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Appraisal Form

Five Year Plan:

12th

Financial Year:

2019-2020

Section A: Employee Details

Employee No.: 9901072

Name: Pema Chofil

Position Title: Program Director

Position Level: P1

Working Agency: RNR R & DC - Bajo, Department of Agriculture, Ministry of Agriculture and Forests

Section B: Performance

Output	Activity	Level 4 [3.00-4.00]	Level 3 [2.00-2.99]	Level 2 [1.00-1.99]	Level 1 [<=0.99]	Target Achieved	Justification	Final Score	Remark / Justification	Action
Technologies on climate smart and resilient agriculture practices evaluated, generated, demonstrated, and disseminated.	Construct integrated nutrient management system (bi-digester) for demonstrate climate smart technologies to visitors	End January 2020	End February 2020	End March 2020	End May 2020			Enter Score	Enter Remark/Justification	Drop
Technologies on climate smart and resilient agriculture practices evaluated, generated, demonstrated, and disseminated.	Promote low cost water harvesting technology using silpauling sheets.	NA	NA	13 Nos.	NA			Enter Score	Enter Remark/Justification	Drop
Technologies on water harvesting, springshed revival, and water management evaluated, generated, demonstrated, and disseminated	Construct water harvesting pond in Pangna in Drukgyegang in Dagana Dzongkhag	NA	NA	Complete by end May 2020	Na			Enter Score	Enter Remark/Justification	Drop
Technologies on water harvesting, springshed revival, and	Facilitate construction water harvesting pond in	NA	NA	Complete by end April 2020	NA			Enter Score	Enter Remark/Justification	Drop

water management evaluated, generated, demonstrated, and disseminated	Kamichu in Wangdi Dzongkhag									
Technologies on water harvesting, springshed revival, and water management evaluated, generated, demonstrated, and disseminated	Support installation of irrigation water distribution system in Tsangkha in Dagana Dzongkhag	NA	NA	Complete by end May 2020	NA			Enter Score	Enter Remark/Justification	Drop
Technologies on organic agriculture generated, demonstrated, and supported	Demonstrate and promote azolla production in the West Central dzongkhags	NA	NA	15 demonstrations	NA			Enter Score	Enter Remark/Justification	Drop
Technologies to reduce crop loss, processing, and value addition evaluated, demonstrated, and supported	Conduct action learning research on wild animal (elephant) crop damage control using different proven technologies	NA	NA	5 kms of live fencing	NA			Enter Score	Enter Remark/Justification	Drop
Establishment of demonstration farms for selected crops supported	Support establishment of grape orchards and Pangsi orchards in Chimipang Royal Project.	NA	NA	One acre each of grapes and Pangsi	NA			Enter Score	Enter Remark/Justification	Drop
Capacities of agriculture staff, farmers, and interested people built and or strengthened	Carry out nation-wide citrus canopy management awareness and hands-on training in citrus growing areas	NA	NA	7 places	NA			Enter Score	Enter Remark/Justification	Drop
Relevant data collected, information generated, and reports written and submitted	Conduct review and planning meeting of projects	NA	NA	10 Nos.	NA			Enter Score	Enter Remark/Justification	Drop
Relevant data collected, information generated, and reports written and submitted	Monitor citrus demonstration orchards in citrus growing dzongkhags	NA	NA	Monitor all demo orchards at least two times	NA			Enter Score	Enter Remark/Justification	Drop
Efficiency and	Conduct	NA	NA	Monitor	NA			Enter Score	Enter	Drop

effectiveness of agriculture R&D service deliveries enhanced	regular monitoring of research and development activities in the West Central region		activities at least two times						Remark/Justification
								Final Score:	0

