



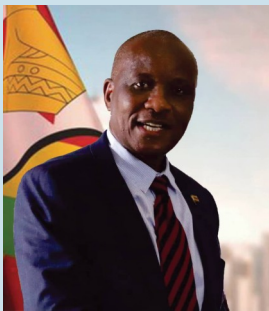
Zimbabwe

SECOND QUARTER PUBLIC SERVICE COMMISSION NEWSLETTER



1 APRIL - 30 JUNE 2025

EDITOR'S NOTE



*Mr Amos Wutawunashe
Chief Editor*

As we present this second edition of the PSC Newsletter, we begin by acknowledging the stellar work of our editorial team whose diligence, creativity, and eye for strategic relevance continue to give voice to the Commission's evolving story. This platform has become a key space for knowledge sharing, institutional memory, and the amplification of reforms shaping the future of Zimbabwe's public service. Equally important is the leadership and guidance provided by the Commissioners of the Public Service Commission.

As enshrined in Section 202 of the Constitution of Zimbabwe, Commissioners are entrusted with the crucial responsibility of ensuring that the Civil Service is efficiently run, apolitical, and professional. This responsibility extends to ensuring that the Government recruits and retains personnel who are fit for purpose - individuals who are competent, ethical, and aligned with national values. In this issue, we take the opportunity to profile the Commissioners to highlight the expertise and commitment that underpin their leadership. Understanding who they are and the roles they play deepens appreciation of the complex workflows they manage, that are vital to driving a responsive and effective public service.

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We commend the Commissioners for the innovation and performance consciousness they continue to embed in their respective areas of focus.

Their work forms the backbone of a responsive, people-centered public service - one that meets the demands of the present while being agile enough to anticipate the needs of tomorrow. We trust that this publication will continue to offer a lens through which the broader public, stakeholders, and civil servants alike can better appreciate the work of the Commission and contribute meaningfully to the journey of public sector transformation in Zimbabwe.



Seated from left, on second seat: The Chairman to Service Commissions Dr. Vincent Hungwe, Secretary to Service Commissions, Mrs Sibusiwe Zembe, the Zimbabwe Prisons and Correctional Service (ZPCSC) Commissioners and Senior Government Officials at Manna Resort during the Induction of ZPCSC Commissioners.

Story on Page 19

HEADLINES

- ♦ PSC Commissioners' Workstreams - **page 3**
- ♦ Chairman's Public Lecture Circuits - **page 6**
- ♦ May Day Celebrations - **page 8**
- ♦ A fond farewell to Mr Vimbai Dambaza - **page 10**
- ♦ PSC Champions Public Sector Transformation at 65th Zimbabwe International Trade Fair - **page 16**
- ♦ The National Disability Expo - **page 20**

CHAIRMAN'S COLUMN: 2025 MID-TERM REVIEW



Dr. Vincent Hungwe
Chairman
Public Service Commission
Defence Forces Service Commission
Police Service Commission
Prisons and Correctional Service Commission
Health Service Commission

Dear Esteemed Stakeholders,

As we reach the midpoint of 2025, I am pleased to present this Quarter's update on our progress towards realising the National Development Strategy Initiative (NDSI) and our broader mandate to enhance public service delivery. This mid-term review reflects our commitment to continuous improvement, strategic reforms, and aligning our efforts with national development goals.

We are proud to report substantial progress in the Midterm NDSI. Key milestones in service delivery reforms, policy implementation, and institutional capacity building have been achieved, positioning us well for full realisation in the coming years. Our focus remains on consolidating these gains to ensure sustainable impact. Investing in our human capital remains a priority. We have launched targeted training programs, leadership development initiatives, and talent retention strategies. Our goal is a competent, motivated, and innovative workforce capable of driving national development. We continue to emphasise performance management and continuous learning to build a resilient public service.

We are committed to fair and competitive compensation structures. Recent reviews and the ongoing **GovPay** E-Payslip project aim to streamline payroll management, ensure transparency, and enhance staff welfare. These efforts are complemented by pension awareness campaigns and the Public Service Pension Fund investments projects, designed to secure the financial future of our public servants. Embracing digital transformation remains at the core of our reforms. The ICT Digitalisation and Modernisation Agenda has seen the deployment of integrated e-Government platforms, digital records management, and online service portals, all aimed at improving efficiency, transparency, and service accessibility. Our ongoing digitisation efforts are vital for building a resilient and future-ready public sector.

Strong strategic planning and effective programme management underpin our development agenda. We have enhanced monitoring and evaluation frameworks to ensure accountability and continuous improvement across all initiatives. Our focus is steadfast on achieving results that support and strengthen national development goals. Empowering local authorities through Devolution and Decentralisation remains a central pillar of our efforts. We are working closely with partner agencies to ensure that resources, decision-making, and service delivery are effectively devolved, promoting inclusive growth and local development.

Building on collaborative efforts, job evaluation exercises are underway to promote equitable grading and remuneration, critical to ensuring motivation and fairness within the civil service. We have also launched the Chairman's Lecture Circuit; a series of public lectures at universities designed to engage academic communities and students on issues of public service reform, governance and national development. This initiative serves as a vital platform for knowledge exchange, nurturing future leaders, and deepening civic consciousness.

I extend my sincere appreciation to all our stakeholders - public servants, development partners,

From Page 2

and citizens, for their steadfast support and commitment. As we pursue our strategic goals, the transformation of the public sector remains imperative, not only to align with international standards of excellence but, more critically, to deliver meaningful and contextually relevant outcomes for our people. Let us continue to be bold, innovative, and resolute in shaping a public service that is efficient, inclusive, and fully attuned to the aspirations of our nation.

PUBLIC SERVICE COMMISSIONERS' WORKSTREAMS



Dr. Nomathemba Ndiweni
Deputy Chairperson

Human Capital Development and Management is a critical workstream for the Public Service Commission, as it directly influences the efficiency, professionalism, and sustainability of the entire public service workforce. Recognising the significance of this function, the oversight and strategic direction of this portfolio has been entrusted to the Deputy Chairperson of the Commission.

Dr Ndiweni serves as the Deputy Chairperson of the Public Service Commission, a role she assumed on 2 September 2020. In this capacity, she provides high-level guidance on the formulation and implementation of policies and strategies that drive the development, retention, and effective management of public sector personnel, ensuring that the Commission fulfills its mandate of fostering a competent and motivated public

service.

Dr Ndiweni's extensive experience spans the Public Service and Academic sectors in Zimbabwe, South Africa, and Europe. She was the inaugural Dean and Senior Lecturer at the Medical School's Division of Basic Medical Sciences at the National University of Science and Technology (NUST), where she also played a key role in establishing the Medical School. In July 2015, she was appointed Pro-Vice Chancellor at NUST. Additionally, she has served as an External Examiner for several universities.

Her early academic career includes positions as a Staff Development Fellow in Veterinary Biochemistry and Lecturer at the University of Zimbabwe. Dr Ndiweni's expertise is further reflected in her contributions to various boards, including Mpilo Central Hospital, the Research Council of Zimbabwe, the Zimbabwe Investment Authority, and the Health Professions Authority of Zimbabwe.

Under Dr Ndiweni's expert oversight, the Public Service Commission is making significant strategic strides in advancing human capital development and management. Her leadership ensures that the Commission not only upholds best practices but also innovates and adapts to emerging challenges, reinforcing a public service that is capable, resilient, and aligned with national development goals.



Prof. Carroll Themba Khombe
Commissioner

PUBLIC SERVICE COMMISSIONERS' WORKSTREAMS

From Page 3

The Strategic Planning and Programme Management workstream is central to the Public Service Commission's constitutional role of ensuring that the State is equipped with a coherent, responsive, and performance-oriented public administration.

This workstream drives the development and alignment of strategic plans across Ministries, Departments and Agencies (MDAs), supports the implementation of public sector reforms, and strengthens systems for monitoring, evaluation, and learning. It also anchors subnational programming and fosters innovation in governance, making it a vital engine for change management and transformation in the public sector.

