

PRESS STATEMENT



1.0 INTRODUCTION

- 1.1 On 16th November 2020, His Excellency President Emmerson Dambudzo Mnangagwa launched the NDS1 2021-2025 Strategy document in pursuit of the collective aspirations and determination of the people of Zimbabwe to achieve an Empowered and Prosperous Upper Middle-Income Society by 2030. Zimbabwe has embarked on a new transformative agenda which will deliver broad based creation of new wealth and expanding horizons of economic opportunities for all Zimbabweans, with no one left behind. On that exciting journey, the Public Service Commission realizes that blueprints and transformative agendas are given traction by human beings, by people in positions tasked with responsibilities. The realisation is that these people have to be adequately trained since Human Capital Development and Innovation are the engines which will drive the NDS1 and the country's progress towards Vision 2030. Human Capital Development and Innovation will create the right conditions for a knowledge driven economy for sustained growth, industrialisation and modernisation of the country.
- 1.2 It is in this regard that the established Public Service Academy, made up of the revitalised 13 Public Service Training Institutes will play a pivotal role in capacitating our Human Capital in the Public Service.

2.0 BACKGROUND

- 2.2 In launching the PSC Strategic Plan [2018-2020], His Excellency, President Emmerson Dambudzo Mnangagwa spurred the Commission to impart new sets of skills, competencies, ethos and culture that are relevant to the new economic growth and development thrust anchored in the then national Transitional and Stabilisation Programme 2018-2020. On 5 May 2020 Cabinet approved the principles for the establishment of the Public Service Academy and since then the Public Service Commission has initiated the process through research and study tours to draw lessons from other countries and jurisdictions on the role and efficacy of public service academies. This was over and above consulting public service training experts, meeting Heads of Ministries and other stakeholders to get their views on the establishment of the Public Service Academy.
- 2.3 During the Transitional Stabilisation Program (TSP) of 2019-2020, the Public Service Commission developed a Strategic Plan whose main purpose was making the Public Service Commission fit-for-purpose and facilitating the establishment and management of a devolved system of public administration that effectively leads and propels Zimbabwe to greater heights of sustainable and inclusive social and economic growth and prosperity for all citizens of Zimbabwe. With the ultimate vision of; **creating an empowered Public Service leading and propelling sustainable and inclusive socio-economic growth and prosperity for all citizens of Zimbabwe**, the Commission set up strategic pillars through which the Strategic plan would be implemented:
 1. Organisation design and management;
 2. Remuneration [pay and benefit] reform;
 3. Talent management;
 4. **Capacity development - skills development and management;**
 5. Improved risk management and governance;
 6. Stakeholder advocacy, communication and culture change.
- 2.4 In pursuit of realising Pillar Number 4, the PSC set up the **Zimbabwe Public Service Academy**, a mould for national civil servant cultivation, with the ultimate responsibility of churning out a mentally and skilled fit-for-purpose cadre for the Zimbabwe Public Service. The Academy is mandated to inculcate a culture of high performance, high ethics, patriotism, servant leadership, accountability, responsiveness, and market facing in newly recruited and promoted Civil Servants.

3.0 WHY THE ESTABLISHMENT OF A PUBLIC SERVICE ACADEMY

- 3.1 The general perception of national stakeholders is that the current public service training programmes in Zimbabwe are too general, fragmented and not geared to meeting the challenges facing Government. In addition, the courses are delinked to career progression and unstandardized and disconnected;

- 3.2 Some existing generalized courses such as General Induction and Managerial Skills Development Programme are not sector specific and do not address performance gaps in the public service;
- 3.3 There are no specific public service training modules that promote continuous learning to keep developing members' skills and knowledge to meet the demands of the new dispensation;
- 3.4 The bulk of the members in the civil service have never been trained in any capacity building programme because the courses are not mandatory and not specifically designed for the civil service. There are also serious budgetary constraints to support training in the public service;
- 3.5 The Public Service Training Institutes currently have no platform for policy makers to meet and discuss policy implementation strategies for the benefit and interest of the Government (Symposiums);
- 3.6 Most training programmes are not linked to the Public Service Performance Management System and career progression and training is provided by institutions whose mandate is not primarily for the training of civil servants and consequently some courses are irrelevant and not specific to the needs of Government. Current developments world-wide show that Governments are creating civil service training colleges to address the specific needs of government;
- 3.7 Some training institutes do not use appropriate ICT instruments hence training is yet to be digitalized, including the need to set up an e-learning platform to meet the demands of the 21st century;
- 3.8 Training is usually more theoretical than practical in that the new development focus requires movement towards focus on the National Development policies (e.g TSP and NDS1), Vision 2030 and programme-based development approaches and operational planning. Public service training is not directly linked to the development nexus of the country such as achieving the national Budget objectives, TSP, NDS1 and the specific requirements of the Vision 2030;
- 3.9 The stakeholder consultations and the study tours to other countries identified the need to reform our public service training approaches and create a new public service training architecture that will respond to the emerging training needs of public servants.

