

Republic of Namibia

MINISTRY OF DEFENCE

**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 Defence, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Penda Ya Ndakolo**, 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;

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**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.

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) Develop a National Defence architecture and a formidable Defence Force
- (b) Promote defence commitments in accordance with government policy and International Conventions
- (c) Improve capacity for self-sustenance

***(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:

- Namibia's territorial Integrity, national sovereignty, its inhabitants and interests are protected.
- Enhanced compliance to conventions, protocols and agreements
- Regional and International operations supported
- Improved capacity for Defence industry

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**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.

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**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. Penda Ya Ndakolo,

Sign.......... Date: 21/06/19

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

Sign.......... Date: 25-06-19

Witness

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

Sign.......... Date: 21/06/19

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

FORM 1 : Minister's Performance Agreement Matrix (1st April - 31st March of every Financial Year)-												
Strategic Objectives	Weight (distributed across between 1% - 100%)	Outputs	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target	Key Main Activities
							Q1	Q2	Q3	Q4		
1. Develop a National Defence architecture and a formidable Defence Force	50%	Namibia's territorial integrity, national sovereignty, its inhabitants and interests are protected.	% of organisational review completed	Progress made towards the review	Incremental	50%	53%	67%	69%	71%	71%	Ensure the finalization of the Defence Review and MOD and NDF organization structure.  Ensure implementation of capital projects and maintenance of existing
			% of progress made on the infrastructure development	Progress made towards implementation of MOD capital projects.	Incremental	58%	60%	63%	67%	70%	70%	

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																			infrastructure.	
<b>2 Promote defence commitments in accordance with government policy and International Conventions</b>	30%	Enhanced compliance to conventions, protocols and agreements	% implementation of Resolutions and Agreements	The level of adherence to Conventions, Protocols and Agreements	Absolute	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	8	1. Host and attend meetings. 2. Ensure resolutions and agreements are implemented.					
<b>3. Improve capacity for self-sustenance</b>	20%	Improved capacity for Defence Industry	% of products and services acquired from Defence Industry	The capacity of the National Defence Industry to sustain the NDF with limited external support.	Incrementa	50%	52%	54%	57%	60%	60%	60%	60%	1. Ensure the development and implementation of the defence industry turnaround strategy 2. Ensure						

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																				products and services for the Defence Force are acquired from the National Defence Industry.
<b>Total Weight</b>	<b>100 %</b>																			

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