



PERFORMANCE AGREEMENT

BETWEEN

NATIONAL SOIL SERVICE CENTRE (NSSC)-SEMTOKHA

AND

**DEPARTMENT OF AGRICULTURE (DoA),
MINISTRY OF AGRICULTURE AND FORESTS (MoAF)**

(July 1, 2019 – June 30, 2020)

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Preamble

The Performance Agreement is entered into between the National Soil Service Centre (NSSC) and Department of Agriculture (DoA), MoAF.

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the Department of Agriculture 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 National Soil Service Centre 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

A self-reliant, resilient and sustainable agriculture food system.

Mission

Achieve food and nutrition security, agricultural transformation through innovative and sustainable technologies, diversified and competitive economic/production options, inclusive and sustainable policies and programs.

Objectives

- 1) To increase crop production for enhancing food self-sufficiency, income and nutrition security
- 2) To generate and promote climate-resilient agriculture technologies
- 3) To promote organic farming for sustainable agriculture, safe food, and environment conservation
- 4) To develop functional farm infrastructures and facilities (irrigation channel, farm roads, post-harvest facilities, etc.)
- 5) To promote agriculture enterprise development
- 6) To enhance effective and efficient delivery of agricultural services

Section 2: Objectives, Success Indicators & Target

Objective	Weight	Action	Success Indicator	Weight	Unit	Excellent (100%)	Very Good (90%)	Good (80%)	Fair (70%)	Poor (60%)		
To increase crop production for enhancing food self sufficiency income and nutrition security	15	Cereal Production enhanced	Improving soil fertility and crop yield through large scale green manure promotion on paddy crop	5	Acres	77	69	62	54	46		
			Improving soil fertility and crop yield through large scale integrated plant nutrient management practices in paddy demonstrated and promoted through use of organic and inorganic fertilizers	5	Acres	84	76	67	59	50		
			Improving soil fertility and crop yield through large scale integrated plant nutrient management practices in maize demonstrated and promoted through use organic and inorganic fertilizers	5	Acres	10	9	8	7	6		
To generate and promote climate resilient agriculture technologies	42	Research Knowledge and information enhanced	Planning and implementation of different rates of(nitrogen) N response in high altitude rice varieties	2	Number	5	4	3	2	1		
			Planning and implementation of trials on IPNM along with boron micronutrients in apple	3	Number	1400	1260	1120	980	840		
			Planning and implementation of trials on IPNM along with organic manures in citrus	3	Number	800	720	640	560	480		
			Planning and implementation of trials to study efficacy of organic manures towards increasing crop yield	3	Number	5	4	3	2	1		
		promote climate resilient agriculture technologies		Vulnerable land brought under SLM practices	5	Acres	7731	6949	6185	5412	4639	
		Enhance agriculture and generation technology			Organic manure product tested before promoting in the country (on station trial)	3	Number	5	4	3	2	1
					EM solution production and distribution	3	Kgs	4000	3600	3200	2800	2400
					Different types of bio-fertilizer trial to conduct at ARDC Yusipang and Samtenling	3	Number	5	4	3	3	1
					Identification of native earth work species suitable for vermi-composting	3	Timeline	Feb	Mar	Apr	May	Jun
					Collect fertilizer samples for quality analysis	2	Timelin	Dec	Jan	Feb	Mar	Apr
					Land conversion activity cases executed in Dzongkhags	2	Number	150	135	120	105	63
					Feasibility study for resettlement (NRP) and land use certificate jointly with NLCS	2	ToT	30	40	50	60	70

