PERFORMANCE AGREEMENT

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. Hage G. Geingob, on the one part, and the Ministry of Land Reform (hereafter referred to as the Ministry) represented by the Minister, Hon. Utoni Nujoma, 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’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 4, and the SWAPO Manifesto.

H.E. the President, undertakes to facilitate clearance of obstacles that might be beyond the capacity of the ministry to resolve, and which must be brought to attention of the President by the minister. 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’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 agrees to:

(a) Ensure equitable distribution and access to land for economic empowerment
(b) Ensure sustainable utilization of land resource
(c) Ensure Security of Tenure
(d) Ensure responsive regulatory framework and enabling policy environment for land reform
(e) Ensure Effective Governance and Improved Service Delivery

Part III: Notes on Strategic Directions

The Ministry’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 Ministry will in the short- to medium-term record measurable achievements in the following areas:

- Land acquisition, redistribution, and resettlement;
- Land use planning;
- Valuation, rating, land taxation and estate management;
- National spatial data infrastructure and establishment of datasets;
- Providing an environment that is conducive to efficient performance and high performance culture in the Ministry;
- Review and formulation of land policy

**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 12 months coinciding with the financial year starting 1st April 2016 to 31st March 2017
<table>
<thead>
<tr>
<th>Strategic Objectives / Ministerial Commitments</th>
<th>Weight</th>
<th>Expected Result</th>
<th>Indicator of Performance</th>
<th>Indicator Type</th>
<th>Baseline</th>
<th>Quarterly Targets</th>
<th>Annual Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Ensure equitable distribution and access to land for economic empowerment</td>
<td>30%</td>
<td>Hectares of Land for Resettlement acquired (98,000)</td>
<td>No of hectares acquired (000)</td>
<td>Absolute</td>
<td>183 294</td>
<td>Q1: 24, Q2: 24, Q3: 26, Q4: 24</td>
<td>98</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Previously disadvantaged landless Namibians resettled (63)</td>
<td>No. of previously disadvantaged landless Namibians resettled</td>
<td>Absolute</td>
<td>56</td>
<td>Q1: 15, Q2: 15, Q3: 18, Q4: 15</td>
<td>63</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(302000 Ha) Small scale commercial farming (SCF) units developed</td>
<td>No. of hectares developed on SSCF Units (000)</td>
<td>Absolute</td>
<td>260</td>
<td>Q1: 0, Q2: 218, Q3: 0, Q4: 84</td>
<td>302</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Farm infrastructure rehabilitated/developed</td>
<td>No. of farms infrastructure rehabilitated/developed</td>
<td>Absolute</td>
<td>0</td>
<td>Q1: 0, Q2: 0, Q3: 0, Q4: 124</td>
<td>124</td>
</tr>
<tr>
<td>Strategic Objectives / Ministerial Commitments</td>
<td>Weight (distribute across between 1% - 100%)</td>
<td>Expected Result</td>
<td>Indicator of Performance</td>
<td>Indicator Definition</td>
<td>Indicator Type</td>
<td>Baseline</td>
<td>Quarterly Targets</td>
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<td></td>
<td></td>
<td></td>
<td>% work done towards the preparation for the 2nd National Land Conference</td>
<td>Oversee review of the 1991 National Land Conference recommendations (10%) Consult relevant stakeholders (15%) Present to Minister and PS (40%) Finalise the process (60%)</td>
<td>Incremental</td>
<td>0</td>
<td>10% 15% 40% 60% 60%</td>
</tr>
<tr>
<td>2. Ensure sustainable utilization of land resource</td>
<td>15%</td>
<td>Report on the review of the 1st National Land conference recommendations produced</td>
<td>No. of IRLUPs developed</td>
<td>Absolute</td>
<td>3</td>
<td>0 0 0 2 2</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Integrated Regional Land Use Plans (IRLUP) developed for Otjozondjupa and Omaheke</td>
<td>No. of custom land rights registered</td>
<td>Absolute</td>
<td>20 699</td>
<td>6055 8500 641 741 28375</td>
<td></td>
</tr>
<tr>
<td>3. Ensure Security of Tenure</td>
<td>15%</td>
<td>No. of customary land rights registered</td>
<td>No. of leasehold land rights registered</td>
<td>Absolute</td>
<td>260</td>
<td>41 48 49 57 195</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Final Land Bill submitted to Parliament</td>
<td>% work done on promulgate of Land Act</td>
<td>Incremental</td>
<td>80</td>
<td>85 90 95 100 100</td>
<td></td>
</tr>
<tr>
<td>4. Ensure responsive regulatory framework and enabling policy environment for land reform</td>
<td>15%</td>
<td>No. of leasehold land rights registered</td>
<td>Peruse the document (85%) Send to CCL (90%) Insert the final comment (95%) Submit to Minister for tabling in parliament (100%)</td>
<td>Incremental</td>
<td>80</td>
<td>90 100 0 0 100</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>(90%) Draft Land Tenure Policy &amp; National Land Policy consolidation</td>
<td>% finalization on the consolidated draft policy</td>
<td>Peruse the final draft for amendments (90%) Incorporate the changes and</td>
<td>Incremental</td>
<td>80</td>
<td>90 100 0 0 100</td>
</tr>
<tr>
<td>Strategic Objectives / Ministerial Commitments</td>
<td>Weight (distributed across between 1% - 100%)</td>
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<td></td>
<td></td>
<td>FLTS regulations gazetted</td>
<td>% work done</td>
<td>present to management for approval (100%)</td>
<td>Incremental</td>
<td>90</td>
<td>95</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Expropriation criteria gazetted</td>
<td>% work done toward finalization of the expropriation Criteria</td>
<td>Facilitate the work process (95%) submit the final document to Cabinet (100%)</td>
<td>Incremental</td>
<td>96</td>
<td>98</td>
</tr>
<tr>
<td>5. Ensure Effective Governance and Improved Service Delivery</td>
<td>25%</td>
<td>Public Service Delivery Improved</td>
<td>% progress in implementing public service reforms</td>
<td>Progress achieved in implementing PMS, BPR, Customer Service charters &amp; EDRMS</td>
<td>Incremental</td>
<td>50%</td>
<td>55%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Improved Financial Management</td>
<td># of measures to cut costs implemented</td>
<td>Cut cost on the following expenditures: Overtime and Subsistence and Travelling allowances</td>
<td>Absolute</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Total Weight 100%
Weight (W)

- The weight is in a line 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