

Republic of Namibia

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MINISTRY OF LAND REFORM

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PERFORMANCE AGREEMENT 2019/20

**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 Land Reform, (hereinafter 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;

Handwritten signature and initials, possibly 'SMP' and 'ND', with a small '1' written below them.

**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.

His Excellency 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:

- (a) Provide the leadership needed to help ensure equitable distribution and access to land;
- (b) Ensure Security of Tenure;

*(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:

- Hectares of Land for Resettlement acquired;
- Previously disadvantaged landless Namibians resettled;
- beneficiaries Resettled within set timelines;
- Resettled farmers issued with lease agreements.

### **Part IV: Reporting lines and requirements:**

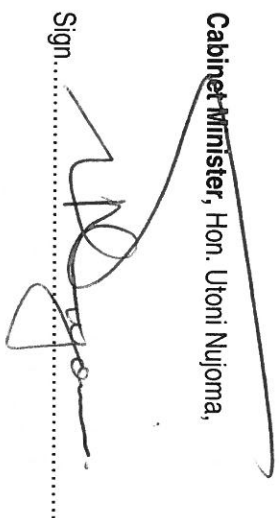
- I. The ED will be required to submit quarterly performance progress reports to the Minister;
- II. Minister will submit Quarterly Progress reports on performance of the ministry for submission to, and discussion with, H.E. the President, through the Rt. Hon. Prime Minister;
- III. The Minister undertakes 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;
- V. H.E. the President commits to personally preside over the performance evaluation sessions of Ministers 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 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020

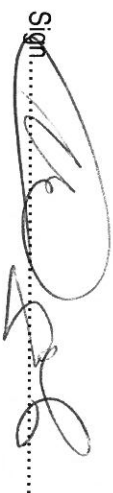
**Part VI: Ratification of the PA Signed:**

**Cabinet Minister, Hon. Uttoni Nujoma,**

Sign.....

Date.....25/06/2019

**President, H.E. Dr. Hage G. Geingob**

Sign.....

Date.....25-06-19

**Witness**

**Right Hon. Prime Minister, Dr. Saara Kuugongelwa - Amadhila**

Sign.....

Date.....21.06.19

**ANNEXURE A: PERFORMANCE MATRIX FOR MINISTERS:**

<b>OFFICE, MINISTRY OF AGENCY</b>	<b>MINISTRY OF LAND REFORM</b>
<b>NAME OF OFFICE HOLDER</b>	<b>HON. UTONI D. NUJOMA</b>
<b>PERFORMANCE AGREEMENT PERIOD</b>	<b>1ST APRIL 2019 – 31ST MARCH 2020</b>
<b>FORM 1: Minister's Performance Agreement Matrix (1st April - 31st March of every Financial Year)</b>	

Strategic Objectives	Weight (distributed across between 1% - 100%)	Expected Result	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets				Annual Target
							Q1	Q2	Q3	Q4	
1. Ensure equitable distribution and access to land	80%	Hectares of Land for Resettlement acquired	No of hectares acquired	Hectares of commercial farm land acquired/bought by GRN for resettling previously disadvantaged landless resettlement	Absolute	3231064.5	10937	10937	10937	4689	37500
				Hectares of commercial farms acquired by GRN for Aminius to relief pressure for land on the Aminius communal area	Absolute			10000			10000
				Hectares of commercial farms acquired by GRN for the resettlement of Batswana of Namibian Descent	Absolute				10000		10000
				Previously disadvantaged landless Namibians	Absolute	13	10	6	5	5	26





Strategic Objectives	Weight (distributed across between 1% - 100%)	Expected Result	Indicator of Performance	Indicator Definition	Indicator Type	Baseline	Quarterly Targets					Annual Target
		resettled	resettled				Q1	Q2	Q3	Q4		
		Beneficiaries Resettled within set timelines	% of resettled beneficiaries resettled within set timelines	People allocated within stipulated time from the recommendations received by the Minister. (allocated within the 152 days' timeline from date of advertisement)	Absolute[-]		100	100	100	100		100
2. Ensure Security of Tenure	20%	Resettled farmers issued with lease agreements	No. of resettled farmers issued with lease agreements	Resettled farmers vs new resettled farmers issued with agreements	Absolute	85	12	12	12	12		48
Total Weight	100%											