Objective	Weight	Action	Success Indicator	Weight	Unit	Excellent (100%)	Very Good (90%)	Good (80%)	Fair (70%)	Poor (60%)
			Perform cartographic composition of maps and spatial analysis	3	Number	20	18	16	14	12
			Investigate soil and land specific to degradation, mining and flooding	2	ToT	3	4	5	6	7
			Perform soil investigation in kamzing and orchard with problematic soil	3	ToT	3	4	5	6	7
To promote organic farming for sustainable agriculture, safe food and environment conservation	15	Monitor and report flagship program	Progress as per signed Organic Flagship Performance Agreement	15	Percent	100	90	80	70	60
To develop functional farm infrastructures and facilities (irrigation channel, farm roads, post harvest facilities, etc)	11	Agriculture land developed	Agriculture land developed for cereals and horticulture crops	2	Acres	2000	1800	1600	1400	1200
			Fallow land bought under cultivation	3	Acres	700	630	560	490	420
			Construction & electrification of display hall for soil mesium, preparation room and toilet	3	Timeline	20th June	22nd June	24th June	26th June	28th June
			Maintenance of erosion plots in the existing ARDCs (5 plots)	3	Number	5	4	3	2	1
To enhance effective and efficient delivery of agriculture services	17	Provide diagnostic, technical and input services	Analytical laboratory services provided	3	Number	2500	2250	2000	1750	1500
			Procure and distribute biomanures and bio fertilizers to enhance soil fertility and improve crop yield	5	MT	3	9	9	9	9
		Improving soil fertility and Increase vegetable production	Procure and distribute legume seeds to enhance soil fertility and improve crop yield	1	Kg	1000	900	800	700	600
		Annual report/highlight Published	Publication of technical reports and paper , annual reports	2	Timeline	4th wk June	1st wk July	2nd wk July	3rd wk July	4th wk July
		Framework/Guidlines /Standard/startegies/manuals developed	Re-edit/ revised or developed framework/guidlines/standard on soils/land management or on soil microbiology	2	Timeline	4th wk June	1st wk July	2nd wk July	3rd wk July	4th wk July
		Regional data base developed	Proper reporting format to collect regional data base on all soil and land related activities	2	Timeline	4th wk June	1st wk July	2nd wk July	3rd wk July	4th wk July
		Budget utilization ensured	Budget utilized efficiently as per the BUP	2	Percent	>95	90	80	70	60

Section 3: Trend Values of Success Indicators

Objective	Action	Success indicator	Unit	Weight	Actual Values [FY 2018-19]	Target Values [FY 2019-20]	Projected Values [FY 2020-21]	Projected Values [FY 2021-22]	Projected Values [FY 2022-23]	
To increase crop production for enhancing food self sufficiency income and nutrition security	Cereal Production enhanced	Improving soil fertility and crop yield through large scale green manure promotion on paddy crop.	acre	5	76	77	46	46	47	
		Improving soil fertility and crop yield through large scale integrated plant nutrient management practices in paddy demonstrated and promoted through use organic and inorganic fertilizers	acre	5	72	84	250	250	250	
		Improving soil fertility and crop yield through large scale integrated plant nutrient management practices in maize demonstrated and promoted through use organic and inorganic fertilizers	acre	5	-	10	20	20	20	
To generate and promote climate resilient agriculture technologies	Research Knowledge and information enhanced	Planning and implementation of different rates of(nitrogen) N response in high altitude rice varieties	Numbers	2	-	5	5	5		
		Planning and implementation of trials on IPNM along with boron micronutrients in apple	Numbers	3	-	500	1400	1400	1400	
		Planning and implementation of trials on IPNM along with organic manures in citrus	Numbers	3	-	800	500	500	500	
		Planning and implementation of trials to study efficacy of organic manures towards increasing crop yield	Number	3	-	5	5	5	5	
	promote climate resilient agriculture technologies	Vulnerable land brought under SLM practices	acre	5	150	1546	1546	1546	2065	
	Enhance agriculture and generation technology		Organic manure product tested before promoting in the country (on station trial)	Number	3	Feb-19	5	5	3	3
			EM solution production and distribution	Kgs	3	-	4000	4000	4000	4000
			Different types of bio-fertilizer trial to conduct at ARD Yusipang and Samtenling	Number	3	-	5	5	5	-
			Identification of native earth work species suitable for vermi-composting	Timeline	3	-	Feb-20	Mar-20	Apr-20	May-20
			Collect fertilizer samples for quality analysis	Timeline	2	-	Dec-19	Jan-20	Feb-20	Mar-20
	land conversion activity cases executed in Dzongkhags	Number	2	150	135	120	105	63		

