

Republic of Namibia

PRESIDENCY

PERFORMANCE AGREEMENT 2021/22

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 Office of the President (hereinafter referred to as OP) represented by the Minister in the Presidency, **Hon. Christine //Hoebes** 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 and the Harambee Prosperity Plan;

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:

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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.

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:

- Consolidate Inclusive Participation
- Oversee and coordinate Presidency in achieving its mandate
- Promote image of the Presidency
- Enabling environment and high performance culture

(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:

- Improved Stakeholder Management.
- Effective implementation of national development programmes.
- Budget allocations for Votes 01, 04 and 26 tabled in the National Assembly for approval.
- Effective political, economic and administrative support.
- Namibia Investment Promotion and Development Board operationalised.
- Enhanced image of the Presidency.
- Customer Service Charter developed and implemented.
- Performance Management System implemented.

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;

Part V: Duration of the Performance Agreement:


This PA will run for 12 months coinciding with the **financial year** starting 1st **April 2021** to 31st **March 2022**

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Christine //Hoebes (MP)

Sign.......... Date 21/06/21

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

Sign.......... Date 30/06/21

Witness

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

Sign.......... Date 29/06/2021

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

OFFICE, MINISTRY OF AGENCY	PRESIDENCY	
NAME OF OFFICE HOLDER	HON. Christine //Hoebes (MP)	
PERFORMANCE AGREEMENT PERIOD	1ST APRIL 2021 – 31ST MARCH 2022	

Strategic Objective	Weight (distributed)	Expected Result	Indicator Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Consolidate Inclusive Participation	20%	Improved Stakeholder Management	# of stakeholder consultations facilitated	Consultation meetings facilitated between H.E. and different stakeholders	Absolute		1	1	1	1	4
		Effective implementation of national development programmes	# of reports on regional development status	Reports on regional development status submitted to the H.E the President	Absolute	1	1	1	1	1	4
Oversee and coordinate Presidency achieving its mandate	30%	Budget allocations for Votes 01, 04 and 26 tabled in the National Assembly for approval	# of Budget Votes presented in the National Assembly for approval	Budget Votes for which the 2021/2022 annual allocations have been presented in the National Assembly for approval	Absolute	3	3				3
		Effective economic and administrative support	% of support services provided to the President	Extent to which political, economic and administrative support services are provided to President	Absolute (-)		100%	100%	100%	100%	100%
		Namibia Investment Promotion and Development Board operationalised	% compliance of the NIPDB to statutory requirements	Adherence by the NIPDB in submitting Business Plan, Investment Plan and Annual Report	Absolute		100%	100%	100%	100%	100%

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Strategic Objective	Weight (distributed across)	Expected Result	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Promote image of the Presidency	30%	Enhanced image of the Presidency	% progress made in enhancing the image of the Presidency	The extent to which activities aimed at the promotion of the image of the Presidency are carried out.	Absolute	80%	100%	100%	100%	100%	100%
Enabling environment and high performance culture	20%	Customer Service Charter developed and implemented	% Completion of the Customer Service Charters	Extent to which CSC are developed and implemented	Incremental	75%	100%				100%
		Performance Management System implemented	% of staff members in the Presidency reviewed	Percentage of the total number of staff members in the Presidency whose performance is reviewed quarterly.	Absolute	93%	100%	100%	100%	100%	100%
Total Weight	100%										

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