

Republic of Namibia

**MINISTRY OF HOME AFFAIRS, IMMIGRATION, SAFETY AND SECURITY**  
**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 Home Affairs, Immigration, Safety and Security** (hereinafter referred to as the Ministry), represented by the Minister, **Hon. Frans Kapofi**, 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, 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) Ensure comprehensive Civil Registration and Identity Management Service
- (b) Strengthen lawful Migration
- (c) Ensure effective regulatory framework and compliance,
- (d) Strengthen rehabilitation and Re-integration programs
- (e) Enhance crime combating efforts

***(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:

- As Minister presiding over the custodian of the National Population Register (birth, marriages, death and national identification documents);
- facilitate lawful migration into the country; receive and protect refugees and asylum seekers;
- Ensure internal security, maintain law and order and protect society by providing safe custody of offenders, while assisting them with rehabilitation and social re-integration.

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**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.


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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, Hon. Frans Kapofi,**

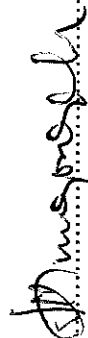
Sign.......... Date 15/07/2020

**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**

OFFICE, MINISTRY OF AGENCY		Ministry of Home Affairs, Immigration, Safety and Security									
NAME OF OFFICE HOLDER		Hon Frans Kapofi									
PERFORMANCE AGREEMENT PERIOD		1ST APRIL 2020 – 31 ST MARCH 2021									
<b>FORM 1: Minister's Performance Agreement Matrix - 1st April 2020 - 31st March 2021</b>											
Strategic Objectives	Weight (distributed across between 1% - 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	30%	e-birth notification system	# of offices connected to e-birth notification system	The extent to which e-birth notification system roll-out and implemented at hospitals	Absolute	52	0	1	1	1	3
		e-death Notification system	# of offices connected to e-death notification system	The extent to which e-death notification system piloted and roll-out	Absolute	69	0	1	2	1	4

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		Birth registration offices increased	# of new offices with Birth Registration	Offices/ health Facilities with birth Registration services	Absolute	0	0	2	2	2	6
Strengthen Lawful Migration	10%	Recommendations of the economic summit Implemented	% Progress made on the Implementation of the economic summit	The extent to which the Recommendations of the economic summit is Implemented	Absolute	0	1	1	1	1	4
Strengthen Regulatory Framework	30%	Migration Control Bill submitted to Legislative Drafters	% of work done on the finalisation of Migration Control Bill	The extent to which Migration Control Bill is finalised	Incremental	0	20	50	60	80	80
		Civil Registration and Identification Bill (CRI) Finalised	% of work done	The extent to which CRI Bill finalised	Incremental	0	20	50	60	80	80
		Uniform Matrimonial Property Bill - Regulations drafted and submitted to Legislative Drafters	% of progress made	The extent to which Uniform Matrimonial Property Bill - Regulations finalised	Incremental	0	0	60	80	100	100



	Marriage Bill - Regulations drafted and submitted to Legislative Drafters	% of progress made	The extent to which CRI Bill finalised	Incremental	0	0	60	80	100	100
	Namibia Refugees (Recognition and Control) Act Loophole Identified	% of work done Namibia Refugees (Recognition and Control) Act	The extent to which the Namibia Refugees (Recognition and Control) Act loopholes identified	Incremental	0	50	65	85	100	100
Strengthen rehabilitation and Re-integration programs	Rehabilitation and Reintegration programmes implemented	# of offenders completed rehabilitation programmes	This indicator measures the offenders completed various rehabilitation interventions while in custody	Absolute	5974	5974	160	358	1434	7926
Enhance crime combating efforts	Crime prevention conducted	# of crime prevention actions taken such as operations and planning	Crime prevention operations conducted	Absolute	100	100	100	100	100	400
<b>Total Weight</b>		<b>100%</b>								

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