

Republic of Namibia

MINISTRY OF HOME AFFAIRS, IMMIGRATION, SAFETY AND SECURITY

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 Home Affairs, Immigration, Safety and Security**, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Albert Kawana**, 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;

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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:

- (a) Enhance Internal Security
- (b) Provide Safe, Secure and Humane Custody
- (c) Strengthen Rehabilitation and Reintegration Programs

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

Part III: Notes on Strategic Directions

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

- Faster and accurate crime investigation
- Crime Prevention enhanced
- Road Traffic Safety Management improved
- Humane and Safe custody secured
- Offenders Rehabilitated
- Offenders Reintegrated

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;
- V. H.E. the President commits to personally preside over the performance evaluation sessions of Ministers within two (2) months after the end of the financial year.

Part V: Duration of the Performance Agreement:

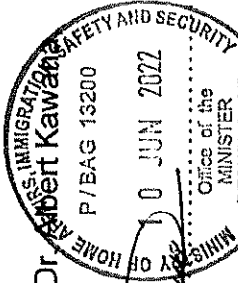
This PA will run for 12 months coinciding with the *financial year* starting 1st **April 2022** to 31st **March 2023**

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Part VI: Ratification of the PA Signed:

Cabinet Minister, Dr. **Albert Kawata**



Sign.....
Date 10/06/2022

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

Sign.....
Date 04 JUN 2022

Witness

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

Sign.....
Date 30/06/2022

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

Strategic Objectives	Weight (between 1% and 100%)	Outputs	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
Ensure comprehensive Civil Registration and Identity Management Service	15%	E-notification system rolled-out	# of offices connected to e-notification	The number of offices connected to e-notifications system. (<i>Prinzessin Rupprecht heim, Residenz, Lions Old age, Antonius Residenz Trust, Sesfontein Health Centre, Maherene Health Centre, Okatana Health center, Aroab Health Centre, Ondangwa health centre, tsintsabis Clinic, Impalila Island clinic and mangetti Dunes Health Centre</i>)	Absolute	0	3	4	4	2	13
	10%	ID Services expanded	# of offices with ID services	The number of offices extended with ID Services (<i>Khorixas & Divundu</i>)	Absolute	0	1	1			2
Enhance Crime Combating Effort	10%	Crime reduced	# of national crime prevention operations conducted	This indicator measures the national crime prevention operations conducted by the regions through the coordination of the Police National Headquarters. The operations referred to are directed to reduce prevalent crimes of concerns	Absolute	0	3	3	3	3	12
Strengthen Lawful Migration	10%	Application for Passport operationalised	# Office with passport application services	This indicator measures the number of offices with passport application services. This service will be extended to Omaheke Regional Office (Gobabis).	Incremental	2		3			3
Strengthen Regulatory Framework	15%	Civil Registration and Identification Bill submitted to Attorney General for certification	% made in the drafting of the Civil Registration and Identification Bill	This indicator measures the progress made drafting the CRIB (from the drafting until submission to the Attorney General for certification)	Incremental	0	50	100			100

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	5%	Namibia Refugees (Recognition and Control) Amendment Bill submitted to Legislative Drafters	% made in drafting the Namibia Refugees (Recognition and Control) Amendment Bill	This indicator measures the progress made drafting the amendment to the Uniform Matrimonial Property Bill (from drafting the layman's draft until the submission to Legal Drafters for expert drafting)	Incremental	10	30	60	100	100
	5%	Migration Bill submitted to Legal Drafters (MoJ)	% made in the submission process of migration Bill to Legal drafters	This indicator measures the progress made in drafting the Migration Bill (from drafting until submission to Legal drafters)	Incremental	25	50	75	100	100
Strengthen rehabilitation and Re-integration programs	10%	Rehabilitation and Reintegration programmes implemented	Rehabilitation programme completion rate	This indicator measures the number of inmates who successfully completed out of those who completed the programme	Absolute	0	90	90	90	90
Enhance Organizational Performance	15%	Budget executed and maintained	% Budget spend	This indicator measures the rate of expenditures over the approved total budget (depending on the released funds)	Incremental	0	100	100	100	100
	5%	NDP 5 Implemented	No. of reports submitted	Quarterly NDP progress report submitted to National Planning Commission (NPC)	Absolute	0	1	1	1	2
Total Weight	100%									

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