Adhoc Activities

Section C: Competency Behavior

Potential Assessment Area	Quality & Description	Level 4 [3.00-4.00]	Level 3 [2.00-2.99]	Level 2 [1.00-1.99]	Level 1 [<=0.99]	Final Score
1. Analytical and Intellectual Capacity	<p>1.1. Sense of Perspective</p> <p>Demonstrates intellectual flexibility, imagination and socio political sensitivity in developing a holistic appreciation of the situation and in generating innovative ideas and solutions that bring practical benefit</p>	<ul style="list-style-type: none"> Thinks ahead to anticipate issues, identifies opportunities and appreciates implications Exercise imaginations and creativity to generate a range of alternative solutions Takes strategic perspective when formulating proposals and recommendations 	<ul style="list-style-type: none"> Takes strategic steps and ways to achieve and enhance the achievement of the target 	<ul style="list-style-type: none"> Need guidance in identifying the opportunities and solutions to solve work towards achieving the target 	<ul style="list-style-type: none"> Is hasty in formatting opinions and judgment taking action before assessing implications and Focuses on day to day problems at the expense of longer term planning 	0
1. Analytical and Intellectual Capacity	<p>1.2 Analysis and Judgment</p> <p>Demonstrates power of analysis and a sense of reality in the context of complex issues and solutions</p>	<ul style="list-style-type: none"> Analyses situations and problems in a systematic and logical manner to identify key issues Makes sound judgment based on rigorous, independent thinking Makes good use of background knowledge 	<ul style="list-style-type: none"> Proposes strong judgmental recommendation towards overall issues for a realistic achievement 	<ul style="list-style-type: none"> Limited to supervisory directives in tackling the problems and issues and does not provide any strong judgmental recommendation to own issues 	<ul style="list-style-type: none"> Makes assumption based on superficial analysis Spends too long on analysis and deliberating at the expense of responding in a timely fashion 	0
2. Influence & Collaboration	<p>2.1. Influencing and Inspiring</p> <p>Persuades, motivates and inspires others, developing a sense of purpose and unity</p>	<ul style="list-style-type: none"> Put team's success ahead of personal success Work to resolve conflict among team members by showing respect for others' opinions and working toward mutually agreeable solutions. 	<ul style="list-style-type: none"> Maintains wide network of good working relationship with peers, subordinates, supervisor, customer and clients. Makes consistent efforts to generate trust and co-operation to foster positive and productive team spirit. 	<ul style="list-style-type: none"> Stick to good working relationship with most of the peers, subordinates, supervisor and the clients. Initiates encouragement of trust and cooperation among others. 	<ul style="list-style-type: none"> Blame others for mistakes and/or setbacks that negatively affect team results 	0

2. Influence & Collaboration	2.2 Collaboration & Engagement Takes lead in communication and consultation, engaging with a wide range of supervisors, peers and stakeholders across division, department, and agencies.	<ul style="list-style-type: none"> Help to keep team performance and morale high even during periods of intense pressure or heavy workload. Actively seeks development opportunities for team 	<ul style="list-style-type: none"> Demonstrate to work in a team and foster sharing of workloads while he/she is not utilized. 	<ul style="list-style-type: none"> confines to his/her own assigned task and does not extend and seeks support to collaborate and engage in a team. 	<ul style="list-style-type: none"> Work only to serve self-interests and meet personal goals Blame others for mistakes and/or setbacks that negatively affect team results. 	0
3. Motivation for Excellence	3.1. Achieving Results Strives hard to achieve agency's five year and annual targets by focusing on national interest to ensure efficiency and high standards of delivery.	<ul style="list-style-type: none"> Achieves all targets set within the allocated resources without compromising on the quality Minimizes waste of his Agency and nation's resources 	<ul style="list-style-type: none"> Always look towards achieving the result with best quality within the resources under his/her control 	<ul style="list-style-type: none"> Hard working towards achieving the results but needs extra resources to achieve it 	<ul style="list-style-type: none"> Do not deliver as per the set targets and budget allocated Wastes his Agency and nation's resources 	0
3. Motivation for Excellence	3.2 Commitment and Accountability Demonstrates personal integrity and commitment to serving Bhutan's national interest	<ul style="list-style-type: none"> Upholds both explicit and implicit terms and understandings he has with the Royal Government, public, family, agency, superiors, peers, subordinates and clients Ready and willing to take additional responsibility by one's own initiatives 	<ul style="list-style-type: none"> Demonstrate strong bond towards the Royal government and uphold the belongingness of oneness among the public family. Needs guidance to take the initiatives 	<ul style="list-style-type: none"> Upholds the blondness towards one public family as and when required only and resistance to take initiatives 	<ul style="list-style-type: none"> Breach the norms and values of the society Speak and act in a way that is not in conformity to the civil service values of integrity, professionalism, honesty, impartiality, accountability, loyalty, and leadership. Do not participate n any extra assignments 	0
					Final Score:	0

Section D: Evaluation

Particular	Score Received	% Allocated	Final Score	Supervisor's Comments	Moderation Exercise Cat.	Agency Head's Comment
B. Performance	0	70%	0	Enter Comments	Select Cat. <input type="button" value="v"/>	Enter Comments
C. Competency Behaviors	0	30%	0	Enter Comments		

		Total Score:	0			
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