



Republic of Namibia

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**MINISTRY OF DEFENCE AND VETERANCE AFFAIRS**

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**PERFORMANCE AGREEMENT 2020/21**

**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 and Veteran Affairs**, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. R. Adm (Rtd) Peter H. Vilho**, 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 fulfill 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.

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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) Develop a National Defence architecture and a formidable Defence Force;
- (b) Enhance capacity for collective domestic security;
- (c) Promote defence commitments in accordance with government policy and international conventions;
- (d) Improve capacity for self-sustenance;
- (e) Improve social welfare and economic status of veterans;
- (f) Preserve the history of the National Liberation Struggle;
- (g) Enhanced organisational performance

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

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

In specific terms, the Minister will in the short- to medium-term record measurable achievements in the following areas:

- To coordinate and administer the operations of the Ministry and the Namibian Defense Force (NDF),
- To defend the territorial integrity and national interests of Namibia & assist Veterans and dependents of deceased Veterans through funding, administering and managing the welfare of Veterans and dependents.
- To guarantee our country's sovereignty, ensure the readiness and professionalism of the armed forces;

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- To strengthen capability of the NDF and to improve working and living infrastructure for army personnel.

**Key deliverable**

- To complete institutional reforms of line Agencies under your Ministry (i.e. August 26 Holdings) and to ensure a smooth integration of the department of Veteran Affairs into the Ministry of Defence.

**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;

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## Overarching Principles

- Strong, honest and principled leadership;
- Driving a performance culture within your Ministry through leading by example and applying a hands-on approach;
- Focus on fast implementation of policy decisions and timely interventions;
- Ensure maximum output within the context of limited financial resources;
- Enhance political and administrative interface in your Ministry;
- Reviewing any law, policy, regulation or institution which hampers the effective implementation of plans and programmes of Government;
- Ensuring coordination with Offices, Ministries and Agencies, especially those which are closely related to your line functions;
- Promote, facilitate and strengthen measures to implement the empowerment and industrialisation policies of the Government by sourcing of local goods and services, with particular emphasis on job creation and the empowerment of the Youth and Women;
- Engaging and listening to the voices of civil society, particularly grass-root organizations, with the understanding that the ultimate goal is to improve the living standards of all Namibians; and
- Continuous monitoring, evaluation and regular reporting on progress being made in your ministry.

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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 2020** to 31<sup>st</sup> **March 2021**

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

**Cabinet Minister, Hon. R. Adm (Rtd) Peter H. Vilho,**



Sign.....

Date..... *20/07/2020*

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



Sign.....

Date..... *27.07.20*

**Witness**

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



Sign.....

Date..... *22/07/2020*

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

| OFFICE, MINISTRY OF AGENCY  |                      | MINISTRY OF DEFENCE AND VETERANCE AFFAIRS   |   |   |                |          |                   |    |    |    |               |    |
|---|----------------------|---|---|---|----------------|----------|-------------------|----|----|----|---------------|----|
| NAME OF OFFICE HOLDER   |                      | HON. R ADM (RTD) PETER H VILHO (MP)   |   |   |                |          |                   |    |    |    |               |    |
| PERFORMANCE AGREEMENT PERIOD  |                      | 1ST APRIL 2020 – 31ST MARCH 2021  |   |   |                |          |                   |    |    |    |               |    |
| FORM 1: Minister's Annual Performance Agreement Matrix (1st April - 31st March of every Financial Year) |                      |   |   |   |                |          |                   |    |    |    |               |    |
| Strategic Objective / Ministerial Commitment  | Weight (distributed) | Expected Results  | Indicator of Performance                | Indicator Definition  | Indicator Type | Baseline | Quarterly Targets |    |    |    | Annual Target |    |
|   |                      |   |   |   |                |          | Q1                | Q2 | Q3 | Q4 |               |    |
| 1. Develop a National Defence architecture and a formidable Defence Force                               | 30%                  | Namibia's territorial Integrity, national sovereignty, its inhabitants and interests are protected. | % progress made on the review           | The Progress towards the formulation of Defence Review document   | Incremental    | 10       | 15                | 20 | 30 | 35 | 35            | 35 |
|   |                      |   | % of progress made                      | Progress made towards the review of the National Security Strategy  | Incremental    | 20       | 22                | 25 | 30 | 35 | 35            | 35 |
|   |                      |   | % implementation of the projects (rate) | The rate of implementation toward MOD capital projects that aims to improve working & living infrastructure for army personnel. | Incremental    | 70       | 71                | 75 | 78 | 80 | 80            | 80 |

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|  |     |  |   |   |             |     |     |     |     |     |     |     |     |     |     |
|--|-----|--|---|---|-------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|  |     |  | % of armed forces training exercises conducted      | The level of force readiness & professionalism of the armed forces  | Absolute    | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| <b>2. Enhance capacity for collective domestic security</b>  | 10% | Disaster service provision enhanced                          | % provision to disaster services                    | The capability and ability to respond to any domestic situation in support of civil authority and civil power | Absolute    | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
|  |     | Law and order maintained                                     | % of readiness to provide support to civil power    |   |             | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| <b>3. Promote defence commitments in accordance with government policy and international conventions</b> | 15% | Enhanced compliance to conventions, protocols and agreements | % compliance  | The level of adherence to International Conventions, Protocols and Agreements                                 | Absolute    | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
|  |     | Regional and International operations supported              | % readiness to undertake SADC, AU and UN operations | The capability and ability for Namibia to deploy for Peace Support Operations (PSO)                           |             | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |     |
| <b>4. Improve capacity for self-sustenance</b>   | 10% | Defence Industries reforms process completed                 | % of progress made                                  | The completion process toward the institutional reforms of line Agencies. (Defence Industries)                | Incremental | 50  | 50  | 60  | 80  | 100 | 100 | 100 | 100 | 100 | 100 |

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|  |             |  |                     |  |             |    |    |    |    |     |     |
|--|-------------|--|---------------------|--|-------------|----|----|----|----|-----|-----|
| <b>5. Improve social welfare and economic status of veterans</b>   | 15%         | Individual Veterans Project (IVPs) inspected & supported | % of IVPs inspected | The monitoring process undertaken to assess the progress made on the allocated Individual Veterans Projects country wide | Incremental | 0  | 25 | 50 | 75 | 100 | 100 |
| <b>6. Preserve the history of the National Liberation Struggle</b> | 10%         | Liberation struggle history documented                   | % of progress made  | The progress toward the documentation process of liberation struggle history   | Incremental | 65 | 70 | 75 | 80 | 85  | 85  |
| <b>7. Enhanced organisational performance</b>                      | 10%         | Defence and Veterans Acts reviewed.                      | % completion        | The progress made towards the finalisation process of Defence and Veterans Acts review                                   | Incremental | 0  | 25 | 50 | 75 | 100 | 100 |
| <b>Total Weight</b>  | <b>100%</b> |  |                     |  |             |    |    |    |    |     |     |