

Republic of Namibia

MINISTRY OF WORKS AND TRANSPORT

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 Works and Transport**, (hereinafter referred to as the Ministry), represented by the Minister, Hon. **John Mutorwa**, 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;

MINISTRY OF WORKS
 & TRANSPORT
 Office of the Minister
 2022-06-27
 Private Bag 132, Windhoek
 REPUBLIC OF NAMIBIA

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

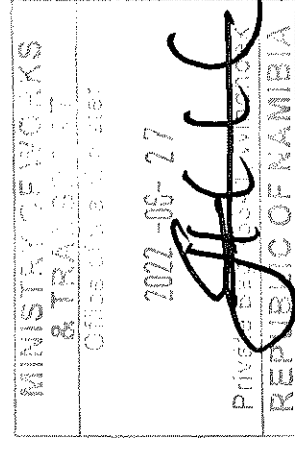
THE FIRST PARTY, the GOVERNMENT, undertakes to provide the necessary resources needed in line with MTEF to fulfil the Ministry's statutory mandate and attain national strategic objectives, including but not limited to, those set out in Vision 2030, the NDP 5, and the SWAPO Manifesto and Harambee Prosperity Plan II.

Part II: Undertaking by the Second Party

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

- Ensured Safe, Modern and Reliable Infrastructure.
- Improved Management of Movable and Immovable State Assets.
- Improved Organizational Performance.
- Ensured Compliance to Policies and Legislation.
- Ensured Responsive Policies and Legislation.

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

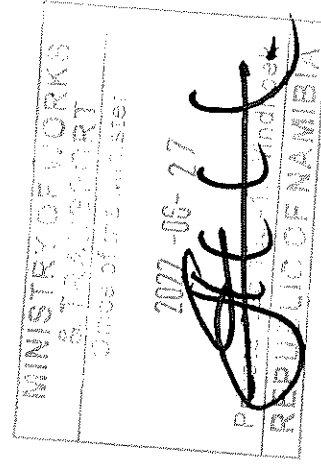


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Part III: Notes on Strategic Directions

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

- Windhoek to Okandandja bitumen road upgraded to dual carriage way;
- Swakopmund to Henties Bay to Kamanjab bitumen road upgraded;
- Windhoek to Hosea Kutako International Airport bitumen road upgraded to dual carriage way;
- Swakopmund - Walvis Bay bitumen to dual carriage way upgraded;
- Gobabis to Aminiuis to Aranos upgraded to bitumen road;
- Keetmanshoop to Mariental (386km) bitumen road rehabilitated;
- Mpacha Airport Runway and Apron Rehabilitated;
- Kranzberg to Tsumeb railway line maintained and partially upgraded;
- Walvis Bay and Kransberg railway line upgraded and rehabilitated;
- Sandverhaar to Bucholzbrunn Southern railway line upgraded and rehabilitated;
- Capital Project Management System Implemented;
- Integrated Government Asset Ownership Policy developed;
- State Fixed (Immovable) Asset Register (system) implemented;
- Government Garage Fleet Management System Implemented;
- Obsolete and redundant items and goods disposed/auctioned;
- Performance Management System implemented fully;
- Budget Execution Report;
- Harambee Prosperity Plan 2 Performance Review Report; & NDP 6 Contribution;
- Road Safety Management Bill & Public Passenger Roads Transport Bill;
- Roads Bill & Vehicle Mass Bill;

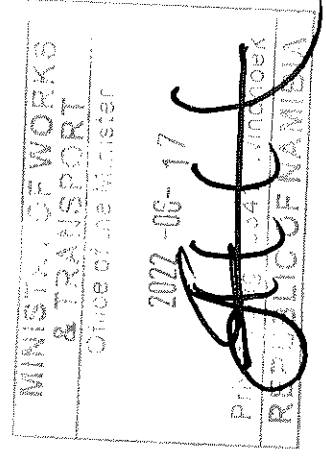


Part IV: Reporting lines and requirements:

- 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 Deputy Minister and ED on the quarterly performance report;
- IV. The Minister further undertakes to provide leadership to ensure that an annual performance report is prepared and submitted to the President a month after the end of the financial year;

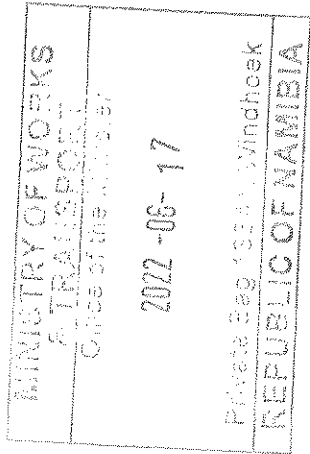
Part V: Duration of the Performance Agreement:

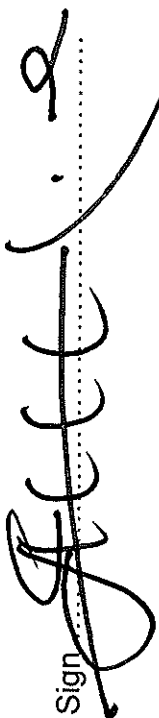
This PA will run for 12 months coinciding with the *financial year* starting 1st **April 2022** to 31st **March 2023**



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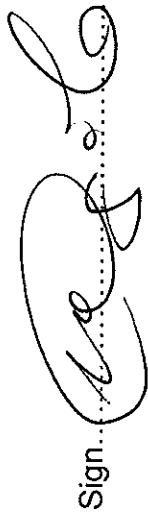
Part VI: Ratification of the PA Signed:
Cabinet Minister, Hon. John Mutorwa (MP)



Sign .....

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

Date **17.6.2022**


Sign .....

