



Republic of Namibia

MINISTRY OF INFORMATION COMMUNICATION AND TECHNOLOGY

PERFORMANCE AGREEMENT 2018/19

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 Information Communication and Technology, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Stanley M. Simataa**, 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. 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) Accelerate ICT Development, access and use for an inclusive ICT Smart Namibia
- b) Enhance unhindered access to information for an informed nation.
- c) Improve Public Service Delivery

(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:

- Communication Act Amended;
- Broadband Policy developed;
- Electronic Transactions and Cybercrime Bill finalized;
- E-waste management policy developed;
- AU Convention Cyber Security and Personal Data Ratified;
- National Information Policy Finalised; and
- Business Processes streamlined

Part IV: Reporting lines and requirements:

- I. The PS 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 PS 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 2018** to 31st **March 2019**

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Stanley M. Simataa,

Sign..... Date.....

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

Sign..... Date.....

Witness

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

Sign Date.....

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

Strategic Objectives	Weight (distributed across between 10% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Accelerate ICT Development, access and use for an inclusive ICT Smart Namibia	20%	Communications Act Amended	% percentage of progress made on the amendment of the Communications Act	% percentage of progress made on the amendment of the Communications Act	Incremental	80%	85%	90%	100%		100%
	10%	Broadband Policy developed	% percentage of progress made on developing the Broadband Policy	Measuring the progress made in the BB Policy approval process	Incremental	95%	98%	100%			100%
	20%	Electronic Transactions and Cybercrime Bill finalized	% percentage of progress made on the finalization of Electronic Transactions and Cybercrime Bill	Measuring the progress made in finalising Electronic Transactions and Cybercrime Bill	Incremental	98%	99%	100%			100%

	20%	E-waste management policy developed	% percentage of progress made on the development of the E-Waste Management	Measuring the progress made in developing the E-waste Policy	Incremental	20%	60%	80%	90%	100%	100%
	10%	AU Convention Cyber Security and Personal Data Ratified	% percentage of progress made on the ratification of the AU Convention Cyber Security and Personal Data	Measuring the progress made on the ratification of the AU Convention Cyber Security and Personal Data	Incremental	10%	30%	60%	90%	100%	100%
Enhance unhindered access to information for an informed nation	20%	National Information Policy Finalised	% of progress in developing the National Information Policy	National Information Policy aimed at making government information easily accessible to the public	Incremental	85%				90%	90%
Total Weight	100%										