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 or Government) represented by the President, H.E. Dr. Hage G. Geingob, of Private Bag 13339, State House, Namibia (together with its assignees and successors) on the one part, and the National Planning Commission (hereinafter referred to as NPC) represented by the Minister of Economic Planning and Director General, Hon. Tom K. Alweendo (hereinafter referred to as the Minister/DG) of Private Bag 13356, Windhoek, Namibia (together with its assignees and successors), 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 sex, or political affiliation of the service beneficiary;

WHEREAS The Performance Agreement represents the Minister/DG’s avowed commitment to the realization of national strategic objectives, and signifies the Government’s determination to support the NPC’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 resources needed in line with MTEF to fulfil the NPC’s statutory mandate and attain national strategic objectives, including but not limited to, those set out in Vision 2030, NDP 4, and the SWAPO Election Manifesto.

H.E. the President undertakes to facilitate clearance of obstacles that might be beyond the capacity of the NPC to resolve, and which must be brought to the attention of the President by the Minister/DG. The President further undertakes to:

1. Preside over a two-day quarterly ministerial retreat to receive briefings on achievements of strategic objectives from individual cabinet ministers;
2. Facilitate resolution of structural challenges to performance, brought out at the retreat;
3. Support and facilitate realization of the Minister/DG’s commitments obligations, and strategic intention.

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

In consideration of the Government’s undertakings and assurances, THE SECOND PARTY, the Minister/DG agrees to:
• Provide the required leadership in designing suitable development strategies that will put our socio-economic development on a high and sustainable trajectory
• Ensure stakeholders’ ownership regular interactions with stakeholders to share views on development planning based on a robust communication strategy in order to ensure ownership.
• Coordinate the formulation and review of Government policies affecting the socio-economy to ensure that they are aligned to national priorities
• Put in place a comprehensive and robust framework for planning and review to ensure that all Government programmes and projects are in line with agreed national development plans and priorities
• Ensure monitoring and evaluation of the national development plans through the development of an integrated national monitoring and evaluation system
• Undertake reviews of national development plans
• Provide regular advice and briefings to the President on all matters related to economic planning

Part III: Notes on Strategic Directions

The NPC’s plans and strategies will adequately reflect national development aspirations, and will be anchored on the following priorities:

- Poverty eradication
- Industrialization
- Reduction of income disparities
- Economic growth
- Wealth and employment creation
- National cohesion and inclusivity

In specific terms, the NPC will record measurable achievements in the following areas:
i. Improve understanding of National Development Plans  
ii. Identify prioritized public investment in sectors with higher potential for high and sustainable economic growth, creation of employment and reduction of income inequalities  
iii. Improve the effectiveness of the implementation of government plans and programmes  
iv. Engagement of key stakeholders to ensure buy-in in the execution of development strategies.  
v. Ensure an enabling environment and a high performance culture  
vi. Hold regular engagement with the President on matters of economic development

Part IV: Reporting lines and requirements

I. The PS 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 PS 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 year.  
V. H.E. the President commits to personally preside over the performance evaluation sessions of ministries within two (2) months after the end of the financial year.

Part V

Duration of the Performance Agreement

This PA will run for the six months coinciding with the financial year, from the 1st of April 2016 to the 31st of March 2017.
Part VI

Ratification of the PA

<table>
<thead>
<tr>
<th>OFFICE, MINISTRY OF AGENCY</th>
<th>NATIONAL PLANNING COMMISSION</th>
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</thead>
<tbody>
<tr>
<td>NAME OF OFFICE HOLDER</td>
<td>HONOURABLE Tom K. Alweendo</td>
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<tr>
<td>PERFORMANCE AGREEMENT PERIOD</td>
<td>1ST APRIL 2016 – 31ST MARCH 2017</td>
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FORM 1: Minister's Annual Performance Agreement Matrix (1st April - 31st March of every Financial Year)

<table>
<thead>
<tr>
<th>Objective/ Ministerial Commitment</th>
<th>Weight (distributed across 1% - 100%)</th>
<th>Expected Result</th>
<th>Indicator of Performance</th>
<th>Indicator Definition</th>
<th>Indicator Type</th>
<th>Baseline</th>
<th>Quarterly Targets</th>
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| Annual Target                     |                                       |                 |                          |                      |                 |          |       |       |       |       |

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<thead>
<tr>
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<th>Annual Target</th>
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<tbody>
<tr>
<td>Provide the required leadership in designing suitable development strategies, which will put our socio-economic development on a high and sustainable trajectory</td>
<td>35%</td>
<td>NDP5 Formulated</td>
<td>% of progress toward the completion of NDP 5</td>
<td>This indicator measures progress made towards the finalization of NDP5 as per approved formulation schedule</td>
<td>Incremental</td>
<td>20</td>
<td>30 50 80 100</td>
<td>100</td>
</tr>
<tr>
<td>Ensure effective development budget implementation.</td>
<td>20%</td>
<td>Capital Budget Expenditure review report produced</td>
<td>% of progress made</td>
<td>This indicator measures the progress made towards the completion of capital expenditure review report</td>
<td>Incremental</td>
<td>0</td>
<td>10 60 80 100</td>
<td>100</td>
</tr>
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<td>Monitor the implementation NDP4</td>
<td>20%</td>
<td>Bi- Annual Progress Reports</td>
<td># of Bi- Annual Progress Reports on the implementations of NDP4 outcomes submitted to Cabinet</td>
<td>This indicator measures the number of NDP4 bi-annual reports submitted to Cabinet as per reporting schedule</td>
<td>Absolute</td>
<td>7</td>
<td>1</td>
<td>1</td>
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<tr>
<td>Provide regular advice and briefings on all matters related to economic development planning to the President, Prime Minister and other relevant stakeholders development</td>
<td>10%</td>
<td>the President, Prime Minister and other stakeholders appraised on overall economic performance</td>
<td># of briefing sessions</td>
<td>This indicator measures the number of briefing sessions with all stakeholders</td>
<td>Absolute</td>
<td>0</td>
<td>1</td>
<td>1</td>
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<td>Improved service delivery</td>
<td>15%</td>
<td>Citizen's satisfaction rate</td>
<td>citizen’s satisfaction rate</td>
<td>The indicator measures citizen’s satisfaction on the service rendered by NPC on a scale of 1-5 with 1</td>
<td>Absolute</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
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<td>Q1   Q2   Q3   Q4</td>
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<td>Total Weight</td>
<td>100%</td>
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**Weight (W)**

- The weight is in a linear scale of 1% - 100%, distributed across all objectives.
- The core function objectives will constitute 70% and the cross cutting objectives 30%.
- The percentage is derived through a thorough assessment of the level of importance of the Objectives/ minister's commitments against National Development priorities (HPP, NDP, and MTEF) and Ministry's Strategic & Annual Plans.
- ASSIGN TO ALL OBJECTIVES