

Republic of Namibia

**MINISTRY OF MINES AND ENERGY**

**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 Mines and Energy (hereinafter referred to as the Ministry), represented by the Minister, Hon. **Tom Alweendo**, 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:

- Strengthen research and innovation to stimulate investment in mining and energy sectors"
- Improve Energy Infrastructure to Ensure Security of Supply, Accessibility and Affordability"
- Strengthen stakeholder engagement to improve participation and cooperation"
- Develop, consolidate and amend fragmented and outdated Policies and Legislations"
- Improve Performance and 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 Minister will in the short- to medium-term record measurable achievements in the following areas:

- Geoscientific publications produced;
- Investment promotion activities in the mining and petroleum sectors conducted;
- Households and Public Institutions electrified;
- Local electricity generation capacity increased;
- Public engagement sessions on the Ministry's service conducted;
- Draft Bills submitted to Cabinet;
- Data Management Systems developed.

**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. Tom Alweendo (MP)**

Sign.......... Date 28/06/21.....

**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:**

<b>OFFICE, MINISTRY OF AGENCY</b>	<b>MINISTRY OF MINES AND ENERGY</b>
<b>NAME OF OFFICE HOLDER</b>	<b>HON. TOM ALWEENDO (MP)</b>
<b>PERFORMANCE AGREEMENT PERIOD</b>	<b>1ST APRIL 2021 – 31ST MARCH 2022</b>

Strategic Objectives	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
						Q1	Q2	Q3	Q4	
Strengthen research and innovation to stimulate investment in mining and energy sectors	Geoscientific publications produced	# of Geoscientific publications produced	Report on Industrial minerals studies & Geological Maps in Kharas	Absolute	0			1	1	2
	Investment promotion activities in the mining and petroleum sectors conducted	# of investment promotions conducted in the mining and petroleum sectors	Participate in the following: 1. Mining Expo 2. Africa Oil Week Conference 3. Rare Earth for sustainable development conference 4. Round table discussion with mining industry 5. Mining Indaba 6. Promotion of petroleum potential 7. Prospectors and Developers Association of Canada (PDAC) Conference	Absolute	0	1	3	3	7	
Improve Energy Infrastructure to Ensure Security of	Households and Public Institutions electrified	# of Households and Public Institutions electrified	Households and public institutions (schools, clinics, churches etc.) electrified in rural and peri-urban areas.	Absolute	0	60	717	1020	1300	3097

Strategic Objectives	Weighted across	Expected Results	Indicator Performance of	Indicator Definition	Indicator Type	Baseline	Quarterly Targets	Annual Target
Supply, Accessibility and Affordability		Local electricity generation capacity increased	# Local electricity generation capacity (in Megawatts)	Local Electricity Generation capacity measured in Megawatts	Absolute	624	629 649 669	1947
Strengthen stakeholder engagement to improve participation and cooperation	15%	Public engagement sessions on the Ministry's service conducted	# of public engagement sessions conducted	Public engagement sessions conducted on Television, Radio and other news media.	Absolute	0	2 2	8
Develop, consolidate and amend fragmented and outdated Policies and Legislations	15%	Draft Bills submitted to Cabinet	# of draft Bills submitted to Cabinet	Submit to Cabinet the following Bills: 1. Diamond Bill (Q3) 2. Minerals Bill (Q3) 3. Petroleum Bills (Q4)	Absolute	0	2 1	3
Improve Performance and Service Delivery	20%	Data Management Systems developed	% progress on the development of Data Management Systems	The development of Data Management Systems	Incremental	0	5 15 25 50	50
<b>Total Weight</b>	<b>100%</b>							