



Zimbabwe

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Chief Editor*

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His Excellency, President Dr. E. D. Mnangagwa and Senior Government Officials at ZRP Passout Parade held at Mkushi Police Academy on the 27th of February 2025

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The Secretary to Service Commissions, Mrs S. Zembe attending the sixty-ninth session of the Commission on the Status of Women at the United Nations Headquarters in New York. Discussions were centred on enhancing gender mainstreaming. She said that the PSC has put in place robust legal and governance frameworks, as well as supportive structures for gender mainstreaming.

Chairman's Column: Reflecting on Our Journey Towards 2025



Dr. Vincent Hungwe
Chairman

Public Service Commission,
Defence Forces Service Commission,
Police Service Commission
Prisons and Correctional Service Commission

Dear Readers,

As we step into 2025, it is with pride and gratitude that I also reflect on the transformative journey we embarked on in 2024. Our collective efforts led to remarkable achievements across various critical areas, driving enhancements in efficiency, productivity, and performance within the Public Service Commission (PSC).

Our commitment to forging strong, synergistic relationships with local tertiary institutions focused on human capital development has laid a solid foundation for the future. We have also reached beyond our borders, collaborating with the SADC Public Service Commissions. This initiative resonates deeply with the objectives outlined in the National Development Strategy (NDS 1), where engagement and re-engagement are highlighted as fundamental pillars.

Decentralising operations has empowered our provincial teams to make informed decisions that cultivate economic growth and community resilience. Our targeted recruitment drives have attracted top-tier talent, bolstering our human capital and positioning the PSC for continued success.

Moreover, we've expanded our non-monetary benefits program to include comprehensive wellness initiatives, flexible work arrangements, and professional development opportunities tailored to meet the evolving needs of our employees.

I am particularly proud of the initiatives led by the Public Service Academy (PSA). Our training programs are meticulously designed to equip employees with essential skills, ensuring they are not only fit-for-purpose but ready to serve effectively in the public domain. Embracing ICT has streamlined operations, thereby facilitating ease of doing business that is critical in today's fast-paced environment.

Additionally, our ongoing job evaluation exercise is establishing a fair and transparent grading system that recognises the value and contributions of every employee. This initiative ensures that we continue to reward excellence and commitment within our ranks.

Looking ahead, we have crafted a comprehensive strategic plan that outlines our vision and objectives for completing the first phase of NDS 1 and transitioning smoothly into the second phase of Vision 2030, which is set to commence in 2026. The PSC is poised to play a leading role in accelerating socio-economic transformation, fostering a culture of innovation, accountability, and shared responsibility.

In closing, I want to extend my heartfelt gratitude to our dedicated employees, partners, and stakeholders. Your tireless efforts and unwavering support have been instrumental in our progress. As we navigate the exciting opportunities that 2025 holds, let us continue to build on our achievements, drive innovation, and deliver exceptional results for the communities we serve.

With Appreciation,

Dr. Vincent Hungwe
Chairman, Service Commissions

ZRP PASS OUT PARADE AT MKUSHI POLICE ACADEMY



His Excellency, President Dr. E. D. Mnangagwa at the ZRP Passout Parade held at Mkushi Police Academy, in Harare.

The President Dr E.D. Mnangagwa presided over the 2025 Zimbabwe Republic Police (ZRP) Pass-out parade for 907 graduating police officers from intake 01 and 02 of 2021 at Mkushi Police Academy (former Morris Depot) on the 27th of February 2025. Graduating members comprised of 283 females and 624 males drawn from all the ten provinces in the country in line with devolution and decentralisation program to ensure inclusivity in the workforce. The President stressed that both men and women should continuously be accommodated in Public Institutions.

In his speech, the President urged the graduates to uphold patriotism and discipline as custodians of peace, security and stability in Zimbabwe. He said, “Graduates are called upon to serve the motherland with honor, dignity and distinction. Patriotism and deeply rooted sense of Nationalism should be embraced by police officers who remain custodians of peace, security and stability of our motherland Zimbabwe”

The ZRP has undergone a transformative paradigm shift, therefore, higher levels of knowledge and broader skills have become a requirement to join the police so as to produce competent and professional police officers who are well equipped in critical thinking and problem solving skills pertinent for a modernised police force. He further emphasised on adequate human capital development for ZRP to fulfil its constitutional mandate and to achieve that government would ensure that ZRP is fully equipped with adequate tools of the trade.



