



FROM THE SECRETARY'S DESK

Zimbabwe

October– December 2024

- PSC hosts inaugural high-level retirement planning conference
- PSC heightens advocacy programs to Mat-South Province

Pass-out Parade at Ntabazinduna Prisons Training School

The President of the Republic of Zimbabwe, Commander in Chief of the Zimbabwe Defence Forces, His Excellency Dr E.D. Mnangagwa conferred certificates to 1619 Recruit Correctional Officers at the combined 154 and 155 Pass-out Parade at Ntabazinduna Prisons Training School on the 16th of December 2024. The recruits comprised of 1106 males and 513 females from the two groups who will contribute to the successful rehabilitation and reintegration of offenders into the society.



The President of the Republic of Zimbabwe and Commander in Chief of the Zimbabwe Defence Forces, His Excellence, Dr E.D. Mnangagwa



THE SECRETARY'S DESK PUBLICATION

Welcome to this edition, where we aim to keep you informed about the latest developments and initiatives in the Public Service Commission.

As we navigate the dynamic landscape of public service, our commitment to transparency, efficiency, and excellence remains steadfast.

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PSC Consultative Workshop between PSC & Workers Representatives



The workshop featured a series of insightful presentations, including Health and Wellness by PSMAS; presentation on The National Employment policy, by the Ministry of Public Service, Labour and Social Welfare; ILO Conventions 151 on Labour Relations; comprehensive highlights of 2025 National Budget by The Ministry of Finance, Economic Development and Investment Promotion and the Job Evaluation Report outcomes and; proposed way forward by the Public Service Commission. These presentations coalesced to form a cohesive framework for improving worker welfare, underscoring the imperative of synergistic collaboration between stakeholders.

Secretary to Service Commissions, Mrs. Sibusisiwe Zembe, (from the right) Public Service Commission Head Pay and Benefits, and Government Team Leader Mr. Nobert Machinjike and ZCPSTU President, Mrs. Cecilia Alexander following proceedings at the PSC Fourth Quarter Consultative Workshop in Nyanga.

The Public Service Commission recently convened a consultative workshop with public sector Workers' Representatives at Troutbeck Resort Hotel in Nyanga. The workshop marked a pivotal moment in the ongoing quest to enhance worker welfare in Zimbabwe as the fourth quarter workshop is built upon the inaugural meeting held in January 2024 and the subsequent workshop convened in April of the same year at ZIPAM.

The workshop boasted an impressive array of dignitaries, including Secretary to Service Commissions, Mrs Sibusisiwe Zembe, Public Service Commission (PSC), Head Pay and Benefits, and Government Team Leader in the National Joint Negotiating Council (NJNC) Mr. Mr Nobert Machinjike, as well as ZCPSTU President, Mrs. Cecilia Alexander and other esteemed Government Officials, underscoring the weighty nature of the deliberations.



Secretary, Public Service Commission, Mrs S. Zembe, PSC Heads and General Managers pose for a picture during the Fourth Quarter Consultative Workshop

PSC Consultative Workshop between PSC & Workers Representatives



Workers Representatives following the presentations during the Fourth Quarter Consultative Workshop



The Public Service Commission Consultative Workshop marked a significant milestone in the quest to elevate worker welfare in Zimbabwe. As stakeholders continue to converge around this shared objective, the prospects for a more harmonious and productive public service delivery framework appear increasingly auspicious.

The workshop's overarching theme, “*Fostering Success Through Engagement and Empowerment in the Public Service,*” resonated deeply with the attendees.

As the Public Service Commission continues to navigate the complexities of Zimbabwe's economic landscape, the importance of fostering a conducive work environment cannot be overstated. As the second day of the workshop reached the climax, addressing the gathering, the Secretary to Service Commissions, Mrs. Sibisisiwe Zembe stated that the job evaluation exercise would usher in a paradigm shift in the structural configuration of Government Ministries. This, in turn, would ensure that workers are optimally positioned within their respective grades and responsibilities, thereby fostering a more efficient and effective public service delivery framework.



Group photos of members who attended the Fourth Quarter Consultative Workshop Troutbeck Hotel, in Nyanga

As part of advocacy initiatives, the Public Service Commission (PSC) recently facilitated a public lecture at Lupane State University (LSU), to raise awareness on the mandate and functions of the Commission. The lecture was part of a series of country-wide engagements which are being done by the PSC, in a bid to prepare a base for students to join the public service after completing their studies.

