

Annexure 1; National Monitoring and Evaluation Policy for Namibia Implementation Action Plan\_02 March 2023

Policy Objective 1: To embed M&E into governance processes (planning, programme formulation, budgeting, policy and decision making) in O/M/As, RCs and LAs.															
Strategy	Activity	Output	Key indicator	Baseline	Timelines and targets per year					Budget (NAD '000)					Responsible entity
					2023/24	2024/25	2025/26	2026/27	2027/28	2023/24	2024/25	2025/26	2026/27	2027/28	
Raise awareness on the need to integrate M&E into planning, policymaking, budgeting, and decision-making processes to add real value in governance processes.	Conduct workshops with the O/M/As, RCs and LAs about the important links between planning, programme formulation, budgeting, policy and decision making, monitoring and evaluation.	Workshops on integrating and linking M&E into other governance processes conducted	# of workshops focusing on integrating and linking M&E governance processes in a specific period.	0	-	1	2	3	-						NPC, MURD
	Conduct training with O/M/As, RCs and LAs on the strengthening the relationship between planning, programme formulation, budgeting, policy and decision making, monitoring and evaluation.	Training on strengthening the relationship between planning, programme formulation, budgeting, policy and decision making, monitoring and evaluation conducted	# of trainings focusing on strengthening the relationship between planning, programme formulation, budgeting, policy and decision making, monitoring and evaluation.	0	-	1	2	3	-						NPC, OPM, MURD
	Develop a guideline useful for embedding monitoring and evaluation with planning, programme formulation, budgeting, policy and decision-making processes.	Guideline on embedding monitoring and evaluation with planning, programme formulation, budgeting, policy and decision-making processes developed	A guideline focusing on embedding monitoring and evaluation with planning, programme formulation, budgeting, policy and decision-making processes.	0	-	1	-	-	-						NPC, OPM, MURD
	Monitor and evaluate O/M/As, RCs and LAs who have embedded monitoring and evaluation into planning, programme formulation,	Monitoring and evaluation of O/M/As, RCs and LAs who embedded monitoring and evaluation into planning, programme formulation, budgeting, policy and decision making.	# of O/M/As, RCs and LAs who report to have embedded monitoring and evaluation into their planning, programme formulation, budgeting, policy and decision making in a specific period	0	-	5	10	15	20						NPC, O/M/As, RCs, LAs

Annexure 1; National Monitoring and Evaluation Policy for Namibia Implementation Action Plan\_02 March 2023

	budgeting, policy and decision making.															
<b>Policy Objective 2: To expand the coverage of interventions (policy, plans, strategies, programmes and projects) that are subjected to rigorous evaluations in government and non-government institutions.</b>																
Strategy	Activity	Output	Key indicator	Baseline	Timelines and targets per year					Budget (NAD '000)					Actors/responsible entity	
					2023/24	2024/5	2025/26	2026/27	2027/8	2023/24	2024/5	2025/26	2026/27	2027/8		
Develop evaluation infrastructure that facilitate or influence the expansion of planning and undertaking evaluations in government and non-government institutions.	Co-create National Evaluation Plan with O/M/As, RCs and LAs for undertaking evaluations regularly in government and non-government institutions.	National Evaluation Plan developed	National Evaluation Plans aligned to the NDP and Vision of the country	0	-	1	-	-	-						NPC, OPM, MoFPE, O/M/As, RCs, and LAs	
		Number of evaluations planned	# of evaluations planned for and undertaken during a specific period.	0	-	2	4	6	8							NPC, OPM, MoFPE, O/M/As, RCs, and LAs and non-government institutions
	Developing O/M/As, RCs and LAs Evaluation Plans.	O/M/As, RCs, and LAs Evaluation Plans developed	# of Evaluation Plans developed by each respective O/M/As, RCs and LAs.	0	-	4	6	8	10							NPC, OPM, O/M/As, RCs, LAs
			# of evaluations planned by each O/M/As, RCs and LAs and undertaken during a specific period.	0	-	2	4	6	8							NPC, OPM, O/M/As, RCs, LAs
	Conduct advocacy event(s) and activities focusing on the importance of planning and undertaking evaluations in government and non-government institutions. <sup>1</sup>	Advocacy event(s) and activities focusing on planning and undertaking evaluations conducted	# of policy briefs focusing on undertaking evaluations in government and non-governments institutions produced in a specific period.	0	-	1	2	3	4							OPM, NPC, O/M/As, RCs, LAs, Non-government institutions
			# of policy position papers focusing on undertaking evaluations in government and non-government institutions in a specific period	0	-	1	2	3	4							OPM, NPC, O/M/As, RCs, LAs, Non-government institutions
			# of policies developed because of the use of monitoring and evaluation evidence across government during a specific period	0	-	1	3	6	9							OPM, NPC, O/M/As, RCs, LAs, Non-government institutions
			# of decisions influenced by the use of monitoring and evaluation evidence													OPM, NPC, O/M/As, RCs, LAs

<sup>1</sup> The advocacy events and activities could be in different forms which include policy briefs, position papers etc.

