



Republic of Namibia

MINISTRY OF MINES AND ENERGY

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 Mines and Energy, (hereinafter referred to as the Ministry), represented by the Minister, Hon. **Tom Alweendo**, 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 and the Harambee Prosperity Plan II;

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:

- Strengthen research and innovation to stimulate investment in mining and energy sectors
- Improve Energy Infrastructure to Ensure Security of Supply, Accessibility and Affordability
- Strengthen stakeholder engagement to improve participation and cooperation
- Develop, consolidate and amend fragmented and outdated Policies and Legislations
- Develop, consolidate and amend fragmented and outdated Policies and Legislations
- Improve Performance and Service Delivery

(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:



- Households and Public Institutions electrified
- Public engagement sessions on the Ministry's service conducted
- Draft Bills submitted to Cabinet
- Data Management Systems developed

Part IV: Reporting lines and requirements:

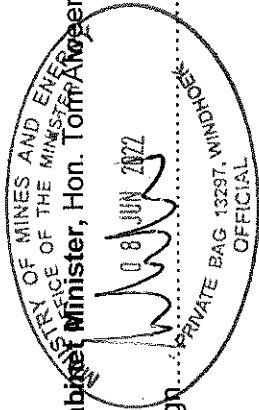
- I. The ED will be required to submit quarterly performance progress reports to the Minister;
- II. Minister will submit Quarterly Progress reports on performance of the ministry for submission to, and discussion with, H.E. the President, through the Rt. Hon. Prime Minister;
- III. The Minister undertakes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

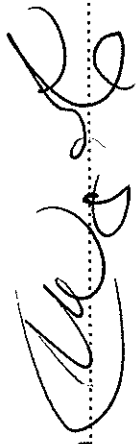


Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Tomi Amendo (MP)


Sign.....
Date 8/6/2022

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

Sign.....


Date 04 JUL 2022

Witness

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

Sign.....


Date 13/06/2022

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

| | |
|------------------------------|----------------------------------|
| OFFICE, MINISTRY OF AGENCY | MINISTRY OF MINES AND ENERGY |
| NAME OF OFFICE HOLDER | HON. TOM ALWEENDO (MP) |
| PERFORMANCE AGREEMENT PERIOD | 1ST APRIL 2022 – 31ST MARCH 2023 |

FORM 1: Minister'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 | Quarterly Targets | | | | Annual Target | |
|--|---|--|---|---|----------------|-------------------|----|----|----|---------------|-------|
| | | | | | | Q1 | Q2 | Q3 | Q4 | | |
| P1.1 Strengthen research and innovation to stimulate investment in mining and energy sectors | 25% | Geoscientific Research Projects completed | # of research projects completed | Number of geoscientific research carried out to address specific social and national issues | Absolute | | | | | 3 | 3.0 |
| P1.3 Improve Energy Infrastructure to Ensure Security of Supply, Accessibility | 25% | Households and Public Institutions electrified | # of Households and Public Institutions electrified | Number of households and public institutions (schools, clinics, churches etc.) electrified in rural and peri-urban areas. | Absolute | 5 | 20 | 63 | 49 | | 137.0 |

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|--|-----|--|--|--|-------------|----|----|----|-----|-------|--|--|--|--|--|--|--|--|--|--|
| and Affordability | | | | | | | | | | | | | | | | | | | | |
| P3.1 Strengthen stakeholder engagement to improve participation and cooperation | 15% | Public engagement sessions on the Ministry's service conducted | # of public engagement sessions conducted | Number of public engagement sessions conducted | Absolute | 1 | 5 | 5 | 2 | 13.0 | | | | | | | | | | |
| P4.1 Develop, consolidate and amend fragmented and outdated Policies and Legislations | 15% | Draft Bills submitted to Cabinet | # of draft Bills submitted to Cabinet | Number of draft Bills submitted to Cabinet | Absolute | | | | 3 | 3.0 | | | | | | | | | | |
| P4.3 Improve Performance and Service Delivery | 20% | Data Management Systems developed | % progress on the development of Data Management Systems | Progress on the development of Data Management Systems | Incremental | 50 | 80 | 90 | 100 | 100.0 | | | | | | | | | | |

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