



PERFORMANCE AGREEMENT

BETWEEN

Secretary and Director

**DEPARTMENT OF RENEWABLE ENERGY
MINISTRY OF ECONOMIC AFFAIRS**

(July 1, 2018 – June 30, 2019)

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Preamble

The Performance Agreement is entered into between the Secretary and Director, Department Of Renewable Energy.

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the Department Of Renewable Energy 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 Renewable Energy 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

Ensure energy security and sustainable development of the country through promotion of renewable energy technologies, energy efficiency and conservation measures.

Mission

- Promote and govern the use of clean, affordable and reliable renewable energy systems for socio-economic development,
- Promote and adopt energy efficiency and conservation measures through energy efficient technologies and appropriate behavioral changes,
- Encourage inclusive and broad-based participation of stakeholders through policy reforms in the sustainable energy production and consumption sectors.

Objectives

- 1) Promote clean renewable energy technologies through climate mechanisms
- 2) Access to electricity enhanced
- 3) Emissions reduced through demand side management of energy

Section 2: Objectives, Success Indicators & Target

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
Promote clean renewable energy technologies through climate mechanisms	54	Preparation of RfP for the recruitment of consultant to review the Eco Stove (ES)	RfP for the consultancy services endorsed	Status of Work	8	RfP endorsed by the Department	RfP endorsed by the Division	Draft RfP prepared	ToR preprepared	Scope of activity prepared
		Consultation on guidelines for development of solar and wind projects	Guidelines for development of solar and wind projects consulted	Status of Work	8	Guidelines submitted to the Department	Guidelines discussed and finalized by the focused group members/review team completed	Compilation of views and comments from Divisions completed	Consultation meetings amongst the divisions completed	Draft document submitted by the consultant
		Provide technical backstopping/services and monitor the construction of new biogas plants	Professional services provided and construction of biogas plants monitored	Percent	7	70	50	30	20	10
		Installation of solar water heating systems	Solar water heating systems installed & commissioned	Status of Work	7	Installed and commissioned 5 SWHS	Installed and commissioned 3 SWHS	Contract Awarded	NIT floated	Tender document Finalized
		Assess SHP potential sites through desktop studies	Potential sites identified by districts	Number	8	4	3	2	1	Scope and team identified
		Prepare Renewable Readiness Assessment (RRA) report	Focus Areas for Renewable Readiness Assessment Agreed	Status of Work	8	Focus areas for Bhutan Renewable Readiness Assessment Agreed (RRA)	Interview and consultation with stakeholders	Structure of the report finalized	Consultant recruited	Scope of RRA finalized with the IRENA
		Acquire statutory clearances for the construction of Singye Dzong Micro Hydro Power Project	Statutory clearances acquired	Percent	8	100	80	60	40	20

Access to electricity enhanced	14	Grid electrification of identified off-grid households	Contract for the Civil Works signed for grid electrification	Status of Work	6	Contract for the Civil Works signed	NIT for Civil works floated	Estimates for Civil Works prepared	Contract for the Procurement of Materials awarded	Tendering process for procurement of materials started
		Supply of electric heaters and preparation of completion report for the RE of Soe and Lingzhi Gewogs	Supply of electric heaters and completion report prepared	Status of Work	8	Supply and delivery of electric heaters at sites and completion report produced	Award of contract for the supply of electric heaters	Tender documents finalized, and NIT carried out	Prepare estimate, finalized technical specification and accord technical sanction	Accord approval by donor
Emissions reduced through demand side management of energy	32	Preparation of report on EE investment projects	Report on the Investment plans for EE projects prepared	Status of Work	8	Final report submitted to the Department	Draft report submitted to the Division	Inception report finalized	Draft inception report submitted	Consultant hired for the activity
		Advocacy programs/events on Energy Efficiency Conducted	1 no. of advocacy event on Energy Efficiency carried out	Number	8	1 no. of advocacy program conducted	Final Advocacy programs submitted	Draft for the advocacy programs submitted	Preparation of the advocacy program started	Theme for the Advocacy program agreed
		Develop energy efficiency standards and labeling schemes for appliances	Final S&L report submitted	Status of Work	8	Final report submitted to the Department	Draft report submitted to the Department	2nd Consultation workshop conducted	1st draft report submitted to the Department	1st draft report submitted to the Division
		Promote energy efficient Light Emitting Diodes (LED)	Promotion scheme prepared	Status of Work	8	Final promotion scheme submitted to the department	Draft promotion scheme submitted to the department	Draft promotion scheme submitted to the division	1st Draft prepared	Scope of the promotion scheme prepared

