



Republic of Namibia

MINISTRY OF ECONOMIC PLANNING

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 National Planning Commission, (hereinafter referred to as the Agency), represented by the Minister of Economic Planning, **Hon. Obeth Mbuipaha Kandjoze**, 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;

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 Agency'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 Agency'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 Agency 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) Oversee and coordinate national development planning
- (b) Ensure implementation of NDP5



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

Part III: Notes on Strategic Directions

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

- 2018 Economic Development Report presented to Cabinet
- National Human Development Report presented to Cabinet
- Development Finance Assessment Report drafted
- NDP5 Annual Report produced
- NDP5 Interim Report
- Development Budget for 2020-23 presented to Cabinet
- Namibia socio-economic development catalogue presented to Cabinet

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. Obeth Mbuipaha Kandjoze,

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		NATIONAL PLANNING COMMISSION									
NAME OF OFFICE HOLDER		HON. OBETH MBUPAHA KANDJOZE									
PERFORMANCE AGREEMENT PERIOD		1ST APRIL 2019 – 31ST MARCH 2020									
FORM 1: Deputy/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
Oversee and coordinate national development planning	50%	2018 Economic Development Report presented to Cabinet	% progress on the preparation of the report	This indicator measures progress towards the production of the 2018 Economic Development Report	Incremental	0	30	60	100		100
		National Human Development Report presented to Cabinet	% progress towards the production of the report	Progress towards the completion of the National Human Development Report	Incremental	3	60	100	0		100
		Development Finance Assessment Report drafted	% progress on the development of report	This indicator measures progress towards the drafting of the Development Finance Assessment Report	Incremental	30	50	100	0		100
		NDP5 Annual Report produced	# of NDP5 Annual Report	Report outlining progress on the yearly implementation of programmes of NDP5	Absolute	0	1	0	0	0	1
Ensure implementation of NDP5	50%	NDP5 Interim Report	# of Interim Report produced	Report outlining progress on the yearly implementation of programmes of NDP5 in the first six months of financial year	Absolute	0	0	0	1	0	1
		Development Budget for 2020-23 presented to Cabinet	% progress towards the preparation of the development budget	This indicator measures progress towards the compilation of the development budget book	Incremental	0	0	0	40	100	100
		Namibia socio-economic development catalogue presented to Cabinet	% progress on compilation of Catalogue	a document outlining social , political and economic development in Namibia 30 years after independence	Incremental	0	20	60	85	100	100
Total Weight	100%										