

Republic of Namibia

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**MINISTRY OF MINES AND ENERGY**  
**PERFORMANCE AGREEMENT 2020/21**

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**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 Mines & Energy**, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Tom Alweendo**, 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;

A handwritten signature in black ink, consisting of a stylized 'W' followed by a flourish.

**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) Ensure Sustainable Development of Resources;
- (b) Develop consolidate and amend fragmented and outdated policies and legislations;
- (c) Improve Energy Infrastructure to Ensure Security of Supply, Accessibility and Affordability;

*(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:

- Create a conducive and attractive investment and regulatory environment in which these resources can be exploited to contribute towards the socio-economic development agenda of Namibia.

### **Key deliverables**

- Develop a National Strategy on Energy Supply Security;
- Increase the Renewable Energy mix as a % of Energy Supply, ensure that Namibians have access to cost effective and secure supply of electricity, including increase Rural Electrification
- Facilitate and intensify Government efforts to benefitiate mineral resources and achieve tangible results from the Mining Charter.

### **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.

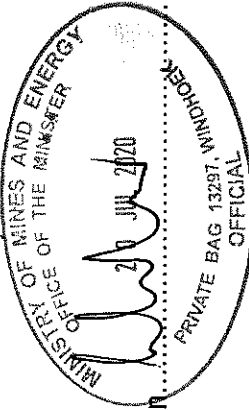
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**Part V: Duration of the Performance Agreement:**

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. Tom Alweendo,**



Sign .....

Date 20 July 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

**ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS**

OFFICE, MINISTRY OF AGENCY		MINISTRY OF MINES AND ENERGY									
NAME OF OFFICE HOLDER		HON. TOM ALWEENDO (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 Objectives/Ministerial Commitments	Weight (distributed)	Outputs	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
P1.2 Ensure Sustainable Development of Resources	20%	Minerals Beneficiation Strategy implemented	% implementation of the strategy (rate)	The progress made towards the implementation of the Mineral Beneficiation strategy	Incremental	0	10	15	20	20	20
P4.1 Develop consolidate and amend fragmented and outdated policies and legislations	25%	Minerals Legislations review completed	% completion of the review	The finalisation process of the legislation review and tabling before Parliament the Minerals Bill and accompanying Regulations	Incremental	85	90	95	100	100	100
		Diamond Legislations review Completed.	% completion of the review	The finalisation process of the legislation review and tabling before Parliament the Diamond Bill and accompanying Regulations	Incremental	85	90	95	100	100	100

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<b>P1.3 Improve Energy Infrastructure to Ensure Security of Supply, Accessibility and Affordability</b>	55%	National Electrification Rate increased	% of public institutions electrified	Annual overall Public Institutions electrified in the country	Incremental	83					86	86
		Gross national electricity generation capacity increased	% of budget spend	Rural Electrification yearly allocated budget executed (20/21 FY)	Incremental	0	25	50	100	100		
		Completion of the National Oil Storage Facility	# of Gross national electricity generation capacity	Gross Local Electricity Generation capacity measured in Megawatts	Incremental	594				599	599	
			% completion rate	Percentage progress towards completion of the National Oil Storage Facility	Incremental	98	99	100	100		100	
<b>Total Weight</b>	<b>100%</b>											