



Republic of Namibia

Ministry of Public Enterprise

## 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 GRN), represented by the President H.E. Dr. Hage G. Geingob, on the one part, and Ministry of Public Enterprise, (hereinafter referred to as the Ministry), represented by the Minister, Hon. Leon Jooste, 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 handwritten signature in black ink, appearing to be "W. 1".

**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 Agency'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 Agency'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 2063.

His Excellency the President undertakes to facilitate clearance of obstacles that might be beyond the capacity of the Agency 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) PUBLIC Enterprise contribution to the Economy
- b) Good Governance
- c) Public Enterprises Performance Improved

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

## **Part III: Notes on Strategic Directions**

The Ministry's plans and strategies will adequately reflect national development aspirations, and will be anchored on the following priorities:

- PEGA operationalised
- CPEs contribution to GDP increased
- CPE transformation accelerated
- Corporate Governance Compliance enforced
- Board Governance Improved
- PE Performance Enhanced

## **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.



**Part V: Duration of the Performance Agreement**

This PA will run for 12 months coinciding with the *financial year* starting 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020.

**Part VI: Ratification of the PA Signed:**

**Cabinet Minister, Hon. Leon Jooste,**

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.....

**Annex A: Performance Matrix for Ministers**

<b>OFFICE, MINISTRY OF AGENCY</b>	Ministry of Public Enterprises
<b>NAME OF OFFICE HOLDER</b>	Hon Leon Jooste
<b>PERFORMANCE AGREEMENT PERIOD</b>	1ST APRIL 2019 – 31ST MARCH 2020

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	
PE Contribution to the Economy	40%	PEGA operationalized	% of progress towards the enactment and operationalization of PEGA 2019	The extent to which PEGA is promulgated and enters into force	Incremental	0	50%	100%			100%
		CPEs contribution to GDP increased	% of increase in contribution of CPEs to GDP	The extent to which CPEs contribution to GDP has increased	Incremental	2%					2.2%
			% of PE categorized	The Extent to which the PE are categorized and classified as per PEGA 2019	Incremental	0%		50%	70%	100 %	100%

<b>Good Governance</b>	30%	Corporate Governance Compliance enforced	% of overall weighted compliance to the Governance Scorecard	The extent to which PEs are complying to the Weighted Governance Scorecard	Incremental	0		30%	35%	50%	50%
			# of governance frameworks approved by cabinet	The extent to which government frameworks and directives are approved by Cabinet in line with section 4 of PEGA	Absolute	0		1	1	1	3
		Board Performance and Governance Improved	% of new boards for CPE are appointed	the extent to which new Boards for the terms that are expiring are timely appointed	Incremental	60	80	90	100	100	100
	30%	PE Performance Enhanced	% progress made on development of Integrated Performance Monitoring System (IPMS)	The extent to which the IPMS is developed and launched	Incremental	30	50	80	90	100	100
<b>Public Enterprises Performance Improved</b>											
<b>Total Weight</b>	<b>100%</b>										