Entrusted with the leadership of this critical portfolio, Commissioner Professor C.T. Khombe brings a wealth of experience and visionary insight. A results-driven public sector strategist, Professor Khombe is known for translating complex policy challenges into structured, outcome-oriented programmes. His work focuses on guiding the development of strategic planning models for national and subnational application, promoting coherence in government operations, and enabling effective delivery on development priorities.

He also plays a key role in advancing the Public Sector Reform and Change Management agenda, supporting engagements with development partners, and shaping funding proposals aligned to the reform thrust. His contribution to strengthening Monitoring and Evaluation frameworks has improved evidence-based policy-making, while his championing of learning and reflection systems across government has enhanced responsiveness and accountability.

Commissioner Khombe's blend of technical rigour, innovation, and strategic foresight positions him as a critical driver of the PSC's strategic efforts and its vision for a capable, citizen-centered public service.



Mrs. Rosemary Rubvumo Mukogo

Commissioner

The Digitalisation, Modernisation and Infrastructure Development workstream is a key driver of the PSC's ambition to build a capable, technology-enabled, and citizen-focused public service. Aligned with the objectives of National Development Strategies 1 and 2 (NDS1 & NDS2), this workstream is responsible for mainstreaming digital transformation across the public sector, guiding policy development, strengthening infrastructure, and crafting strategies that modernise systems and improve service delivery.

At the helm of this portfolio is Commissioner Rosemary Rubvumo Mukogo, an accomplished leader with over 30 years of experience in strategic policy development and transformative leadership across both public and private sectors. She holds a Bachelor of Science degree in Economics from the University of Zimbabwe and postgraduate qualifications in Environmental Economics and Policy Analysis from Harvard University.

Her public service journey includes rising to the position of Under-Secretary in the Ministry of Environment and Tourism and later serving as Director for Research and Product Development and Interim Chief Executive at the Zimbabwe Tourism Authority. She also led private sector innovation as Executive Director of Harbour Technologies, bringing a forward-looking, tech-based perspective on infrastructure development.

PUBLIC SERVICE COMMISSIONERS' WORKSTREAMS

From Page 4

Further underscoring her continental impact, Mrs Mukogo distinguished herself as a Special Adviser in Africa by founding and managing Green Tourism Services Pvt Ltd, a consultancy with a pan-African footprint that has consistently worked with institutions such as NEPAD and the Regional Tourism Organisation for Southern Africa (RETOSA).

In addition to her executive roles, she has served on several high-profile boards in sectors pivotal to Zimbabwe's economy and heritage. These include the Zimbabwe Parks and Wildlife Management Authority, Forestry Commission, Minerals Marketing Corporation of Zimbabwe, Mosi Oa Tunya (Pvt) Ltd, and the Zimbabwe Council for Tourism. She has also brought her strategic insight to the media sector through board membership at the Zimbabwe Newspaper Group of Companies.

Commissioner Mukogo's wide-ranging expertise, continental networks, and unwavering commitment to innovation make her a key leader in the PSC's digital and modernisation agenda, ensuring the transformation of public service infrastructure aligns with national and regional development goals.



Mr. Lawrence David Mavima

Commissioner

The Pay and Benefits Management workstream is central to the Public Service Commission's constitutional obligation to ensure the equitable and sustainable management of human resources across government.

As enshrined in Section 201 of the Constitution of Zimbabwe, the PSC is tasked with promoting the efficient use of public funds while ensuring that civil servants are fairly compensated and supported through responsive benefit structures. This includes the formulation of coherent pay policies, the administration of pension systems, and the development of retirement products that safeguard the welfare of public servants beyond their active service.

Commissioner Larry Mavima provides strategic oversight of this critical workstream, drawing on his rich background in finance, policy, and human capital management. His leadership focuses on ensuring that pay and benefits frameworks are competitive, fiscally sound, and aligned with the national vision of a motivated, well-supported public service.

He contributes to the design and review of compensation structures, both monetary and non-monetary, and offers expert input on retirement products, pension reform, and employee wellness initiatives. Commissioner Mavima also supports capacity-building efforts on retirement planning, ensuring that public servants are informed and prepared for their post-service life. His oversight of monthly wage bill reports and involvement in payroll and pension systems helps promote efficiency and address structural challenges in wage bill management.

In addition, he plays a key role in guiding the investment strategy of the Public Service Pension Fund (PSPF), working with the investment team to set performance targets, review asset manager outputs, and analyse financial trends that impact the long-term sustainability of public sector compensation.

Commissioner Mavima is a holder of a Bachelor's Degree in Business Administration from Adrian College in the United States, and a Master's Degree in Finance and International Trade from Wayne State University. His diverse experience across the public and private sectors gives him a unique perspective on institutional development, fiscal stewardship, and employee motivation.

With a commitment to accountability, transparency, and the well-being of public servants, Commissioner Mavima continues to advance reforms that ensure the Zimbabwean public service remains a desirable and dignified career path.

COMMISSIONERS' WORKSTREAMS



Ambassador. James Manzou

Commissioner

The Foreign Service and Partnership Engagement workstream is central to the PSC's mandate of ensuring that the State deploys competent, strategic, and well-supported personnel to represent Zimbabwe on the international stage. Civil servants in the Foreign Service are the face of the nation abroad, playing a critical role in advancing the Second Republic's re-engagement and affirmation agenda. Their deployment must reflect national values, uphold diplomatic professionalism, and support Zimbabwe's foreign policy priorities under National Development Strategy 1 (NDS1).

Leading this strategically significant portfolio is Commissioner Ambassador James Manzou, whose diplomatic pedigree and policy acumen are well-aligned with the PSC's expectations in this domain. Ambassador Manzou provides expert oversight on matters related to the appointment, posting, and recall of officers within the Ministry of Foreign Affairs and International Trade (MOFAIT). His guidance ensures that these decisions are not only procedurally sound but also strategically aligned with Zimbabwe's international interests.

Commissioner Manzou's career trajectory saw him rise through the Ministry of Foreign Affairs from Desk Officer to Deputy Ambassador, serving in key missions in New York, Moscow, and Bonn. From 1999 to 2001, he was seconded to the United Nations in New York as the Secretary-General's Expert on the Security Council Sanctions Committee against UNITA. He later served as

Ambassador to Angola (2001–2010) and Permanent Representative to the United Nations in Geneva (2010–2014), before returning home to take up senior leadership roles including Permanent Secretary in the Ministry of Foreign Affairs and International Trade, a post he held until his retirement in December 2023.

He plays a key role in facilitating collaboration between the PSC and MOFAIT, enabling seamless coordination on matters of shared priority. Additionally, he champions the strengthening of institutional relationships with other commissions and international counterparts, fostering peer-learning, cooperation, and the exchange of best practices essential for capacity building and institutional growth.

Commissioner Manzou holds a Bachelor of Administration from the University of Zimbabwe, an MBA Certificate from St. John's University (New York), and qualifications in Foreign Service, trade negotiations, and mediation. Fluent in English, Portuguese, and Shona, he is a respected voice in regional and international diplomacy, having represented Zimbabwe in SADC, COMESA, AU, the Non-Aligned Movement, and the United Nations.

His distinguished service and deep international insight make him a vital force in enhancing the professionalism, strategic reach, and global footprint of Zimbabwe's public service.



Dr. Millicent Mombeshora

Commissioner

COMMISSIONERS' WORKSTREAM

The Policy Development and Legal Frameworks workstream lies at the heart of the Public Service Commission's mandate to ensure a well-governed, accountable, and forward-looking public service. Grounded in the values of transparency, meritocracy, and constitutionalism, this workstream upholds the PSC's role in establishing sound governance systems, developing coherent public sector policies, and ensuring legislative alignment across Ministries, Departments and Agencies. It plays a cardinal role in institutionalising good governance and building a capable state, in line with Sections 194 and 202 of the Constitution.