Objective	Action	Success indicator	Unit	Weight	Actual Values [FY 2018-19]	Target Values [FY 2019-20]	Projected Values [FY 2020-21]	Projected Values [FY 2021-22]	Projected Values [FY 2022-23]
		Feasibility study for resettlement (NRP) and land use certificate jointly with NLCS	ToT	2	30	40	50	60	70
		Perform cartographic composition of maps and spatial analysis	Number	3	-	20	20	20	20
		Investigate soil and land specific to degradation, mining and flooding	ToT	2	3 months after request	3 months after request	3 months after request	3 months after request	3 months after request
		Perform soil investigation in kamzing and orchard with problematic soil	ToT	3	3 months after request	3 months after request	3 months after request	3 months after request	3 months after request
To promote organic farming for sustainable agriculture, safe food and environment conservation	Monitor and report flagship program	Progress as per signed Organic Flagship Performance Agreement	Percent	15	100	100	100	100	100
To develop functional farm infrastructures and facilities (irrigation channel, farm roads, post harvest facilities, etc)	Agriculture land developed	Agriculture land developed for agriculture and horticulture crops	Acres	2	-	2000	1800	1600	1400
		Fallow land bought under cultivation	Acres	3	700	630	560	490	720
		Construction & electrification of display hall for soil mesium, preparation room and toilet	Timeline	3	-	Jun-20	-	-	-
		Maintenance of erosion plots in the existing ARDCs (5 plots)	Nos	3	-	5	5	5	5
To enhance effective and efficient delivery of agriculture services	Provide diagnostic, technical and input services	Analytical laboratory services provided	Nos	3	2250	2250	2250	2000	1750
		Procure and distribute biomanures and bio fertilizers to enhance soil fertility and improve crop yield	mt	5	-	3	9	9	9
	Improving soil fertility and Increase vegetable production	Procure and distribute legume seeds to enhance soil fertility and improve crop yield	Kgs	1	400	1000	500	500	500
	Annual report/highlight Published	Publication of technical reports and paper, annual reports	Timeline	2	-	Jun-20	-	-	-
	Framework/Guidlines /Standard/startegies/manuals developed	Re-edit/ revised or developed framework/guidlines/standard on soils/land management or on soil microbiology	Timeline	2	-	Jun-20	-	-	-
	Regional data base developed	Proper reporting format to collect regional data base on all soil and land related activities	Timeline	2	-	Jun-20	-	-	-
	Budget utilization ensured	Budget utilized efficiently as per the BUP	Percent	2	>95	>95	>95	>95	>95

Section 4: Description, Definition and Measurement Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Improving soil fertility and crop yield through large scale green manure promotion on paddy crop.	Supply of green manure seeds and Farmer extension trials (FEFUT). The activity will be implemented in collaboration with Dzongkhag Agriculture sector. Dzongkhag agriculture sector will contribute in identifying land, monitoring and during crop cut.	BTOR report	Annually	Annual Report/Highlights/ BTOR/ Beneficiary list
Improving soil fertility and crop yield through large scale integrated plant nutrient management practices in paddy demonstrated and promoted through use organic and inorganic fertilizers	Supply of fertilizers and Farmer extension trials (FEFUT). The activity will be implemented in collaboration with Dzongkhag Agriculture sector. Dzongkhag agriculture sector will contribute in identifying land, monitoring and during crop cut.	BTOR report	Annually	Annual Report/Highlights/BToR/ Beneficiary list
Improving soil fertility and crop yield through large scale integrated plant nutrient management practices in maize demonstrated and promoted through use organic and inorganic fertilizers	Supply of fertilizers and Farmer extension trials (FEFUT). The activity will be implemented in collaboration with Dzongkhag Agriculture sector. Dzongkhag agriculture sector will contribute in identifying land, monitoring and during crop cut.	BTOR report	Annually	Annual Report/BToR/ Beneficiary list
Planning and implementation of different rates of(nitrogen) N response in high altitude rice varieties	Trials to be implemented in collaboration with ARDC Yusipang on response of different rates of nitrogen (N) in high altitude rice varieties. In total five treatments will be used to evaluate the best N rate for increasing improved rice variety yield	Trial report	Annually	Annual Report/Trial report
Improving soil fertility and Increase vegetable production	Procure and distribute legume seeds to enhance soil fertility and improve crop yield	BTOR report	Annually	Annual Report/ Beneficiary list

