

Republic of Namibia

MINISTRY OF FISHERIES AND MARINE RESOURCES

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 Fisheries and Marine Resources (hereinafter referred to as the Ministry), represented by the Minister, Hon. **Derek Klazen**, 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:

A handwritten signature in black ink, appearing to be a stylized 'R' or similar character.

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:

- Ensure sustainable utilization of the living marine resources and the conservation of the marine ecosystem.
- Improve % contribution of value added exports to national economy.
- Ensure blue economy regulatory framework.
- Promotion of Aquaculture.
- Enforce compliance with fisheries legislation.

(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:

- Setting of Total Allowable Catches (TAC) for TAC species;
- Allocation of fishing quotas according to right holders;
- % of Horse Mackerel fish allocated for value addition;
- Coordinate the development of the Blue Economy Policy;
- Fish production efficiency improved;
- Compliance with legislative measures.

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:

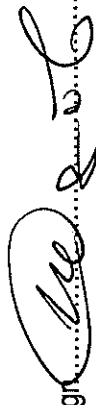
This PA will run for 12 months coinciding with the **financial year** starting 1st **April 2021** to 31st **March 2022**

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Derek Klazen (MP)

Sign.......... Date 24/06/2021

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:

OFFICE, MINISTRY OF AGENCY	MINISTRY OF FISHERIES AND MARINE RESOURCES
NAME OF OFFICE HOLDER	HON. DEREK KLAZEN (MP)
PERFORMANCE AGREEMENT PERIOD	1ST APRIL 2021 – 31ST MARCH 2022

Strategic Objectives	Weight (distributed)	Expected Results	Indicator Performance of	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Ensure sustainable utilization of the living marine resources and the conservation of the marine ecosystem	30%	Setting of Total Allowable Catches (TAC) for TAC species Allocation of fishing quotas according to right holders	Number of Government Notices (gazettes) on TACs published % of fisheries species whose quotas are allocated according to the scorecard	Publishing total allowable catches in the gazettes Evaluation of each species according to scorecard, and allocation of quotas based on scorecard performance	Absolute Incremental	8 0	1 10%	1 20%	4 100	0 0	0 100 %
Improve % contribution of value added exports to national economy	20%	% of Horse Mackerel fish allocated for value addition	%Value added quota onshore	% of value addition to Horse Mackerel on shore by fishing Companies	Incremental	0%	15%	30%	45 %	60%	60%
Ensure blue economy regulatory framework	20%	Coordinate the development of the Blue Economy Policy	% completion of the policy	Progress completion of the blue economy policy	Incremental	50%	55%	70%	90 %	100 %	100 %
Promotion of Aquaculture	15%	Fish production efficiency improved	Tons of fish produced	Tons of fish produced by Aquaculture projects	Absolute	36.32 25	7	0	6	6	19
Enforce compliance with fisheries legislation	15%	Compliance with legislative measures	%compliance in fighting Illegal, Unreported and Unregulated (IUU)	This KPI measures the level on compliance with legislations	Absolute	85	100	100	100	100	100

