



Republic of Namibia

MINISTRY OF HOME AFFAIRS, IMMIGRATION, SAFETY AND SECURITY

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 Home Affairs, Immigration, Safety and Security (hereinafter referred to as the Ministry), represented by the Minister, Hon. Dr. **Albert Kawana**, 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:

- Ensure comprehensive Civil Registration and Identity Management Service.
- Strengthen Lawful Migration.
- Strengthen Regulatory Framework.
- Strengthen rehabilitation and Re-integration programs.
- Enhance crime combating efforts.
- Enhance Organizational 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:

- e-notification system rolled-out;
- Civil registration offices increased;
- Recommendations of the economic summit implemented;
- Migration Control Bill finalised;
- Regulations on Civil Registration and Identification Bill (CRl) Finalised;
- Namibia Refugees (Recognition and Control) Act Loophole Identified;
- Rehabilitation and Reintegration programmes implemented;
- VIP Protection accorded;

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- Budget executed and maintained;
- NDP 5 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. Dr. Albert Kawana (MP)



Sign... *[Signature]* Date 24/06/2021

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

Sign... *[Signature]* Date... 30/06/21

Witness

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

Sign... *[Signature]* Date... 29/06/2021

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

OFFICE, MINISTRY OF AGENCY	MINISTRY OF HOME AFFAIRS, IMMIGRATION, SAFETY AND SECURITY
NAME OF OFFICE HOLDER	HON. DR. ALBERT KAWANA (MP)
PERFORMANCE AGREEMENT PERIOD	1ST APRIL 2021 – 31ST MARCH 2022

Strategic Objectives	Weight (distributed across between 1% -100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Ensure comprehensive Civil Registration and Identity Management Service	25%	e-notification system rolled-out	# of offices connected to e-notification system	This indicator measures the extent to which offices are connected to e-notification system when a birth/death occurs (Okatana Health Center, Ongha Health Center, Ngoma HC, Bukkalo HC, Mangeti Dune HC and Sesfontein HC)	Absolute	75	2	2	2	2	6
		Civil registration offices increased	# of offices with Civil Registration	This indicator measures the extent to which office with Civil Registration services opened(birth, IDs, marriages and Deaths) Khomasdal and RoshPinah	Absolute	56	1	1	1	1	2
Strengthen Lawful Migration	10%	Recommendations of the economic summit Implemented	% Progress made on the Implementation of the economic summit	The extent to which the Recommendations of the economic summit is Implemented	Absolute	0	1	1	1	1	4

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Strategic Objectives	Target %	Expected Results	Indicator of	Indicator Definition	Indicator	Target %	Quarterly Targets	2017
Strengthen Regulatory Framework	15%	Migration Control Bill finalised	% of work done on the finalisation of Migration Control Bill	The extent to which Migration Control Bill is finalised	Incremental	80	90 95 100	100
		Regulations on Civil Registration and Identification (CRI) Finalised	% of work done	The extent to which CRI Bill finalised	Incremental	0	50	50
Strengthen rehabilitation and Re-integration programs	10%	Namibia Refugees (Recognition and Control) Act Loophole Identified	% of work done Namibia Refugees (Recognition and Control) Act	The extent to which the Namibia Refugees (Recognition and Control) Act loopholes identified	Incremental	90	90 95 100	100
		Rehabilitation and Reintegration programmes implemented	# of offenders completed rehabilitation programmes	This indicator measures the offenders completed various rehabilitation interventions while in custody	Absolute	5974	526 545 1519 316	2906
Enhance crime combating efforts	10%	VIP Protection accorded	% of protection provided to VIPs without security breaches	This indicator measures the % of public order policing and crowd control operations conducted where there were no claims or allegations of heavy handedness or brutality.	Absolute	100	100 100 100	100
Enhance Organizational Performance	30%	Budget executed and maintained	% Budget spend	The level of total expenditures over the approved total budget	Incremental	92	33 50 75	100
		NDP 5 Implemented	No. of reports submitted	Quarterly NDP progress report submitted to National Planning Commission (NPC)	Absolute	4	1 1 1	4.0

Strategic Objectives	Percentage	Expected Results	Indicator	of	Indicator Definition	Indicator	Quarterly Targets	Quarterly Targets	Quarterly Targets
Total Weight	100%								

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