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Planning and implementation of trials on IPNM along with boron micro-nutrients in apple	The trial will be set up in Thimphu and Paro in order to demonstrate and formulate good soil fertility management in Apple orchards. The activity will be implemented in collaboration with Dzongkhag Agriculture sector. Dzongkhag agriculture sector will contribute in identifying land, monitoring and during crop cut. collaboration with Dzongkhag Agriculture Sector	BTOR/trial report	Annually	Annual Report/ Beneficiary list
Planning and implementation of trials on IPNM along with organic manures in citrus	Planning and implementation of trials on IPNM using organic manures in citrus. The activity will be implemented in two Dzongkhags in collaboration with Dzongkhag Agriculture sector.	BTOR/trial report	Annually	Annual Report/ Beneficiary list
Planning and implementation of trials to study efficacy of organic manures towards increasing crop yield	Implementation of trials to study efficacy of organic manures towards increasing crop yield, The trial will be done in cauliflower in collaboration with ARDC Yusipang. Five treatments will be tested.	BTOR/trial report	BTOR/trial report	BTOR/trial report
Progress as per signed Organic Flagship Performance Agreement	This SI measure the status of progress of 5 organic success indicators which are responsibilities of NSSC as outlined in the Organic Flagship APA.	Monthly progress rep	Monthly	Annual Report

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Vulnerable land brought under SLM practices	Different types of SLM approaches and technologies established even including supply of fruit saplings, vegetable seeds and legume seeds, hedgrew, stone bunds, basin making, check dams, water source protection, landslide stabilization, plantation, orchard establishment for the benefit of the community. The activity will be implemented in collaboration with Dzongkhag Agriculture sector. Dzongkhag agriculture sector will contribute in identifying land, monitoring and implementation of SLMP. The target mentioned is at national level and NSSC will be able to do work as per approved budget only. Therefore all stakeholders should contribute to SLM to achieve the 12fym target.	BTOR report	Annually	Annual Report/ Highlights/ Beneficiary list
Agriculture land developed for cereals and horticulture crops	Agriculture land developed for cereals and horticulture crops. The work will be implemented in collaboration with Dzongkhag. The target selected based on 12fyp. The activity includes dry and wet land terracing, orchard terracing and wetland consolidation. The target mentioned is at national level and NSSC will be able to do work as per approved budget only. Therefore all stakeholders should contribute to ALD to achieve the 12 FYM target.	BTOR report	Annually	Annual Report/Highlights/ Beneficiary list
Fallow land brought under cultivation	Fallow land brought under cultivation. The work will be implemented in collaboration with Dzongkhag and engineering section. The target selected is based 12 fyp. The target mentioned is at national level and NSSC will be able to do work as per approved budget only. Therefore all stakeholders should contribute to fallow land development work to achieve the 12fym target.	BTOR report	Annually	Annual Report/Highlights/ Beneficiary list

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Construction & electrification of display hall for soil mesium, preparation room and toilet	Construction & electrification of display hall for soil mesium, preparation room and toilet. This activity will be implemented by directorate services of NSSC. Its important since the mesium will display all soil related technology including soil monolith, soil types and soil structure of the country. The unit is fixed as time line as it concerns to infrastructure development	Construction report	Annually	Annual report/Highlights
Maintenance of erosion plots in the existing ARDCs (5 plots)	Five numbers existing erosoin plots at ARDC to be maintained. The activity to be implemented in collobration with ARDCs. ARDCs to monitoe and keep proper record of the erosion plots.	BTOR report	Annually	Annual report/highlights
Organic manure product tested before promoting in the country (on station trial)	On-stations trials on organic-fertilizers/manure efficacy on assorted crops for soil fertility recommendation to the farmers. Five types of organic manure to be tested	Trial Datas	Annually	Annual report/highlights
Bio-fertilizers/Organic-fertilizer procured and distributed	Procurement and distribution of Bio-fertilizers/Organic-fertilizers to farmers to promote organic farming in the country. The supply of organic manures depends on demand from Different Dzongkhags and clients.	Progress report	Annually	Annual report/Beneficiary list/supply details
Different types of bio-fertilizer trial to conduct at ARD Yusipang and Samtenling	Different types of bio-fertilizer trial to conduct at ARDC Yusipang and Samtenling. The trial to be implemented in collobration with respective ARDC field or ARDC identified farmers field.Five types of bio-fertilizer will be tested.	Trial Datas	Annually	Annual report
EM solution production and distribution	EM solution production and distribution to different clients/schools or researcher for various agriculture/horticulture purpose	Administrative record	Annually	Annual report/Highlights