His Excellency, President Dr. E. D. Mnangagwa congratulating one of the graduands at the ZRP Passout Parade held at Mkushi Police Academy.

ZRP was commended for constant participation in regional and global peace through the United Nations which is an indication of the good standing of professional force that upholds best practices in policing.

Amongst the delegates present at the graduation was the Vice President Comrade K. C. D. Mohadi, Minister of Defence and ZANU-PF Chairman Comrade O.C.Z. Muchinguri Kashiri, Minister of State for Harare Metropolitan Province Mr C.Z. Tavengwa, Minister of Home Affairs and Cultural Heritage Hon K. Kazembe, Chairman to Service Commissions Dr V. Hungwe represented by the General Manager Uniformed Services Mr A. Magomo, Commissioner General for Police Commissioner S. Mutamba and other Senior Government Officials.



Zimbabwe Republic Police Passout Parade held at Mkushi Police Academy.

STREAMLINING GOVERNMENT OPERATIONS: JOB EVALUATION TAKES A CENTRE



In a bid to enhance efficiency and effectiveness by eliminating unnecessary redundancies, the Government has embarked on the implementation of a comprehensive Job Evaluation exercise across all Government Ministries and Departments.

The exercise, which was subsequently reviewed and endorsed by the Cabinet, is anchored on removing job duplication and redundancy, ultimately leading to a more streamlined and effective public service.

During her meeting with PSC Secretariat staff, the Secretary to Service Commissions, Mrs Sibusisiwe Zembe, revealed that the job evaluation exercise was a thorough and meticulous process that involved a detailed analysis of each job description, responsibilities, and requirements. The Public Service Commission worked closely with various stakeholders to ensure that the exercise was fair, transparent, and comprehensive. The outcome of the exercise has been the identification of areas where job duplication and redundancy can be eliminated, resulting in a more efficient and effective use of resources.

She further encouraged the Secretariat staff to embrace change and uphold the values that underpin the Commission's ethos as she emphasised the imperative for the Secretariat to embody the pillars of professionalism and servant leadership. This underscored that the values are the sine qua non for achieving the Commission's lofty goals. The Secretariat was exhorted on the importance of synergy and collaboration, as it was urged to coalesce around a shared vision and work in tandem to drive the Commission's agenda forward.

Invoking the principles of teamwork, accountability, and excellence sets the tone for a renewed commitment to the Commission's values, heralding a new era of purpose-driven leadership and collective endeavor.

The implementation of the job evaluation exercise is expected to have far-reaching benefits for the Government and the public at large. By removing unnecessary redundancies, the Government will be able to redirect resources to areas where they are needed most, leading to improved service delivery and better outcomes for citizens.

The exercise will help to promote a culture of accountability and transparency within the public service, as employees will be held to higher standards of performance and productivity. It is going to be a critical tool for ensuring that the Government operates efficiently and effectively, and that resources are being utilized in the best possible way.

The job evaluation process has culminated into structural changes in the Commission with 2 Department placed in the Chairman's Office, while in the Secretary's Office there is Procurement Management Unit, Internal Audit, Uniformed Services, Legal Services and Corporate Affairs, Performance Audit and Inspectorate, and the recalibration of the 5 Agencies which includes, Support Services, ICT Digitalisation and Modernisation, Human Capital Development and Management, Pay and Benefits Development and Management, and Strategic Planning and Programme.



PSC Embrace Digital Future: Unravels E-Payslip System



In a bold move to revolutionise payroll and pension administration, the Public Service Commission (PSC) has recently embarked on the implementation of the Integrated Modern Payroll and Pension Administration System (IMPPS) to automate and modernise its systems.

The ambitious modernisation project, is set to transform the way the Commission works, making it more efficient, productive, and employee friendly as well as improving on service delivery, where we serve the public better through this system both at SSB and Pensions.

