

Republic of Namibia

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## THE PRESIDENCY

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### 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 President (hereinafter referred to as OP) represented by the Minister in the Presidency, **Hon. Martin Andjaba**, 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;

Handwritten signature of Hage Geingob.

Handwritten signature of Martin Andjaba.

**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 OP 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 fulfill the Office's statutory mandate and attain national strategic objectives, including but not limited to, those set out in Vision 2030, NDP5, the SWAPO Party Manifesto and the 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 OP 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 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 socio-economic integration;
- (b) Oversee and co-ordinate Presidency in achieving its targets;
- (c) Promote image of the Presidency.



*(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 consultation between Government and the public;
- People with Disability and Marginalised Communities have access to benefits as determined by relevant legislations;
- National developmental programmes effectively implemented;
- Presidency image improved.

### **Part IV: Reporting lines and requirements:**

- I. The Executive Director will be required to submit quarterly performance progress reports to the Minister;
- II. Minister 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 Minister undertakes to give feedback to the Deputy Minister and Executive Director 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 undertakes to provide feedback on the performance evaluation of Ministers within two (2) months after the end of the financial year.

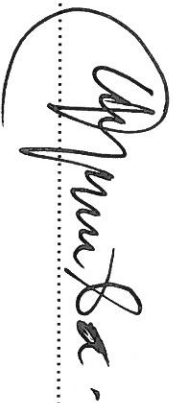


**Part V: Duration of the Performance Agreement:**

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. Martin Andjaba,

Sign: 

Date: 25/6/19

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

Sign: 

Date: 25-06-19

Witness

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

Sign: 

Date: 21/6/19

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**ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:**

<b>OFFICE, MINISTRY OF AGENCY</b>	<b>Office of the President</b>
<b>NAME OF OFFICE HOLDER</b>	<b>Martin Andjaba: Minister in the Presidency</b>
<b>PERFORMANCE AGREEMENT PERIOD</b>	<b>1<sup>ST</sup> APRIL 2019 – 31<sup>ST</sup> MARCH 2020</b>

**FORM 1: Minister's Annual Performance Agreement Matrix (1<sup>st</sup> April - 31<sup>st</sup> March of every Financial Year)**

Strategic Objective	Weight (distributed)	Expected Result	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target								
							Q1	Q2	Q3	Q4									
Accelerate socio-economic integration	35%	National Policy and Disability Act 26 of 2004 Amended to align to the UNCRRPD	% progress in the finalisation and tabling of the amended National Disability	The finalisation and tabling of the amended National Disability Council Bill	Incremental	70	80	85	95	100	100								
												% completeness of the amendments to the Veterans Act	Amendments of the regulations and the Veterans Act finalised.	Incremental	90	95	98	100	100
												% progress on the finalisation of the amendments to the regulations	Amendments of the emulations are being finalised.	Incremental	90	100			100
Ensure formulation and Implementation of Policies and Legal Framework	35%	Policy Reforms and Legislative amendments developed	% progress toward the completion of communication strategy	Rate of progress towards the completion of the OP Communication Strategy	Incremental	95	97	98			98								
												% Completion of Customer Service Charter	Rate of completion toward the Customer Service Charter	Incremental	98	99			99
Promote image of the Presidency	30%	Presidency image improved																	
Total Weight	100%																		