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Identification of native earth work species suitable for vermi-composting	Identification of native earth work species suitable for vermi-composting. Through this study, earthworm could be identified within the country which could be used for vermicomposting. The activity will be implemented in three Dzongkhag. The activity will be carried out in collobration with respective Dzongkhags. Since we donot know how many earthworm we can identify therefore unit is fixed as timeline.	BTOR report	Annually	Annual report/Highlights
Analysis of nutrient content of locally available manures	To collect locally available organic manures/imported fertilizer (for imported fertilizer done on need basis) samples for its quality analysis. in order to come up with best recommendation rates for different crops, sample analysis is necessary so that nutrient content are known and accordingly best recommendation rates could be advised to the farmers (crop wise). Since we donot know how many samples will be tested therefore unit is fixed as timeline	Analysis report	Annually	Annual report
Land conversion activity cases executed in Dzongkhags	Providing technical support and basis to approve or not to approve the conversion of wetland to other land use type request. The activity to be implemented in collobration with DoA. The conversion cases depends on request from different agencies (Dzongkhags)	BTOR report	Annually	Annual report/Highlights
Feasibility study for resettlement (NRP) and land use certificate jointly with NLCS	Feasibility study conducted on request from NRP and land use certificate jointly with NLCS. Objective are to study if the land can sustain the resettled people and recommend sustainable land management practices	BTOR report	Annually	Annual report/Highlights
Perform cartographic composition of maps and spatial amalysis	20 nos cartographic of maps and spatial analysis to be produced which can be used in soil and land management operations	BTOR report	Annually	Annual report/Maps/highlights

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Investigate soil and land specific to degradation, mining and flooding	Investigate soils damaged, crop damaged due to soil degradation, mining, flooding and due to pH problem. The activity to be implemented in collaboration with Dzongkhags.	BTOR report	Annually	Annual report/Highlights
Perform soil investigation in kamzing and orchard with problematic soil	Perform soil investigation in kamzing and orchard with problematic soil. The activity is adhoc and the same to be implemented as and when there is need from different clients.	BTOR report	Annually	Annual report/highlights
Analytical laboratory services provided	Laboratory analysis of soil, plant, organic manures to recommend proper soil fertility management technology. Water sample analysis for irrigation purpose	Laboratory results	Annually	Annual report/Highlights
Budget utilized efficiently as per BUP	SI measures the percentage of Budget utilized as per the work plan during the FY	Account report	Annually	Annual report
Annual report/highlight Published	Publication of reports and paper , highlights and annual report	Publication	Annually	Annual report/publication
Re-edit/ revised or developed framework/guidlines/standard on soils/land management or on soil microbiology	Re-edit/ revised or developed framework/guidlines/standard which are already developed by NSSC on soils/land management/soil microbiology or develop new framework/guidlines/standard on soil and land management	Publication	Annually (June30)	Annual report/publication
Regional data base developed	Re-edit/ revised or developed framework/guidlines/standard which are already developed by NSSC on soils/land management/soil microbiology or develop new framework/guidlines/standard on soil and land management	Administrative record	Annually (June30)	Annual report/publication

