



Republic of Namibia

MINISTRY OF INFORMATION AND COMMUNICATION TECHNOLOGY

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 Information and Communication Technology, (hereinafter referred to as the Ministry), represented by the Minister, Hon. **Peya Mushelenga**, 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:

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:

- Accelerate ICT Development, access and use for an inclusive ICT Smart Namibia
- Enhance unhindered access to information for an informed nation

(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:

- Communications Act Amended;
- Data Protection Bill finalised;
- Cyber security Strategy and Awareness Plan developed;
- E-waste management policy developed;
- National Digital Strategy developed;
- Revised ICT Policy developed;
- Rural ICT Centres access, usage & sustainability strengthened;
- Access to Information Bill finalised;
- Public Knowledge on GRN Programmes & Policies enhanced;
- GRN Communication Plan and Social Media Use Policy 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 1st April 2021 to 31st March 2022

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Peya-Mushelenga (MP)

Sign.....

Date.....21/06/21



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

Sign.....

Date...22.06.21

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 INFORMATION AND COMMUNICATION TECHNOLOGY	
NAME OF OFFICE HOLDER	HON. PEYA MUSHELENGA (MP)	
PERFORMANCE AGREEMENT PERIOD	1ST APRIL 2021 – 31ST MARCH 2022	

Strategic Objective	Weight (distributed across between 1% - 100%)	Expected Results	Indicator Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target	
							Q1	Q2	Q3	Q4		
Accelerate ICT Development, access and use for an inclusive ICT Smart Namibia	70%	Communications Act Amended	% progress made on the amendment of the Communications Act	Finalisation on the amendment of the Communications Act	Incremental	98%				100%	100%	
		Data Protection Bill finalised	% of progress made on the finalization of the Data Protection Bill	The finalisation process toward Data Protection Bill	Incremental	98%			99%	100%	100%	
		Cyber security and Strategy Awareness Plan developed	% of progress made on the development of the Cyber Security Strategy and Awareness Plan	The completion of the Cyber Security Strategy and Awareness Plan	Incremental	96%			97%	98%	99%	100%
		E-waste management policy developed	% of progress made on the development of the E-Waste Management	Completion of the development of E-Waste Management Policy	Incremental	96%			99%	100%		100%
		National Digital Strategy developed	% of progress made on the development of the national Digital Strategy	The finalisation on the development of the Digital Strategy	Incremental	68%		70%	75%	80%	90%	90%

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Strategic Objective	Weight (distributed across between 1% - 100%)	Expected Results	Indicator Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Enhance unhindered access to information for an informed nation	30%	Revised ICT Policy developed	% completion	The progress made in finalising ICT Policy revision	Incremental	97%					100%
		Rural ICT Centres access, usage & sustainability strengthened	% of operationalized & utilised	These targets measure access and use of ICT's by rural communities through Rural ICT Centres in Namibia.	Incremental	73%	75%	76%	78%	80%	80%
		Access to Information Bill finalised	% completion of the Bill finalised	The progress made in finalising the ATI Bill that aims to enhance access to information by the public.	Incremental	97%		98%	100%	100%	100%
		Public Knowledge on GRN Programmes & Policies enhanced	# of report on access to information by citizens	This target measures access of information disseminated to the public, media and stakeholders on the government programs and projects as well as the film industry in Namibia. This target measures the growth of the online audience via the online platform and involvement of regions in information dissemination	Absolute	0	1	1	1	1	4

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Strategic Objective	Weight (distributed across between 1% - 100%)	Expected Results	Indicator Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
		GRN Communication Plan and Social Media Use Policy reviewed	% of work done on the Policy review	The progress made toward finalising the GRN Communication Plan and Social Media Use Policy that will ensure high PRO performance and effective service delivery	Incremental	90%		95%		100%	100%
Total Weight	100%										

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