Section 3: Trend values of success indicators

Objective	Action	Success Indicator ¹	Unit	Actual Values [FY 2018-19]	Actual Values [FY 2019-20]	Target Values [FY 2020-21]	Projected Values [FY 2021-22]	Projected Values [FY 2022-23]
Access to electricity enhanced	Grid electrification of identified off-grid households	Contract for the Civil Works signed for grid electrification	Status of Work	Contract for the Civil Works signed	NA	NA	NA	1,429 off-grid households electrified
	Supply of electric heaters and preparation of completion report for the RE of Soe and Lingzhi Gewogs	Supply of electric heaters and completion report prepared	Status of Work	Supply and delivery of electric heaters at sites and completion report produced	NA	NA	NA	Heaters supplied and completion report prepared
Emissions reduced through demand side management of energy	Advocacy programs/events on Energy Efficiency Conducted	1 no. of advocacy event on Energy Efficiency carried out	Number	1 no. of advocacy program conducted	NA	NA	NA	5 nos. of advocacy programs conducted
	Develop energy efficiency standards and labeling schemes for appliances	Final S&L report submitted	Status of Work	Final report submitted to the Department	NA	NA	NA	S&L report produced
	Preparation of report on EE investment projects	Report on the Investment plans for EE projects prepared	Status of Work	Final report submitted to the Department	NA	NA	NA	Report on EE investment projects produced
	Promote energy efficient Light Emitting Diodes (LED)	Promotion scheme prepared	Status of Work	Final promotion scheme submitted to	NA	NA	NA	600,000

				the department				
Promote clean renewable energy technologies through climate mechanisms	Acquire statutory clearances for the construction of Singye Dzong Micro Hydro Power Project	Statutory clearances acquired	Percent	100	NA	NA	NA	Micro Hydro constructed
	Assess SHP potential sites through desktop studies	Potential sites identified by districts	Number	4	NA	NA	NA	20 Districts
	Consultation on guidelines for development of solar and wind projects	Guidelines for development of solar and wind projects consulted	Status of Work	Draft document submitted by the consultant	NA	NA	NA	Guidelines for the solar and wind projects developed
	Installation of solar water heating systems	Solar water heating systems installed & commissioned	Status of Work	Installed and commissioned 5 SWHS	NA	NA	NA	73
	Preparation of RfP for the recruitment of consultant to review the Eco Stove (ES)	RfP for the consultancy services endorsed	Status of Work	RfP endorsed by the Department	NA	NA	NA	3000
	Prepare Renewable Readiness Assessment (RRA) report	Focus Areas for Renewable Readiness Assessment Agreed	Status of Work	Focus areas for Bhutan Renewable Readiness Assessment Agreed (RRA)	NA	NA	NA	RRA report produced
	Provide technical backstopping/services and monitor the construction of new biogas plants	Professional services provided and construction of biogas plants monitored	Percent	70	NA	NA	NA	100

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
RfP for the consultancy services endorsed	The Request for Proposal for the recruitment of expertise/consultancy service shall be endorsed by the department and keep ready to float.	Actual progress	Biannually	DRE
Professional services provided and construction of biogas plants monitored	The Department of Renewable Energy will provide technical backstopping to the implementing agency DoL and also monitor the design, construction and troubleshooting of the biogas plants across the country. For the excellent target, DRE will provide technical backstopping and monitor the construction activities for 70% of total biogas plants constructed by the DoL. Similarly, 50% for very good target. 30% for good target. 20% for fair target and 10% for poor target.	Actual Progress	Biannually	DRE, DoL
Solar water heating systems installed & commissioned	Five numbers of solar water heating systems will be installed and commissioned in the identified institutions.	Actual Progress	Quarterly	DRE
Statutory clearances acquired	The department along with DGPC will be developing a Micro Hydro power plant at Singye Dzong. For the development of Micro hydro power plant, certain clearances must be sought in order to get start the work. 100% of the clearances acquired constitute following 5 clearances: (1). Gewog Clearance	Actual Progress	Biannually	DRE, DGPC