Section 5: Requirements from Other Agencies

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
Dzongkhag, Gewog Extension, local communities and ARDCs	Large scale green manure promotion on paddy crop in three dzongkhags.	Require full support from Dzongkhags, geog staffs and ARDCs	Full cooperation required for successful implemantaion of the activity at farmers level in different Dzongkhags especially identification of land and farmers.	Seek cooperation of the farmers and local leaders for successful implementation of the activity.	If no cooperation especially from Dzongkhag and geog, the activity cannot be implemented.
Dzongkhag, Gewog Extension, local communities and ARDCs	Large scale integrated plant nutrient management practices in paddy demonstrated and promoted	Require full support from Dzongkhags, geog staffs and ARDCs	Full cooperation required for successful implemantaion of the activity at farmers level in different Dzongkhags especially identification of land and farmers.	Seek cooperation of the farmers and local leaders for successful implementation of the activity.	If no cooperation especially from Dzongkhag and geog, the activity cannot be implemented.
ARDC-Yusipang	Trials to be implemented in collobration with ARDC Yusipang on response of different rates of nitrogen (N) in high altitude rice varieties. In total five treatments will be used to evaluate the best N rate for increasing improved rice variety yield	Require full support from ARDCs	It is a collobrative activity with ARDC Yusipang accordingly full cooperation required for successful implementation of the trial.	Seek ARDCs land for the trial implementation	If no cooperation especially from ARDC yusipang , the activity cannot be implemented.
Dzongkhag, Gewog Extension, local communities and ARDCs	Large scale integrated plant nutrient management in maize demonstrated and promoted	Require full support from Dzongkhags, geog staffs and ARDCs	Full cooperation required for successful implemantaion of the activity at farmers level in different Dzongkhags	Seek cooperation of the farmers and local leaders for successful implementation of the activity	If no cooperation especially from Dzongkhag and geog, the activity cannot be implemented.

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
Dzongkhag, Gewog Extension, local communities	Improving soil fertility through supply of legume seeds	Require full support from Dzongkhags, geog staffs	Full cooperation required for successful implementation of the activity at farmers level in different Dzongkhags	Seek cooperation of the farmers and local leaders for successful implementation of the activity	If no cooperation especially from Dzongkhag and geog, the activity cannot be implemented.
Dzongkhag, Gewog Extension, local communities and ARDCs	Trials set up for improved technology generation on apple for proper nutrient management and recommendation	Require full support from Dzongkhags, geog staffs and ARDCs	Cooperation from Dzongkhags, geog and farmers needed to implement the activity at field level	Dzongkhag, geog and farmers to agree with trial protocol for successful implementation of the activity	If farmers do not follow the trial protocol, trial outcome may not be scientific or accurate
Dzongkhag, Gewog Extension, local communities and ARDCs	Trials set up for improved technology generation on citrus for proper nutrient management and recommendation	Require full support from Dzongkhags, geog staffs and ARDCs	Cooperation from Dzongkhags, geog and farmers needed to implement the activity at field level	Dzongkhag, geog and farmers to agree with trial protocol for successful implementation of the activity	If farmers do not follow the trial protocol, trial outcome may not be scientific or accurate
ARDC Yusipang	Trials to be implemented in collaboration with ARDC Yusipang on response of different rates of nitrogen (N) in high altitude rice varieties. In total five treatments will be used to evaluate the best N rate for increasing improved rice variety yield	Require full support from ARDCs	It is a collaborative activity with ARDC Yusipang accordingly full cooperation required for successful implementation of the trial	Seek ARDCs land for the trial implementation	If no cooperation especially from ARDC Yusipang, the activity cannot be implemented.

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
Dzongkhag, Geog and farmers	Vulnerable land brought under SLM practices	Require full support from Dzongkhags, geog staffs and farmers	Cooperation from Dzongkhags, geog and farmers and machinery should be available to implement the activity at field level	Dzongkahg, geog and farmers to agree with the adaption SLM technologies	If machinery not available and if farmers do not adapt to the SLM technologies, SLM implementation impact may not be achieved
Dzongkhag, Geog and farmers	Agriculture Land Developed	Require full support from Dzongkhags, geog staffs and farmers	Cooperation from Dzongkhags, geog and farmers and machinery should be available to implement the activity at field level	Dzongkahg, geog and farmers to agree with the adaption ALD	If machinery is not available and if farmers do not adapt to the ALD. Targets may not be achieved
DoA engineer	Construction & electrification of display hall for soil mesium, preparation room and toilet.	Engineer to inspect construction site on timely basis	Cooperation needed for successful completion	Engineer to be deputed to inspect the quality of construction and successful completion on designated time	If no cooperation, construction may not be completed on time
ARDCS	Maintenance of erosion plots in the existing ARDCs	Provide support through soil focal person for record keeping and data compilation of the erosion plots	NSSC cannot look after the erosion plot all the time and accordingly need support from soil focal person of ARDC to keep record and data compilation of erosion plot	Record keeping and data compilation	If there is no proper record or rainfall, weather details and other required datas, the outcome/result may fail

Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
Dzongkhag, Geog, farmers, ARDC, Organic program	Procurement and distribution of Bio-fertilizers/Organic-fertilizers to farmers to promote organic farming in the country.	Need demand from different agencies so that the procured quantities are supplied	If there is no demand the organic fertilizers may remain unused	Agencies to give demand to NSSC on time as per dateline	If no cooperation, NSSC may not be able to supply the targeted quantity and the bio-fertilizers may remain unused. Therefore NSSC may opt to promote the bio-fertilizer/organic fertilizer to upsale organic program
ARDCS	Different types of bio-fertilizer trial to conduct at ARDC Yusipang and Samtenling.	ARDCs to provide land or identify suitable land for the implementation of the trial	The trial will be conducted in collobration with ARDC in their plot or plot identified by ARDC	Land, technical support, data maintaining, timely monitoring.	If no cooperation, NSSC may not be able to implement the trial
DoA and Dzongkhag	Number of land conversion activity cases executed in Dzongkhags	Land conversion case is done as per the request from DOA (Land management unit) based on the request from farmers/Dzongkhag.	Without request from DOA (land management unit). NSSC cannot carry out the activity	Need request for technical support to investigate if the land could be converted to other landtype or not	if there is no request from DoA (land managemnt unit) then target may not be achived
NLCS and NRP	Feasibility study for resettlement jointly with NRP and NLCS	Feasibility study conducted on request from NRP of the NLCS. Objective are to study if the land can sustain the resettled people and	Without request from NRP and NLCS, NSSC cannot carry out the activity	Need request for technical support to investigate if the land can sustain the resettled people and recommend sustainable	if there is no request from NRP and NLCS, target may not be achived

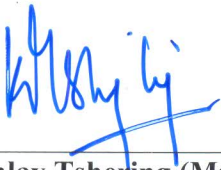
Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
Department, Dzongkhag, Geog, Private companies and farmers	Investigate soil and land specific to degradation, mining and flooding	Based on the request from different agencies, NSSC Investigates damaged soils, crop damaged due to soil degradation, mining and flooding .	Without request from different agencies NSSC cannot carry out the activity	Need request for technical support in investigating soil and land management problem.	if there is no request from different agencies, target may not be achieved
Department, Dzongkhag, Geog, Private companies and farmers	Perform soil investigation in kamzing and orchard with problematic soil.	Based on the request from different agencies, NSSC Investigates kamzing and orchard with problematic soil	Without request from different agencies NSSC cannot carry out the activity	Need request for technical support in investigating soil and land management problem.	if there is no request from different agencies, target may not be achieved
Dzongkhag, Farmers and Government agencies	Analytical laboratory services provided	Need to submit soil, plant, organic manures and irrigation samples for sample analysis	To carry out testing for soil fertility recommendation and to check quality of irrigation water	submission of soil, plant, water and organic manure sample	If adequate samples are not submitted, target may not be achieved
all stakeholders (ARDC, Dzongkhag)	Regional data base developed	Proper reporting format to collect regional data base on all soil and land related activities	since the work of SLM, ALD and fallow land development is a national coordination work so NSSC being the national agency to report, therefore all stakeholders should send all report related SLM,ALD and fallow land development work so that NSSC can submit progress to DOA	Sumit activities carried out in their region or Dzongkhag on time to NSSC	NSSC cannot provide nationally coordinated work on SLM, ALD fallow land development work to DOA. NSSC can report only its work related to mention activities

Whereas,

I, Program Director, National Soil Service Centre (NSSC), commit to the Director, Department of Agriculture (DoA), MoAF to deliver the results described in this Annual Performance Agreement.

We, Department of Agriculture, MoAF commit to the Program Director, National Soil Service Centre to provide necessary support for the delivery of the results described in this Annual Performance Agreement.

SIGNED:



Kinlay Tshering (Ms.)
DIRECTOR, DoA

28th August, 2019
Date



Namgay Thinley
CHIEF, APD

28/8/19
Date



Dr. Karma Dema Dorji
PROGRAM DIRECTOR
NATIONAL SOIL SERVICE CENTRE

28/08/2019
Date