

Republic of Namibia

**OFFICE OF THE PRIME MINISTER
PERFORMANCE AGREEMENT 2020/21**

PRIME MINISTER

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. Hage G. Geingob**, on the one part, and the **Office of the Prime Minister** (hereinafter referred to as OPM) represented by the **Prime Minister, Rt. Hon. Saara Kuugongelwa-Amadhila** 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 and the Harambee Prosperity Plan;

A handwritten signature in black ink, appearing to be 'SA', located at the bottom right of the page.

WHEREAS The Government is determined to remain faithful to the Peoples' 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 Prime Minister's avowed commitment to the realization of national strategic objectives, and signifies the Government's determination to support the OPM 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 resources needed to fulfil the Prime Minister statutory mandate and attain national strategic objectives, including but not limited to, those set out in Vision 2030, the Medium Term Plan, the SWAPO Election Manifesto, the President's election promises and Harambee Prosperity Plan.

Part II: Undertaking by the Second Party

In consideration of the Government's undertakings and assurances, THE SECOND PARTY, the Prime Minister agrees to perform with due diligence the following functions:

1. Coordinate policy-making processes and legislative formulation;
2. Coordinate initiatives aimed at economic empowerment initiative (NEEEF)
3. Oversee the effective and efficient management of the public service;
4. Coordinate ICT access to government services by the citizens and residents
5. Coordinate Effective Governance and improved service Delivery
6. Coordinate the implementation of disaster risk management legal framework;
7. Perform other duties assigned by the President diligently.

Part III: Notes on Strategic Directions

The OPM plans and strategies will facilitate the attainment of national development aspirations, which are anchored on the following priorities; Effective governance and service delivery

- Economic transformation
- Macro-Economic Stability
- Monitoring and evaluation

In specific terms, the OPM will record measurable achievements in the following areas:

- i. Coordinate Government through Cabinet meeting and the coordination of the Performance Management System

- ii. Coordination the formulation and implementation of the legislation aimed at economic transformation
- iii. Promote harmonious labour relations in the public service and sound working relations with recognised Trade Unions
- iv. Promote the improvement of public service delivery through coordinating:
 - a. Public Service reforms
 - b. E-governance
 - c. Promotion of wellness and safety at workplace
 - d. Promotion of good governance and transparency
 - e. Customer service charters
- v. Strengthening coordination of disaster risk management

Part IV Reporting lines and requirements:

1. The Prime Minister will prepare Quarterly Progress Reports as per the Performance Matrix in Annex A on the performance of the OPM for submission to H.E. the President.
2. The Prime Minister will prepare Annual Performance Reports as per the Performance Matrix in Annex A on the performance of the OPM for submission to the President within two months after the end of the year.

Part V: Duration of the Performance Agreement:

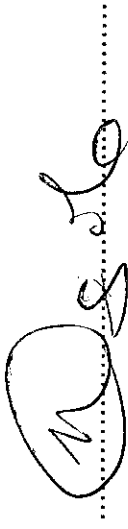
This PA will run for 12 months coinciding with the **financial year** starting 1st **April 2020** to 31st **March 2021**

Part VI: Ratification of the PA

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Dr. Saara Kuugongelwa-Amadhila,
Prime Minister

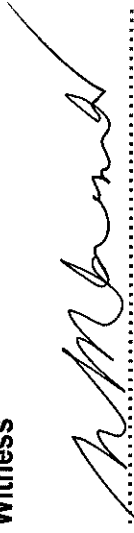
Date.....**16/07/2020**

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Dr. Hage G. Geingob
President

Date.....**27-07-20**

Witness

.....

Dr. Nangolo Mbumba
Vice President

Date.....**17-07-2020**

ANNEXURE A: PERFORMANCE MATRIX FOR PRIME MINISTER:

OFFICE, MINISTRY OF AGENCY	OFFICE OF THE PRIME MINISTER				
NAME OF OFFICE HOLDER	RIGHT. HON. SAARA KUUGONGELWA-AMADHILA				
PERFORMANCE AGREEMENT PERIOD	1ST APRIL 2020 – 31ST MARCH 2021				

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

Strategic Objective / Ministerial Commitments	Weight (distributed)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
SO2. Ensure effective leadership and good governance	50%	Wage Bill containment strategy implemented	# of wage bill report produced	Annual report on OMA's produced	Absolute	0	-	-	-	1	1
		National Equitable Economic Empowerment Framework finalised	% of work done towards the finalisation of NEEF	NEEF Framework finalised	Incremental	97%	97%	98%	100%	100%	100%
		Namibia Food and Nutrition Security (NFNS) Policy approved.	% of work done towards completion of the revised policy, Coordination Mechanisms, Implementation Action Plan of NFSN.	Percentage of work on NFSN activities coordinated	Incremental	90%	90%	95%	100%	100%	100%

SO6 Effectively coordinate Disaster Risk Management	10%	DRR framework implemented	% Progress in developing resilience strategy	Increase in disaster resilience in Namibia	Incremental	0%	0%	10%	20%	50%	50%
Accelerate Performance improvement in the Public Service	40%	Performance culture entrenched	# of engagements	Performance culture entrenched in the public service through regular engagements with Ministers	Absolute	0	1	1	1	1	4
		Public Service Act Review finalised	% progress in finalisation of the review of the Public Service Bill	Progress toward the finalisation of the Public Service Bill	Incremental	90%	90%	95%	95%	100%	100%
Total Weight	100%										