

Republic of Namibia

OFFICE OF THE PRIME MINISTER

PERFORMANCE AGREEMENT 2022/23

PRIME MINISTER

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. Hage G. Geingob**, on the one part, and the **Office of the Prime Minister** (hereinafter referred to as OPM) represented by the **Prime Minister, Rt. Hon. Saara Kuugongelwa-Amadhila** 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;

A handwritten signature in black ink, appearing to be '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 Prime Minister's avowed commitment to the realization of national strategic objectives, and signifies the Government's determination to support the OPM 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 resources needed to fulfil the Prime Minister statutory mandate and attain national strategic objectives, including but not limited to, those set out in Vision 2030, the Medium Term Plan, the SWAPO Election Manifesto, the President's election promises 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 Prime Minister agrees to perform with due diligent the following functions:

1. Coordinate policy-making processes and legislative formulation;
2. Oversee the effective and efficient management of the public service;
3. Coordinate ICT access to government services by the citizens and residents
4. Coordinate Effective Governance and improved service Delivery
5. Coordinate the implementation of disaster risk management legal framework;
6. Perform other duties assigned by the President diligently.



Part III: Notes on Strategic Directions

The OPM plans and strategies will facilitate the attainment of national development aspirations, which are anchored on the following priorities;

Effective governance and service delivery

- Economic transformation
- Macro-Economic Stability
- Monitoring and evaluation

In specific terms, the OPM will record measurable achievements in the following areas:

- i. Coordinate government through Cabinet meetings and the coordination of the Performance Management System
- ii. Coordination the formulation and implementation of polices and legislation aimed at Economic Transformation
- iii. Promote harmonious labour relations in the Public Service and sound working relations with recognised Trade Unions
- iv. Promote the improvement of public service delivery through coordinating:
 - a. Public Service reforms
 - b. E-governance
 - c. Promotion of wellness and safety at workplace
 - d. Promotion of good governance and transparency
 - e. Customer service charters
- v. Strengthening coordination of Disaster Risk Management

Part IV Reporting lines and requirements:

1. The Prime Minister will prepare Quarterly Progress Reports as per the Performance Matrix in Annex A on the performance of the OPM for submission to, and discussion with, H.E. the President.
2. The Prime Minister will prepare Annual Performance Reports as per the Performance Matrix in Annex A on the performance of the OPM for submission to the President within two months after the end of the 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**

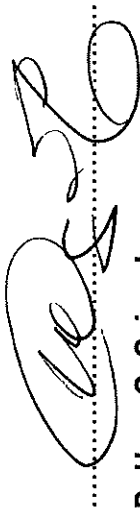
Part VI: Ratification of the PA

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Date..... **17/06/2022**

Dr Saara Kuugongelwa-Amadhila,

Prime Minister

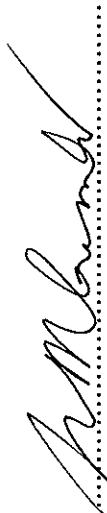
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Dr Hage G. Geingob

President

Date..... **04 JUL 2022**

Witness

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Dr Nangolo Mbumba

Vice President

Date..... **22.06.2022**

ANNEXURE A: PERFORMANCE MATRIX FOR PRIME MINISTER:

Part C: What I am accountable for

FORM 1: PRIME MINISTER'S Performance Agreement Matrix (1st April - 31st March of every Financial Year)											
Strategies Objectives	Weight	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
SO2. Ensure effective and good governance	20%	PMS SMART Tool approved	% progress towards approval of SMART Tool	SMART Tool acquired	Incremental	10	20	50	75	100	100
	10%	Wellness Framework approved	% Progress towards establishment of a Wellness Framework	Wellness Framework, launched	Incremental	0	10	30	60	100	100
	10%	HCMS Framework and Roadmap approved	% progress towards HCMIS Framework and Roadmap approved	A HCMIS Framework and Roadmap developed	Incremental	10	20	30	40	100	60
	10%	Organizational Enhancement Plan developed from Organizational Review	% progress towards development of Organizational Enhancement (OE) Plan	A Organisational Functional Review report	Incremental	10	20	30	60	100	100


	10%	Implementation of the NFNS Policy coordinated	Progress report on the implementation of NFNS Annual Plan	Report presented to Cabinet	Absolute	1	1	1	1	2
S03 Accelerate performance improvement in the Public Service	10%	Citizens Satisfaction Survey conducted	% progress toward conducting the Survey.	Annual Citizens Satisfaction Survey Report produced	Incremental	0	20	40	80	100
		Resilience Strategy (RS) Finalized and approved	% progress towards finalization of the Resilience Strategy	Resilience Strategy launched	Incremental	30	60	80	100	100
S06 Effectively coordinate Disaster Risk Management	10%	National Emergency Operation Centre established	% progress towards establishment of the EOC	EOC established	Incremental	10	20	30	50	100
		Emergency Response fully Digitalized	% progress - Voucher Management System Digitalized	Voucher Management System fully operational	Incremental	10	40	60	100	100
Total Weight	100%									

Part D: Personal Development Plan

STAFF MEMBER: Dr Saara Kuugongelwa-Amadhila		SUPERVISOR: H.E. DR HAGE G. GEINGOB		
PERIOD OF PLAN: 01 April 2022 – 31 March 2023				
DEVELOPMENT AREA	COMPETENCIES	INTERVENTIONS/ TRAINING	DATE COMPLETED	REVIEW

This Performance Agreement and PDP is entered into as follows:

I hereby acknowledge that I accept ownership of and commit myself to the terms of this agreement.


SAARA KUUGONGELWA-AMADHILA, MP
PRIME MINISTER

17/06/2022
 Date