

REPUBLIC OF NAMIBIA

MINISTRY OF INFORMATION AND COMMUNICATION TECHNOLOGY

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 Information and Communication Technology, (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Dr. Peya Mushelenga**, 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;

PM

**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 63.

**Part II: Undertaking by the Second Party**

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

- (a) Accelerate ICT Development, access and use for an inclusive ICT Smart Namibia.



(b) Enhance unhindered access to information for an informed nation.

***(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:

- To lay the foundation for the accelerated use and development of ICT and ensure the inter-operability/comparability of the ICT systems;
- To oversee effective implementation of communications legislation to address accessibility and affordability of information communication technologies by the majority of Namibians;
- As the Official Government Spokesperson, you must ensure prompt and effective dissemination of information regarding Government programmes, communicate Cabinet decisions and proactively act as Media focal point;
- To promote unfettered access by the media to public information, in order to strengthen democracy and good governance;
- Consolidate Government information systems to ensure cohesive and integrated media communications from all Offices, Ministries and Agencies.

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### Key deliverables

- To review and formulate the National Digital/ICT Strategy and to achieve Universal Broadband Access (Coverage & Affordability) for public institutions (i.e. schools and hospitals).

### **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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**Part V: Duration of the Performance Agreement:**

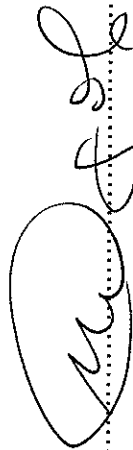
This PA will run for 12 months coinciding with the *financial year* starting 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021

**Part VI: Ratification of the PA Signed:**

Cabinet Minister, Dr. Peya Mushelenga,

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 22/07/2020

**ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS**

OFFICE, MINISTRY OF AGENCY		MINISTRY OF INFORMATION AND COMMUNICATION TECHNOLOGY								
NAME OF OFFICE HOLDER		HON. DR. PEYA MUSHLENGA (MP)								
PERFORMANCE AGREEMENT PERIOD		1ST APRIL 2020 – 31ST MARCH 2021								
FORM 1: Minister's Annual Performance Agreement Matrix (1st April - 31st March of every Financial Year)										
Strategic Objectives/Ministerial Commitment	Expected Results	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
						Q1	Q2	Q3	Q4	
Accelerate ICT Development, access and use for an inclusive ICT Smart Namibia	Communications Act Amended	% completion	Finalisation on the amendment of the Communications Act	Incremental	95%		98%	100%		100%
	Data Protection Bill finalised	% of progress made on the finalization of the Data Protection Bill	The finalisation process toward Data Protection Bill	Incremental	50%	55%	60%	80%	100%	100%
	Cyber security Strategy and Awareness Plan developed	% of progress made on the development of the Cyber Security Strategy and Awareness Plan	The completion of the Cyber Security Strategy and Awareness Plan	Incremental	60%	65%	70%	80%	100%	100%
	E-waste management policy developed	% of progress made on the development of the E-Waste Management	Completion of the development of E-Waste Management Policy	Incremental	85%	90%	95%	100%		100%

