

Republic of Namibia

MINISTRY OF FISHERIES AND MARINE RESOURCES

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 Fisheries and Marine Resources, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Bernhard M. Esau**, 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;

A handwritten signature in blue ink, appearing to be "B. Esau".

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 63.

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. 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 Minister agrees to:

- a) Sustainable management of the marine ecosystem
- b) Enforce compliance with fisheries legislation
- c) Enhance socio-economic contribution to the National Economy

(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:

- Setting of Total Allowable Catches (TAC) for TAC specie set managed
- Compliance within the fishing sector increased
- Improve % contribution of value added exports to national economy
- Allocation of fishing quotas according to Scorecard performance of right holders
- Increase fish consumption in Namibia to reach the world per capita average of 20.4kg per person per year

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 undertakes to provide feedback on the performance evaluation of Ministers within two (2) months after the end of the financial year.

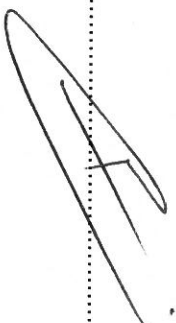
Part V: Duration of the Performance Agreement:

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

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Bernhard M. Esau

Sign.....



Date.....

25/06/2019



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

Sign 

Date: 25-06-19

Witness

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

Sign 

Date: 21/06/19

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS

FORM 1: Minister's Performance Agreement Matrix (1st April - 31st March of every Financial Year)

Strategic Objectives	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Sustainable management of the marine ecosystem	30%	Setting of Total Allowable Catches (TAC) for TAC species managed	# of Government Notices (gazettes) on TACs published	Publishing total allowable catches in the gazettes	Absolute	6	1	2	3	0	6
Enforce compliance with fisheries legislation	30%	Compliance within the fishing sector increased	% of compliance	Ensure the compliance on deterring illegal fishing in Namibian waters (% of reported illegal unregulated and unreported (IUU) fishing activities, and other non-compliances successfully resolved)	Absolute	80	80	80	80	80	80
Enhance socio-economic contribution to the National Economy	40%	Improve % contribution of value added exports to national economy	% of fish tonnage value added	% Value addition created on shore by fishing Companies	Incremental	60	16	32	48	64	60.0
		Allocation of fishing quotas according to Scorecard performance of right holders	% of fisheries species whose quotas are allocated according to the scorecard	Evaluation of each species according to scorecard, and allocation of quotas based on scorecard performance	Incremental	0	0	50	75	100	100

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		Increase fish consumption in Namibia to reach the world per capita average of 20.4kg per person per year	Per capita consumption of fish in Namibia (kg fish per person per annum)	MT of fish sold in Namibia by all right holders and traders, and MT fish distributed by Namibia Fish Consumption Promotion Trust (NFCPT)	Absolute	6,380	7,748	9,116	10,484	11,832	11,832
Total Weight	100%										