The milestone achievement was unveiled by the Chairman to Service Commissions, Dr V Hungwe, who highlighted that as the sun rises on a new era, the Commission was throwing in the dustbin of history the cumbersome, paper based systems of the past to a digital payroll and pensions system. He further revealed that the IMPPS project is a beacon of hope for a brighter, more streamlined future with the pilot of the e-payslip having been launched on January 30, 2025, a gear up by the PSC towards realising its vision.

The Chairman highlighted that the IMPPS project is a significant milestone in improving efficiency, productivity, and employee satisfaction as it ushers in a new era of excellence in public service delivery.

At the heart of the IMPPS project is the e-payslip, a digital innovation that replaces traditional paper payslips. This secure, online portal allows employees to access their pay slips, update personal information, and view pension contributions across the country at any moment. The e-payslip is accessible through multiple channels, including portals, emails, WhatsApp, and USSD, making it convenient for employees to stay connected.

As the Public Service Commissions embarks on its modernisation journey, the need for digital transformation cannot be overstated. The current system, in place for over three decades, has become a relic of the past, plagued by inefficiencies and limitations.

In a speech by the Secretary to Service Commissions, Mrs Sibusisiwe Zembe, which was delivered by Head Pay and Benefits, Mr Machinjike, the Secretary reiterated that the IMPPS was long overdue as the traditional system's inability to adapt to the demands of the modern world had resulted in numerous challenges, including the reliance on manual inputs, lengthy processing times, and exorbitant transportation costs for payslips.

As if that was not enough, the lack of integration with key departments, such as Pensions and Home Affairs, had created a fragmented and disjointed system. However, with the introduction of the IMPPS system, there is renewed hope for a more streamlined, efficient, and integrated approach to payroll and pension administration.

The Secretary further accentuated that the implementation of the IMPPS system marks a significant turning point in the Commissions' efforts to modernise its operations. As the organisation continues to navigate the complexities of the digital age, it is clear that this new system will play a critical role in shaping the future of public service delivery.

The IMPPS project is more than just a digital payslip as it is a comprehensive system that automates and streamlines payroll and pension administration, reducing errors, and increasing efficiency. The system boasts an impressive 99.99% availability, ensuring that employees can access their information whenever they need it.

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PSC Embraces Digital Future: Unravels E-Payslip System *(Continued...)*



Chairman, Service Commissions, Dr V. Hungwe, PSC Commissioners, Tripartite members from OPC and Ministry of Finance; Ministry of Public Service, Labour and Social Welfare representative; Axis Solutions team, and PSC Senior Management posing for a picture after the introduction of the new e-payslip presentations for Government employees in the 10th Floor Boardroom, Head Office.

The Public Service Commission is committed to embracing modernisation and digitisation of the payroll and pension integrated system and the e-payslip. This initiative will enhance efficiency, and ensure timely payments, better data management, and secure access to financial information, paving the way for a more efficient and transparent future. As the Commission continues on its modernisation journey, a cultural shift is necessary to fully realize the benefits of IMPPS and this entails new behaviours and mind sets that align with the efficiencies brought about by the system. The PSC forges forward to push the boundaries of innovation, as the consolidated efforts will pay dividends. PSC aims to provide better service to employees and the public; and foster a more responsive public service.



Modernisation and Digitalisation of Payroll and Pension System



Mr S. Handireketi (Left) and Mr J. Ganda-wa (Right), among other participants during the Payroll and Pensions operations workshop at Rowa Training Centre in Mutare, with other various Departments to align the operations to the Business Requirements Document (BRD) of the Integrated Modern Payroll and Pensions system (IMPPS) project.



