

Republic of Namibia

## MINISTRY OF INFORMATION AND COMMUNICATION TECHNOLOGY

### 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 Information and Communication Technology**, (hereinafter referred to as the Ministry), represented by the Minister, Hon. **Peya Mushelenga**, 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;

PM (SA)

**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:

- Accelerate ICT Development, access and use for an inclusive ICT Smart Namibia
- Enhance unhindered access to information for an informed nation
- Enhance unhindered access to information for an informed nation

**(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:

- Communications Act Amended
- Data Protection Bill finalised
- National Digital Strategy developed
- Electronic Information Systems Management Advisory Council established and operationalised
- Infrastructure development projects and initiatives coordinated
- Access to Information Bill finalised
- Community Media Supported
- National unity and patriotism enhanced
- Information Access Impact Survey carried out
- GRN Communication Guidelines finalised
- Rural ICT Centres access, usage & sustainability strengthened

FM SD

**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 1<sup>st</sup> **April 2022** to 31<sup>st</sup> **March 2023**

PM



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

**Cabinet Minister, Hon. Peya Mushelenga (MP)**

Sign.....  


Date...13/6/2022


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

Sign.....  


Date...04 JUN 2022

**Witness**

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

Sign .....  


Date...13/06/2022

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

<b>OFFICE, MINISTRY OF AGENCY</b>	<b>MINISTRY OF INFORMATION AND COMMUNICATION TECHNOLOGY</b>
<b>NAME OF OFFICE HOLDER</b>	<b>HON. PEYA MUSHELENGA (MP)</b>
<b>PERFORMANCE AGREEMENT PERIOD</b>	<b>1ST APRIL 2022 – 31ST MARCH 2023</b>

**FORM 1: Minister's/Deputy's 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			
Accelerate ICT Development, access and use for an inclusive ICT Smart Namibia	50%	Communications Act Amended	% completion of the Communications Act	The progress made on the amendment of the Communications Act	Incremental	98			100				100
		Data Protection Bill finalised	% progress made on the finalization of Bill	The progress made in finalising the Data Protection Bill	Incremental	10	20	50	70	100			100
		National Digital Strategy developed	% made on development of national Digital Strategy	Measuring the percentage made on the development of the Digital Strategy	Incremental	0	20	50	70	100			100

Enhance unhindered access to information for an informed nation	Electronic Information Systems Management Advisory Council established and operationalised	establishment and operationalization of the EISMAC	Measuring the progress on the establishment and operationalisation of the Electronic Information Systems Management Advisory Council (EISMAC)	Incremental	0	20	40	80	100	100
	Infrastructure development projects and initiatives coordinated	National development reports submitted	Measures the number of reports submitted on national development initiatives (NDP & HPP, Cabinet Decisions, etc.)	Absolute	2	2	2	2	2	8
	Access to Information Bill finalised	40% progress work done in the approval process of the ATI Bill	The progress made in the approval process of the ATI Bill that aims to enhance access to information by the public.	Incremental	97	98	100			100
	Community Media Supported	% of progress made in the implementation of the Community Media Policy Framework	This KPI measures progress made towards the implementation of the Community Media Policy Framework	Incremental	60	70	80	100		100
	National unity and patriotism enhanced	% Progress on finalisation of the NNP training course	The target measures progress made on the NNP training manual	Incremental	70	80	100			100

		Information Access Impact Survey carried out	% of progress made on the Information Access Impact Survey	This KPI measures the percentage of the population that have access to GRN information	Incremental	0	10	40	70%	100%	100%
		GRN Communication Guidelines finalised	% on the development and implementation of the GRN communication guidelines	GRN Communication Guidelines are the guiding tools to ensure high performance and effective service delivery	Incremental	95	97			100%	100%
Enhance unhindered access to information for an informed nation	10%	Rural ICT Centres access, usage & sustainability strengthened	# of RICTCs operationalised & utilised	These targets measure access and use of ICT's by rural communities through Rural ICT Centres in Namibia.	Incremental					5	5
Total Weight	100%										