



PRESS STATEMENT

25 May 2023

Payment of Retention Allowance Under the Skills Attraction, Retention and Development Fund for 2023

The Public Service Commission is pleased to announce the implementation of the first phase of the payment of retention allowances to Government workers with critical and scarce skills under the Skills Attraction, Retention and Development Fund (SARDF) with effect from May 2023.

The Public Service Commission is paying retention allowances to members occupying the critical manpower shortage areas for grades from Deputy Director and below as identified by the Commission.

The Commission identified 11 job categories for its first batch of critical skills to be paid retention allowances. These are as follows:-

1. Engineers;
2. Information Communication Technology Specialists;
3. Mining Surveyors;
4. Forensic Scientists;
5. Architects;
6. Veterinary Officers;
7. Quantity Surveyors;

8. Social Development Officers;
9. Psychologists;
10. Metallurgists; and
11. Legal Drafters.

The identification of jobs was based on the high level of attrition in these categories and also the difficulty in filling the posts once a vacancy arises.

The retention allowance for the job categories has been benchmarked using the salary levels obtaining on the market as observed from different salary surveys both locally and regionally. As additional resources become available, more jobs will be added to the list, and the retention allowance improved.

Government is committed to ensuring critical skills are attracted, developed and retained.

Dr Tsitsi R. Choruma
Secretary, Service Commissions



Zimbabwe Public Service Commission



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