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, of Private Bag 13339, State House, Namibia (together with its assignees and successors) on the one part, and the Office of the Prime Minister (hereinafter referred to as OPM) represented by the Minister, Hon. Bishop Zephania Kameeta of Private Bag 13395, 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 sexual orientation, 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 resources needed to fulfil the Ministry’s statutory mandate and attain national strategic objectives, including but not limited to, those set out in Vision 2030, the Medium-Term Plan, the SWAPO Manifesto and the President’s election promises.

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 the 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:
1. Finalize, ensure adoption and commence with the implementation of a national blueprint on poverty eradication and social welfare.
2. Undertake measures to increase coverage for existing social grants;
3. Implement the Blueprint interventions, aimed at ending poverty and ensuring zero hunger in Namibia;
4. Advocate for and secure stakeholders’ support (Coordination of poverty eradication programmes)
5. Ensure that the Ministry institute measures to initiate and harmonize legal and policy framework
6. Secure and manage financial resources
7. Establish appropriate infrastructure
8. Attract, develop and empower staff to ensure enabling environment and a culture of high performance.
9. Ensure that the Ministry implement effective and efficient processes and systems
10. Strengthen and expand existing and newly developed social protection systems.
11. Ensure that necessary measures are taken to pave ways for independent investigation for public office bearers suspected of engaging in corrupt practices.
12. Perform duties assigned by the President diligently and as per the oath taken when appointed to the Ministerial position by His Excellency, President Hage G. Geingob.

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:

- Eradicate poverty
- Abolish hunger
- Advocate for and secure stakeholder support
- Harmonize legal and policy framework
- Implement effective and efficient processes and systems
- Establish appropriate infrastructure
- Secure and Manage Financial Resources
- Attract, develop and empower staff
In specific terms, the Ministry will in the short- to medium-term record measurable achievements in the following areas:

1. Develop and review comprehensive policy on inclusivity, social cohesion and poverty reduction.
2. Reduce poverty incidence from the current 28.7%.
3. Reduce progressively, the GINI coefficient on wealth disparities.
4. Engage stakeholders to facilitate implementation of poverty eradication measures.
5. Support and coordinate poverty reduction initiatives in ministries and external stakeholders.
6. Consolidate fragmented social grants into a more effective coordinated safety net.
7. Seek the support of international institutions and development partners to participate in developing strategies to eradicate poverty.

Part IV

Reporting lines and requirements:

i. Quarterly Progress reports on performance of the ministry will be prepared for submission to, and discussion with, H.E. the President, through the Rt. Hon. Prime Minister.

ii. The PS will be required to submit quarterly performance progress reports to the Minister.

iii. The Minister undertakes to give to the PS, feedback on the quarterly performance report within two weeks after the end of the quarter.

iv. The Minister further undertakes to provide leadership to ensure that annual performance report is prepared and submitted to the independent external evaluators within a month after the end of the year.

v. H. E. the President commits to personally preside over the public release of ranked performance evaluation results 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 twelve months coinciding with the financial year i.e. 1st April 2016 to the 31st March 2017.

Part VI

<table>
<thead>
<tr>
<th>OFFICE, MINISTRY OF AGENCY</th>
<th>MINISTRY OF POVERTY ERADICATION AND SOCIAL WELFARE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NAME OF OFFICE HOLDER</td>
<td>HONOURABLE Bishop Zephania Kameeta</td>
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<tr>
<td>PERFORMANCE AGREEMENT PERIOD</td>
<td>1ST APRIL 2016 – 31ST MARCH 2017</td>
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</tbody>
</table>

**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>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Annual Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>To develop and enhance appropriate legal and</td>
<td>30%</td>
<td>Improved policy and legal environment</td>
<td>% progress in completion of blueprint</td>
<td>Measure of progress in finalisation and adoption of the Blueprint</td>
<td>Incremental</td>
<td>60</td>
<td>90</td>
<td>100</td>
<td></td>
<td></td>
<td>100</td>
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<tr>
<td>Objective/Ministerial Commitment</td>
<td>Weight (distributed across 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>
<td>Annual Target</td>
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<tr>
<td>policy framework.</td>
<td></td>
<td>% Progress made on the feasibility study.</td>
<td>Measure of progress made in feasibility study for consideration of social safety nets</td>
<td>Incremental</td>
<td>0 5 10 50 100</td>
<td>100</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>% Progress made on policy and guidelines development</td>
<td>Measure of progress made on Food Bank policy and guidelines.</td>
<td>Incremental</td>
<td>10 50 100</td>
<td>100</td>
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<tr>
<td>To develop and enhance programs and strategies to end hunger and eradicate poverty</td>
<td>40%</td>
<td>Eligible beneficiaries of social grants registered and paid</td>
<td>% coverage of old age grant</td>
<td>Measure of % of eligible persons paid</td>
<td>Incremental</td>
<td>99.7 99.7 99.72 99.73 99.75</td>
<td>99.75</td>
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<tr>
<td></td>
<td></td>
<td>% coverage of disability grants</td>
<td>Measure of % of eligible persons paid</td>
<td>Incremental</td>
<td>71 71 71.3 71.6 72</td>
<td>72</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Improved food security at household level</td>
<td>Number of piloted Constituencies</td>
<td>Measure of constituencies where Food distribution is started</td>
<td>Incremental</td>
<td>0 1 3 5 5</td>
<td>5</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>Objective/Ministerial Commitment</td>
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<tr>
<td>3. To ensure necessary logistical and infrastructural development necessary to end hunger and eradicate poverty</td>
<td>20%</td>
<td>Planning and development of the Food Bank facility</td>
<td>% progress</td>
<td>measure of progress made in the planning and development of Food Bank</td>
<td>Incremental</td>
<td>10%</td>
<td>15 20 30 50</td>
<td>50</td>
<td></td>
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<tr>
<td>4. Effective governance and improved service delivery</td>
<td>10%</td>
<td>Ensure dissemination of information to citizens</td>
<td>No of interventions</td>
<td>measure of number outreach events and interventions</td>
<td>Absolute</td>
<td>0 0 1 1 1</td>
<td>3</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Ensure effective coordination mechanisms of poverty eradication programs</td>
<td>No of meetings</td>
<td>to measure no. of meetings of Ministers Coordination Committee</td>
<td>Absolute</td>
<td>0 0 0 0 1</td>
<td>1</td>
<td></td>
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<td></td>
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<tr>
<td>Total Weight</td>
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<td></td>
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<td></td>
<td></td>
<td></td>
<td>100%</td>
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</tbody>
</table>
• 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