

Formulation of a comprehensive equitable, fair, transparent and holistic remuneration framework for the Uniformed Services and other Commissions

- Harmonization and standardization of conditions of service for all personnel of the Uniformed Services.
- Ensure that Treasury concurrence is secured for all reviewed structures of the Independent Commissions in order to work within allocated budget.
- National wage bill management for the Uniformed Services and other Commissions.
- Championing service wide culture change across the Uniformed Services.
- Development of an advocacy and communication program that creates cohesion across the Security departments and other Commissions.
- Driving the Uniformed Services reforms through tripartite level.
- Aligning the Uniformed Services statutes with the Constitution.
- Providing secretarial services to the Uniformed Services Commissions.
- Coordinating the amendment or formulation of legislation relevant to the Uniformed Services.
- Providing protocol services to the Chairperson, Secretary and Commissioners during state functions.
- Ensuring the Uniformed Services comply with relevant laws and regulations.
- Carrying out periodic Inspections of programs and projects being undertaken by the Uniformed Services in respective regions.
- Reviewing establishments of the Uniformed Services and carrying out periodic staff audits in the ZRP and ZPCS to ascertain the Forces/public ratio so as to recommend improvements to existing conditions of service.



PSC Head Office. Address:
6th Social Security Centre, Cnr 2nd and Sam Nujoma,
Harare.
Tel: +263 242 700881 / 242 791457
Email: feedback@psc.gov.zw
www.psc.gov.zw



**UNIFORMED SERVICES
AND COMMISSIONS**



Vision

Towards a modernized, high capacity, efficient and effective Uniformed Services and other Commissions.



Mission

To facilitate good administration of the Uniformed Services and other Commissions to efficiently and effectively carry out its functions to the satisfaction of the Uniformed Services and the

Public it serves in accordance with national values and the Constitution of Zimbabwe.

Introduction

The Uniformed Services and Commissions Agency is made up of two distinct units one responsible for the Defence Forces Service Commission, Police Service Commission, Prisons and Correctional Service Commission and the other unit responsible for other Commissions including Independent Commissions mentioned in Section 232 of the Constitution of Zimbabwe. The functions of the Commissions are clearly spelt out in the Constitution and the relevant Acts.



Goals

To nurture confidence and accountability through transparent administration in order to come up with satisfied and motivated members of the uniformed services and other Commissions.

To ensure maintenance of an effective and efficient human resources management system in the Zimbabwe Uniformed Services and other Commissions.

To ensure observance of laid down rules and procedures affecting the human resources management of the Uniformed Services and other Commissions.



Functions:

The Functions of the Commissions are stipulated in the Constitution of Zimbabwe and relevant Acts. They are also created in line with the new national economic thrust that of attaining an upper middle income economy by 2030.

Ensuring the continuous alignment of the Commissions to national goals and priorities designed to uphold programmatic approaches to develop lean and efficient and cost effective practices.

- Developing human resource policies and programs that transform the Uniformed Services and Commissions into entrepreneurial, strategic public assets that promote viable partnerships with the private sector.
- Facilitate the design of appropriate functional structures for Independent Commissions as guided by their Constitutional mandate.
- Developing strategic solutions to employment related issues to assist the Uniformed Services in meeting their expected levels of performance, delivery and productivity.
- Rationalization of Conditions of service for other Commissions in line with the resource envelop provided and coordination of the production of key scales for Independent Commissions