

Republic of Namibia

MINISTRY OF FISHERIES AND MARINE RESOURCES

PERFORMANCE AGREEMENT 2022/23

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 Fisheries and Marine Resources**, (hereinafter referred to as the Ministry), represented by the Minister, Hon. Derek Klazen, 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;

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;

- Compliance within the fishing sector increased
- Increase in value addition
- Allocation of fishing quotas according to Scorecard performance of right holders
- Increase fish consumption in Namibia to reach the world per capita average of 20.4kg per person per year

Part IV: Reporting lines and requirements:

- I. The PS 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 PS 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;


A handwritten signature in black ink, consisting of a stylized initial 'S' followed by a long, sweeping horizontal stroke that curves upwards at the end.

Part V: Duration of the Performance Agreement:

This PA will run for 12 months coinciding with the *financial year* starting 1st April 2022 to 31st March 2023

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Derek Klazen


Sign.......... Date 08/06/2022.

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

Sign.......... Date 04 JUL 2022.

Witness

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

Sign.......... Date 30/06/2022

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS

Strategic Objectives	Weight (distributed across)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Ensure sustainable utilization of the living marine resources and the conservation of the marine ecosystem	30%	Total Allowable Catches (TAC) for species determined	Number of TACs set and gazette	Presenting TACs to Cabinet and publishing in the Government gazettes	Absolute	8	1	2	3	2	
		Fishing quotas allocated to right holders	% of fisheries species quotas allocated according to the scorecard	Evaluation of each species according to scorecard, and allocation of quotas based on the scorecard	Incremental	0%	10%	20%	100%	0%	100%
Increase value addition on commercial species	20%	% of Horse Mackerel wet fish allocated for value addition	% Value added quota onshore	% of value addition to Horse Mackerel on shore by fishing Companies	Incremental	0	15%	30%	45%	60%	60%
Develop blue economy regulatory framework	20%	Coordinate the development of the Blue Economy Policy	% compilation of the policy	Progress completion of the blue economy policy	Incremental	80%	80%	100%			
Promotion of Aquaculture	15%	Fish production efficiency improved	Tons of fish produced	Tons of fish produced by Aquaculture projects	Absolute	36.3225	4	5	11	8	28
Enforce compliance with fisheries legislation	15%	Improved compliance with fisheries legislation	% compliance in fighting illegal, Unreported and Unregulated (IUU) fishing activities	This KPI measures the level of compliance with regulations	Absolute	90	100	100	100	100	100
Total Weight	100%										