

Republic of Namibia

MINISTRY OF HEALTH AND SOCIAL SERVICES

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 Health and Social Services, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Kalumbi Shangula**, 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;

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.

The national strategic objectives will also be informed by the SADC Revised Regional Indicative Strategic Development Plan and the African Union Agenda 63.

His Excellency the President undertakes to facilitate clearance of obstacles that might be beyond the capacity of the ministry to resolve, and which must be brought to the attention of the President by the Minister. The President further undertakes to:

1. Provide high level support and facilitate realization of the Minister's commitments, obligations, and strategic intention.

Part II: Undertaking by the Second Party

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

- a) Ensure an enabling and responsive policy and legal environment for health service delivery
- b) Reduce incidence and Prevalence of Communicable Diseases
- c) Accelerate Health Infrastructure Development
- d) Improve contracting and pharmaceutical supply of medicines

- e) Ensure availability of essential medical equipment at all health facilities

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

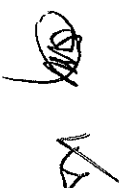
Part III: Notes on Strategic Directions

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

- Outdated and redundant laws amended or repealed
- Universal Health Coverage (UHC) Framework developed
- International Health Regulations National Focal Point is fully functional
- Health Facilities completed and commissioned
- Availability of Medicines
- Health facilities with minimum essential medical equipment

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 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;
- V. H.E. the President undertakes to provide feedback on the performance evaluation of Ministers within two (2) months after the end of the financial year.

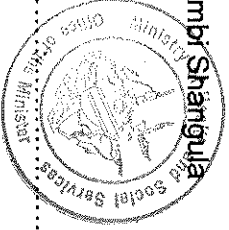


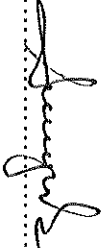
Part V: Duration of the Performance Agreement:

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

Part VI: Ratification of the PA Signed:

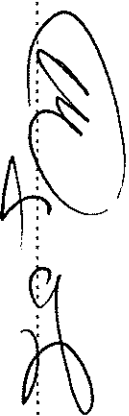
Cabinet Minister, Hon. Kalumipi Shanguja



Sign: 

Date: **20220616**

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

FORM 1: MINISTER/GOVERNOR'S Performance Agreement Matrix (1st April - 31st March of every Financial Year)

Strategies Objectives	Weight (distributed across to sum to 100% in multiples of 5%)	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Quarterly Targets					Annual Target	
						Baseline	Q1	Q2	Q3	Q4		
Ensure an enabling and responsive policy and legal environment for health service delivery	30%	Outdated and redundant laws amended or repealed	% progress in finalizing the Health Profession Amendment Bill	Actual % progress made in finalizing Health Professions Amendment Bill out of planned % target	Incremental	96		100				100
			% progress in finalizing the Mental Health Amendment Bill	Actual % progress made in finalizing Mental Health Amendment Bill out of planned % target	Incremental	70		80	90	100	100	
		Universal Health Coverage (UHC) Framework developed	% progress made on development of UHC Framework.	Proportion of action steps carried out to complete the Universal Health Coverage Framework	Incremental	20	30	50	60	100	100	

Reduce incidence and Prevalence of Communicable Diseases	20%	International Health Regulations' National Focal Point is fully functional	% of Public Health Events/Emergencies notified timely to WHO	Number of health events/emergencies notified to WHO within 48 hours/Number of events/emergencies identified x100	Absolute[-]	0	100	100	100	100	100	100
Accelerate Health Infrastructure Development	15%	Health Facilities completed and commissioned	Number of new Intensive Care Units completed	Progress achieved towards the completion of the ICU Units country-wide out of planned	Absolute	0				4		4
Improve contracting and pharmaceutical supply of medicines	20%	Availability of Medicines	% CMS Service Level maintained	Proportion of quantity issued by CMS out of quantity ordered by all facilities	Incremental	64	65	70	75	80		80
Ensure availability of essential medical equipment at all health facilities	15%	Health facilities with minimum essential medical equipment	# of health facilities with minimum essential equipment	Number of health facilities with the minimum essential medical equipment out of planned	Incremental	47		48	49	50		50
Total Weight	100%											