IMPPS Operations Scrum team met at Mukwati Pensions Boardroom today to assess the impact of the Integrated Modern Payroll and Pensions System



PSC Secretariat staff at Payroll and Pension Operations workshop at Rowa Training Centre in Mutare

Transforming the Public Service: Unlocking Excellence through the Competency Framework



In a bold move to elevate the effectiveness and the efficiency of public service delivery, the Public Service Commission (PSC) recently convened a landmark Competency Framework Workshop at the picturesque Manna Resort. The pivotal gathering which brought together stakeholders from all line Ministries to deliberate on the institutionalisation of a standardised competency framework, comes at the back drop of the Competency Based Interview Training program that was held for Commissioners last year to equip them with the requisite skills to assess candidates' competencies during the recruitment process. The cutting edge Competency Based Interview Training program featured African Union trainers who facilitated the state of the art training.

The Competency Framework comes in the wake of the Government's quest to achieve Vision 2030 of an empowered upper middle income society as it represents a critical component of this odyssey, which will catapult the potential of public servants who are the engines of socio-economic transformation and foster a culture of excellence. A new era of the Competency Framework was prompted by a plethora of insights gleaned from a recent Job Evaluation exercise, which unveiled the dire absence of defined competency frameworks within posts across line Ministries. The discrepancies pointed to a void in competency frameworks within the Public Service, risking the recruitment and promotion of individuals who may not be deserving, thereby undermining morale and effective service delivery.

The Competency Framework derives its marching orders from the PSC's constitutional mandate which seeks to implement measures that ensure effective performance and the general well being of the Civil Service, as it is vividly enshrined in section 203 of the Constitution of Zimbabwe.

In the course of the 3 day conclave, the participants synergised their efforts to develop a robust framework as they solely engaged in deliberations on its overview and alignment on the first day, with the second day focusing on conceptualisation of a comprehensive training manual, while the final day centred on mastering effective rollout strategies. The framework serves as a foundational tool designed to enhance the effectiveness and efficiency of public service delivery, as it outlines the essential skills, knowledge, behaviours and attributes required for employees to perform their roles effectively within the public sector. The conclave saw the stakeholders working flat out to align all the line Ministries competencies with their constitutional mandates, which is a foot forward by the public service in scaling up effectiveness and efficiency in public service delivery.

In a bid to address the evolving needs of a Public Service, the framework provides a rich collection of competencies that not only delineate successful job performance but also resonate at various levels encompassing leadership, organisational, professional, functional, and technical.

The three key categories of competencies subsume technical competencies, leadership competencies, and managerial competencies, with the technical competencies focusing on the specific knowledge and skills required for roles, while leadership competencies emphasises the ability to inspire and guide teams towards achieving strategic objectives and managerial competencies which highlights the skills necessary for effective resource management, performance evaluation, and operational excellence.

CLEANLINESS IS NEXT TO GODLINESS– PSC CLEANUP CAMPAIGN



PSC Pension Master, Mr K. Makiwa (far left), General Manager, Legal Services and Corporate Affairs, Mrs M. Makoni (middle) and, General Manager Internal Human Resources, Ms B. Katanda during a clean-up campaign at Mukwati Building

On December 5, 2018, the President, His Excellency Cde Dr. E.D Mnangagwa announced the national clean-up pledge and emphasised the reason for this noble action. As stated by the President, "it is a duty and moral responsibility for every citizen to clean-up communities on a regular and continuous basis and that good citizenship will embrace the campaign." As the saying goes, prevention is better than cure, therefore as a country, we should focus on reducing, if not eliminating, trash in the first place. Littering, if not controlled, can have severe implications for the country and the world as a whole. Litter paralyses numerous natural resources, particularly water bodies, causing otherwise avoidable losses. Pollution has recently killed a large number of aquatic and wild species in Chivero and Hwange.

It is, accordingly, critical that everyone contributes to the battle against trash and pollution. The decisions made now will either benefit or hurt future generations. The PSC is actively engaged in this campaign and invites the entire government to lead from the front and success will be inevitable.

Cleanliness is next to godliness, and multiple clean-up efforts have been underway around the country since his Excellency, the President Cde Dr. E.D Mnangagwa, inaugurated the initiative in 2018. Monthly clean-up exercises are more than just a ritual in which citizens participate to comply with government directives or to project a socially acceptable stance; they have become a way of life. The major purpose is to instill in people from all walks of life the value of hygiene in order to keep not only the country but the entire planet clean. Finally, littering should be reduced so that fewer resources are dedicated to cleaning up and instead directed towards other requirements.

