

Republic of Namibia

MINISTRY OF HIGHER EDUCATION, TECHNOLOGY AND INNOVATION

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 Higher Education, Technology and Innovation, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Itah Kandjii-Murangi**, 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;

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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 II.

Part II: Undertaking by the Second Party

In consideration of the Government's undertakings and assurances, THE SECOND PARTY, the Minister agrees to: (Insert Objectives FROM Ministers PA)

- (a) Improved TVET Management and Governance;
- (b) Improved STI Governance and Management;
- (c) Improve Access to Higher Education;
- (d) Enhance signing of Governance Agreements;
- (e) Enhance Stakeholder Relations.

(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: (Insert your Minister's Expected Results from the PA)

4/11/17

- VET Levy Regulations revised;
- STI Act and Regulations reviewed;
- Space Science Policy developed;
- STI Infrastructure Policy developed;
- National 4th Industrial Revolution Policy formulated;
- Innovation Framework and Value Chains developed;
- Innovation Incubators through Industry/Academia Partnership delivered;
- National dialogue on Bio-Economy & Policy formulated;
- Student Funding Policy and Sustainability Model developed;
- Industry Governance Committees for demand driven education system established;
- National Internship/Cooperative Education Framework formulated;
- Governance Agreements signed;
- External, local and international stakeholder relations improved.

Part IV: Reporting lines and requirements:

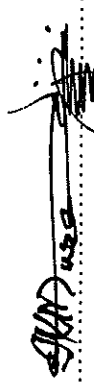
- I. The ED will be required to submit quarterly performance progress reports to the Minister;
- II. Minister will submit Quarterly Progress reports on performance of the ministry for submission to, and discussion with, H.E. the President, through the Rt. Hon. Prime Minister;
- III. The Minister undertakes to give feedback to the ED on the quarterly performance report;

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. Dr. Itah Kandjii-Murangji


Sign.......... Date 23/06/2022.....


President, H.E. Dr. Hage G. Geingob
Date 04 JUL 2022

Sign..... Date.....

Witness

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

Sign.......... Date 13/06/2022.....



ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

OFFICE, MINISTRY OF AGENCY	MINISTRY OF HIGHER EDUCATION, TECHNOLOGY AND INNOVATION	
NAME OF OFFICE HOLDER	HON. ITAH KANDJII-MURANGI (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	
Improved TVET Management and Governance	10%	NTA, NQA & NSFAF Acts harmonised	% Progress made on reviewing and gazetting of Acts	To streamline functions of the Public Entities	Incremental	40	45	50	55	60	60
		Governance and management framework for Public VTCs developed	% Progress made on the development of a governance and management framework for public VTCs	Terms of Reference for governance structure and Transition strategy to semi-autonomy of public VTCs	Incremental	60	65	70	75	80	80
		Space Science Policy Implemented	% Progress made on the Satellite Ground Receiving Station Development	Increase the execution on the development of the Satellite Ground Receiving Station	Incremental	40	45	50	55	60	60
		Research, Science & Technology (RST) Act reviewed	% Progress made on the revision of the RST Act	Increase the execution in the revision of the approved RSTI Bill	Incremental	97	100				100
		STI Infrastructure Policy developed	% Progress in developing STI Infrastructure Policy	Scientific and research infrastructure development must be coordinated, as well as effective use. Major STI	Incremental	87	90	95	100		100

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	
Improved STI Governance and Management	50%			Infrastructure is expensive but critical							
		Innovation Framework and Value Chains developed	% Progress in developing Innovation Framework and Value Chains	The process of developing an Innovation Framework and Value Chains performance.	Incremental	35	40	45	50	55	55
		Innovation Incubators through Industry/Academia Partnership delivered	% Progress in delivering Innovation Incubators through Industry/Academia Partnership	The importance to establish Innovation Incubators to assist new and start-up companies through Industry/Academia Partnerships.	Incremental	70	75	80	85	90	90
Improve Access to Higher Education	20%	National dialogue on Bio-Economy & Policy formulated	% Progress in formulating National dialogue on Bio-Economy & Policy	Namibia needs to leverage innovations in the sciences and bio-industries for sustainable growth and employment.	Incremental	35	40	45	50	55	55
		Namibia Students Financial Assistance Fund (NSFAF) transformed	% Progress made on the transformation of the NSFAF	The transformation of NSFAF into a directorate of the Ministry of Higher Education, Technology & Innovation (MHETI)	Incremental	20	25	30	35	40	40
		Industry Governance Committees for demand driven education system established	% Progress in establishing Industry Governance Committees for demand driven education system	To establish Industry Governance Committees to be systematically incorporated in demand	Incremental	45	50	55	60	65	65

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		
				driven and training system.								
		National Internship/Cooperative Education Framework formulated	% Progress in formulating National Internship/Cooperative Education Framework	To develop a National Internship/Cooperative Education Framework combining theory with practical work experience.	Incremental	65	70	75	80	85	85	85
Enhance signing of Governance Agreements	10%	Governance Agreements signed	% Progress in signing of Governance Agreements	The governance of SOEs in accordance with Public Enterprises Act	Incremental	90	95	100				100
Enhance Stakeholder Relations	10%	Improved external, local and international stakeholder relations	# of Meetings with External Stakeholders	The Ministry has to consult both local private sector and civil society organizations on MHETI matters. Also consultations with Education representative of Foreign States and Organizations.	Absolute	0	2	4	6	8	8	8
Total Weight	100%											

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