



PRESS STATEMENT

6 January, 2023

Government to Reactivate Advancement of Public Servants

The Public Service Commission wishes to announce the reactivation of the placement of all civil servants in their respective grades in line with their years of service, performance and qualifications, and in terms of *The Principal Appointment, Performance, Advancement, Regrading, Transfer, Promotion and Training Procedures in the Public Service of 2018*. [The Principal Procedures]. According to The Principal Procedures, advancement is the vertical movement of employees within their grades after a given number of years of service, the demonstration of satisfactory performance and/or acquisition of specified or relevant qualifications.

The abandonment of advancement procedures for civil servants in 2012, resulted in the “bunching” of the salaries of employees across all grades. This in turn occasioned significant labour disquiet among Government workers, worker representatives and Government. Following engagements in the context of the National Joint Negotiating Council, Government resolved to reactivate the advancement of all civil servants in terms of the applicable advancement procedures. Accordingly, the Public Service Commission embarked on and finalised the placement of all civil servants in their respective grades by the end of December 2022. All civil servants will therefore be paid the salaries that reflect their advancement and placement within their grades with effect from January 2023.

In pursuit of the foregoing, all the Heads of Line Ministries are implored to submit all relevant higher qualifications obtained by civil servants under their ministries and departments to the Public Service Commission to facilitate the completion of the advancement exercise by 31st March 2023.

Furthermore, Treasury has set and released all the pay dates for all civil servants for January to December 2023. These pay dates cover all categories of Government workers that include the Civil Service; the Uniformed Forces; Health Workers; Independent Commissions; Grant Aided State Institutions; as well as the payment of Pensions to retirees.

Government remains committed to ensuring the well-being of all civil servants.

Dr Tsitsi R. Choruma

Secretary, Service Commissions



Zimbabwe Public Service Commission



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