The first Friday of each month is designated as a clean-up day, and the Public Service Commission (PSC) heeded the call and conducted a clean-up exercise at the government parking lot and nearby areas on March 7th, the first Friday of that month. Members of the Head office, Pensions office, and Salary Service Bureau assembled to prepare for the challenge ahead.

The crew was headed by the , General Manager Internal Human Resources, Ms B. Katanda, Pension Master, Mr K. Makiwa, and General Manager Legal Services and Corporate Affairs, Ms M. Makoni. Leading from the front, the three leaders persevered and encouraged the others to do the same, resulting in an enthusiastic completion of the typically laborious exercise. The event was also a team-building exercise, with participants from all departments working together to achieve the shared goal of eliminating unwanted litter from the designated area.



PSC Senior Managers and Secretariat staff posing for a picture after a clean up at Mukwati Building, Harare.

How the Cookie Crumbled at Artificial Intelligence Training Workshop for PSC Staff



Mr Mapaike, AI Training Facilitator at the Artificial Intelligence Training Workshop, demonstrating how cookies affect the use of AI in workstreams

Let us talk about cookies, not the wonderful confectionery biscuits of the "*rambawaraira*" sort, but the digital ones that monitor us online. Every click one makes creates a trail of cookies that will know you better than you know yourself. Cookies remember your passwords and preferences, so you don't have to enter your difficult email and password every time you visit your favourite website. That is great, isn't it? Convenience at the click of a button, but there is a caveat, 'privacy'.

Cookies have the ability to compromise your privacy, cause data breaches, and expose you to manipulation. As a result, it is critical to understand exactly what we are getting ourselves into when it comes to technology, particularly Artificial Intelligence (AI), as going in blind could leave us vulnerable to exploitation or even criminality.

The Artificial Intelligence workshop which took place in Senga, Gweru, was a genuine eye-opener for many of the PSC Secretariat staff. AI has the potential to be the best thing since sliced bread, but one can not use it unless one understands how it works. One of the numerous skills learnt from this course was how to use cookies. So, most of the time when we visit certain sites, we get this notification, "This site uses cookies" and then it asks us "to accept all, or reject all," and in other cases it provides this cryptic remark, "accept only essential cookies," What does that even mean? Are there necessary cookies and non-essential cookies? If so, why should I accept them?

Most of the time, we simply accept everything, or if we are intelligent, we only accept the essential cookies, without even realising what these acts mean. The extremely clever ones among us refuse all cookies and only proceed if the site allows.

The Good Cookies

Cookies were originally intended to provide convenience. Some would argue that cookies are the unsung heroes of not having to enter your credentials every five minutes. This delivers a seamless browsing experience in which you can just cruise without disruptions. Imagine Facebook memorising your complicated login information and providing you access simply by clicking on the site. In this aspect, cookies are an excellent invention.

The Bad Cookies

However, it is not all Cookies that are easy to sail, there are also risks associated with them. The greatest risk is manipulation; cookies allow businesses to manipulate users. How do we know that websites recommend information that we like, or that we simply like said stuff because it is constantly pushed on us, and we find value in it? Cookies also expose and make us vulnerable to data loss by tracking our every movement.

What's Next?

There must be a balance; cookies are vital, have become a way of life, and offer numerous benefits. Your interests can be transferred over to other platforms, such as Facebook, Google, and wherever else you may have checked in with your credentials. While this is convenient, it also demonstrates that someone, somewhere, is tracking you across platforms.

The best way to approach it, as with AI in general, is to understand what we are getting into. Browsers such as Mozilla Firefox and Google Chrome allow users to disable cookies and other pop-ups, which is a good place to start. Another thing to keep in mind is that any information we expose to the Internet will be stored somewhere.

