



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

(July 1, 2018 – June 30, 2019)

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 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 follow:

Section 1: Vision, Mission and Objectives

Vision:

To be the best traditional health care provider in pursuit of becoming 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 approaches.

Objective:

- 1) 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	100	Improving information and Data Management for Traditional Medicine enhanced	Number of Researches on Traditional Medicine conducted	Number	5	2	-	-	-	1
			Number of medicinal resources preserved and promoted	Number	5	10	8	6	4	2
			Traditional Medicine units reporting through DHIS 2	Number	5	5	4	3	2	1
		Strengthened Universal health coverage through collaboration of Traditional Medicine into national health care delivery	No. of patient cross referred annually	Number	5	1000	800	650	500	350
			Number of Sorig wellness services facilitated	Number	5	10	9	8	7	6
			Traditional Medicine units providing Zheyney and spiritual care services	Number	4	3	-	2	-	1
			Number of Collaborative forum conducted among traditional medicine and allopathic practitioners	Number	5	4	-	3	-	2
			TMUs engaged in providing health promotional activities	Number	4	15	12	9	6	3
			Improved access to quality health care services that is inclusive, responsive and equitable	No. of collaboration and partnership established for medicinal resource conservation	Number	5	2	-	-	-
		No. of Schools and Institutions involved in promotion of medicinal resource		Number	5	2	-	-	-	1

	No. of hand book and guideline published	Number	5	2	-	-	-	1
	Outpatient visit per capita	Percent	5	0.28	0.27	0.26	-	0.25
	Percentage of essential traditional medicines available at all health facilities at any point of time	Percent	4	40	-	-	-	39.5
	Number of Health centers providing Traditional Medicine services	Number	5	68	67	66	65	64
Efficiency, effectiveness in delivery of health services strengthened	Number of TM Health promotional materials developed and printed	Number	4	5	4	3	2	1
	Timeline by which therapy guideline is revised	Date	4	03/31/2019	04/15/2019	05/01/2019	05/15/2019	05/31/2019
	Number of Dzongkhags with two Drungtshos	Number	5	6	-	5	-	4
Intangible cultural heritage preserved and promoted	Number of Indigenous knowledge and practice on traditional medicine documented and promoted	Number	5	3	-	2	-	1
	Develop herbarium for Medicinal Plants	Number	5	50	40	30	20	10
	Number of Dzongkhags with local healers mapped and survey conducted	Number	5	14	-	13	-	12
	Number of Tshachhus and Menchhus studied and documented	Number	5	3	-	2	-	1

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]	
Traditional Medicines services strengthened	Efficiency, effectiveness in delivery of health services strengthened	Number of Dzongkhags with two Drungtshos	Number	6	8	10	12	15	
		Number of TM Health promotional materials developed and printed	Number	5	6	7	8	9	
		Timeline by which therapy guideline is revised	Date						
	Improved access to quality health care services that is inclusive, responsive and equitable		No. of collaboration and partnership established for medicinal resource conservation	Number	2	4	6	8	10
			No. of hand book and guideline published	Number	2	4	6	8	10
			No. of Schools and Institutions involved in promotion of medicinal resource	Number	2	4	6	8	10
			Number of Health centers providing Traditional Medicine services	Number	68	72	76	78	80
			Outpatient visit per capita	Percent	0.28	0.3	0.35	0.37	0.4
			Percentage of essential traditional medicines available at all health facilities at any point of time	Percent	40	42	45	50	55
	Improving information and Data Management	Number of medicinal resources preserved and promoted	Number	10	12	15	20	25	

