



Republic of Namibia

MINISTRY OF MINES AND ENERGY

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 Mines and Energy, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Tom Alweendo**, 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 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) Increase local participation in mining and energy activities;
- b) Improve energy infrastructure to ensure security of supply, accessibility and affordability;
- c) Develop, consolidate and amend fragmented and outdated Policies and Legislations;

(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:

- Mineral and petroleum exploration expenditure increased.
- Minerals Beneficiation Strategy completed
- Minerals Beneficiation Strategy implemented
- National Electrification Rate increased
- Households, Public Institutions and Business Centers in rural areas electrified
- Gross national electricity generation capacity increased

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. Tom Alweendo,

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: 25 June 2019

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

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	
P1.1 Strengthen Research and Innovation	25%	Mineral and petroleum exploration expenditure increased.	Annual growth rate (%) in mineral and petroleum exploration expenditure	Percentage at which mineral and petroleum exploration expenditure grows by the year	Incremental	0				10	10
P1.2 Ensure Sustainable Development of Resources	25%	Minerals Beneficiation Strategy completed	% of Minerals Beneficiation Strategy completed	% progress towards the completion of Minerals Beneficiation Strategy	Incremental	70	75	80	100		100
		Minerals Beneficiation Strategy implemented	% of Minerals Beneficiation Strategy implemented	% progress towards the implementation of Minerals Beneficiation Strategy	Incremental	0				10	10
		National Electrification Rate increased	National Electrification Rate (%)	Percentage of Namibian households with access to electricity	Incremental	45.39				47	47
P1.3 Improve Energy Infrastructure to Ensure Security of Supply, Accessibility and Affordability	50%	Households, Public institutions and Business Centers in rural areas electrified	# of Households, Public institutions and Business Centers in rural areas electrified	Number of Households, Public institutions and Business Centers in rural areas electrified	Absolute	0	46	3	9	43	101
		Gross national electricity generation capacity increased	# Gross national electricity generation capacity (in Megawatts)	Gross National Electricity Generation capacity measured in Megawatts	Incremental	614		624		629	629
Total Weight	100%										