



Republic of Namibia

MINISTRY OF HOME AFFAIRS AND IMMIGRATION

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 Home Affairs and Immigration, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Frans Kapofi**, 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;

FKK
(8/1)

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.

FK
SAD

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) Ensure comprehensive Civil Registration and Identity Management Service
- (b) Strengthen lawful Migration
- (c) Ensure effective regulatory framework and compliance, through the review of the existing Uniform Matrimonial Bills & Marriage Bill as well as the Namibia Refugees (Recognition and Control) Act Amendment Act.

(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:

- e-birth notification system rolled out
- e-death Notification system rolled
- Online application of Visas and Permits

- E-Visa/Permit implemented
- Migration policy finalised
- Migration Control Bill finalised
- Passport Policy Developed
- Civil Registration and Identification Bill (CRI) Finalised
- Namibia Refugees (Recognition and Control) Act Loophole Identified

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.

SK

SK

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. Frans Kapofi,

Sign.....
Date..... 25/06/2019

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:

FORM 1: Minister's Performance Agreement Matrix - 1st April 2019 - 31st March 2020											
Strategic Objectives	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Ensure comprehensive Civil Registration and Identity Management Service	35%	e-birth notification system rolled out	# of offices connected to e-birth notification system	The extent to which e-birth notification system roll-out and implemented at hospitals	Incremental	40	3	6	9	12	12
		e-death Notification system rolled out	# of offices connected to e-death notification system	The extent to which e-death notification system piloted and roll-out	Incremental	24	36	43	50	50	50
Strengthen Lawful Migration	30%	Online application of Visas and Permits implemented	% Progress made on the on-line application and processing of visas and permits	The extent to which on-line application and processing of permits is implemented	Incremental	95		97	98	100	100
		E-Visa/Permit implemented	% of work done on the implementation of e-visa stickers	The extent to which Visa stickers implemented (E-Visa)	Incremental	95	100				100
Strengthen Regulatory Framework	35%	Migration policy finalised	% of progress made on finalisation of Migration policy	The extent to which Migration Policy finalised, printed and distributed	Incremental	20	50	70	100	100	100

		Migration Control Bill finalised	% of work done on the finalisation of Migration Control Bill	The extent to which Migration Control Bill is finalised	Incremental	97	97	100			100
		Passport Policy Developed	% of progress made on finalisation of Passport policy	The extent to which Passport Policy finalised, printed and distributed	Incremental	75	80	90	100		100
		Civil Registration and Identification Bill (CRI) Finalised	% of work done	The extent to which CRI Bill finalised	Incremental	90		96	99	100	100
		Namibia Refugees (Recognition and Control) Act Loophole Identified	% of work done Namibia Refugees (Recognition and Control) Act	The extent to which the Namibia Refugees (Recognition and Control) Act loopholes identified	Incremental	35	50	65	85	100	100
Total Weight	100%										