

Republic of Namibia

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OFFICE OF THE PRIME MINISTER

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PERFORMANCE AGREEMENT 2019/20

PRIME MINISTER

The Contracting Parties

This **Performance Agreement** (hereinafter referred to as "PA") is entered into between the Government of the Republic of Namibia (hereinafter referred to as GRN) represented by the President H.E. Hage G. Geingob, on the one part, and the Office of the Prime Minister (hereinafter referred to as OPM) represented by the Prime Minister, Rt. Hon. Saara Kuugongelwa-Amadhila on the other part.

PREAMBLE

**WHEREAS** The People of Namibia overwhelmingly and willingly gave the Government the mandate to consolidate past gains and to pursue the lofty ideals set out in Vision 2030 and the Harambee Prosperity Plan;

**WHEREAS** The Government is determined to remain faithful to the People's mandate and to build the Namibian House in which all its residents have a sense of shared identity;

A handwritten signature in dark ink, appearing to be "SW".

**WHEREAS** The Parties to this Performance Agreement are not only committed to the attainment of the strategic objectives outlined in Vision 2030 but are also fully conscious of the necessity to serve the People of Namibia promptly, diligently, and without regard to the ethnic origin, socio-economic status, gender, religious, ideological, or political affiliation of the service beneficiary;

**WHEREAS** The Performance Agreement represents the Prime Minister's avowed commitment to the realization of national strategic objectives, and signifies the Government's determination to support the OPM efforts;

**NOW, THEREFORE**, the parties hereto agree as follows:

**Part I: Undertaking by the First Party**

THE FIRST PARTY, the Government, undertakes to provide the resources needed to fulfil the Prime Minister statutory mandate and attain national strategic objectives, including but not limited to, those set out in Vision 2030, the Medium Term Plan, the SWAPO Election Manifesto, the President's election promises and Harambee Prosperity Plan.

H.E. the President undertakes to facilitate clearance of obstacles that might be beyond the capacity of the Prime Minister to resolve, and which must be brought to the attention of the President by the Prime Minister. The President further undertakes to:

1. Provide high level support and facilitate realization of the Minister's commitments, obligations, and strategic intention.

**Part II: Undertaking by the Second Party**

In consideration of the Government's undertakings and assurances, THE SECOND PARTY, the Prime Minister agrees to perform with due diligent the following functions:

1. Coordinate policy-making processes and legislative formulation;



2. Coordinate initiatives aimed at economic empowerment initiative (NEEEF)
3. Oversee the effective and efficient management of the public service;
4. Ensure ICT access to government services by the citizens and residents
5. Effective Governance and improved service Delivery
6. Coordinate the implementation of disaster risk management legal framework;
7. Perform other duties assigned by the President diligently.

### **Part III: Notes on Strategic Directions**

The OPM plans and strategies will facilitate the attainment of national development aspirations, which are anchored on the following priorities;

Effective governance and service delivery

- Economic transformation
- Macro-Economic Stability
- Monitoring and evaluation

In specific terms, the OPM will record measurable achievements in the following areas:

- i. Coordinate government through Cabinet meeting and the coordination of the performance management system
- ii. Coordinate the formulation and implementation of policies and legislation aimed at economic transformation
- iii. Promote harmonious labour relations in the public service and sound working relations with recognised Trade Unions
- iv. Promote the improvement of public service delivery through:
  - a. Public Service reforms
  - b. E-governance
  - c. Promotion of wellness and safety at workplace

- d. Promotion of good governance and transparency
- e. Customer service charters
- v. Strengthening coordination of disaster risk management

**Part IV Reporting lines and requirements:**

1. The Prime Minister will prepare Quarterly Progress Reports as per the Performance Matrix in Annex A on the performance of the OPM for submission to, and discussion with, H.E. the President.
2. The Prime Minister will prepare Annual Performance Reports as per the Performance Matrix in Annex A on the performance of the OPM for submission to the President within two months after the end of the year.
3. H.E. the President undertakes to provide feedback on the performance evaluation of Ministers within two (2) months after the end of the financial year.



**Part V: Duration of the Performance Agreement:**

This PA will run for 12 months coinciding with the *financial year* starting 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020

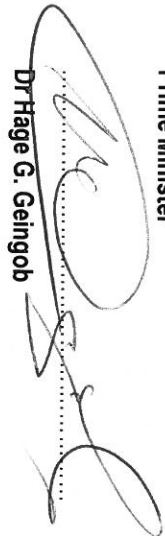
**Part VI: Ratification of the PA**



Dr Saara Kuugongelwa-Amadhila,

Prime Minister

Date: 21/06/19



Dr Hage G. Geingob

President

Date: 25-06-19

Witness



Dr Nangolo Mbumba

Vice President

Date: 21.06.2019

**ANNEXURE A: PERFORMANCE MATRIX FOR PRIME MINISTER:**

OFFICE, MINISTRY OF AGENCY		OFFICE OF THE PRIME MINISTER									
NAME OF OFFICE HOLDER		RIGHT HONOURABLE SAARA KUUGONGELWA- AMADHILLA									
PERFORMANCE AGREEMENT PERIOD		1ST APRIL 2019- 31ST MARCH 2020									
FORM 1: Minister's Performance Agreement Matrix (1st April - 31st March of every Financial Year)											
Strategic Objective / Ministerial Commitments	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
SO2 Ensure effective leadership and good governance	25%	Coordinate the finalisation and approval of NEEEB	% of work done towards the finalisation of NEEEB	Percentage work done towards the finalisation of NEEEB	Incremental	20%	60%	85%	100%	-	100%
		Public Service Regulatory framework developed	% of Public Service Bill reviewed	The Public Service Reviewed and Approved	Incremental	97%	97%	98%	99%	100%	100%
Champion and Institutionalise innovation	15%	Public Service Innovation Policy finalised and Implemented	% Progress towards finalisation and implementation of the policy	Progress towards finalisation and implementation of the policy	Incremental	0%	10%	35%	70%	100%	100%

<b>Accelerate performance improvement in the public Service</b>	20%	Public Service performance coordinated and monitored	# of review reports produced	Public Service Quarterly and annual performance review reports produced	Absolute	4	1	1	1	1	1	4
<b>Leverage E-Governance and ICT Infrastructure</b>	20%	# of key Government online Services developed	Progress made in creating and coordinating the implementation of the identified services	Consolidated progress in developing e-Government Systems by OPM in collaboration with the line Ministry: 1. Human Resources Information System (HRIS) (Q1) 2. Permit for Trophy Hunting (Q2) 3. Gender Based Violence (GBV) Case Management System (Q3) 4. Unified Social Welfare System. (Q4) 5. Procurement Management System (2019/20 to 2020/2021) executed over two years.	Absolute	22	1	1	1	1	1	4
<b>Effectively coordinate Disaster Risk Management</b>	20%	DRR framework implemented	% Progress on the development of DRM Information Management System (MIS)	Progress made towards the development of the Information Management System (MIS)	Incremental	15%	35%	45%	65%	100%	100%	
<b>Total Weight</b>	<b>100%</b>											