Commissioner Dr. Millicent Mombeshora, appointed to the PSC effective 1 February 2024 leads this workstream with distinction. Her appointment reflects a career grounded in administrative experience and professional merit, matched by her strong academic and strategic credentials. Dr. Mombeshora holds a PhD in Business Administration, a Master of Science in Strategic Management, a Master's in Business Administration, and a Bachelor of Commerce in Human Resource Management.

At the helm of this workstream, she provides high-level oversight of governance reforms, policy analysis, risk management, and the modernisation of legal frameworks within the public service. She has guided the updating of the PSC's policy compendium, the approval of the Public Service Corporate Governance Framework, and the legislative work behind the Public Service Act Amendment and the State Service Pension Fund Act, including the gazetting of essential Statutory Instruments.

Commissioner Mombeshora also plays a strategic role in stakeholder engagement, regulatory alignment, and policy impact evaluations, ensuring that the Commission's actions reflect both constitutional expectations and the evolving needs of public administration in Zimbabwe. Her ability to inspire future leaders was recently demonstrated through a well-received public lecture at Chinhoyi University of Technology, reinforcing her commitment to cultivating a culture of excellence in governance and service delivery.

With her multidisciplinary expertise, strategic foresight, and firm grounding in governance principles,

Dr. Mombeshora continues to shape an effective, inclusive, and policy-driven public service, anchored in the rule of law and responsive to the aspirations of the Zimbabwean people.

CHAIRMAN'S PUBLIC LECTURE CIRCUIT

Strategic Engagements for a Digital Future: PSC and C.U.T Empower the Next Generation of Public Service Leaders



Commissioner M Mombeshora (Far Left), Provincial Coordinator for Mashonaland West Province, Mr E. Mapara (Middle) and Mr A. Wutawunashe, General Manager Content Development and Management at the CUT Chairman's Public Lecture conducted in Chinhoyi

In a landmark collaboration, the Public Service Commission (PSC) and Chinhoyi University of Technology (CUT) convened a transformative public lecture on May 19, 2025, under the theme "Leveraging Technology and Entrepreneurial Skills for Enhanced Public Service Delivery: The Public Sector Perspective." This forward-looking engagement marked a significant step toward bridging the gap between higher education and the evolving needs of the public sector in Zimbabwe.

Standing in for the Chairperson at the Service Commissions event, Commissioner Dr. Millicent Mombeshora delivered a compelling lecture underscoring the urgent need to modernise the public service in light of accelerating digital transformation.

To Page 8

CHAIRMAN'S PUBLIC LECTURE CIRCUIT

She highlighted the pivotal role of institutions like C.U.T in cultivating innovation-ready graduates and challenged students to redefine themselves not merely as job seekers, but as agents of national transformation.

The lecture was warmly received by an enthusiastic audience, affirming the significance of the PSC's initiative to bring the Commission closer to the citizens. Such public engagements are not only informative but serve multiple strategic advantages. Firstly, they provide a platform for thought leadership and inspiration, where students gain firsthand insight into national development agendas and the future of work.

Additionally, such engagements act as catalysts for policy dialogue and collaboration, laying the groundwork for inclusive, technology-driven public services. By encouraging open dialogue on issues like data privacy, cybersecurity and equitable digital access, stakeholders can co-create responsive, evidence-based solutions.

These discussions also promote the ethical application of digital tools to improve transparency, citizen engagement and service efficiency. Importantly, these lectures contribute directly to national strategic objectives, including Zimbabwe's Vision 2030, by promoting a digitally literate and entrepreneurial workforce. As Dr. Mombeshora rightly observed, realising the national vision of a modern and prosperous society demands a public sector that is not only digitally competent, but also agile in its systems, structures, and organisational culture.

The event was met with widespread enthusiasm. University staff welcomed the opportunity to align their research and innovation with national priorities, while students expressed appreciation for the PSC's outreach. Many noted that the engagement clarified the path toward meaningful careers in public service and reinforced their role as future leaders.

In conclusion, holding public lectures of this nature delivers immense value: it deepens institutional ties, builds human capital and accelerates public sector transformation. As Zimbabwe marches toward a digitally empowered future, such strategic engagements remain essential in shaping a responsive, innovative and inclusive public service.

PSC Champions Employability Skills Development at Midlands State University

As part of its proactive advocacy and outreach programme, the Public Service Commission (PSC) delivered a public lecture at Midlands State University (MSU) on 9 May 2025. The lecture sought to familiarise the university community with the mandate and functions of the PSC while equipping them with critical insights into career opportunities within the public sector as they prepare to transition into the professional world.

Delivering the lecture on behalf of the Chairperson of the Service Commissions, Dr. V. Hungwe, Commissioner C.T. Khombe explored the theme, *'Developing Employability Skills for the Public: A Public Sector Perspective.'* He emphasised the urgent need to close the gap between skills development in tertiary institutions and the strategic absorption of talent into the public service to drive national development. Commissioner Khombe outlined practical pathways for nurturing employability skills and highlighted the vital role of partnerships between universities and the public sector in cultivating a professional, responsive, and future-ready workforce aligned with the country's developmental aspirations.

In his presentation, Commissioner Khombe stressed the growing importance of soft skills as a critical complement to the technical knowledge gained in university. He noted that the PSC has modernised its recruitment processes to include methods such as competency-based interviews and psychometric testing, approaches that increasingly demand attributes like effective communication, critical thinking, emotional intelligence, and adaptability. These qualities, he affirmed, are now indispensable in building a capable, citizen-focused, and future-fit civil service.

The lecture also highlighted key initiatives by the PSC to preserve and strengthen employability skills, ensuring that public servants are adequately prepared to meet the evolving demands of modern governance. Central to this effort are the training and development programmes delivered through



Commissioner Prof. C.T. Khombe (Third from Left), PSC Senior Management and Management from MSU posing for a picture at the Chairman's Public Lecture Circuit delivered in Gweru.

the Public Service Academy (PSA), with centres established across all provinces to ensure broad access. Commissioner Khombe also pointed to strategic collaboration opportunities between the PSC and universities, ranging from joint curriculum development and review to graduate tracking, career mapping, and collaborative research, underscoring the shared responsibility in shaping a competent and development-oriented public workforce.

Following the lecture, the PSC delegation toured several of MSU's flagship innovation and industrialisation projects, identifying them as strategic sites for future collaboration. These facilities reflected the university's strong alignment with the government's Education 5.0 policy, which prioritises teaching, research, community service, innovation, and industrialisation.

- The Pathology, Research and Diagnostic Centre emerged as a state-of-the-art facility with immense potential to support national public health initiatives.
- The Research and Innovation Centre showcased the university's commitment to applied research and problem-solving for national development.

The MSU Industrial Park stood out as a vibrant commercial hub housing university-led enterprises, including beverage and textile manufacturing plants.

These partnerships are intended to facilitate a seamless transition from academia to the public sector, while also harnessing academic expertise to improve service delivery and accelerate Zimbabwe's modernisation and industrialisation agenda.

The lecture also sparked enthusiastic student participation, with robust engagement and insightful questions. Students expressed interest in the PSC's role in youth employment, internship opportunities, succession planning, particularly in relation to retirement age policy, and strategies for sustaining long-term partnerships between academia and government.

Speaking at the same event, the University Chancellor, represented by the Pro-Vice Chancellor for Academic Affairs and Administration, Professor M. Maphosa reaffirmed the importance of sustained engagement between MSU and the PSC. He emphasised that such collaboration is essential to ensure that graduates are well-equipped to integrate into the public sector and contribute meaningfully to national development.

The Chairman's Public Lecture Circuit continues to serve as a strategic platform for engaging university students before they enter the workforce, orienting them toward public service, addressing skills mismatches, and reducing the national shortage of critical skills. In doing so, the initiative supports the broader goal of delivering a capable, citizen-centered, and high-performing public service across Zimbabwe.

