

Republic of Namibia

MINISTRY OF HEALTH AND SOCIAL SERVICES

PERFORMANCE AGREEMENT 2021/2022

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 Health and Social Services, (hereinafter referred to as the Ministry), represented by the Minister, Dr. Kalumbi Shangula, Minister of Health and Social Services 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:

WS

Part I: Undertaking by the First Party

THE FIRST PARTY, the GOVERNMENT, undertakes to provide the necessary resources needed in line with MTEF to fulfill 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, the African Union Agenda 2063 and the Sustainable Development Goals.

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 an Enabling and Responsive Policy and Legal Environment for Health Service Delivery;
- (b) Ensure Public Health Security and responsive to health emergencies;
- (c) Ensure Integrated and Functional Health ICT Infrastructure;
- (d) Accelerate Health Infrastructure Development and Resource Management
- (e) Improve Service Delivery;

(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:

- Ensure outdated and redundant laws amended or are repealed.
- Develop proposal for the establishment of Namibia Institute of Public Health (NIPH) to be adopted by Cabinet.
- Provide leadership and coordination to disease outbreaks such Hep. E and COVID 19.
- Ensure International Health Regulations (IHR) are adhered to.
- Universal Health Coverage (UHC) Framework developed.
- Health Facilities completed and commissioned.

- Ensure contracts are in place for pharmaceuticals and clinical supplies.
- Ensure health facilities have minimum essential medical equipment.
- Improved provision of Community-Based Health Care (CBHC) Services.

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 to the Right Honourable Prime Minister for submission to, and discussion with, H.E. the President;
- 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 an annual performance report is prepared and submitted to the President a month after the end of the financial year;

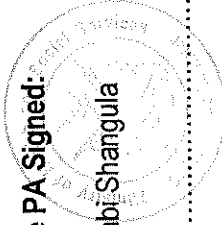
Part V: Duration of the Performance Agreement:

This Performance Agreement will run for a period of 12 months, coinciding with the **Financial Year** starting from **1st April 2021** to **31st March 2022**


Part VI: Ratification of the PA Signed:

Cabinet Minister, Dr. Kalumbi Shangula

Sign.......... Date. 2021.06.18



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

Sign.......... Date. 2021.06.21

Witness

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

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

Annexure A

OFFICE, MINISTRY OF AGENCY		MOHSS								
NAME OF OFFICE HOLDER		Minister-Hon. Kalumbi Shangula								
PERFORMANCE AGREEMENT PERIOD		1ST APRIL 2021 – 31ST MARCH 2022								
Strategic Objective / Ministerial Commitments	Expected Results	Indicator Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets	Annual Target	Key Main Activities		
	Weight (distributed across between 1%)					Q1	Q2	Q3	Q4	
Ensure an enabling and responsive policy and legal environment for health service delivery	60%	% progress in finalizing Health Professions Bill	Actual % progress made in finalizing the Health Professions Bill out of the planned % target	Incremental	80%	90%	100%	1.0	Table the draft bill on Health Professions in parliament	
		% progress in finalizing the Mental Health Bill	Actual % progress made in finalizing the Mental Health Bill out of the planned % target	Incremental	70%	80%	90%	100%	Table the draft bill on Mental Health in parliament	

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	10%	Contracts in place for pharmaceuticals and clinical supplies	% of Pharmaceutical and Clinical supplies on contract	Number of items that are contract over the total number of items	Incremental	82%	85%	90%	95%	1.0	Ensure overall contract management through reports on need quantifications, procurement and adherence on contract stipulations.	
	10%	Health facilities with minimum essential medical equipment	% of health facilities with minimum essential equipment	% of health facilities with the minimum essential medical equipment out of planned	Incremental	40%	41%	43%	45%	47%	0.5	Ensure implementation of a procurement process of low - and medium tech medical equipment for state health facilities and replacement of medical equipment according to the medical equipment procurement plan.
Strengthen social welfare through quality health services	10%	Improved provision of Community-Based Health Care (CBHC) Services	Number of Community Health Workers (CHWs) deployed	Number of trained CHWs deployed out of the total trained	Absolute	0					200	Ensure the integration of Community Health Care Workers into the mainstream of MoHSS system