04 JUL 2022

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 WORKS AND TRANSPORT |
| NAME OF OFFICE HOLDER | HON. JOHN MUTORWA (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) | |

| FORM 1: Minister's Annual Performance Agreement Matrix (1st April - 31st March of every Financial Year)- | | | | | | | | | | |
|--|---|---|--------------------------|----------------|----------|-------------------|----|----|-----|---------------|
| Strategic Objectives / Ministerial Commitments | Weight (distributed across between 1% - 100%) | Expected Results | Indicator of Performance | Indicator Type | Baseline | Quarterly Targets | | | | Annual Target |
| | | | | | | Q1 | Q2 | Q3 | Q4 | |
| 1. Ensured Safe, Modern and Reliable Infrastructure | 25% | Windhoek to Okahandja bitumen road upgraded to dual carriage way | Completion Rate % | Incremental | 63 | 68 | 73 | 78 | 83 | 83 |
| | | Swakopmund to Henties Bay to Kamanjab bitumen road upgraded | Completion Rate % | Incremental | 34 | 43 | 52 | 62 | 71 | 71 |
| | | Windhoek to Hosea Kutako International Airport bitumen road upgraded to dual carriage way | Completion Rate % | Incremental | 50 | 54 | 59 | 64 | 68 | 68 |
| | | Swakopmund - Walvis Bay bitumen to dual carriage way upgraded | Completion Rate % | Incremental | 60 | 70 | 80 | 90 | 100 | 100 |
| | | Gobabis to Aminius to Aranos upgraded to bitumen road | Completion Rate % | Incremental | 47 | 55 | 62 | 70 | 77 | 77 |
| | | Keetmanshoop to Mariental (386km) bitumen road rehabilitated | Completion Rate % | Incremental | 23 | 33 | 42 | 52 | 61 | 61 |
| | | Mpacha Airport Runway and Apron Rehabilitated | Completion Rate % | Incremental | 0 | 30 | 50 | 80 | 100 | 100 |
| | | Kranzberg to Tsumeb railway line maintained and partially upgraded | Completion Rate % | Absolute | 65 | 12 | 4 | 15 | 12 | 43 |

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

| Strategic Objectives / Ministerial Commitments | Weight (distributed across between 1% - 100%) | Expected Results | Indicator of Performance | Indicator Type | Baseline | Quarterly Targets | | | | Annual Target |
|--|---|---|---|----------------|----------|-------------------|----|----|-----|---------------|
| | | | | | | Q1 | Q2 | Q3 | Q4 | |
| | | Walvis Bay and Kransberg railway line upgraded and rehabilitated | Completion Rate % | Absolute | 42 | 41 | 19 | 6 | 104 | 170 |
| | | Sandverhaar to Buchholzbrunn Southern railway line upgraded and rehabilitated | Civil Works Completion Rate % | Incremental | 0 | 5 | 15 | 25 | 45 | 45 |
| | | Capital Project Management System Implemented | No. of Capital Project Management Reports Submitted | Absolute | 1 | 1 | 1 | 1 | 1 | 4 |
| 2. Improved Management of Movable and Immovable State Assets | 25% | Integrated Govt Asset Ownership Policy developed | Completion Rate % | Incremental | 10 | 20 | 40 | 60 | 90 | 90 |
| | | State Fixed (Immovable) Asset Register (system) implemented | % of physical verification conducted | Incremental | 30 | 30 | 60 | 80 | 100 | 100 |
| | | Government Garage Fleet Management System Implemented | Govt Garage Fleet Management Reports | Absolute | 1 | 1 | 1 | 1 | 1 | 4 |
| 3. Improved Organizational Performance | 20% | Obsolete and redundant items and goods disposed/auctioned | No. of Govt Auctions conducted | Absolute | 2 | 2 | 3 | 3 | 2 | 10 |
| | | Performance Management System implemented fully | % Score on the implementation Ministerial Annual Plan | Incremental | 80 | 80 | 80 | 80 | 80 | 80 |
| | | | % of Staff members with signed PAs | Incremental | 80 | 40 | 60 | 90 | 95 | 95 |
| | | | % of Staff members conducted one on one performance reviews | Incremental | 20 | 40 | 60 | 70 | 80 | 80 |
| | | Budget Execution Report | Budget Execution Rate (%) | Incremental | 2 | 1 | 1 | 1 | 1 | 4 |



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

| Strategic Objectives / Ministerial Commitments | Weight (distributed across between 1% - 100%) | Expected Results | Indicator of Performance | Indicator Type | Baseline | Quarterly Targets | | | | Annual Target |
|---|---|--|--|----------------|----------|-------------------|----|-----|-----|---------------|
| | | | | | | Q1 | Q2 | Q3 | Q4 | |
| 4. Ensured Compliance to Policies and Legislation | 15% | Harambee Prosperity Plan 2 Performance Review Report | No. of HPP 2 Performance Review Report | Absolute | 4 | 1 | 1 | 1 | 1 | 4 |
| | | NDP 6 Contribution | Completion Rate % | Incremental | 0 | 40 | 70 | 100 | 0 | 100 |
| 5. Ensured Responsive Policies and Legislation | 15% | Road Safety Management Bill | Completion Rate % | Incremental | 90 | 93 | 96 | 98 | 100 | 100 |
| | | Public Passenger Roads Transport Bill | Completion Rate % | Incremental | 90 | 93 | 96 | 98 | 100 | 100 |
| | | Roads Bill | Completion Rate % | Incremental | 90 | 93 | 96 | 98 | 100 | 100 |
| | | Vehicle Mass Bill | Completion Rate % | Incremental | 90 | 93 | 96 | 98 | 100 | 100 |
| Total Weight | 100% | | | | | | | | | |