

Republic of Namibia

**MINISTRY OF DEFENCE AND VETERANS AFFAIRS**

**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 Ministry of Defence and Veteran Affairs, (hereinafter referred to as the Ministry), represented by the Minister, Hon. **Frans Kapofi**, 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:

*FK*

### **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:

- Develop a National Defence architecture and a formidable Defence Force
- Enhance capacity for collective domestic security
- Promote defence commitments in accordance with government policy and international conventions
- Improve capacity for self-sustenance
- Preserve the history of the National Liberation Struggle
- Enhanced 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 Minister will in the short- to medium-term record measurable achievements in the following areas:

- Namibia's territorial integrity, national sovereignty, its inhabitants and interests are protected.
- Improved infrastructure.
- Disaster service provision enhanced.
- Law and order maintained.
- Implementation of bilateral agreements enhanced.
- Enhanced compliance to conventions, protocols and agreements.
- Regional and International operations supported.

- Defence Industries reform process completed.
- Liberation struggle history documented.
- Defence and Veterans Acts reviewed.

**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:**

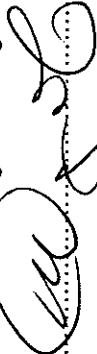
This PA will run for 12 months coinciding with the **financial year** starting 1<sup>st</sup> **April 2021** to 31<sup>st</sup> **March 2022**

**Part VI: Ratification of the PA Signed:**

**Cabinet Minister, Hon. Frans Kapofi (MP)**

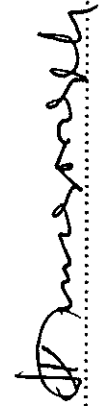
Sign.......... Date..... **28/06/2021**

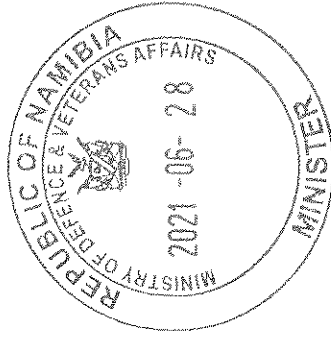
**President, H.E. Dr. Hage G. Geingob**

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:**

<b>OFFICE, MINISTRY OF AGENCY</b>	<b>MINISTRY OF DEFENCE AND VETERAN AFFAIRS</b>
<b>NAME OF OFFICE HOLDER</b>	<b>HON. FRANS KAPOFI (MP)</b>
<b>PERFORMANCE AGREEMENT PERIOD</b>	<b>1ST APRIL 2021 – 31ST MARCH 2022</b>

Strategic Objective	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target	
							Q1	Q2	Q3	Q4		
1. Develop a National Defence architecture and a formidable Defence Force	35%	Namibia's territorial integrity, national sovereignty, its inhabitants and interests are protected.	% of progress made on the review	Progress made towards formulation of Defence Review document	Incremental	35	40	45	55	60	60	
			% of progress made	Progress made towards the review of the National Security Strategy	Incremental	35	37	40	43	45	45	
			% of armed forces Training exercises conducted	The level of force readiness and professionalism of the armed forces.	Absolute	100	100	100	100	100	100	400
			% implementation of the projects (rate)	The rate of implementation towards MOD Capital Projects that aim to improve working and living infrastructure for NDF personnel.	Incremental	81	82	84	85	87	87	
					Incremental	89	93	98	100	100	100	
		Improved infrastructure		Incremental	98	98	99	100	100	100	100	
				Incremental	98	98	98	98	98	100	100	
				Incremental	98	98	100	100	100	100		
						Incremental	0	0	0	10	20	20

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Strategic Objective	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
2. Enhance capacity for collective domestic security	15%	Disaster service provision enhanced	% provision to disaster services	The capability and ability to respond to any domestic situation in support of civil authority and civil power	Absolute	100	100	100	100	100	400
		Law and order maintained	% of readiness to provide support to civil power		Absolute	100	100	100	100	100	400
3. Promote defence commitments in accordance with government policy and international conventions	15%	Implementation of bilateral agreements enhanced	% compliance	The level of adherence on the implementation of resolutions & Agreements	Absolute	100	100	100	100	100	100
		Enhanced compliance to conventions, protocols and agreements	% compliance	The level of adherence to international Conventions, Protocols and Agreements	Absolute	100	100	100	100	100	100
4. Improve capacity for self-sustenance	15%	Regional and International operations supported	% readiness to undertake SADC, AU and UN operations	The capability and ability for Namibia to deploy for Peace Support Operations (PSO)	Absolute	100	100	100	100	100	100
		Defence Industries reform process completed.	% of progress made	The completion process towards the institutional reforms of line agencies (Defence Industries).	Absolute	100	100	100	100	100	100
					Incremental	60	65	70	90	100	100
					Incremental	0	10	30	50	60	60
5. Preserve the history of the National Liberation Struggle	10%	Liberation struggle history documented	% of progress made	The progress toward the documentation process of liberation struggle history	Incremental	40	45	50	60	70	70
					Incremental	95	96	97	99	100	100

Strategic Objective	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
6. Enhanced organisational performance	10%	Defence Veterans reviewed. and Acts reviewed.	% completion	The Progress made towards the finalisation process of Defence and Veterans Acts review	Incremental	70	75	85	95	100	100
<b>Total Weight</b>	<b>100%</b>										

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