4.0 OBJECTIVES OF THE PUBLIC SERVICE ACADEMY

The establishment of the Public Service Academy under the Public Service Commission will therefore inculcate a new training architecture focusing on providing in-service training, consultancies and research programmes for the development of officers in the public service to promote efficiency and effectiveness of the public service.

The objectives and functions of the Public Service Academy will be as follows:

- 4.1 To provide in-service training for the development of officers in the public service.
- 4.2 To equip officers in the public service with the appropriate values, orientation, work ethics, skills and public service management tools.
- 4.3 To transform extant public service training institutions into an integrated Public Service Academy that spearheads human capital development in pursuit of sustainable and inclusive national development.
- 4.4 To promote continuous learning amongst officers in the public service.
- 4.5 To provide consultancy services to promote organisational excellence in the public service.
- 4.6 To provide capacity building programmes that are well coordinated and address performance gaps in the public service and enhance the achievement of the national vision 2030 and prioritized targets.
- 4.7 To represent the Government of Zimbabwe regionally and internationally on matters related to or connected with the development of officers in the public service and organisational excellence.
- 4.8 To engage in public policy research relevant to the development of officers in the public service to improve performance in Government.
- 4.9 To carry out such other functions as directed by the Public Service Commission.

5.0 BENEFITS EXPECTED FROM THE ESTABLISHMENT OF THE PUBLIC SERVICE ACADEMY

The following are the benefits expected from the establishment of the Public Service Academy.

- 5.1 The courses at the Public Service Academy will be linked to the Constitutional role of the Public Service Commission of creating an efficient and effective civil service. Accordingly, the Public Service Academy will offer relevant and practical courses for the improvement of the civil service.
- 5.2 The courses at the new Public Service Academy will be linked also to the National Development Plans thus contribute to the achievement of NDS1 and Vision 2030 and the mantra "Zimbabwe is open for Business".
- 5.3 The introduction of the Public Service Academy will promote vertical integration in public service training with the 13 public service training centres and will include devolution training to grow the GDPs of Provinces.
- 5.4 The Public Service Academy will run training programmes/workshops/conferences that will improve the policy discourse by bringing together top policy makers and the policy implementers including Diplomats, Commissioners, Ministers, Members of Parliament to deliberate on how to make policies effective and promote good governance. The Public Service Academy will organize well focused impact research and consultancy programmes that will influence public policy its formulation, implementation and evaluation.
- 5.5 The Academy is expected to make a significant visible contribution to solving performance problems in the public service as it will offer courses/consultancies/researches relevant and specific to the needs of the public service. The public service will be the market niche of the new Public Service Academy.
- 5.7 The Academy will be used to evaluate the performance of members in the Public Service and thus link performance to individual contribution to the overall national interest of Government.
- 5.8 The Public Service Academy will run compulsory induction courses linked to promotion and advancement of public servants and thus leading to high performance.
- 5.9 The Academy will focus on value for money as courses that do not add value will be discarded in all public service training centres in favour of specific, well focused, relevant and Government approved courses.

6.0 WAY FORWARD

- 6.1 The institutional framework is currently being expedited to ensure that the legislative and administrative systems are put in place.
- 6.2 Whilst the institutional framework of establishing the Public Service Academy is being worked on, the Public Service Commission has started the ball rolling by identifying key priority programmes and module development processes are in progress.
- 6.3 The Commission will continuously engage relevant stakeholders in order to come up with a product that will transform the training architecture in the Public Service ensuring that Civil Servants are better equipped with the necessary attributes which include skills, ethics, values and culture to deliver services thereby meeting the expectations of the National Development Plans and Vision 2030.



Zimbabwe Public Service Commission



PUBLIC SERVICE COMMISSION ZIMBABWE



Public Service Commission - Zimbabwe



Download the PSC-ZIM App



263-242-793936

263-242-700882

263-242-700884



Public Service Commission-ZIM



263-788584848



recruitment@psc.gov.zw

feedback@psc.gov.zw