



Republic of Namibia

MINISTRY OF SAFETY AND SECURITY

PERFORMANCE AGREEMENT 2019/20

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. Dr. Hage G. Geingob, on the one part, and the Ministry of Safety and Security, (hereinafter referred to as the Ministry), represented by the Minister, **Major General (Retired) Charles DNP Namoloh**, 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;

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;

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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 Minister's avowed commitment to the realization of national strategic objectives, and signifies the Government's determination to support the Ministry's 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 necessary resources needed in line with MTEF to fulfil the Ministry's statutory mandate and attain national strategic objectives, including but not limited to, those set out in Vision 2030, the NDP 5, and the SWAPO Manifesto and Harambee Prosperity Plan.

The national strategic objectives will also be informed by the SADC Revised Regional Indicative Strategic Development Plan and the African Union Agenda 2063.

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

1. Preside over a two-day quarterly Ministerial Retreat to receive briefings on achievements of strategic objectives from individual Cabinet Ministers;
2. Facilitate resolution of structural challenges to performance, brought out at the retreat;
3. 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 Minister agrees to:

- (a) Ensure maintenance of internal security law and order
- (b) Ensure safe and humane custody of offenders
- (c) Ensure rehabilitation and reintegration of offenders

(See Annex A for a matrix depicting the deliverables, performance indicators and annual targets)

Part III: Notes on Strategic Directions

In specific terms, the Ministry will in the short- to medium-term record measurable achievements in the following areas:

- Humane custody
- Safe custody
- Offenders Rehabilitated
- Crime Investigated
- Road Traffic Accidents reduced

Part IV: Reporting lines and requirements:

- I. The ED will be required to submit quarterly performance progress reports to the Minister;
- II. Minister will submit Quarterly Progress reports on performance of the ministry for submission to, and discussion with, H.E. the President, through the Rt. Hon. Prime Minister;
- III. The Minister undertakes to give feedback to the Deputy Minister and ED on the quarterly performance report;
- IV. The Minister further undertakes to provide leadership to ensure that annual performance report is prepared and submitted to the President a month after the end of the financial year;
- V. H.E. the President commits to personally preside over the performance evaluation sessions of Ministers within two (2) months after the end of the financial year.

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Part V: Duration of the Performance Agreement:

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

Part VI: Ratification of the PA Signed:

Cabinet Minister, Major General (Retired) Charles DNP Namulongi



Sign.....



Date 25/6/2019

President, H.E. Dr. Hage G. Geingob



Sign.....

Date 25/6/19

Witness

Right Hon. Prime Minister, Dr. Saara Kuugongelwa - Amadhila



Sign

Date 21/06/19



ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

OFFICE, MINISTRY OF AGENCY	MINISTRY OF SAFETY AND SECURITY
NAME OF OFFICE HOLDER	Hon Maj. Gen. Charles DNP Namoloh
PERFORMANCE AGREEMENT PERIOD	1ST APRIL 2019 – 31ST MARCH 2020

RM 1: Minister's Performance Agreement Matrix (1st April 2019 - 31st March 2020)											
Strategic Objectives	Weight (distributed across between 1% - 100%)	Outputs	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Provide Safe and humane Custody	30%	Humane custody	% compliance to the Nelson Mandela Rules	This indicator measures the Compliance to the Nelson Mandela Rules for the treatment of offenders. (1.Clothing and Bedding 2. Health Care Service 3. Food Provision 4. Sanitation 5. Human Rights)	Incremental	71	71	71	71	72	72
		Safe custody	# of security incidents	This indicator measures the reduction of incidents that compromise the safety of inmates and officers, not limited to (influx of contrabands, assaults, deaths, escapes and gang formations)	Absolute	356	306	246	146	120	818
Strengthen Rehabilitation Reintegration	20%	Offenders Rehabilitated	# of offenders completed rehabilitation	This indicator measures the # of national crime prevention operations conducted (festive season, Easter weekend, -anti-poaching and drug operations)	Absolute	3488	1215	95	65	175	1550

IRM 1: Minister's Performance Agreement Matrix (1st April 2019 - 31st March 2020)

Strategic Objectives	Weight (distributed across between 1% - 100%)	Outputs	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Enhance Internal Security	50%	recidivism	% of progress made towards the determination of recidivism rate	This indicator measures the progress made towards the determination of the recidivism rate.	Incremental	50	52	54	56	60	
		Crime Investigated	% of case dockets cleared	This indicator measures the % at which investigation on reported case dockets are being finalised or cleared. The clearance or finalisation methods to be used includes, dockets to court; dockets closed unsolved; dockets withdrawn by complainants; or dockets closed as false.	Incremental	0	10	20	30	40	40
		Road Traffic Accidents reduced	# of road traffic accidents	This is a composite indicator that measures the extent to which serious and fatal road accidents are reduced	decremental	3722	3672	3622	3572	3522	3522
Total Weight	100%										