

Republic of Namibia

MINISTRY OF Finance

PERFORMANCE AGREEMENT 2022/23

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 Finance (hereinafter referred to as the Ministry), represented by the Minister, Honourable Iipumbu Shiimi, 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 2063.

His Excellency the President undertakes to facilitate clearance of obstacles that might be beyond the capacity of the ministry to resolve, and which must be brought to the attention of the President by the Minister. The President further undertakes to:

1. Preside over a two-day quarterly Ministerial Retreat to receive briefings on achievements of strategic objectives from individual Cabinet Ministers;



2. Facilitate resolution of structural challenges to performance, brought out at the retreat;
3. Support and facilitate realization of the Minister's commitments, obligations, and strategic intention.

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 effective regulatory framework & compliance
- (b) Develop and administer fiscal & financial policies for economic growth, macroeconomic stability and equitable socio-economic development
- (c) Manage Public/Government Financial Resources
- (d) Enhance efficiency of the Public Procurement system and compliance to the Public Procurement Act
- (e) Enhance 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 Ministry will in the short- to medium-term record measurable achievements in the following areas:

- Review/Develop Financial sector legislation, developed
- Implement SME financing strategy
- Develop Fiscal Strategy
- tabled Mid-term Budget Review Bill in Parliament
- Tabled 2023/24 Annual National Budget Bill in Parliament
- Monitor Spending of OMA's.
- Amend Public Procurement Act (Act 15 of 2015)
- Reform PSEMAS



Part IV: Reporting lines and requirements:


- I. The Executive Director (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;
- V. H.E. the President commits to personally preside over the performance evaluation sessions of Ministers within two (2) months after the end of the financial year.

Part V: Duration of the Performance Agreement:

This PA will run for 12 months coinciding with the **financial year** starting 1st **April 2022** to 31st **March 2023**

Part VI: Ratification of the PA Signed:

Cabinet Minister, I. W. Sthimi.....

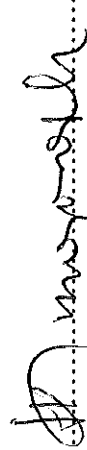
Sign.......... Date..... 10/06/2022.....

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

Sign.......... Date..... 04 JUL 2022.....

Witness

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

Sign ..... Date..... 13/06/2022.....

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

OFFICE, MINISTRY OF AGENCY		Ministry of Finance								
NAME OF OFFICE HOLDER		Hon. lipumbu Shiimi								
PERFORMANCE AGREEMENT PERIOD		1ST APRIL 2022 – 31ST MARCH 2023								
FORM 1: Minister's Performance Agreement Matrix (1st April - 31st March of every Financial Year)										
Strategic Objective	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
						Q1	Q2	Q3	Q4	
Ensure effective regulatory framework & compliance	Weight (distributed across to sum to 100% in multiples of 20%) Financial sector legislation, developed /reviewed	Number of laws reviewed	A total number of laws & regulations simplified, or modernized and tabled strengthened and tabled in the National Assembly	Absolute		1	2	2	2	5
Develop and administer fiscal & financial policies for economic growth, macroeconomic stability and equitable socio-economic development	20% SME financing strategy Implemented	# of quarterly progress reports submitted	measures the progress of the implementation of the SME financing strategy on a quarterly basis	Absolute	0	1	1	1	1	4
	Fiscal Strategy Developed	% completion of the Fiscal Strategy	measures the rate of progress with regard to the production of the Fiscal Strategy	Incremental	0	0	50	100	100	
		% of public debt as a ratio of GDP	Anchor public debt ≤ 76 percent as a ratio of GDP	Absolute[-]	62.6				70.4	70

