

Republic of Namibia

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## MINISTRY OF URBAN AND RURAL DEVELOPMENT

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### PERFORMANCE AGREEMENT 2022/2023

#### 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 them **Minister for Urban and Rural Development**, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Erastus Uutoni**, 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;

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**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 Director General'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 NDP5, and the SWAPO Manifesto and Harambee Prosperity Plan II.

**Part II: Undertaking by the Second Party**

In consideration of the Government's undertakings and assurances, THE SECOND PARTY, the Minister agrees to:

- (a) Oversee and coordinate national development planning
- (b) Ensure implementation of NDP5

**(See Annex A for a matrix depicting the deliverables, performance indicators and annual targets)**

### **Part III: Notes on Strategic Directions**

In specific terms, the Ministry will in the short- to medium-term record measurable achievements in the following areas:

- 21 new Townships proclaimed
- Informal Settlements formalised (2)
- Resolutions of the Second National Land Conference on Town Planning, Housing and Sanitation implemented
- Number of erven serviced
- Housing backlog reduced
- National Informal Settlement Upgrading Strategy Formulated
- Sanitation improved in urban areas
- Rural Households provided with access to sanitation
- Line Ministry functions decentralised to RCs
- Performance Management System Implemented
- NHAC (Namibia Housing Advisory Committee) Minutes submitted to Minister
- Urban and Regional Planning Board (URPB) minutes submitted to Minister
- National Housing Policy reviewed
- Rent Control Bill to be enacted
- Urban Land Delivery Policy developed
- Amended Regional Councils Act
- Enacted Regional and Constituency Development Fund Bill

### **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 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;

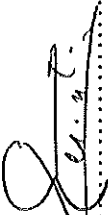
**Part V: Duration of the Performance Agreement:**

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



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

**Cabinet Minister, Hon. Erastus Uutoni,**

Sign.....  


Date..... *07 June 2022*

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

Sign.....  


Date..... *04 JUL 2022*

Witness

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

Sign.....  


Date..... *13/06/2022*

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

OFFICE, MINISTRY OF MINISTRY:		URBAN AND RURAL DEVELOPMENT										
NAME OF OFFICE HOLDER/MINISTER:		ERASTUS UUTONI										
PERFORMANCE AGREEMENT PERIOD:		April 2022 to March 2023										
FORM 1: Executive Director Performance Agreement Matrix (1st April - 31st March of every Financial Year)												
Strategic Objectives	Weight (distributed across between)	Output	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target	Key Main Activities
							Q1	Q2	Q3	Q4		
<b>SO1.1</b> Accelerate the delivery of serviced urban land and housing	40%	21 new Townships proclaimed	# of new townships proclaimed	New townships proclaimed (townships establishment / proclamation leads to the creation of land parcels or plots)	Absolute	299	3	6	6	6	21	1. Oversee / Ensure the proclamation of new townships
		Informal Settlements formalised (2)	# of Informal Settlements formalised	Two (2) informal settlement areas to be formalised (to be planned and sub-divided into townships and provided with basic services (water, sewerage, roads and electricity)	Absolute	3				2	2	1. Oversee / Ensure the formalisation of informal settlements:

Resolutions of the Second National Land Conference on Town Planning, Housing and Sanitation implemented	# of progress reports submitted on implementations of the Second National Land Conference on Town Planning, Housing and Sanitation	Tracking progress made with the implementation of the Resolutions of the Second National Land Conference as per the approved Implementation Plan	Absolute	4	1	1	1	2	1. Oversee the implementation of the Resolutions taken at the Second National Land Conference on Town Planning, Housing and Sanitation:
Number of erven serviced	# of erven serviced	Installation of services (water, sewerage, roads and electricity), particularly in the following areas as per HPP 2: Windhoek, Walvis Bay (Otweya, Farm 37), Otjiwarongo, Gobabis, Eenhana, Ongwediva, Ondangwa, Oshakati, Grootfontein, Rundu)	Absolute	202 30				76 7	1. Oversee the servicing of 767 erven focusing on Windhoek, Walvis Bay (Otweya, Farm 37), Otjiwarongo, Gobabis, Eenhana, Ongwediva, Ondangwa, Oshakati, Grootfontein and Rundu as per HPP2
Housing backlog reduced	# of houses constructed	Construction of houses through the MHDP, BTP, NHE, People Housing Processes (Community Based Housing, PPPs)	Absolute	733 7				30 3	1. Oversee / Ensure the construction of 303 houses
National Informal Settlement Upgrading Strategy Formulated	% progress made in the formulation of the National Informal Settlement Upgrading Strategy	National Informal Settlement Upgrading Strategy formulated in collaboration with the National Alliance and other stakeholders by end of 2021 (HPP 2)	Absolute	50 %	70%	90 %	10 0%	260%	1. Oversee the formulation of a National Informal Settlement Upgrading Strategy.