MAY DAY CELEBRATIONS



PSC Commissioners, Heads of Agencies, Senior Management, Workers Representatives members and Secretariat Staff posing for a picture at the May Day Celebrations held on 1 May 2025 in Harare

The Public Service Commission in conjunction with workers union celebrated the International Workers day on the 1st of May 2025 at Allan Wilson High School in Harare under the theme 'Creating a formidable partnership to promote social justice and decent work for all'.

MAY DAY CELEBRATIONS



PSC Secretariat Staff marching at the May Day Celebrations held on 1 May 2025 in Harare

Leadership and representatives from central government, Zimbabwe Conference of Public Sector Trade Unions (ZCPSTU) labour unions were also part of the celebrations.

In his remarks the Chairman to Service Commissions represented by the PSC Deputy Chairperson Dr Nomathemba Ndiweni applauded every member and workers representatives for attending the celebrations with the government, as it reflected a continuous collaboration and dedication to the National Vision. He highlighted fact that theme reflected the collective national journey bound by a shared destiny and united by a vision for a better Zimbabwe as he said:

‘This theme invites us to reflect not only on our individual rights and responsibilities but also on the collective national journey. The theme invites us to rise above binaries of employer versus employee and focus on a united developmental agenda’.



PSC Ladies Tug of War Team ready for a match at the May Day Celebrations held on 1 May 2025 in Harare

He further ascertained workers that the PSC will continue to provide an environment to enhance a competent empowered workforce, institutional integrity and fairness as well as a culture of dialogue. He stressed the different strides government is invested in for the workers like the Occupational and Safety Health (OSH) Bill, the inaugural Retirement conference and the bipartite engagements with workers representatives that focus on non-monetary benefits.

The Minister of Public Service, Labour and Social Welfare who was the guest of honour, represented by the Deputy Minister Honourable M. Dinha, applauded the workers across all Government departments who were part of the celebrations for their dedication to celebrating workers’ rights and decent work. She reaffirmed the workers that the government is working tirelessly to enhance essential service delivery through the amendment of the Labour Act and the PSC Act.

The president for ZCPSTU, Mrs C. Alexander applauded the government for its transformative leadership through bipartite engagements with workers representatives and various strides that have been taken to better conditions of service for all workers.

During the celebrations, the guest of honour and the delegation toured the exhibition park which had different corporates from insurance, banking, housing and funeral assurance showcasing the different services they offer civil servants. Members participated in different fitness games such as Zumba and Tug of war.

PSC Launches Website Modernisation to Advance Vision and Mission

On 21 May 2025, the Public Service Commission (PSC) of Zimbabwe held a pivotal Website Inception Meeting to advance the modernisation of its website, a key initiative aligned with the vision of an efficient, inclusive, and innovative public service and the mission to deliver effective human resource management and citizen-focused services.



The meeting, chaired by Head for Human Capital Development and Management, Mr Mpandawana on behalf of the Secretary to Service Commissions, Mrs Zembe, brought together representatives from the Public Service Commission (PSC) agency and key external stakeholders, including the Postal and Telecommunications Regulatory Authority of Zimbabwe (POTRAZ), the Government Internet Service Provider (GISP), and the Ministry of Information, Communication Technology, Postal and Courier Services (ICT).

Rooted in the PSC's Constitutional mandate under Sections 202 and 203 of the Zimbabwean Constitution, which empowers the PSC to uphold efficiency, integrity, and accountability, the meeting embodied the PSC's values of transparency, professionalism, and responsiveness. Discussions focused on project scope, governance structure, data protection, compliance, and projected delivery timelines, with a unified call for participation across all PSC agencies to advance the Commission's vision of a citizen-centric public service. Head for ICT Mr C. Ncube, represented by General Manager for Content Development and Management (CDM), Mr A. Wutawunashe, delivered the welcome remarks, emphasising the website's role in promoting the PSC's mission of seamless service delivery.

In the keynote address, Mr Mpandawana directed that aligning the project with the PSC's vision of innovation and the Constitutional provisos is mandatory to ensure transparency and accountability which set the tone for the meeting. General Manager for ITBPR, Mr Chikonye, presented the project's objectives, outlining the website as a user-centric platform which enhances access to information and public engagement. Reflecting the PSC's value of responsiveness, the project aims to streamline services and support the PSC's mission of effective governance, ensuring citizens experience a professional and transparent public service.

General Manager Internal Human Resources, Ms Katanda, represented by Manager Mrs Kandira, presented the website governance structure, which is to take a RACCI model approach by co-opting various departments into the website structuring. In her presentation, she alluded that the framework aims to promote collaboration across PSC agencies and external partners like POTRAZ, ensuring clear roles and accountability.

Ms Musakwa, Manager (CDM), presented the Website Management Model, detailing protocols to ensure sustainability and user engagement, while Mr Wutawunashe, addressed content development and quality assurance, emphasising transparent and accurate content to uphold the PSC's values.

These efforts support the Commission's vision of an inclusive digital platform.

The PSC Business Analyst in the ICT department, Mr P. Sigaba, outlined the project plan and Work Breakdown Structure, providing a roadmap aligned with the PSC's mission of timely service delivery. Plenary discussions refined the project's scope, ensuring it reflects the Commission's commitment to responsiveness and stakeholder needs.

Ms Matingwina, Acting Manager Culture Change, presented strategies to facilitate adoption across PSC agencies, promoting a smooth transition to the new platform. Stakeholder engagement, involving POTRAZ, GISP, and ICTPCS, was highlighted as critical to aligning the website with the PSC's vision of inclusivity and its value of transparency.

Mr Marere from POTRAZ delivered a critical presentation on data protection, emphasising compliance with Zimbabwe's Data Protection Act to safeguard user information. He outlined robust security measures, including encryption and access controls, to protect sensitive data on the PSC's modernised website.

In closing the Website Inception Meeting, Dr Chikova, Head of Strategic Planning and Programme Management, reaffirmed the PSC's commitment to a modernised website that enhances service delivery and accountability.

From Page 11



Mr A. Wutawunashe, General Manager, Content Development and Management (Right) and Mr M. Chikonye, General Manager Technology, Innovatoons and Development during an Inception meeting of Website Modernisation Project held in the 9th Floor Boardroom

Aligned with Sections 202 and 203 of Zimbabwe's Constitution and the PSC's values of transparency and responsiveness, the project supports its vision of innovative public service. Dr Chikova praised the collaborative efforts of PSC agencies, POTRAZ, GISP, and ICTPCS, urging sustained stakeholder engagement to promote digital excellence and deliver a user-centric platform. The Website Inception Meeting marked a milestone in the PSC's pursuit of its vision and mission. Guided by its constitutional mandate and values the PSC has established a robust framework for a website that promotes transparency, professionalism, and responsiveness.

A FOND FAREWELL TO MR VIMBAI DAMBAZA



The late Mr V. Dambaza at the 2024 Inter-ministerial Sports festival held in Gweru

On 14 June 2025, Kavanji Village, nestled 40 kilometres from Bindura, became a gathering place for a multitude who travelled from near and far to bid farewell to Vimbai Dambaza (Muchenje), who was laid to rest following his sudden passing on 11 June. The funeral, marked by heartfelt tributes, a unifying sermon, and vibrant displays of community spirit, reflected the profound impact Vimbai had on his family, friends, and colleagues. Vimbai, fondly known as Baba Michelle or Mhofela, was survived by his beloved wife and three children—two daughters and a son. He left behind a legacy of love, unity, and unflinching dedication.

Vimbai's unexpected death in Eastview sent shockwaves through those who knew him. The suddenness of his passing, recounted during the funeral, left loved ones grappling with grief. On the night of 11 June, Vimbai had spoken with his children over the phone, as if guided by an unspoken premonition. Later, he stepped outside to shoo away a stray dog from the homestead. Upon returning, he experienced an unusual sensation in his face, knelt as if in prayer, then convulsed and collapsed. Despite being rushed to hospital, he was tragically pronounced dead on arrival. The abruptness of his departure left an indelible mark on all who knew him.

