

Republic of Namibia

MINISTRY OF DEFENCE AND VETERANS AFFAIRS

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 Defence and Veteran Affairs, (hereinafter referred to as the Ministry), represented by the Minister, Hon. **Frans Kapofi**, 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;

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;

Two handwritten signatures in black ink, one above the other, located at the end of the preamble text.

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 fulfill 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 II.

Part II: Undertaking by the Second Party

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

- Develop a National Defence architecture and a formidable Defence Force.
- Enhance service delivery for collective domestic security.
- Promote defence commitments in accordance with government policy and international conventions.
- Improve capacity for self-sustenance.
- 5. Preserve the history of the National Liberation Struggle.
- 6. Enhanced organisational 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:

- Namibia's territorial Integrity, national sovereignty, its inhabitants and interests are protected;



- Disaster service provision enhanced;
- Law and order maintained;
- Implementation of bilateral agreements enhanced;
- Enhanced compliance to conventions, protocols and agreements;
- Regional and International operations supported;
- Defence Industries reform process completed;
- Liberation struggle history documented;
- Defence Act and Veterans Act 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:

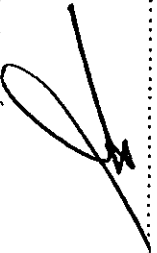
This PA will run for 12 months coinciding with the *financial year* starting 1st April 2022 to 31st March 2023

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Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Frans Kapofi (MP)

Sign.....


Date...29/06/22

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

Sign.....


Date...04 JUL 2022

Witness

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

Sign.....


Date...13/06/2020

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

OFFICE, MINISTRY OF AGENCY	MINISTRY OF DEFENCE AND VETERAN AFFAIRS
NAME OF OFFICE HOLDER	HON. FRANS KAPOFI (MP)
PERFORMANCE AGREEMENT PERIOD	1st APRIL 2022 – 31st MARCH 2023

FORM 1: Minister's Annual Performance Agreement Matrix (1st April - 31st March of every Financial Year)

Strategic Objective / Ministerial Commitments	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
1. Develop a National Defence architecture and a formidable Defence Force	35%	Namibia's territorial integrity, national sovereignty, its inhabitants and interests are protected.	% of progress made on the review	Progress made on finalisation of the Defence Review document	Incremental	68	69	80	90	100	100
			% of progress in formulation	Progress made on the formulation of the Defence Strategy	Incremental	0	10	25	40	50	50
			% of progress on construction of Leopards Valley Extension III	The rate of implementation towards the construction of Leopards Valley Extension III.	Incremental	69	70				
2. Enhance service delivery for collective domestic security	15%	Disaster service provision enhanced	% of armed forces Training exercises conducted	The level of force readiness and professionalism of the armed forces.	Absolute	100	100	100	100	100	100
			% provision to disaster services	The level of preparedness render support in disaster situation	Absolute	100	100	100	100	100	100

FORM 1: Minister's Annual Performance Agreement Matrix (1st April - 31st March of every Financial Year)

Strategic Objective / Ministerial Commitments	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
		Law and order maintained	% of readiness to provide support to civil power	The level of preparedness to participate in and support law enforcement agencies.	Absolute	100	100	100	100	100	100
3. Promote defence commitments in accordance with government policy and international conventions	15%	Implementation of bilateral agreements enhanced	% compliance	The level of adherence on the implementation of resolutions & Agreements	Absolute	100	100	100	100	100	100
		Enhanced compliance to conventions, protocols and agreements	% compliance	The level of adherence to international Conventions, Protocols and Agreements	Absolute	100	100	100	100	100	100
		Regional and International operations supported	% readiness to undertake SADC, AU and UN operations	The capability and ability for Namibia to deploy for Peace Support Operations (PSO)	Absolute	100	100	100	100	100	100
4. Improve capacity for self-sustenance	15%	Defence Industries reform process completed.	% of progress made	The completion process towards the institutional reforms of line agencies (Defence Industries).	Absolute	100	100	100	100	100	100

FORM 1: Minister's Annual Performance Agreement Matrix (1st April - 31st March of every Financial Year)

Strategic Objective / Ministerial Commitments	Weight (distributed across between 1% - 100%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
5. Preserve the history of the National Liberation Struggle	10%	Liberation struggle history documented	% of progress made	The progress toward the documentation process of liberation struggle history	Incremental	99	99	100			100
6. Enhanced organisational performance	10%	Defence Act and Veterans Act reviewed.	% completion	The Progress made towards the finalisation process of Defence and Veterans Acts review	Incremental	70	75	85	95	100	100
Total Weight	100%										

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