

Republic of Namibia

OFFICE OF THE ATTORNEY GENERAL

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 Office of the Attorney General, (hereinafter referred to as the Office), represented by the Attorney General, **Hon. Dr. Albert Kawana**, 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;

A.K.

OK

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 AG's avowed commitment to the realization of national strategic objectives, and signifies the Government's determination to support the Office'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 necessary resources needed to fulfil the Ministry's statutory mandate and attain national strategic objectives, including but not limited to, those set out in Vision 2030, NDP4, 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 to 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 AG agrees to:

- a) Enhance the capacity of office of the Prosecutor-General to deliver on its mandate;

A.K.



- b) To enhance timely delivery of legal advisory services to the President and Government (O/M/As);
- c) Enhance the capacity of office of the Government Attorney to deliver on its mandate.

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

Part III: Notes on Strategic Directions

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

- Improved performance of prosecution of cases that require specialised prosecution;
- Improved cycle time within which legal advice is provided to clients;
- Provision of quality legal services and representation to O/M/As.

Part IV: Reporting lines and requirements:

- I. The ED will be required to submit quarterly performance progress reports to the Minister / AG;
- II. AG will submit Quarterly Progress reports on performance of the office for submission to, and discussion with, H.E. the President, through the Rt. Hon. Prime Minister;
- III. The AG undertakes to give feedback to the Minister and ED on the quarterly performance report;
- IV. The AG 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.

A.K.




Part V: Duration of the Performance Agreement

This PA will run for the twelve (12) months coinciding with the financial year i.e. **1st April 2018 to the 31st March 2019.**


Part VI: Ratification of the PA Signed:

Attorney General: Hon. Dr. Albert Kawana,

Sign.....

Date: 25/06/19

The President, H.E. 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:	OFFICE OF THE ATTORNEY GENERAL
NAME OF OFFICE HOLDER:	HON. DR. ALBERT KAWANA (MP)
PERFORMANCE AGREEMENT PERIOD:	1ST APRIL 2019 – 31ST MARCH 2020

FORM 1: Attorney-General's Performance Agreement Matrix (1st April - 31st March of every Financial Year)												
Strategic Objectives	Weight (distributed across between 1% - 100%)	Expected Result	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target	Key Main Activities
							Q1	Q2	Q3	Q4		
Enhance the capacity of office of the Prosecutor-General to deliver on its mandate	20%	Improved performance of prosecution of cases that require specialised prosecution	% progress made in the development of standards	The process toward the development of performance standards for speedy finalisation of GBV cases in Court by the PG	Incremental	79	79	80	90	100	100	Review policies and legal framework for public prosecution
To enhance timely delivery of legal advisory services to the President and Government (O/M/As)	60%	Improved cycle time within which legal advice is provided to client	% of advice finalized on time	Requests finalised within the set performance standards	Incremental	75	76	77	78	80	80	Supervise and direct the administration and operation of the office
Enhance the capacity of office of the Government Attorney to deliver on its mandate	20%	Provision of quality legal services and representation to O/M/As	Rate of debt recovery (%)	The level at which the debt recovery has increased	Incremental	55	55	57	60	60	60	Supervise and direct the administration and operation of the Government Attorney.
Total Weight	100%											