Speeches delivered at the funeral painted a vivid portrait of a man deeply loved. Baba Masora, Vimbai's father, spoke with quiet dignity, describing his son as a respectful and dutiful man whose loss was incomprehensible. He urged those gathered to find solace in faith, expressing gratitude to the Public Service Commission (PSC) for their steadfast support and to members of the Salvation Army and Zion Christian Church for their compassion. Mai Mukahamadzi, Vimbai's mother, echoed these sentiments, thanking all who came to honour her son. She spoke of the pain of his sudden passing but found comfort in the belief that it was part of a divine plan. She praised Vimbai's wife as a steadfast partner, a testament to the strength of their union.

Vimbai's father-in-law delivered a poignant tribute, describing him not merely as a son-in-law but as a true son, having married his firstborn daughter. He portrayed Vimbai as a unifier whose presence bound both immediate and extended family.



PSC 2024 Tug of War Teams posing for a picture with the late Mr V. Dambaza (Third from right front row)

His loss, he said, was a profound blow, leaving his daughter without her pillar of strength. His words, heavy with grief, conveyed the depth of Vimbai's impact.

Mr Mugano, a close colleague, neighbour, and friend, shared a heartrending account of Vimbai's final moments. Alerted by fellow PSC colleague Ms Munjoma of Vimbai's collapse, Mr Mugano recounted the frantic efforts to get him to hospital, clinging to hope that he would survive. "God's ways are beyond our understanding," he said, his voice laden with sorrow, describing Vimbai as a truly good man whose absence has left an aching void.

Mrs Chiwa, speaking on behalf of the PSC, expressed deep sorrow at the loss of a valued colleague. Vimbai's 20-year tenure as a Records Officer in the PSC's Pensions Agency, coupled with his role as a PSC bus conductor, showcased his versatility and professionalism.

The PSC's presence at the funeral—demonstrated through colleagues' attendance and practical support—reflected their commitment to standing by their own in times of loss, a quiet gesture of solidarity that spoke volumes. This support, offered without fanfare, underscored the organisation's dedication to its workers, ensuring Vimbai's family felt upheld during their grief.

Beyond his professional life, Vimbai was a gentle giant and a sporting hero, celebrated for winning a Gold Medal at the National Wellness Games in Gweru in 2024.

A passionate advocate for wellness, he inspired many with his unique "Dambaza stretches," a fitness routine that will forever bear his name. In a stirring tribute, PSC colleagues led rousing singing and performed wellness drills, including Vimbai's signature stretches, joined enthusiastically by the gathered crowd. This vibrant display of unity and energy honoured Vimbai's commitment to health and community, lifting spirits amidst the sorrow.

Representatives from his child's school also paid tribute, with 13 teachers and staff attending to honour Vimbai's dedication as a father. They highlighted his active involvement in school programmes and his commitment to his children's education, noting that, on the night of his passing, he had helped his child with homework—a final act of care.

The funeral was a sombre yet unifying occasion, drawing a diverse crowd to Kavanji Village to celebrate a life well-lived. Vimbai Dambaza's memory will endure in the hearts of his wife, children, and all who knew him. His sudden departure serves as a poignant reminder of life's fragility, yet his legacy of love, unity, and dedication—supported quietly but resolutely by the PSC—will continue to inspire. As Kavanji Village reflects on this loss, they find strength in shared memories and the enduring impact of a man who lived with purpose. May Mhofu Vimbai Dambaza rest in eternal peace.

PSC rolls out Leadership Development Programme for Government Directors

The Public Service Commission (PSC) recently convened a high impact Leadership Skills Development Programme at the Zimbabwe Institute of Public Administration and Management (ZIPAM), targeting newly appointed directors from line ministries and independent commissions. The five-day intensive workshop was designed to equip public sector leaders with essential competencies to enhance their effectiveness in driving the country's development agenda, particularly in line with the aspirations of Vision 2030.

From Page 13



Acting Secretary to Service Commissions, Mrs B. Musana, delivering Keynote Address during the Leadership Skills Development Workshop held at ZIPAM

The programme attracted a diverse cohort of directors across government institutions, reflecting a strong commitment to building a competent, agile and visionary leadership cadre, as Directors play a crucial role in transforming service delivery and advancing the socio-economic progress of Zimbabwe.

Delivering remarks on behalf of the Secretary to Service Commissions, Mrs Sibusisiwe Zembe, the General Manager of the Behavioural Alignment, Mrs B. Musana extended heartfelt congratulations to all the newly appointed directors. The Acting Secretary commended their commitment to professional growth and highlighted the critical importance of leadership in shaping a responsive and performance oriented public service. She emphasized that the workforce, particularly at the leadership level, constitutes the engine room of national development and their effectiveness is vital to the successful execution of the National Development Strategy (NDS1).

She further underscored that leadership training is not a luxury, but a strategic necessity *Sine Qua Non* for equipping public servants with the competencies required to deliver on their mandates. The programme was thus positioned as a key intervention to sharpen leadership capabilities, boost institutional efficiency and promote a culture of accountability, innovation and ethical governance. Throughout the course, the participants were immersed in a comprehensive suite of modules tailored to meet the complex demands of 21st-century public service leadership and the topics covered included;

Ethics in the Public Sector, Cultural Diplomacy and Business Relations, Time and Resource Management, Transformational Leadership, Styles and Competencies, Organisational Conflict Management, Team Building, Coaching and Mentoring for Leadership Excellence, as well as Emotional Intelligence and Leadership Effectiveness.

The programme also created a valuable platform for peer to peer learning, dialogue and experience sharing among directors from different sectors of government. This collaborative environment enabled the identification of common leadership challenges and the development of shared strategies to address them.

The training was timely, given the need for high calibre leadership to navigate a rapidly changing governance landscape. The PSC reaffirmed its commitment to strengthening public service leadership through continuous professional development and signalled that similar capacity-building programmes will be rolled out regularly to ensure alignment with national priorities.

As Zimbabwe accelerates towards Vision 2030, the Commission remains resolute in its mission to build a professional, dynamic and citizen centric public service that delivers sustainable development outcomes for all.



Directors from various MDAs during the Leadership Skills Development Workshop held at ZIPAM

PSC Welcomes New Recruits with a Comprehensive Induction Program



PSC Secretariat Staff new recruits posing for a photo during the Induction program held in May 2025 at the Domboshava Training Centre.

The Public Service Commission (PSC) conducted a comprehensive five-day induction program for the newly appointed employees from different departments from the head office and different provinces. The program aimed to equip them with the essential knowledge and skills required to excel in their different roles and uphold the values of the public service. The intensive program, held from 19 to 23 May 2025 at Domboshava Campus in Domboshava, covered a wide array of critical topics, ensuring a smooth transition for the new recruits into the demanding yet rewarding world of public administration.

During the 5 day program, the General Manager for Internal Human resources Ms B. Katanda represented by Mr M. Kambanje urged the new employees to participate fully and to learn more about the PSC and its operations.

‘The induction training program is designed to equip new employees with the essential knowledge on the operations of the PSC. Let us fully engage and participate during this crucial time as this will help us all in our work in the government’

The induction program kicked off with an in-depth exploration of the "Public Administration System and the State." This foundational module provided participants with a holistic understanding of the functions of government, the intricate relationships between various state organs, and the pivotal role of the public service in national development.

New employees gained clarity on their place within this complex framework and the profound impact their work would have on the lives of citizens. A crucial component of the program was the module on "Protocol, Diplomacy, and Etiquette." Recognising the importance of proper conduct and representation in official settings, this session provided practical guidance on international and local protocol, diplomatic courtesies, and professional etiquette. Understanding the policy landscape is paramount for any public servant.

