



Republic of Namibia

MINISTRY OF HEALTH AND SOCIAL SERVICES

PERFORMANCE AGREEMENT 2019/2020

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 GF represented by the President H.E. Dr. Hage G. Geingob, on the one part, and the Ministry of Health and Social Services, (hereinafter referred to as the Minister represented by the Minister, **Dr. Kalumbi Shangula**, Minister of Health and Social Services 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 Vis 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;

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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 conscious of the necessity to serve the People of Namibia promptly, diligently, and without regard to the ethnic origin, socio-economic status, gender, religious, ideology 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 at 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, the African Union Agenda 2063 and Sustainable Development Goals.

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 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) Ensure an Enabling and Responsive Policy and Legal Environment for Health Service Delivery;
- (b) Ensure Public Health Security;
- (c) Ensure Integrated and Functional Health ICT Infrastructure;
- (d) Accelerate Health Infrastructure Development and Resource Management;
- (e) Improve 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:

- Outdated legislation repealed
- Draft policy frameworks finalised
- Public Health Emergency Centre operationalised
- National Action Plan for Health Security completed and operationalised
- Network infrastructure installed in health facilities to facilitate the envisaged rollout of e-Health
- Infrastructure for specialized services upgraded and developed
- Specialised Referrals reduced
- Expertise and necessary equipment made available
- Relevant Public Services in the Health Sector Decentralized
- Service delivery enhanced

Part IV: Reporting lines and requirements:

- I. The Executive Director (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 to the Right Honourable Prime Minister for submission to, and discussion with, H.E. the President;

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- 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 an annual performance report is prepared and submitted to the President a month after 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.

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Part V: Duration of the Performance Agreement:

This Performance Agreement will run for a period of 12 months, coinciding with the *Financial Year* starting from 1st **April 2019** to 31st **March 2020**.

Part VI: Ratification of the PA Signed:

Cabinet Minister, Dr. Kalumbi Shangula

Signature.......... Date: 2019 07 01

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

Signature.......... Date: 21-06-19

Witness

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

Signature.......... Date: 21/06/19

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

OFFICE, MINISTRY OF AGENCY	HEALTH AND SOCIAL SERVICES	
NAME OF OFFICE HOLDER	DR. KALUMBI SHANGULA	
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 Objectives	Weight (distributed across between 1% - and 100%)	Outputs	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets					
							Q1	Q2	Q3	Q4		
Ensure an enabling and responsive policy and legal environment for health service delivery	50%	Outdated and redundant laws amended or repealed	% progress made in finalising the Mental Health Bill	The Bill is approved by Parliament and signed into law by the President	Incremental	85%	95%	100%			100%	
							% progress made towards completion of Health Professions Bill	The Bill is approved by Parliament and signed into law by the President	Incremental	85%		
		Fellowship Policy finalised	% progress made towards completion of Fellowship Policy	Fellowship Policy finalized, printed, and launched for use.	Incremental	93%			100%			100%

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Strategic Objectives	Weight (distributed across between 1% - and 100%)	Outputs	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				
							Q1	Q2	Q3	Q4	
Ensure Integrated And Functional ICT Infrastructure	25%	National Food Safety Bill re-submitted to CCL	% of Progress made on the Bill	The Bill is submitted to CCL, Cabinet, and Legal Drafters.	Incremental	70%	75%	80%	85%	90%	90%
		Public Health Emergency Operation Centre (EOC) established and operational	% of progress made on establishment and operationalization of EOC	% Progress on completion of action steps towards EOC establishment	Incremental	40%	50%	60%	70%	70%	
		National Action Plan for Health Security (NAPHS) launched	% progress made towards obtaining approval, commitment for the NAPHS in Namibia	NAPHS approved by Policy & Management Development Review Committee and launched	Incremental	85%	90%	100%		100%	
		Universal Health Coverage (UHC) Framework developed	% progress on the development of UHC Framework	Development of UHC Policy Framework	Incremental	30%	40%	50%	60%	80%	80%
		Network Infrastructure Installed	% of health facilities with functional Network infrastructure	Number of health facilities with functional Network infrastructure out of planned 12 health facilities	Incremental	0%			67%	100%	100%

Strategic Objectives	Weight (distributed across between 1% - and 100%)	Outputs	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				
							Q1	Q2	Q3	Q4	
Improved public service delivery	12.5%	Services Decentralized	% progress made to decentralize health services to Regional Councils	All nine remaining steps are carried out and functions are formally handed over	Incremental	64%	70%	80%	100%		100%
Accelerate Health Infrastructure Development	12.5%	Specialized health services provided in the public sector	% of units with functional specialized services	Development and service provision of Renal Dialysis (WCH, Oshakati and Rundu)	Incremental	0%		50%	70%	80%	80%
				Pediatric Intensive Care Unit at WCH	Incremental	0%		50%	70%	80%	80%
Total Weight	100%										