

Republic of Namibia

MINISTRY OF EDUCATION, ARTS & CULTURE

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 H.E. Dr. Hage G. Geingob**, on the one part, and the **Ministry of Education, Arts and Culture** (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Ester Anna Nghipondoka**, 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. The national strategic objectives will also be informed by the SADC Revised Regional Indicative Strategic Development Plan and the African Union Agenda 2063.

Part II: Undertaking by the Second Party

In consideration of the Government's undertakings and assurances, THE SECOND PARTY, the Minister agrees to:

- (a) Improve Core skills in numeracy, literacy and transition to higher education
- (b) Promote arts and culture for sustainable development
- (c) Ensure inclusive and equitable quality education for all
- (d) Enhance Organizational Performance
- (e) Ensure Effective Regulatory Framework and Compliance

(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 the Accelerated Schools Infrastructure Improvement Project
- Develop holistic strategy for Early Childhood Education
- Increase school infrastructure to improve Learner/Teacher Ratio
- Improve Teacher Training to boost Quality
- Implement the outcomes of the Ghost Employees Audit for cost savings
- Cabinet Decisions fully implemented

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;

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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:

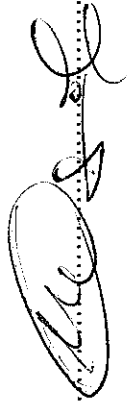
This PA will run for 12 months coinciding with the *financial year* starting 1st April 2020 to 31st March 2021

Part VI: Ratification of the PA Signed:

Cabinet Minister, Hon. Ester Anna Nghipondoka,

Sign.......... Date. 15/07/2020

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

Sign.......... Date. 27-07-20

Witness

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

Sign.......... Date. 27/07/2020

ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS

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	
						Baseline	Q1	Q2	Q3		Q4
1. Improved core skills in numeracy and literacy in basic education	20%	1.1 High stakes National Examinations conducted	% progress made in conducting and administering of national examinations	Measures the progress made in conducting and administering of national examinations	Incremental		60	80	90	100	100.0
		1.2 NSSCAS syllabuses signed off and approved	# of National Senior Secondary Certificate Advanced Subsidiary level (NSSCAS) syllabuses signed off and approved	This refers to the Number of National Senior Secondary Certificate Advanced Subsidiary level (NSSCAS) syllabuses signed off and approved.	Absolute	10	5	8	2		15.0
		1.3 Monitoring reports on the implementation of DJPE produced	# of monitoring reports on the Diploma in Junior Primary Education (DJPE) Inset outsourced to UNAM produced	This refers to the number of reports produced on the DJPE Inset Programme	Absolute	0	1	1	1	1	3.0

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2. Promote arts and culture for sustainable development	10%	2.1 The protection of Cultural Heritage for sustainable development enhanced	No. of historical places and culture Heritage protected	This Refers to the # of historical places and culture Heritage protected	Absolute	5	5	5	5	15.0
3. Ensure inclusive and quality Education for all	25%	3.1 Sanitation in school improved	% progress made in monitoring of schools	Measures progress in the training ,triggering and monitoring of schools on School Led Total Sanitation programme	Incremental	0	15	30	60	100.0
		3.2 Strategy for Early Childhood Education developed	% progress made in the development	Measures progress in the development of the Strategy for Earlier Childhood Education	Incremental	0	30	70	100	100.0
		3.3 Basic Pre-vocational skills course for learners with disabilities strengthened	% of quarterly reports	refers to reports submitted by Resource Schools and units on the utilization of Basic Pre-Vocational Skills Courses and implementation	Absolute	0	10 0 0	10 0 0	100	400.0
4.Enhance Organisational Performance	25%	4.1 Wage Bill containment strategy implemented	% Progress on the Ministerial Payroll Verification Report produced	This refers to the % Progress made towards the finalization of the Payroll Verification	Incremental	0	20	60	100	100.0

		# of monthly reports produced	Reports produced on Wage Bill Containment Strategy (target is 1 per quarter)	Absolute	0	1	1	1	1	4.0
4.2 EMIS Cycle implemented	% progress made in the implementation of EMIS cycle	This refers to the Percentage progress made in the implementation of EMIS cycle	Incremental	0	50	80	90			90.0
4.3 Develop the accelerated school infrastructure implementation plan	# of school infrastructure to be built per financial year	This refers to the plan which will enable us to know how many school infrastructures to be built per financial year	Absolute	0		25	50	75		150.0
4.4 School Infrastructure Improvement	# of Permanent Classrooms constructed	this refers to the number of Permanent Classrooms constructed	Absolute			50	50	50		150.0
	# of ablution facilities constructed	This refers to the number new ablution facilities constructed	Absolute	0		25	25	258		774.0
	# of Schools supported	Schools supported on the Sector Policy on Inclusive Education	Absolute	0	50	50	50	50		200.0

		5.6 National School feeding programme increased (Increase coverage)	# of School Feeding Programme Implemented	This refers to increase in the number of school feeding Programme in schools	Incremental	90	94	96	98	98.0
Total Weight	100%									