To achieve this, a dedicated session on "Government Policies" delved into key national policies, their objectives, and their implementation frameworks. This ensured that the new recruits were not only aware of existing policies but also understood the rationale behind them, enabling them to contribute effectively to their execution.

The orientation further equipped participants with a module on "Acts of Misconduct." This session thoroughly outlined various forms of misconduct, their consequences, and the disciplinary procedures in place, reinforcing the PSC's zero-tolerance policy towards corruption and unethical behavior. New employees were firmly reminded of their obligation to uphold the public's trust and operate with utmost transparency.

In an increasingly information-driven world, effective "Records and Information Management" is indispensable. This module equipped participants with best practices in managing official records, ensuring data security, accessibility, and compliance with relevant regulations. Proper information management is crucial for efficient service delivery, accountability, and historical preservation within the public sector.

The induction program culminated with a detailed examination of the "PSC Code of Conduct." This session reiterated the ethical principles, professional standards, and behavioral expectations that govern all PSC employees. It served as a powerful reminder that public service is not just a job, but a calling that demands unwavering commitment to integrity, impartiality, and dedication to the welfare of the nation. The program was concluded with an exam to assess the effectiveness of the program.

Mashonaland West Shines in Zimbabwe's Clean-Up Campaign

"Cleanliness and efficient service delivery are not merely indicators of good governance but essential benchmarks for a nation's competitiveness," declared His Excellency, President Dr. E.D. Mnangagwa, during the commissioning of the Geo Pomona Waste Management sorting plant in Harare on 5 May 2025. These words underscore Zimbabwe's commitment to transforming its environmental landscape, not only by nurturing a cleaner nation but also by converting waste into valuable energy. In alignment with this vision, the President directed all government institutions and patriotic organisations to dedicate the first Friday of each month to a nationwide clean-up exercise. The Public Service Commission (PSC), as a beacon of governance and patriotism, has embraced this directive with unwavering resolve. On 6 May 2025, the first Friday of the month, PSC personnel across Zimbabwe's provinces and districts took to the streets to combat litter and waste. This edition of the newsletter highlights the exemplary efforts of Mashonaland West, proving that "West" is far from "Waste," despite the phonetic similarity. The clean-up campaign in Mashonaland West was a testament to the province's dedication to the President's call for a cleaner Zimbabwe.

The Mashonaland West Provincial Co-ordinator, Mr Mapara, represented by Ms Dombo Ivy, the Provincial Finance and Administration Officer, flanked by the Chinhoyi Campus Principal, Mr Munamati, addressed the team before the clean-up commenced. Ms Dombo reiterated the President's call for cleanliness, emphasising that the fight against litter requires collective effort and should not be confined to designated clean-up days. She urged citizens to integrate cleanliness into their daily routines, promoting a culture of environmental responsibility. Recognising that the battle against waste demands collaboration, the PSC in Mashonaland West partnered with the Environmental Management Agency (EMA) and the Ministry of Agriculture's Irrigation and Mechanisation units to form a formidable taskforce. This partnership exemplifies the PSC's leadership in driving Zimbabwe's aspiration for a cleaner nation. The EMA expressed gratitude for the President's initiative and the PSC's commitment, providing essential cleaning equipment, bin liners, and waste containers to support the effort.

The 34-member joint taskforce, comprising 18 women and 16 men, was divided into two groups. The first group tackled litter collection in the area stretching from the EMA office to the Chinhoyi University of Technology (CUT) main campus. The second group focused on clearing overgrown grass in nearby areas, which had become an eyesore, a hideout for thieves, and a dumping ground. Over the course of nearly three hours, the taskforce transformed the environment, restoring its aesthetic appeal and functionality.

The clean-up exercise yielded more than just a cleaner landscape. It enabled harmony, teamwork, and networking among participants, with the added benefit of team building. Friendships were forged amidst the shared mission to eliminate litter, strengthening community bonds. The campaign extended beyond Chinhoyi's central business district, with outposts such as Sanyati and Mhondoro, led by DC Chauke, Chegutu District led by DC Chidangwa and Hurungwe, under DC Bandera, conducting equally determined clean-up efforts.

The Mashonaland West clean-up initiative aligns with Zimbabwe's broader Vision 2030, which envisions a prosperous and sustainable nation. As the deadline approaches, every citizen is called upon to play their part in ensuring a cleaner, more habitable environment for future generations. Littering is a collective challenge that demands everyone's attention. By taking responsibility now, we safeguard the environment for our children and contribute to a legacy of sustainability.

The success of the 6 May 2025 Clean-up in Mashonaland West demonstrates the power of collaboration and commitment. The PSC's leadership, coupled with the support of partners like the EMA, has set a high standard for environmental stewardship. As we move forward, let us heed the President's call and make cleanliness a daily habit, ensuring that Zimbabwe remains a beacon of cleanliness and competitiveness on the global stage.

Pictures on page 17

Full Story on Page 14

PSC CLEAN UP CAMPAIGN IN PICTURES



TEAM PSC MASHONALAND WEST DURING THE MAY CLEAN-UP CAMPAIGN



CHEGUTU TEAM PSC MASHONALAND WEST DURING THE MAY CLEAN-UP



SANYATHI TEAM PSC MASHONALAND WEST DURING THE MAY CLEAN-UP CAMPAIGN



HARARE TEAM PSC DURING A CLEAN-UP CAMPAIGN AT PSC BUSES PARKING AREA



SENGA TEAM PSC MIDLANDS DURING THE MAY CLEAN-UP CAMPAIGN



HARARE TEAM PSC DURING A CLEAN-UP CAMPAIGN AT PSC BUSES PARKING AREA

PSC Champions Public Sector Transformation at 65th Zimbabwe International Trade Fair



The Public Service Commission (PSC) made a significant impact at the 65th Edition of the Zimbabwe International Trade Fair (ZITF), held from 21st to 26th April 2025 in Bulawayo. Running under the national theme “Industrialisation: Crafting an Integrated Economic Landscape,” the PSC’s participation demonstrated its commitment to national development through the complementary theme: “PSC: Enabling Industrialisation in an Integrated Economy.”

The PSC’s exhibition stand attracted a record-breaking 1,710 visitors, a remarkable 65.2% increase from the 2024 edition. This surge was driven by strategic messaging, a visible presence and increasing public interest in the PSC’s digital transformation agenda. Visitors included students, job seekers, civil servants, pensioners, uniformed forces, HR professionals, policymakers and members of the general public. Most engagements focused on recruitment processes, pensions, salary service bureau, Government Employees Mutual Savings (GEMS) loans, rebates, digitisation efforts and public service reforms.

This year’s exhibition presented the PSC as a catalyst for public sector modernisation, contributing to Zimbabwe’s broader industrialisation objectives under Vision 2030. The PSC used the platform to showcase services, share information and engage stakeholders meaningfully. Public interactions revealed a need for increased awareness of PSC services, better access to digital platforms and improved communication as well as feedback mechanisms. These insights will guide ongoing service delivery and stakeholder engagement enhancements.

The official opening ceremony, held on 25th April 2025, was graced by His Excellency President Daniel Francisco Chapo of Mozambique and His Excellency President Dr Emmerson Dambudzo Mnangagwa of Zimbabwe. The PSC delegation included the Chairman to Service Commissions, Dr Vincent Hungwe; Deputy Chairperson Dr Nomathemba Ndiweni; Commissioners Prof. Carroll T. Khombe, Rosemary Rubvumo Mukoko, Amb. James Manzou and Dr Millicent S. Mombeshora; as well as Secretary to Service Commissions, Mrs Sibusisiwe Zembe. Senior Management and staff from both head office and sub-national offices were also in attendance, reflecting the PSC’s strong institutional representation.