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Zimbabwe National Youth Day Celebrated



PSC Commissioner Mrs. R. Mukogo, Head-ICTDM, Mr. C. Ncube, GM Communication and Stakeholder Management, Mrs. M. Mzumara and Exhibitors posing for a picture at the PSC stand during the 2025 Youth Celebrations, in Bulawayo

Zimbabwe's National Youth Day, celebrated annually on February 21, 2025, underscores the nation's commitment to empowering the youth as pivotal agents of societal transformation. This year's observance, held at the Zimbabwe International Exhibition Centre in Bulawayo, was marked by a significant turnout, reflecting the growing importance of the day in the national consciousness.

The 2025 celebrations were anchored on the theme "Empower Youth: Secure the Future," emphasising the critical role of young people in shaping Zimbabwe's trajectory. The President of Zimbabwe, His Excellency Cde Dr E. D. Mnangagwa, in his keynote address, highlighted that the nation's prosperity rests in the hands of the youths, urging them to uphold unity, solidarity, and peaceful co-existence. He noted that while the older generation fought for independence, the current youth must drive the nation's development forward.

PSC plays an instrumental role in actualising the government's youth empowerment agenda. By facilitating the placement of young individuals in various leadership and decision-making positions within government ministries, departments, and agencies, the PSC ensures that the youth are actively involved in governance and policy formulation. This inclusion not only provides valuable experience but also aligns with the broader objective of integrating youth perspectives into national development strategies. The 2025 National Youth Day celebrations served as a testament to Zimbabwe's dedication to empowering its youth.



Head-ICTDM, Mr. C. Ncube attending to youth during exhibition at the PSC stand during the 2025 Youth Celebrations, in Bulawayo

Managerial Skills and Development Training for Deputy Directors and Equivalent grades at ZIPAM



The Secretary to Service Commissions, represented by General Manager— Rewards and Benefits, Mr. K. Dhliwayo during a 5-day Managerial Skills Development (MSD) program at the Zimbabwe Institute of Public Administration and Management (ZIPAM)

The Public Service Commission recently conducted a Managerial Skills and Development training programme for Deputy Directors and equivalent grades from all government Ministries, Departments and Agencies (MDAs) at the Zimbabwe Institute of Public Administration and Management. The training, which attracted a total of 67 members, aimed at equipping deputy directors with insights and strategies to help in making informed decisions that will benefit both the public sector and subsequently enhance quality service delivery.

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The Secretary to Service Commissions, represented by General Manager Mr K. Dhliwayo officiated at the training, noting that the training of such a nature is significant as it help build leaders who are agile, committed and able to serve with patriotic fervour. He stated that the training was rolled out at a crucial moment as new members had just assumed the deputy director posts, making them a key part of human capital that leads to the attainment of the National Development Strategy 1 and to achieve Vision 2030 ahead of time.

In her remarks, the Secretary made it a point that the training programme was not merely a training exercise, rather a strategic investment in professional growth and for the future of the nation. She established that the training offers a firm foundation in the understanding of one's discharge of daily duties, as well as leading teams. She urged leaders to be relevant in their various posts and have a critical role to play in terms of critical thinking and development programmes, and be able to leave a legacy on whatever role one plays. Leaders were implored to think through and be able to come up with ideas that are significant and proffer solutions to the evolving needs of the citizenry.

The topics which were undertaken during the training included risk management, emotional intelligence, management principles, strategic thinking, inter alia. These topics were shared to help change leadership in the public service where leaders get to understand subordinates and create a friendly and healthy working environment.

The Secretary encouraged participants to fully utilise this training, emphasising its benefits for both personal and institutional growth. The program equipped participants with the knowledge and skills needed to effectively solve problems and apply what they learned in their daily work.



Deputy Directors and equivalent grades during a training session of the Management Skills Development program held at ZIPAM.

PSC hosts the 1st Bipartite Consultative Workshop



Secretary to Service Commissions, Mrs S. Zembe (front-row, middle-right), Government team leader and Head for Pay and Benefits Management Mr N. Machinjike (front-row, middle left), ZCOPSTU workers representatives team President, Mrs C. Alexander (first-row, far right), ZCOPSTU, Secretary General, Mr Dzatsunga front-row, far left) and PSC Senior Management posing for a picture at the Consultative Workshop held in Bulawayo.

