

Republic of Namibia

MINISTRY OF HIGHER EDUCATION, TECHNOLOGY AND INNOVATION

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 Higher Education, Technology and Innovation**, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Dr. Itah Kandjii-Murangiri**, 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;

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.

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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:

- Promote training and innovation to drive Namibia towards a knowledge economy, through quality Higher, Technical & Vocational Education, Research and Development and to create a conducive environment for technological and scientific innovations.

(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:

- Promote training and innovation to drive Namibia towards a knowledge economy, through quality Higher, Technical & Vocational Education, Research and Development and to create a conducive environment for technological and scientific innovations.

Key deliverables

- To conclude the NSFAF Sustainability Model;
- Establish Industry Governance Committees for a demand driven education system;
- Formulate the National 4th Industrial Revolution Policy;
- Develop Innovation framework & value chains;
- Deliver Innovation Incubators through Industry/Academia partnership;
- Formulate National Internship/Cooperative Education Framework (in collaboration with MLIREC) and convene a National dialogue on Bio-Economy & Policy formulation.

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.

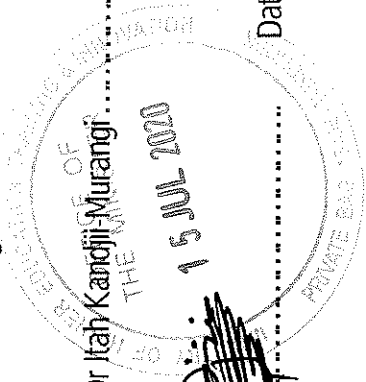
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Part V: Duration of the Performance Agreement:

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

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon Dr Itah Kandiji-Murangf.....



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..... 28/07/2020

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ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

OFFICE, MINISTRY OF AGENCY		Ministry of Higher Education, Technology and Innovation							
NAME OF OFFICE HOLDER		Hon (MP) Dr. Itah Kandjii-Murangji							
PERFORMANCE AGREEMENT PERIOD		1ST APRIL 2018 – 31ST MARCH 2019							
FORM 1: Deputy/Minister's Performance Agreement Matrix (1st April - 31st March of every Financial Year)									
Strategic Objective / Ministerial Commitments	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Quarterly Targets				Score
					Q1	Q2	Q3	Q4	
Improved TVET Management and Governance	TVET Policy reviewed and approved	% Progress in reviewing TVET Policy	TVET is a restricted training up to Level 3; this should be corrected by reviewing the TVET Policy.	Incremental	95	97	100		100
	VET Levy Regulations revised	% Progress in reviewing the TVET Levy	Review the TVET Levy in order to introduce flexibility to use funds. Currently, use is very restricted.	Incremental	70	80	90	100	100
Improved STI Governance and Management	STI Act and Regulations Reviewed	% Progress in reviewing the STI Act and Drafting the associated Regulations	The provisions of the STI Act was challenged in Court, thus we are reviewing the Act and its regulations	Incremental	80	85	95	100	100
	Space Science Policy Developed	% Progress in Developing Space Science Projects	Namibia has numerous projects related to space science and technology, thus there is a need to develop a policy framework for space S&T	Incremental	80	85	95	100	100

Improve Access to Higher Education	20	Student Funding Policy and Sustainability Model Developed	% Progress in developing Student Funding Sustainability Model	The cost of funding students to access higher education is becoming unsustainable. Therefore a model should be developed to make student funding sustainable.	Incremental	50	70	100	100	
		Industry Governance Committees for demand driven education system established	% Progress in establishing Industry Governance Committees for demand driven education system	To establish Industry Governance Committees to be systematically incorporated in demand driven and training system.	Incremental	0	0	10	30	30
		National Internship/Cooperative Education Framework formulated	% Progress in formulating National Internship/Cooperative Education Framework	To develop a National Internship/Cooperative Education Framework combining theory with practical work experience.	Incremental	0	0	10	30	30
Enhance signing of Governance Agreements	10	Governance Agreements signed	% Progress in signing of Governance Agreements	The governance of SOEs in accordance with Public Enterprises Act	Incremental	50	60	70	90	
Enhance Stakeholder Relations	10	Improved external, local and international stakeholder relations	# of Meetings with External Stakeholders	The Ministry has to consult both local private sector and civil society organizations on MHETI matters. Also consultations with Education representative of Foreign States and Organizations.	Absolute	0	5	10	20	
Total Weight	100									