The PSC’s participation was the result of robust inter-departmental collaboration. Spearheaded by the Communications and Stakeholder Engagement Department’s Media Liaison and Brand Management Unit and guided by the strategic direction of Mrs Zembe, the exhibition was supported by multiple PSC departments, including ICT, Pay and Benefits, Talent Management, Uniformed Services, Performance Audit, Training, Payroll and Pensions as well as Provincial Coordination. This multi-disciplinary approach ensured a comprehensive and dynamic showcase of the PSC’s wide-ranging programmes and reforms.

The overarching goal of PSC’s participation was to establish itself as a central actor in the industrialisation agenda by highlighting its critical role in workforce planning, service delivery and institutional reform. By aligning its exhibition theme with national priorities, the PSC successfully articulated its contributions toward crafting a modern, integrated and efficient public sector. Specific objectives included showcasing how various departments within the PSC drive industrialisation, promoting the PSC’s evolving work culture, enhancing public awareness of PSC services and creating strategic networking opportunities. Through these efforts, the PSC aimed to strengthen stakeholder relations, gather feedback and reinforce its corporate identity as a reform-oriented institution.

Pictures on page 19

PSC ZIMBABWE INTERNATIONAL TRADE FAIR IN PICTURES



Deputy Chairperson, Dr. N. Ndiweni (Right) during an Interview at the Zimbabwe International Trade Fair held in Bulawayo.



PSC Exhibitors attending to visitors at the Zimbabwe International Trade Fair.



PSC Commissioners, Secretary to Service Commissions, Mrs. S. Zembe, Senior Government Officials posing for a photo at the Zimbabwe International Trade Fair.



PSC Displays at the Zimbabwe International Trade Fair.



PSC Exhibitors attending to visitors at the Zimbabwe International Trade Fair.



PSC Stand at the 2025 Zimbabwe International Trade Fair.

PSC Brings Culture to Life in the Workplace During Culture Month

May is always a special time in Zimbabwe — it's a month set aside to celebrate who we are as a people, to honour where we come from, and to reflect on the diverse cultures that make our nation so unique. This year, the Public Service Commission (PSC) proudly took part in the national commemorations of Culture Month, turning workplaces into colourful, welcoming spaces that reminded us all of the beauty of our heritage.

In line with the country's National Development Strategy 1 (NDS1), which emphasises unity, identity, and nation-building, the PSC encouraged staff across the country to celebrate in meaningful ways — not just by attending events, but by actively living and sharing their culture. Throughout the month of May, PSC offices were transformed by colour and creativity as employees showed up in their traditional attire. From neatly tailored outfits made from the Zimbabwe National Fabric to proudly worn cultural accessories, staff brought their heritage to life. Each outfit told a story — of where someone came from, what their community values, and the pride they carry in being Zimbabwean. The national fabric was at the centre of it all. Many chose to wear it in ways that reflected both tradition and professionalism, showing that our culture doesn't belong only at home or in ceremonies — it belongs in our daily lives, including the workplace. "It was more than just dressing up," said one PSC employee in Bulawayo. "It was about showing that we're proud of who we are, and that we respect and celebrate each other's backgrounds."

Tastes of Home, Shared Together!

And what would culture be without food? Teams across departments brought in their favourite traditional dishes to share with colleagues. Dishes like *sadza rezviyo*, *madora*, *derere*, and peanut butter vegetables sparked warm conversations and childhood memories. These informal food-sharing moments reminded everyone that culture is something we live and experience, not just something we talk about. It was an opportunity to learn more about each other and find connection through the familiar taste of home. The PSC's participation in Cultural Month was a reflection of its commitment to building a united and inclusive public service values that are central to NDS1.



Ms P. Chipamuriwo, Executive Assistant ICT Digitalisation and Modernisation Agency, stationed at Head Office.



Mr M. Matsenhura, Manager, Monitoring, Evaluation and Learning: Strategic Planning and Programme Management Agency, stationed at Head Office.



Mrs Sakwiya, Manager, Records and Information stationed at SSB, Mukwati Offices.

ZPCS Commissioners undergo strategic induction for transformative correctional system



Chairman to Service Commissions, Dr V. Hungwe, (second from left seated) the Secretary to Service Commissions, Mrs. S. Zembe, with ZPCS Commissioners posing for a group photo at the Induction workshop for the Zimbabwe Prison and Correctional Services (ZPCS) at Manna Pools Resort in Harare.

The Chairman to Service Commissions, Dr V. Hungwe, accompanied by the Secretary to Service Commissions, Mrs. S. Zembe, attended a two-day induction workshop for the Zimbabwe Prison and Correctional Services (ZPCS) Commissioners at Manna Pools Resort in Harare. This workshop was of paramount importance as it elucidated the specific duties of the Commissioners, and the overall ZPCS mandate as outlined in the Prisons and Correctional Services Act, ensuring their operations align with established parameters. Dr. Hungwe emphasised that as newly appointed Commissioners, they are tasked with providing visionary leadership aimed at evolving the correctional system into a benchmark for restorative justice, human dignity, and economic contribution. He powerfully encouraged them to cultivate leadership qualities that will "turn fences into pathways and cells into classrooms, fields, and workshops of renewal."

The Chairman underscored that, as newly appointed Commissioners, they are called to provide visionary leadership that ensures the correctional system becomes a model of restorative justice, human dignity and economic contribution. He fortified them to cultivate leadership qualities that will "turn fences into pathways and cells into classrooms, fields, and workshops of renewal."

The convergence also allowed the ZPCS to outline its projects, challenges, and converse on business development ideas.

During the workshop, the Chairman underlined the significance of having access to five important documents: the Prisons and Correctional Services Act, National Development Strategy 1, Vision 2030, and the Strategic Plan of the ministry of JLPA and for ZPCS. He also pinpointed the need for Commissioners to foster strategic partnerships with other local and regional entities to enhance services and create business opportunities. The Commissioners were urged to be strategic thinkers, offering direction and playing advisory roles to the board at large. The Secretary further highlighted that the workshop would serve as a platform to thoroughly interrogate the intricacies of the Commissioners' roles and duties, thereby directing them towards fulfilling their Constitutional mandate.

Several key ideals were emphasised, particularly transparency, responsibility, accountability and issues of corporate governance. Potential areas for convergence between the prisons and the Public Service Commission (PSC) were also explored, with a view to leveraging partnerships for infrastructure development.

Commissioners were urged to prioritise the modernisation of prison facilities and the development of smart prisons. This involves strategically leveraging available resources and formulating strategies for public-private partnerships to capitalise on business opportunities within the ZPCS.

The induction workshop transitioned from theory into practice with tours of Hurungwe and Chinhoyi prisons. These visits provided Commissioners with first hand insights into the ground realities within prisons, including overall living conditions and infrastructure.

Also joining the induction were the Permanent Secretary from the Ministry of Justice, who elaborated on the relationship between the ministry and ZPCS regarding justice, rehabilitation, and reintegration. Representatives from the Office of the President and Cabinet, and members of the PSC, including General Manager for Uniformed Services Mr. A. Magomo, also contributed by exploring ZPCS operations, conditions of service, and reporting structures.

THE 2025 ZIMBABWE NATIONAL DISABILITY EXPO

Once upon a time, in the vibrant landscape of Zimbabwe, the Public Service Commission (PSC) took a significant step towards fostering an inclusive workforce. In June 2025, they attended and showcased its commitment at the Zimbabwe National Disability Expo, a pivotal event dedicated to empowering persons with disabilities and promoting accessibility across all sectors.

From June 25 to 27, 2025, Chinotimba Stadium in Victoria Falls hosted the Zimbabwe National Disability Expo, a key event aimed at advancing disability inclusion across the country. Under the theme “*Accelerating Disability Inclusion Now. A Collective Responsibility*,” the expo brought together government officials, civil society, private sector partners, and Persons with Disabilities to foster awareness, empowerment, and collaboration. Highlights included inspiring success stories from youth and women with disabilities, policy discussions on Vision 2030, and initiatives like the Presidential Scholarships for students with disabilities. The event culminated in an official opening attended by Hon. Vice President Cde. Col (Rtd) K. C. D. Mohadi and a keynote address from President Dr. E.D. Mnangagwa, who reaffirmed the government’s commitment to disability rights and presented support donations.

