

Republic of Namibia

MINISTRY OF SPORT, YOUTH AND NATIONAL SERVICES

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 Sport, Youth And National Services**, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Agnes Tjongarero**, 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.

Part II: Undertaking by the Second Party

In consideration of the Government's undertakings and assurances, THE SECOND PARTY, the Minister agrees to:

- (a) Manage Public & Government financial resources;

- (b) Promote Macroeconomic Stability; and
- (c) Enhance Political and Administrative interface in the Ministry.

(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 promote sport development under the various professional codes and maintain sports infrastructure countrywide;
- Promote the welfare and empowerment of the Youth;
- Promote civic education and cultivate patriotism to prepare the youth to become future leaders of our country.

Key deliverables

- To operate at optimal capacity;
- Review current institutional structure to harness efficiency;
- Finalize National Youth Policy and Professionalize Youth Development & Volunteerism

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;

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.

Part V: Duration of the Performance Agreement:

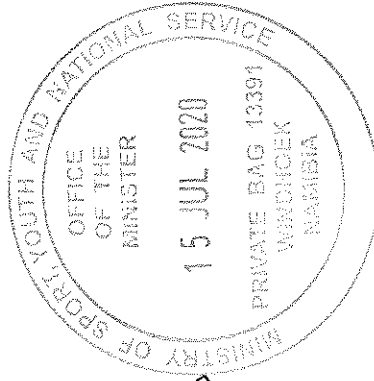
This PA will run for 12 months coinciding with the **financial year** starting 1st **April 2020** to 31st **March 2021**

Part VI: Ratification of the PA Signed:

Cabinet Minister, Honourable. Agnes Tjongarero

Sign.....

Date 15-07-2020.....



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

Sign.....

Date 27-07-20.....

Witness

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

Sign.....

Date 27/07/2020.....

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

OFFICE, MINISTRY OF AGENCY		MINISTRY OF SPORT, YOUTH AND NATIONAL SERVICES									
NAME OF OFFICE HOLDER		HON. (MP) AGNES TJONGARERO									
PERFORMANCE AGREEMENT PERIOD		1ST APRIL 2020 – 31ST MARCH 2021									
FORM 1: Minister's Annual Performance Agreement Matrix (1st April 2020 - 31st March 2021 of every Financial Year)											
Strategic Objective / Ministerial Commitments	Weight (distributed across between 1%	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Enhance Youth Empowerment	50%	Basic skills enhancement among youth	# of youth trained through semester courses	Measure the number of trainees that are set to complete semester basic skills training	Absolute		116		116		232.0
			# of youth trained in One Year skills courses	Measure the number of trainees that are set to complete a one year basic skills training	Absolute			250		250.0	
			# of CLS completed Civic Training	Measure the number of Children of the Liberation Struggles that completed Civic Training	Absolute		370		370.0		

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