for Traditional Medicine enhanced	Number of Researches on Traditional Medicine conducted	Number	2	4	6	8	10
	Traditional Medicine units reporting through DHIS 2	Number	5	20	30	65	80
Intangible cultural heritage preserved and promoted	Develop herbarium for Medicinal Plants	Number	50	60	70	75	80
	Number of Tshachhus and Menchhus studied and documented	Number	3	4	5	6	7
	Number of Dzongkhags with local healers mapped and survey conducted	Number	14	15	16	17	18
	Number of Indigenous knowledge and practice on traditional medicine documented and promoted	Number	3	6	9	12	15
Strengthened Universal health coverage through collaboration of Traditional Medicine into national health care delivery	No. of patient cross referred annually	Number	1000	1100	1200	1300	1400
	Number of Collaborative forum conducted among traditional medicine and allopathic practitioners	Number	4	6	8	10	12
	Number of Sorig wellness services facilitated	Number	10	17	20	23	25
	TMUs engaged in providing health promotional activities	Number	15	30	45	60	80
	Traditional Medicine units providing Zheyney and spiritual care services	Number	3	5	7	8	10

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 proportion of out patient visit per capita	Program Report	Annually	Program Data, DTMS
Percentage of essential traditional medicines available at all health facilities at any point of time	This indicator ascertains the percentage of essential traditional medicines available at all health facilities at any point of time	Program Report	Annually	Program Data, DTMS
Number of Health centers providing Traditional Medicine services	This indicator measures the number of health centers providing TM services	Program Report	Annually	Program Data, MOH
Number of Dzongkhags with two Drungthshos	This indicator measures the number of Dzongkhags with two Drungthshos	Program Report	Annually	Program Data, DTMS
Number of Indigenous knowledge and practice on traditional medicine documented and promoted	This indicator measures the number of indigenous knowledge and practice on traditional medicine documented and promoted	Program Report	Annually	Program Report, DTMS
Number of Sorig wellness services facilitated	This indicator measures the number of Sorig wellness services facilitated	Program Report	Annually	Program Data, DTMS
Traditional Medicine units providing Zheyney and spiritual care services	This indicator measures the number of traditional Medicine units providing Zheyney and spiritual care services	Program Report	Annually	Program Report, DTMS
Number of Collaborative forum conducted among traditional medicine and allopathic practitioners	This indicator measures the number of Collaborative forum conducted among traditional medicine and allopathic practitioners	Program Report	Annually	Program Report, DTMS
TMUs engaged in providing health promotional activities	This indicator measures the number of TMUs engaged in providing health promotional activities	Program Report	Annually	Program Report, DTMS
Number of medicinal resources preserved and promoted	This indicator measures the number of medicinal resources preserved and promoted	Program Report	Annually	Program Data, DTMS
Traditional Medicine units reporting through DHIS 2	This indicator measures the number of traditional Medicine units reporting through DHIS 2	Program Report	Annually	Program Data, DTMS

Section 5: Requirements from other Departments & Secretariat Divisions

Number of Researches on Traditional Medicine conducted	Number of Researches on Traditional Medicine conducted	Program Report	Annually	Program Data, DTMS
No. of patient cross referred annually	This indicator measures the no. of patient cross referred annually	Program Report	Annually	Program Data, DTMS
No. of collaboration and partnership established for medicinal resource conservation	This indicator measures the no. of collaboration and partnership established for medicinal resource conservation	Program Report	Annually	Program Data, DTMS
No. of Schools and Institutions involved in promotion of medicinal resource	This indicator measures the no. of Schools and Institutions involved in promotion of medicinal resource	Program Report	Annually	Program Data, DTMS
No. of hand book and guideline published	This indicator measures the no. of hand book and guideline published	Program Report	Annually	Program Data, DTMS
Develop herbarium for Medicinal Plants	This indicator measures the number of herbarium for Medicinal Plants 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 and survey conducted	Program Report	Annually	Program Data, DTMS
Number of Tshachus and Menchhus studied and documented	This indicator measures the number of Tshachus and Menchhus studied and documented	Program Report	Annually	Program Data, DTMS
Number of TM Health promotional materials developed and printed	This indicator measures the number of TM Health promotional materials developed and printed	Program Report	Annually	Program Data, DTMS
Timeline by which therapy guideline is revised	This indicator measures the timeline by which therapy guideline is revised	Program Report	Annually	Program Data, DTMS


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 General, Department Of Traditional Medicine Services 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 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:

5/3/19


Kuenga Tshering
Director General

Date:

5/3/19