The Public Service Commission hosted the 1st Bipartite Consultative Workshop for Government and Workers representatives from the 1st to the 5th of April 2025 at Rainbow hotel in Bulawayo.

The five-day workshop comprised of presentations from financial institutions, Ministries and Government Departments, private sector stakeholders on the betterment of the conditions of service for the public service. In her opening remarks the Secretary to Service Commissions, Mrs S. Zembe commended the National Joint Negotiating Council (NJNC) for keeping up with the cordial engagements between Government and Workers representatives and the tangible outputs that were birthed as results of the previous workshops. She said,

“These workshops have become a vital platform for bipartite engagement, driving transformation and progress in our collective work. Our motivation stems from a deep patriotic commitment to serving our country with excellence. These workshops play an essential role as catalysts in ensuring that our agreements and proposed recommendations are effectively implemented.”

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She further informed the members that Government was working tirelessly to address the different issues that affected the civil service and effective service delivery.

‘Government is conscious of the fact that meaningful improvements in workers’ conditions of service cannot be achieved without the active collaboration of worker representatives, therefore, strategies will always be in place to achieve the best out of these dialogues.’

The Workers team President for the Zimbabwe Confederation of Public Sector Trade Unions, Mrs C. Alexander, thanked the Government for making strides to always consider the challenges its employees have. She said,

“I would like to thank the Government for its commitment to enhancing public service delivery and conditions of service by hosting such engagements. Let me also commend Government for making sure that our efforts to expand our voice in the SADC Public Service Forum have been fruitful as we are now able to participate as a country.

The Workshop was furnished with presentations from the Joint National Housing Committee where strategies were discussed on how to make houses available for the civil servants, the Zimbabwe Civil Service Basic Needs basket where discussions were made on to how align the remuneration framework which is aligned to the Macro-economic environment, the International Labour Organisation where the agenda for the ILO conference to be held in Geneva in June 2025, will be discussed.

Members embarked on an Occupational Safety and Health (OSH) tour at the PPC Cement plant in Bulawayo and the NSSA Rehabilitation Centre in Barbourfields. This was pivotal in aligning the Public Service OSH policy that is being formulated with resources at the disposal of the public service. The NJNC conducted a meeting during to discuss the recommendations and action points that had emanated from the insightful discussions.

The workshop ended with outdoor team building activities at Matopos Hills, a strategy to further strengthen the relationships among the bipartite constituencies.

In her concluding remarks, the Secretary encouraged members to take up action points seriously as they were the bedrock for outputs and the 2nd Bipartite workshop to be held in the months to come.

Bipartite engagements remain to be instrumental platforms committed to ensuring the growth and success of the public service conditions of service and service delivery. The consultative approach was a culture shock at its introduction but has become part of the Government discourse for transforming the civil service.

ARTIFICIAL INTELLIGENCE TRAINING WORKSHOP IN PICTURES

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Secretary to Service Commissions, Mrs S. Zembe, Head - ICT Digitalisation and Modernisation, Mr C. Ncube, Midlands Provincial Coordinator, Mr A. Chimanyiwa, and PSC Senior Managers during training session at the AI Workshop held at Senga Campus, Gweru..



General Manager Content Development and Management, Mr A. Wutawunashe, General Manager ICT, Mr M. Chikonye, Director in the Ministry of ICT, Postal and Courier Services, Mr N. Kupakundini, and PSC Secretariat Staff posing for a group photo during AI Training Workshop held at Senga Training Institute in Gweru.

PSC EVENTS AT SUB-NATIONAL IN PICTURES



Mashonaland Central Provincial Coordinator, Mr. G. Madhumbu and PSC Exhibitors posing for a picture at the Career Fair hosted by Bindura University of Science Education



Students from Hermann Gmeiner High School at the PSC Stand Career Fair , held at Bindura University of Science Education



Head Strategic Planning and Programme Management, Dr. H. Chikova, Provincial Coordinators and PSC participants at the Citizen Satisfaction Survey Training Workshop held at Senga, Gweru.



PSC participants from various departments during a 3 day-training session for enumerators working on the Citizen Satisfaction Survey at Senga Campus in Gweru.



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