**Annexure 1; National Monitoring and Evaluation Policy for Namibia Implementation Action Plan\_02 March 2023**

			across government during a specific period												
Define the roles and responsibilities of the public and non-public sector actors in the monitoring and evaluation of public policies and programmes.	Establish dedicated M&E Units in O/M/As, RCs and LAs.	M&E Units across O/M/As, RCs and LAs established	# of M&E Units established during a specific period	5	-	6	7	8	9						OPM, NPC, MoFPE, O/M/As, RCs, LAs, MURD
	Define roles and responsibilities of government and non-government institutions in monitoring and evaluation ecosystem	Organogram and Job Descriptions developed for M&E units in O/M/As, RCs, and LAs	% of M&E dedicated personnel in each O/M/As, RCs, and LAs	-	-	20	40	60	80						OPM, NPC, MoFPE, O/M/As, RCs, LAs, MURD
	Conduct an awareness raising workshop(s) and dissemination of the policy to government and non-government institutions	Awareness raising workshop(s) conducted.	# of O/M/As, RCs, and LAs with organograms and job descriptions for M&E unit personnel	5	-	6	7	8	9						NPC, O/M/As, RCs, LAs, Non-government institutions
Leverage on the expertise that non-government institutions have in commissioning, managing, or undertaking evaluations.	Provide technical assistance to government institutions in commissioning, managing, or undertaking evaluations	O/M/As, RCs and LAs received technical assistance in commissioning, managing, or undertaking evaluations	# of O/M/As, RCs and LAs who received technical assistance in form of how to commission, manage, or undertaking of actual evaluation in a specific period.	0	-	5	10	15	20						Non-governmental institutions, NPC, O/M/As, RCs and LAs

**Policy Objective 3: To strengthen and / or build the skills and knowledge of government and non-government officials tasked with M&E roles and responsibilities.**

Strategy	Activity	Output	Key indicator	Baseline	Timelines and targets per year					Budget (NAD '000)					Actors/responsible entity
					2023/24	2024/5	2025/26	2026/27	2027/8	2023/24	2024/5	2025/26	2026/27	2027/8	
Establish a National M&E capacity-strengthening plan and strategy, identifying the key competencies requiring strengthening and/ or building for M&E personnel in government and non-government institutions to perform their day-to-day duties.	Conduct an individual monitoring and evaluation competency assessment across O/M/As, RCs and LAs.	Individual monitoring and evaluation competency assessment report	# of assessment report(s)	0	-	1	-	-	-						NPC, OPM, MoFPE, O/M/As, RCs, and LAs
	Develop a National Monitoring and Evaluation Capacity Strengthening Strategy and Plan	National Monitoring and Evaluation Capacity Strengthening Strategy and Plan developed	Capacity Strengthening Strategy and Plan approved	0	-	-	1	-	-						NPC, OPM, O/M/As, MoFPE, RCs, and LAs, and non-government institutions

Annexure 1; National Monitoring and Evaluation Policy for Namibia Implementation Action Plan\_02 March 2023

	Conduct monitoring and evaluation training based on the gaps and opportunities of the individual competency assessment.	5 day Monitoring and Evaluation training conducted	# of different trainings conducted during a specific period	0	-	1	2	3	4							NPC, O/M/As, RCs, and LAs
			# of trained officials under different training (s)	0	-	25	30	35	40							NPC, O/M/As, RCs, and LAs
			# of tracer studies identifying gained skills and knowledge and further areas of strengthening.	0	-	1	2	3	4							NPC, O/M/As, RCs, and LAs
	Develop a post-graduate diploma in monitoring and evaluation course with an identified higher education institution	Post-graduate diploma in monitoring and evaluation	# of students trained under post-graduate diploma in monitoring and evaluation	0	-	30	35	40	45							NPC, OPM, O/M/As, RCs, LAs, High Education Institution

**Policy Objective 4: To strengthen performance-based budgeting across all O/M/As, RCs and LAs**

Strategy	Activity	Output	Key indicator	Baseline	Timelines and targets per year					Budget (NAD '000)					Actors/responsible entity	
					2023/24	2024/5	2025/26	2026/27	2027/8	2023/24	2024/5	2025/26	2026/27	2027/8		
Support integration of performance-based budgeting in planning and reporting cycles across the O/M/As, RCs and LAs	Align NDPs, budgets, and reporting cycles	Strategic alignment between NDPs, budgets and reporting cycles	% of O/M/As, RCs and LAs who report to have strategically aligned NDPs, budgets and reporting cycles	0	-	40	60	80	100							NPC, OPM, MoFPE, O/M/As, RCs, and LAs
	Adopt technical tools to support performance-based budgeting	Tools for supporting performance-based budgeting adopted	# of O/M/As, RCs and LAs personnel who report to have used the adopted tools.	0	-	1	2	3	4							NPC, O/M/As, RCs, and LAs
	Promoting the use of tools to support capacity building and improve quality of performance data	Technical assistance offered to O/M/As, RCs and LAs	# of O/M/As, RCs and LAs who have received technical assistance	0	-	40	60	80	100							NPC, O/M/As, RCs, and LAs, MURD