The expo also showcased employment guidelines, sexual harassment policies, and the Disability Policy promoting social inclusion. Over 140 visitors participated, engaging in meaningful dialogues. This event marked a significant step toward building an inclusive society aligned with Zimbabwe’s policies and development goals. Recognising the vital importance of creating an inclusive workforce that truly reflects the diverse fabric of the nation, the PSC made their presence felt. Their goal was clear: to ensure that their Disability Mainstreaming Strategies reached the targeted populations effectively, fostering awareness and understanding.

At the heart of this initiative were several key objectives. The expo served as a platform where the PSC could communicate essential guidelines regarding the employment of persons with disabilities within the public service. It was also an opportunity to sensitise persons with disabilities about the Public Service’s Sexual Harassment Policy—an important step towards creating a safe and respectful working environment for all.



From Left: Permanent Secretary for Veterans of Liberation Struggle Affairs, Mr A. T. Chikondo, Mrs. G. Machakaire, the General Manager of Talent Management, Mrs. M. Mzumara, General Manager, Communication and Stakeholder Engagement and Ms. B. N. Katanda, the General Manager Internal Human Resources at the National Disability Expo held in Victoria Falls.

The event was graced by the presence of the PSC’s Senior Management team, whose dedication underscored the importance of this cause. Among those in attendance were Mrs. G. Machakaire, the General Manager of Talent Management, whose expertise in workforce development was vital; Mrs. M. Mzumara, the General Manager of Communication and Stakeholder Engagement, who ensured the message reached every corner; Ms. B. N. Katanda, the General Manager of Internal Human Resources Management, focusing on internal policies; and Dr. I. Ndebele, the Provincial Coordinator for Matebeleland North, alongside Mr. A. Moyo and Mr. Simpande, the District Coordinators for Hwange and Binga respectively. Their collective presence reflected a unified commitment to advancing inclusivity across all levels of Government.

The expo also featured a diverse array of exhibitors from various agencies and departments within the PSC. These representatives showcased their initiatives, shared best practices, and engaged with visitors to foster a deeper understanding of the importance of disability mainstreaming. Through this vibrant participation, the PSC demonstrated its unwavering dedication to building a more inclusive public service—one where every individual, regardless of their abilities, is valued and given equal opportunities to contribute to Zimbabwe’s Vision 2030.



Mrs. G. Machakaire, the General Manager of Talent Management and Mrs. M. Mzumara, General Manager, Communication and Stakeholder Engagement attending to a visitor at the National Disability Expo held in Victoria Falls.



General Managers and PSC Exhibitors posing for a photo at the National Disability Expo held in Victoria Falls.



PSC Exhibitors attending to a visitor at the National Disability Expo held in Victoria Falls.



PSC Exhibitors posing for a photo at the National Disability Expo held in Victoria Falls.



PSC Exhibitors attending to a visitor at the National Disability Expo held in Victoria Falls.



Ms M. Chakabva, PSC Exhibitor giving a corporate gift to a visitor at the National Disability Expo held in Victoria Falls.

2nd Bipartite Consultative Workshop with Workers Representatives



PSC Commissioner, Prof C. T. Khombe, Secretary to Service Commissions, Mrs S. Zembe, Senior Government Officials and Workers representatives posing for a photo at the 2nd Bipartite Consultative Workshop held in Mutare.

The Chairman to Service Commission Dr V. Hungwe represented by Acting Chairperson Commissioner C. T. Khombe officially opened the 2nd Bipartite Consultative Workshop with Workers Representatives on the 25th of June 2025. The workshop conducted from the 23rd to the 27th of June 2025 at Holiday Inn in Mutare was the 6th engagement since its inception where government and workers representatives consult to enhance conditions of service in the Public Service.

In his opening remarks the Chairman was impressed by the continuation of a principled dialogue which was bringing forth results in the different subcommittees. He said,

“...it is a continuation of a principled dialogue that anchors our commitment to fostering a public service that is inclusive, responsive and resilient.”

The Chairman applauded the joint committees for the strides they were making to attain tangible resolutions such as the Public Service Amendment Bill and Occupational Safety and Health (OSH) bill which were approved by Cabinet, the Housing committee which was making steps to produce affordable housing proposals for civil servants amongst others.



Mr T. Shoko, Paymaster during the 2nd Bipartite Consultative Workshop held in Mutare.



Participants following proceedings during the 2nd Bipartite Consultative Workshop held in Mutare.



Participants following proceedings during the 2nd Bipartite Consultative Workshop held in Mutare.

He said,

“...their participation is not only a gesture of solidarity, but as a strategic step toward expanding platforms for inclusive dialogue around non-monetary benefits and broader conditions of service.”

The president for the Zimbabwe Confederation of Public Sector Trade Unions (ZCPSTU) Mrs C. Alexander represented by Mr G. Taderera echoed that the Workers were grateful for the committees that were working tirelessly to produce results. She further thanked the Chairman for noting the positive changes in the PSC and for enabling platforms such as the SADC Public Service Forum where the spirit of tripartism and bipartism is being utilised to attain results in the public service.

The workshop comprised of presentations by different stakeholders from RBZ, Ministry of Finance, Economic Development and Investment Promotion, Ministry of Public Service Labour and Social Amenities, Tyraud Investments Pensions, Salary Service Bureau amongst others who gave expert intel on different topics ranging from monetary policy, labour migration, labour relations and legal representation in the public service.

Deputy Chairperson for the Health Service Commission Dr A. Kangwende in her closing remarks thanked the National Joint Negotiating Council (NJNC) for being a torch bearer in their negotiation panel as the team would utilise the knowledge and skill they received for their negotiations.

The NJNC gave resolutions to different subcommittees to be presented in the third quarter meeting. The workshop ended with a team building session where members of the NJNC and the Health Commission were given the platform to unwind, relax and get to know each other outside the conference room.

Amongst the attendees of the workshop was the Secretary to Service Commissions Mrs S. Zembe, The Government Team Leader and Head for Pay and Benefits Development and Management Mr N. Machinjike, Pay Master and Payroll Management, Mr T. Shoko, Pensions Master Mr Makiwa. Mrs C Alexander who joined the group on the last day.



Mr Muduzu, Manager Retirement Planning during his presentation at the 2nd Bipartite Consultative Workshop held in Mutare.



Commissioner C.K Khombe, Secretary to Service Commissions and Workers Representatives posing for a group photo at the 2nd Bipartite Consultative Workshop held in Mutare.



Members of the National Joint Negotiating Council (NJNC) and Health Services Commission toured Newmarra Housing Infrastructure Development and Beira Corridor Housing Development

PSC EVENTS IN PICTURES



PUBLIC SERVICE COMMISSION 2025 FIRST QUARTER REVIEW WORKSHOP HELD AT ZIPAM



THE PUBLIC SERVICE COMMISSION (PSC) SECRETARIAT AND NJNC MEMBERS WHO VISITED THE NSSA WORKERS COMPENSATION REHABILITATION CENTRE IN BULAWAYO

PSC EVENTS IN PICTURES



PUBLIC SERVICE COMMISSION SECRETARIAT STAFF GROUP PHOTO AFTER A JUNE CLEAN UP CAMPAIGN AT FIRST STREET IN HARARE



AN INTERFACE WITH HR (CHIEF DIRECTORS, DIRECTORS AND EQUIVALENT GRADES AT THE KADOMA HOTEL AND CONFERENCE CENTRE

ZITF: BULAWAYO
STAND NO: AA04

What is Government doing to improve Civil Servants' welfare?



Government through PSC is working on improving Civil Servants' welfare with innovations such as:

1

- Medical Insurance
- Retirement Planning Programmes

2

- Funeral Assistance
- Government Employees Mutual Saving (GEMS) Fund

3

- The Rebate of Duty

Public Service Commission





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