	<p>acquired. (2). Cultural Clearance acquired. (3). Forest clearance acquired. (4). License for construction acquired (5). Land Lease acquired.</p> <p>80% of the clearances acquired: Any four clearances acquired from total 5 clearances.</p> <p>60% of the clearances acquired: Any three clearances acquired from total 5 clearances.</p> <p>40% of the clearances acquired: Any two clearances acquired from total 5 clearances.</p> <p>20% of the clearances acquired: Any one clearances acquired from the total 5 clearances.</p>			
Potential sites identified by districts	The assessment for the Small Hydro Plant potential sites will be carried out through the desktop studies for 4 districts.	Actual Progress	Biannually	DRE
Focus Areas for Renewable Readiness Assessment Agreed	Focus areas for Bhutan Renewable Readiness Assessment will be Agreed (RRA)	Actual progress	Annually	DRE
Guidelines for development of solar and wind projects consulted	The guidelines for the development of solar and wind projects will be developed and submitted to the Department.	Actual progress	Annually	DRE
Report on the Investment plans for EE projects prepared	The final report on the Investment Plans for Energy Efficiency projects will be prepared and submitted to the Department	Actual progress	Annually	DRE
1 no. of advocacy event on Energy Efficiency carried out	The advocacy/awareness program on Energy Efficiency will be carried out	Actual progress	Annually	DRE
Final S&L report submitted	The final report on Energy	Actual progress	Annually	DRE

	Efficiency Standards and Labeling schemes for appliances will be developed and submitted to the department			
Promotion scheme prepared	For the promotion of energy efficient Light Emitting Diodes (LED) bulbs, the promotion scheme will be prepared and submitted to the department.	Actual progress	Annually	DRE
Contract for the Civil Works signed for grid electrification	The contract for the Civil works for the grid electrification of off-grid households will be signed for this financial year. The total of 1,429 households have been identified for the grid electrification.	Actual progress	Quarterly	DRE, BPC
Supply of electric heaters and completion report prepared	The electric panel heaters will be distributed in the identified rural areas and completion report for the electrification of Soe and Lingzhi gewogs will be prepared.	Actual progress	Annually	DRE, BPC

Section 5: Requirements from other Departments & Secretariat Divisions

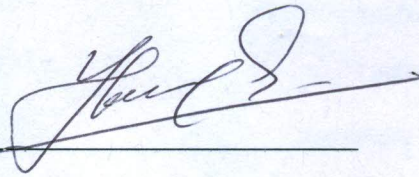
Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
MINISTRY OF AGRICULTURE AND FORESTS	Professional services provided and construction of biogas plants monitored	DoL, the figure of biogas constructed in quarterly basis	For the fulfilment of the defined target and necessary implementation of the work	Progress status reports	The target achievement is contingent to the performance of DoL and target may not be fulfilled

Whereas,

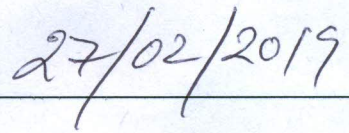
I, the Director, Department Of Renewable Energy, commit to the Secretary and the Minister, Ministry Of Economic Affairs to deliver the results described in this Annual Performance Agreement.

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

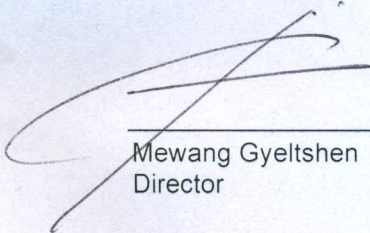
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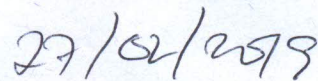
Secretary



Date



Mewang Gyeltshen
Director



Date

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