

Republic of Namibia

MINISTRY OF WORKS AND TRANSPORT

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 Works and Transport, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. John Mutorwa**, 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;

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;

A large, stylized handwritten signature in black ink, appearing to be "Hage G. Geingob".

A small, stylized handwritten signature in black ink, appearing to be "John Mutorwa".

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. 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) Provide leadership that will ensure a safe, modern and reliable transport & building infrastructure;
- (b) Ensure responsive regulatory frameworks;
- (c) Ensure compliance to Legal Framework;
- (d) Improve Management of State Assets;
- (e) Improve Organisational Performance.



(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:

- Aviation Transport Infrastructure constructed and upgraded.
- Road Transport Infrastructure Constructed, Maintained and Upgraded.
- Railway Transport Infrastructure Upgraded.
- Railway Station Buildings and platforms at Oshakati.
- Port Infrastructure Constructed, Maintained and Upgraded.
- Legal Framework developed and reviewed.
- Compliance to ICAO & IMO Standards.
- Functional GRN Flats/ Complexes Management System.
- M+E System for SOEs on Oversight implemented.

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.

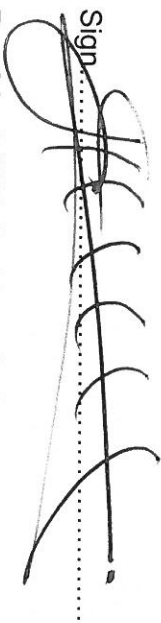


Part V: Duration of the Performance Agreement:

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. John Mutorwa,

Sign.....

Date..... **25 June 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:

OFFICE, MINISTRY OF AGENCY	MINISTRY OF WORKS AND TRANSPORT
NAME OF OFFICE HOLDER	HON. JOHN MUTORWA
PERFORMANCE AGREEMENT PERIOD	1ST APRIL 2019 – 31ST MARCH 2020
FORM 1: Minister's Annual Performance Agreement Matrix (1st April - 31st March of every Financial Year)	

Strategic Objective	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Quarterly Targets					Annual Target
						Base line	Q1	Q2	Q3	Q4	
Ensure a safe, modern and reliable infrastructure	40%	Aviation Transport Infrastructure constructed and upgraded	% of progress on the Opuwo Aerodrome runway	Assess the level of progress on the Opuwo Aerodrome runway	Incremental	25	30	50	55	65	65
		Aviation Transport Infrastructure upgrade	% of progress made on rehabilitation of Mpacha Airport runway	Assess the level of progress on the rehabilitation of Mpacha Airport runway	Incremental	2	10	45	66	78	78
			% of progress on the Eros runway	Assess the level of progress on the Eros runway	Incremental	5	10	30	55	100	100
		Road Transport Infrastructure Constructed, Maintained and Upgraded	KM of road upgraded to dual carriage (Windhoek-Okahandja road)	Count the KM of road upgraded to dual carriage	Absolute	20	1	2	2	2	7
			KM of road upgraded to dual carriage (Windhoek-Hosea Kutako International Airport Road)	Count the KM of road upgraded to dual carriage	Absolute	4	1	2	2	2	7
			KM of road upgraded to dual carriage (Swakopmund-Walvis Bay Road)	Count the KM of road upgraded to dual carriage	Absolute	19	6	7	7	6	30

Strategic Objective	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Quarterly Targets					Annual Target
						Base line	Q1	Q2	Q3	Q4	
			KM of road upgraded to bitumen standard (Swakopmund-Henties Bay-Kamanjab Road)	Count the KM of road upgraded to bitumen standard	Absolute	15	7	6	7	6	30
			KM of road upgraded to low volume seal (Namalubi-Luhonono Road)	Count the KM of road upgraded to low volume seal (Namalubi-Luhonono Road)	Absolute	20	5	5	5	5	20
			% of progress made on the construction of the rail station buildings and platforms	Assess the progress made on the construction of railway station buildings and platforms	Incremental	10	10	15	20	30	30
		Railway Station Buildings and platforms at Oshakati	% of progress made on the construction of the rail platforms	Assess the progress made on the construction of rail platforms	Incremental	0	0	5	10	20	20
			% of progress made on the full upgrading of railway.	Assess the progress made on the upgrading of railway and quantify it in %	Absolute	0	0	2	7	11	11
			Kilometer of railway maintained/rehabilitated	Count the kilometer of existing railway maintained/rehabilitated	Absolute	155	18	25	20	25	88
		Railway Transport Infrastructure Upgraded	Completion Rate (%) on the extension of Port of Walvis Bay	Assess the level of progress towards the extension of Port of Walvis Bay	Incremental	90	93	97	100		100
		Port Infrastructure Constructed, Maintained and Upgraded									

Strategic Objective	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Quarterly Targets					Annual Target
						Base line	Q1	Q2	Q3	Q4	
Ensure responsive regulatory frameworks	30%	Legal Framework developed and reviewed	% of progress made on the road safety management bill	Assess the level of progress towards the road safety management bill	Incremental	90	95	100			
			% of progress made on the overload control bill	Assess the level of progress towards the overload control bill	Incremental	60	65	70	80	100	100
			% of progress made on the Public Passenger Transport Bill	Assess the level of progress towards the Public Passenger Transport Bill	Incremental	40	40	55	65	75	100
			% of progress made on the architect and quantity surveying professional management bill	Allocate percentages to the action steps that need to be undertaken and determine the completion rate by looking at the action steps undertaken.	Incremental	70	75	80	85	90	90
			% of progress made on the review of the Engineering Act	Allocate percentages to the action steps that need to be undertaken and determine the completion rate by looking at the action steps undertaken.	Incremental	65	70	75	80	90	90
Ensure compliance to Legal Framework	10%	Compliance Report to ICAO Standards	Level of Compliance to ICAO Safety Standards	Assess the level of compliance to ICAO Safety Standards	Incremental	65	68	70	73	75	75
			Level of Compliance to ICAO Security Standards	Assess the level of compliance to ICAO Security Standards	Incremental	70	72	72	73	75	75

Strategic Objective	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Quarterly Targets					Annual Target
						Base line	Q1	Q2	Q3	Q4	
Improve Management of State Assets	10%	Compliance Report to IMO Standards	Level of Compliance to IMO Standards	Assess the level of compliance to IMO Standards	Incremental	45	48	50	53	55	55
		Functional GRN Flats/ Complexes Management System	Execution Rate (%)	Assess the progress the GRN Flats/ Complexes Management System	Incremental	90	95	100			
		M+E System for SOEs on Oversight implemented	No. of M+E reports submitted on SOEs Oversight	Count the number of M+E performance SOEs Oversight reports that have been submitted	Absolute	4	1	1	1	1	4
Improve Organisational Performance	10%		No. of NDP 5 Review Report	Count the number of NDP 5 quarterly reports submitted	Absolute	4	1	1	1	1	4
			No. of Harambee Prosperity Plan review reports submitted	Count the number of Harambee Prosperity Plan review reports submitted	Absolute	4	1	1	1	1	4
Total Weight	100%										

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