



Republic of Namibia

MINISTRY OF HEALTH AND SOCIAL SERVICES

PERFORMANCE AGREEMENT 2020/21

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 of the Republic of Namibia, **H.E. Dr. Hage G. Geingob** (the President), on the one part, and the **Ministry of Health and Social Services**, (hereinafter referred to as the Ministry), represented by the Minister of Health and Social Services (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, the SWAPO Manifesto and the Harambee Prosperity Plan. The national strategic objectives will also be informed by the Sustainable Development Goals, the African Union Agenda 63 and the SADC Revised Regional Indicative Strategic Development Plan.

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 Integrated And Functional ICT Infrastructure
- b. Ensure an Enabling and Responsive policy and legal environment for Health Service Delivery
- c. Improved public service delivery
- d. Accelerate health infrastructure development

(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:

- Implement comprehensive national programmes that enhance Namibian's access to quality health care both in terms of prevention, cure and rehabilitation and develop/review a comprehensive Public Healthcare Infrastructure Maintenance Plan.

Key deliverables

- To deliver one district and two referral Hospitals in key regions and to identify and prioritize the renovation and upgrading of existing health facilities;
- To address critical shortages in equipment and medicine and to strengthen capacity at the Central Medical Store and intensify Community Health Outreach to ensure the social wellbeing of the people.

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 to, and for discussion with the President, through the Prime Minister;
- III. The Minister undertakes to give feedback to the Deputy Minister and ED on the assessment of the Ministry's performance by the Prime Minister and President;
- IV. The Minister further undertakes to provide leadership to ensure that the annual performance report is prepared and submitted to the President through the Prime Minister a month after the end of the financial year;

Overarching Principles

- Strong, honest and principled leadership;
- Driving a performance culture within your Ministry through leading by example and applying a hands-on approach;
- Focus on fast implementation of policy decisions and timely interventions;
- Ensure maximum output within the context of limited financial resources;
- Enhance political and administrative interface in your Ministry;
- Reviewing any law, policy, regulation or institution which hampers the effective implementation of plans and programmes of Government;
- Ensuring coordination with Offices, Ministries and Agencies, especially those which are closely related to your line functions;
- Promote, facilitate and strengthen measures to implement the empowerment and industrialisation policies of the Government by sourcing of local goods and services, with particular emphasis on job creation and the empowerment of the Youth and Women;
- Engaging and listening to the voices of civil society, particularly grass-root organizations, with the understanding that the ultimate goal is to improve the living standards of all Namibians; and
- Continuous monitoring, evaluation and regular reporting on progress being made in your ministry.

Part V: Duration of the Performance Agreement:

This PA will run for 12 months coinciding with the **financial year** starting 1st April 2020 to 31st March 2021

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Kalumbi Shangula,



Sign.....*Shangula*..... Date 20.07.16.....

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

Sign.....*Hage G. Geingob*..... Date 27-07-20.....

Witness

Prime Minister, Rt. Hon. Saara Kuugongelwa - Amadhila

Sign.....*Saara Kuugongelwa*..... Date 27/07/2020.....

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:

| OFFICE, MINISTRY OF AGENCY | | Health and Social Services | | | | | | | | | |
|--|--|---|---|--|----------------|----------|-------------------|------|----|------|---------------|
| NAME OF OFFICE HOLDER | | Dr Kalumbi Shangula | | | | | | | | | |
| PERFORMANCE AGREEMENT PERIOD | | 1ST APRIL 2020 – 31 ST MARCH 2021 | | | | | | | | | |
| FORM 1: Minister's Annual Performance Agreement Matrix (1st April - 31st March of every Financial Year) | | | | | | | | | | | |
| Strategic Objectives | Weight (distributed across between 1% - 10%) | Outputs | Indicator of Performance | Indicator Definition | Indicator Type | Baseline | Quarterly Targets | | | | Annual Target |
| | | | | | | | Q1 | Q2 | Q3 | Q4 | |
| Ensure an enabling and responsive policy and legal environment for health service delivery | 50% | Outdated and redundant laws amended or repealed | % progress in finalizing the Mental Health Bill | The Bill is approved by parliament and signed by the President | Incremental | 85% | 95% | 100% | | | 100% |
| | | | % progress made towards completion of Health Professions Bill | The Bill is approved by Parliament and signed by the President | Incremental | 85% | | 100% | | | |
| | | | % of Progress made on National Food Safety Bill | The Bill is approved by Parliament and | Incremental | 70% | | | | 100% | 100% |

| | | | | | | | | | | | | | | | | | | | | |
|--|--|---|---|-------------|-----|-----|--|--|---|---|----------------------------|----------|------|------|-----|------|------|------|------|------|
| | | | signed by the President | | | | Ensure an enabling and responsive policy and legal environment for | National Action Plan for Health Security (NAPHS) operationalized | Progress made towards finalizing and implementing the NAPHS % Progress towards the development of Health Hazard Plan | NAPHS is finalized, launched, and implemented Health Hazard Plan developed | Incremental Incremental | 0% 0% | 100% | 100% | 50% | 100% | 100% | 100% | 100% | 100% |
| | | Progress made on the Human Tissue Act amendment | Progress on the process of review or amendment of the Act (Human Tissue Act, 1983) measured on the basis of the steps or stages completed towards the finalization of the review or amendment | Incremental | 80% | 85% | | | | | | | | | | | | | | |

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|---|---|--|--|-------------|----|--|--|--|-----|-----|------|
| health service delivery | Universal Health Coverage (UHC) Framework Developed | % Progress towards the development of UHC Framework | UHC Framework developed | Incremental | 0% | | | | 10% | 20% | 20% |
| | | National Human Resources for Health Investment Plan | Implementation of NHRHI Plan and the strategy. | Incremental | 0% | | | | 20% | 80% | 100% |
| Ensure Integrated And Functional ICT Infrastructure | Network Infrastructure installed | Number of health facilities with functional billing system | Four referral hospitals with functional billing out of system planned facilities (4)X100 | Absolute | 0 | | | | | 4 | 4 |
| | | # of health facilities completed for isolation | Number of health facilities renovated and ready for the | Absolute | 0 | | | | 11 | 4 | 1 |

