

Republic of Namibia

## MINISTRY OF HIGHER EDUCATION, TECHNOLOGY AND INNOVATION

### 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 Higher Education, Technology & Innovation, (hereinafter referred to as the Ministry), represented by the Minister, Hon **Itah Kandji-Murangiri**, 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:

2021

### **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:

- Improve TVET Management and Governance
- Improved STI Governance and Management
- Improve Access to Higher Education
- Enhance signing of Governance Agreements
- Enhance Stakeholder Relations

### ***(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:

- NTA, NQA & NSFAP Acts harmonised
- Governance and management framework for Public VTCs developed
- Space Science Policy Implemented
- Research, Science & Technology (RST) Act reviewed
- STI Infrastructure Policy developed
- Innovation Framework and Value Chains developed
- Innovation Incubators through Industry/Academia Partnership delivered
- National dialogue on Bio-Economy & Policy formulated
- Namibia Students Financial Assistance Fund (NSFAF) transformed

- Industry Governance Committees for demand driven education system established
- National Internship/Cooperative Education Framework formulated
- Governance Agreements signed
- Local and international stakeholder relations on MHEIT matters improved.

**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:**

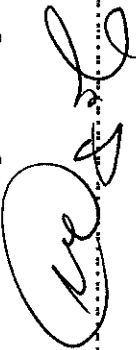
This PA will run for 12 months coinciding with the *financial year* starting 1<sup>st</sup> *April 2021* to 31<sup>st</sup> *March 2022*

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

Cabinet Minister, Hon. Itah Kandjiri-Murangji (MP)


Sign.  ..... Date. *21/06/2021* .....

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* .....

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**ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:**

<b>OFFICE, MINISTRY OF AGENCY</b>	<b>MINISTRY OF HIGHER EDUCATION, TECHNOLOGY AND INNOVATION</b>		
<b>NAME OF OFFICE HOLDER</b>	<b>HON. (MP) Itah Kandjii-Murangi</b>		
<b>PERFORMANCE AGREEMENT PERIOD</b>	<b>1ST APRIL 2020 – 31ST MARCH 2021</b>		

Strategic Objective / Ministerial Commitments	KPI	Expected Results	Indicator Performance	Indicator Definition	In %	Ba	Quarterly Targets				An
							Q1	Q2	Q3	Q4	
Improve TVET Management and Governance	15%	NTA, NQA & NSFAF Acts harmonised	% Progress on reviewing and gazetting of Acts	To streamline functions of the Public Entities	Incremental	0	10	20	30	40	40
		Governance and management framework for Public VTCs developed	% Progress on the development of a governance and management framework for public VTCs	Terms of Reference for governance structure and Transition strategy to semi-autonomy of public VTCs	Incremental	0	15	30	45	60	60
Improved Governance and Management	40%	Space Science Implemented	% Progress on the Satellite Receiving Station Development	Increase the execution on the development of the Satellite Ground Receiving Station	Incremental	0	10	20	30	40	40
		Research, Science & Technology (RST) Act reviewed	% Progress on the revision of the RST Act	Increase the execution in the revision of the approved RSTI Bill	Incremental	80	85	90	95	100	100

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Ministerial Commitments	Expected Results	Performance	Indicator Definition	Initial	Baseline	Quantity Targets	Annual
	STI Infrastructure Policy developed	% Progress on the development of the STI Infrastructure Policy	Scientific and research infrastructure developed must be coordinated, as well as effective use. Major STI Infrastructure is expensive but critical	Incremental	70	75 80 90 100	100
	Innovation Framework and Value Chains developed	% Progress in developing Innovation Framework and Value Chains	The process of developing an Innovation Framework and Value Chains performance.	Incremental	15	20 25 30 35	35
	Innovation Incubators through Industry/Academia Partnership delivered	% Progress in delivering Innovation Incubators through Industry/Academia Partnership	The importance to establish Innovation Incubators to assist new and start-up companies through Industry/Academia Partnerships.	Incremental	30	40 50 60 70	70
	National dialogue on Bio-Economy & Policy formulated	% Progress in formulating National dialogue on Bio-Economy & Policy	Namibia needs to leverage innovations in the sciences and bio-industries for sustainable growth and employment.	Incremental	30	35 40 45 50	50
	Namibia Students Assistance Fund transformed	% Progress on the transformation of the NSFAP	The transformation of NSFAP into a directorate of the Ministry of Higher Education, Technology & Innovation (MHETI)	Incremental	0	5 10 15 20	20
<b>Improve Access to Higher Education</b>	35%						

Ministerial Commitments	M	Expected Results	Performance	Indicator Definition	In	Ba	Quantity Targets				An
Enhance signing of Governance Agreements	5%	Industry Committees for demand driven education system established	% Progress in establishing Industry Governance Committees for demand driven education system	To establish Industry Governance Committees to be systematically incorporated in demand driven and training system.	Incremental	30	40	50	60	70	70
		National Internship/Cooperative Education Framework formulated	% Progress in formulating National Internship/Cooperative Education Framework	To develop a National Internship/Cooperative Education Framework combining theory with practical work experience.	Incremental	30	40	50	60	70	70
Enhance Stakeholder Relations	5%	Governance Agreements signed	% Progress in signing of Governance Agreements	The governance of SOEs in accordance with Public Enterprises Act	Incremental	90	95	100			100
		Local and international stakeholder relations on MHETI matters improved	# agreements/contracts signed with local and external stakeholders	The Ministry has to consult both local private sector and civil society organizations on MHETI matters. Also consultations with Education representative of Foreign States and Organizations.	Absolute	20	25	30	35	40	40
<b>Total Weight</b>	<b>100%</b>										