



Republic of Namibia

MINISTRY OF URBAN AND RURAL DEVELOPMENT

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 Urban and Rural Development, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Peya Mushelenga**, 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;

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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.

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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 the delivery of serviced urban land and housing;
- b) Improve sanitation in urban and rural areas;
- c) Ensure good governance and effective service delivery
- d) Ensure Effective Regulatory Framework and Compliance.

(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:

- Proclamation of 47 Townships
- Formalize Informal settlements
- Servicing of 6709 erven
- Construct 6213 houses to reduce housing backlog
- Implement Resolutions of the Second National Land Conference
- Improve sanitation in urban and urban areas
- Identified functions of Line Ministries decentralised
- MHDP Blueprint and Implementation Strategy finalised
- Implementation strategies on land servicing finalised
- Review Rural Policy
- Finalise Regulations for the Urban and Regional Planning Act
- Constituency Development Fund Bill enacted

- Urban Land Reform Programme/ Policy developed

Part IV: Reporting lines and requirements:

- I. The PS 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 PS 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 1st **April 2019** to 31st **March 2020**

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Peya Mushelenga,

Sign: .....

Date: 24/6/19

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

Sign: .....

Date: 25-06-19

Witness

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

Sign: .....

Date: 21/06/19

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ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS

OFFICE, MINISTRY OF AGENCY:	URBAN AND RURAL DEVELOPMENT
NAME OF OFFICE HOLDER/MINISTER:	PEYA MUSHLENGA
PERFORMANCE AGREEMENT PERIOD:	April 2019 to March 2020

FORM 1 : Minister Performance Agreement Matrix (1st April - 31st March of every Financial Year)

Strategic Objectives	Weight (distributed across between	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
S01.1 Accelerate the delivery of serviced urban land and housing	30%	New Townships proclaimed	# of new townships proclaimed	New townships proclaimed (townships establishment / proclamation leads to the creation of land parcels or plots)	Absolute	142	3	6	6	32	47
		Informal settlements formalised	# of informal settlements formalised	Informal settlement areas, especially in Windhoek to be formalised (to be planned and sub-divided into townships and provided with basic services (water, sewerage and/or electricity))	Absolute					2	2
		Erven serviced	# of erven serviced	Installation of services (water, sewerage, roads and electricity)	Absolute	12393				6709	6709

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FORM 1: Minister Performance Agreement Matrix (1st April - 31st March of every Financial Year)

Strategic Objectives	Weight (distributed across between)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
S01.2 Improve sanitation in urban and rural areas	30%	Houses constructed	# of houses constructed	Construction of houses through the MHDP, BTP, NHE, People Housing Processes (Community Based Housing, PPPs)	Absolute	3230				6213	6213
		Resolutions of the Second National Land Conference implemented	% progress made on the Implementation of the Resolutions of the Second National Land Conference	Tracking the implementation of the Resolutions of the Second National Land Conference as per the approved Implementation Plan	Absolute	0%				100%	100%
		Sanitation improved in urban areas	# of urban households with access to proper toilet facilities	Households with access to proper sanitation through improved sanitation in informal settlements (6,287 households) and construction of new houses (6,213)	Absolute	4884				12500	12500
		Sanitation improved in rural areas	# of Ventilated Improved Pit (VIP) toilets constructed	The number of ventilated improved pit latrines constructed at households and public places in rural areas	Absolute	2,562	315	614	365	11,206	12500

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Strategic Objectives	Weight (distributed across between)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
SO2.1 Ensure good governance and effective service delivery	25%	Identified functions of Line Ministries decentralised	% progress made to decentralised identified functions of Line Ministries	The percentage progress made to delegate the identified functions of Line Ministries (MAWF, MOEAC, MLIREC, MSYNASC, MPESW, MSYNASC and MOHSSC to Regional Councils during 2019/2020	Incremental	0%		30%	65%	100%	100%
Ensure effective regulatory framework and compliance	15%	MHDP Blueprint and Implementation Strategy finalised	% progress made in finalising MHDP Blueprint and Implementation Strategy	MURD to finalise the Mass Housing Development Programme (MHDP) blueprint review and development of the implementation strategy	Incremental	95%			100%		100%

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FORM 1: Minister Performance Agreement Matrix (1st April - 31st March of every Financial Year)

Strategic Objectives	Weight (distributed across between)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
		Implementation strategies on land servicing finalised	% of progress made in finalising MULSP Implementation Plan	MURD to finalise the Massive Urban Land Servicing Project (MULSP) Implementation Plan	Incremental	95%			100%		100%
		Regulations for the Urban and Regional Planning Act finalised	% of progress on finalising the Regulations for the Urban and Regional Planning Act	MURD to finalise the Urban and Regional Planning Act Regulations for operationalisation of the Act	Incremental	80%	90%	95%	100%		100%
		Rural Policy reviewed	% progress made to review Rural Development Policy	The percentage progress made to review the Rural Development Policy	Incremental	0%	15%	25%	85%	100%	100%
		Constituency Development Fund Bill enacted	% progress made with the development of the Constituency Development Fund Bill	Percentage progress made to develop the Constituency Development Fund Bill	Incremental	90%	100%				100%

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[Signature]

FORM 1 : Minister Performance Agreement Matrix (1st April - 31st March of every Financial Year)

Strategic Objectives	Weight (distributed across between)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
		Urban Land Reform Programme/ Policy developed	% progress made to develop the Urban Land Reform Programme/ Policy	The development of an Urban Land Reform Programme/ Policy to guide urban development and to accelerate land delivery in urban areas	Incremental	0%	30%	45%	80%	100%	100%
Total Weight	100%										

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