<b>SO1.2</b> Improve sanitation in urban and rural areas	20%	Sanitation improved in urban areas	# of urban households with access to proper toilet facilities	Households with access to proper sanitation through improved sanitation through the construction of new houses	Absolute	899 1				78 6	786	1. Oversee the improvement of sanitation in urban areas
		Rural Households provided with access to sanitation	# of rural households provided with access to sanitation	Improved sanitation through Community Led Total Sanitation (CLTS).	Incremental	803 1	100	350	650	50 0	650	1. Oversee the improvement of sanitation in rural areas
<b>SO2.1</b> Ensure good governance and effective service delivery	30%	Line Ministry functions decentralised to RCs	# of Line Ministries that delegated functions	The number of Line Ministries that delegated identified functions to Regional Councils and Local Authorities	Incremental					1	2	1. Oversee the delegation of identified functions of Line Ministries to Regional Councils and Local Authorities: 1.1. Facilitate the handing over of functions for MOHSS [Q2] 1.2. Facilitate the handing over of functions for MLIREC [Q3] 1.3. Facilitate the handing over of functions for MAWLF [Q3] 1.4. Facilitate the handing over of functions for MSYNS [Q4]
		Budget executed	% of approved budget executed	The percentage budget expenditure versus the total approved budget	Absolute	0%	25%	50%	75%	10 0%	2,5	1. Oversee the execution of the approved MURD budget
		Performance Management System Implemented	# of Performance Agreements signed with Hon. Deputy Minister	Performance agreement signed with the Deputy Minister	Absolute	0	1			1	1. Sign a performance agreement with the Honourable Deputy Minister [Q1]	



<p><b>OPM</b> <b>Generic</b> Ensure effective policy, legal and regulatory framework and compliance</p>	<p>10%</p>	<p># of Performance Agreements reviews conducted with Hon. Deputy Minister</p> <p># of MURD Annual Plan execution reviews conducted</p> <p># of minutes of NHAC statutory meetings submitted to Minister</p> <p># of minutes of URPB statutory meetings submitted to Minister</p> <p>% of progress made in reviewing of the National Housing Policy</p>	<p>NHAC (Namibia Housing Advisory Committee) Minutes submitted to Minister</p> <p>Urban and Regional Planning Board (URPB) minutes submitted to Minister</p> <p>National Housing Policy reviewed</p>	<p>Review the performance of the Deputy Minister quarterly</p> <p>The number of annual plan reviews conducted per quarter to review the execution of the plan</p> <p>The number of minutes of statutory meetings of the NHAC submitted to the Minister quarterly</p> <p>The number of minutes of statutory meetings of the URPB submitted to the Minister for approval of Townships</p> <p>National Housing Policy reviewed to address among others, minimum size of erven by 2021 (HPP 2)</p>	<p>Absolute</p> <p>Absolute</p> <p>Absolute</p> <p>Absolute</p> <p>Incremental</p>	<p>0</p> <p>0</p> <p>10</p> <p>0</p> <p>90 %</p>	<p>1</p> <p>1</p> <p></p> <p>3</p> <p>95%</p>	<p>1</p> <p>1</p> <p>2</p> <p>3</p> <p>97 %</p>	<p>1</p> <p>1</p> <p>1</p> <p>2</p> <p>10 0%</p>	<p>4</p> <p>4</p> <p>3</p> <p>11</p> <p>100%</p>	<p>1. Timely quarterly review of the performance of Hon. Deputy Minister</p> <p>1. Oversee the timely execution and review of the Annual Plan as well as the submission of quarterly review reports to OPM</p> <p>1. Oversee the holding of three (3) NHAC meetings as prescribed in the National Housing Development Act</p> <p>1. Oversee the holding of eleven (11) URPB meetings as prescribed in the Urban and Regional Planning Act</p> <p>1. Oversee the review of the Housing Policy</p>
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