preserved and promoted	Number of indigenous knowledge and practice on TM documented and promoted	Number	6	8	10	12	15
	Strengthen universal health coverage through collaboration of TM into national health care delivery	No of institutional linkages built for research and innovation	Number	-	2	-	3	4
		No of sorig wellness services facilitated	Number	10	17	20	23	25
		No. of TM standards and guidelines developed	Number	7	9	11	13	15
		Number of collaborative forum conducted among TM and allopathic practitioners	Number	4	6	8	10	12
		Number of Dzongkhags with local healers mapped and survey conducted	Number	2	6	8	10	12
		TM Units providing Zheyney and spiritual care services	Number	3	5	7	8	10
		TMUs engaged in providing health promotional activities	Number	15	30	45	60	80

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Outpatient visit per capita	This indicator measures the Number of outpatient visit (both old and new cases) each population would make to avail Traditional Medicine Services by taking total population as the denominator	Program Report	Annually	Admin Data, DTMS
Percentage of Essential Traditional Medicine available at all health facilities at any point of time	This indicator measures the % of essential traditional medicine available at all health facilities (as per the standard) at any point of time	Program Report	Annually	Admin Data, DTMS
No. of health centers providing TM services	This indicator measures the number of health centers providing TM services as per service standard	Program Report	Annually	Admin Data, DTMS
Number of Dzongkhags with 2 Drungtshos	This indicator measures the number of Dungtshos in each Dzongkhag as per HR standard approved by RCSC	Program Report	Annually	Program Data, DTMS
Number of indigenous knowledge and practice on TM documented and promoted	This indicator measures the number of indigenous knowledge and practices on traditional medicine documented (including through audio-visual means)	Program Report	Annually	Admin Data
No. of TM standards and guidelines developed	This indicator measures the number of TM standards and guidelines developed for standardization of TM services	Program Report	Annually	Program Data, DTMS
Number of collaborative forum conducted among TM	This indicator measures the number of collaborative forums conducted among TM and allopathic practitioners on various	Program Report	Annually	Program

and allopathic practitioners	case studies and exchange of clinical knowledge to enhance quality of services			Data, DTMS
TMUs engaged in providing health promotional activities	This indicator measures the number of TMUs engaged in health promotional activities by conducting health advocacy program on dietary habits based on TM health promotion guideline	Program Report	Annually	Program Data, DTMS
No of sorig wellness services facilitated	This indicator measures the no of sorig wellness services developed and facilitated. Sorig wellness services implies to services that can be used by the hospitality and wellness industry as a means to boost local economies.	Program Report	Annually	Program Data, DTMS
TM Units providing Zheyney and spiritual care services	This indicator measures the number of TM Units providing Zheyney and spiritual care services	Program Report	Annually	Program Data, DTMS
No of institutional linkages built for research and innovation	This indicator measures the no of institutional linkages built for research and innovation	Program Report	Annually	Program Data, DTMS
Number of medicinal resources preserved and promoted	This indicator measures the number of engendered plants and herbs preserved (at source) and promoted (through domestication and trial cultivations)	Program Report	Annually	Program Data, DTMS
TM Units reporting through DHIS II	This indicator measures the number of TM units reporting through DHIS 2	Program report	Annually	Program Data, DTMS

Number of researches conducted on TM	This indicator measures the number of researches conducted on the following topics: 1. Safety and efficacy of Bhutan Traditional Herbal Medicine Formulary for Gastritis-related problems: A national prospective observational study (SEDRU). 2. Demographic and disease profile of patients availing TM services in the country: a prospective cross-sectional study. 3. Adherence to prescription writing among professionals	Program Report	Annually	Program Data, DTMS
Number of TM health camps conducted	This indicator measures the number of TM health camps conducted on Laynga and Acupuncture in RRH and Dzongkhag Hospitals	Program Report	Annually	Program Data, DTMS
Average score obtained in assessment of quality assurance (BHSQA) standard by NTMH	This indicator measures the average score obtained by the NTMH after assessment using Bhutan Health Standard Quality Assurance approach	Program Report	Annually	Program Data, DTMS
Timeline by which guideline on rationale drug prescription for timeline is developed	This indicator ascertains the timeline by which guideline on rationale drug prescription is developed	Program Report	Annually	Program Data, DTMS
Number of Dzongkhags with local healers mapped and survey conducted	This indicator measures the number of Dzongkhags with local healers mapped through survey in order to explore unique traditional healing practices and to document them	Program Report	Annually	Program Data, DTMS
Number of herbarium for Medicinal Plants developed	This indicator measures the number of herbarium for medicinal plants developed in order to identify and document medicinal resources available in the country	Program Report	Annually	Program Data, DTMS

Timeline by which mapping of medicinal plants conducted in Bumthang Dzongkhag	This indicator ascertains the timeline by which mapping of medicinal plants and herbs is conducted in Bumthang Dzongkhag	Program Report	Annually	Program Data, DTMS
Number of consultative meeting with community groups conducted on the conservation of medicinal resources	This indicator measures the number of consultative meeting with community groups conducted on the conservation of medicinal resources. The following community groups will be consulted in this fiscal year: 1. Litchibi CF under Goshing Gewog, Panbang Dungkhag, Zhemgang 2. Pipla NWFP Group under Bjokha Gewog, Panbang Dungkhag, Zhemgang 3. Rebati CF under Ngangla Gewog, Panbang Dungkhag, Zhemang	Program Report	Annually	Program Data, DTMS
Timeline by which annual stakeholder and collaboration meeting is conducted	This indicator ascertains the timeline by which annual stakeholder and collaboration meeting on conservation of medicinal resources is conducted. Stakeholders include National Biodiversity Center, Ministry of Agriculture and Forest, Menjong Sorig Pharmaceuticals, Park Services, Dept of Geology and Mines, National Land Commission and Representatives from community forest groups	Program Report	Annually	Program Data, DTMS
Average TM professionals with adequate CME credits	This indicator measures the proportion of TM professionals with adequate CME credits (30 Credits in Five Years) in the areas of TM diagnostic services, physiology, anatomy, therapeutic services and quality assurance approaches	Program Report	Annually	Program Data, DTMS
Percentage of internal audit recommendations followed up on	This indicator measures the percentage of recommendations made by the Internal Audit Division followed up on by the respective departments	Program Report	Annually	Internal Audit Division

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)
-------------------	----------------------------	-----------------------------------	-----------------------------------	--------------------	---------------------

Whereas,

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

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

SIGNED:

Dr. Ugen Dophu
Secretary

Date

Mr. Kuenga Tshering
Director General

Date