Unpacking the lecture under the theme "Agriculture, Research and Innovation -Catalyst for Economic Growth: Understanding Agriculture as a Public Service", the Deputy Chairperson to the Public Service Commission, Dr Nomathemba Ndiweni underscored the importance of embracing agriculture, innovation and research in the development of Zimbabwe and improving the economy.

She stated that universities like Lupane play a vital role in developing resilient crop varieties, sustainable farming practices and efficient water management systems which are helping the surrounding communities. Recognising LSU as one of the universities that have fully embraced education 5.0, multiple innovations which are key to economic growth have emanated from the university, providing real life solutions to problems farmers are facing in the semi-arid regions. By recognising agriculture as a public service and investing in research, and innovation, communities can build a resilient, productive and inclusive public sector that serves as a true catalyst for economic growth. Dr Ndiweni urged

students, researchers and policy makers to contribute to the development of agriculture in Zimbabwe by embracing innovation, promoting research and working together to ensure that agriculture remains inclusive and transformative public service.

She cemented on public -private partnerships and collaborations between research institutions and government agencies as essential for ensuring that the innovations developed in laboratories reach fields where they are most needed. This not only enhances productivity but also helps farmers adapt to new challenges, ensuring food security for all.

She further stressed the need for investment in research and development, as well as the importance of collaboration between government, industry and academia. She alluded that such efforts are crucial for driving innovation which in turn can lead to improved service delivery, increased efficiency and enhanced citizen engagement within the public sector.

Despite the existing relationship between the government and universities, the government was urged to foster partnerships with universities, thereby directly contributing to the achievement of Sustainable Development Goals (SDGs), particularly goal 17, which emphasise the importance of collaborative efforts.

As an institution which focuses more on agriculture, LSU was encouraged to collaborate with the Ministry of Lands, Agriculture, Water and Fisheries, Ministry of Industry and Commerce, as well as agencies like ZimTrade, which will create room for sharing knowledge, innovations and opportunities.

The lecture attracted a number of university student from various faculties, public service commission staff and LSU staff members and representatives from various government ministries and departments.

PSC VALUES

- ♦ SERVANT LEADERSHIP
- ♦ HIGH ETHICS
- ♦ ENTREPRENEURSHIP
- ♦ PROFESSIONALISM
- ♦ HIGH PERFORMANCE
- ♦ INNOVATION
- ♦ ACCOUNTABILITY
- ♦ INCLUSIVENESS

WALKING THE TALK: High Performance Culture as one of the PSC Values...

Public Service Commission's 2024 Strategic Plan Review Workshop was held in Masvingo, with all stakeholders fully represented. It was a thorough "stock-taking" event aimed at interrogating what was achieved and what was missed in 2024 and; how any identified gaps were plugged as well as challenges addressed to enable the organisation effectively contribute towards the attainment of Vision 2030.



Story on page...page 12



PSC Tag of War at the Inter-Ministerial Sports Competitions in Gweru

Story on page...page 10

PSC hosts inaugural high-level Retirement Planning Conference



shrined in the National Development Strategy 1 and the willingness of the government to achieve the Sustainable Development Goals (SDGs) 1 and 3, which emphasise on poverty reduction, good health and well-being.



The Public Service Commission (PSC), hosted a three- day inaugural retirement conference at the Harare International Conference Centre (HICC), from 11 to 15 December 2024. The conference which was running under the theme "Embracing a New Chapter: Empowering Public Service Workers for Retirement with Dignity", was aimed at elevating awareness and enhancing the welfare of employees beyond their service in the Public Service.

The conference, which was targeting to empower retirees and the active public service members, provided a platform to learn and served as an eye-opener on the available opportunities which can help workers and retirees to remain competitive and relevant in the ever-evolving world.

Speaking at the Conference, the President of the Republic of Zimbabwe, Dr E.D Mnangagwa hailed the Public Service Commission for such an initiative, which shows the unwavering support of government in managing the well-being of retirees and the whole of active government workers. He indicated that the conference highlights the doctrine of social protection, en-

He further noted that as the new chapter of retirement planning had begun, government's focus on the dignity and empowerment of government workers remains key.

Convening with experts in the retirement sector, the conference sought to ensure that retirement is not an end-point but a meaningful new chapter contributing to the prosperity of provinces, districts and communities at large.



Honourable Ministers, Chairman to Service Commissions, Commissioners and Senior Government Officials pose for a picture at the Retirement Conference at HICC

PSC hosts inaugural high-level Retirement Planning Conference

Zimbabwe Worker's Representative Mrs Alexander, ably represented by Mr Taderera expressed the voice of workers, their anxieties and lack of preparedness which the government should take into consideration. She insinuated that the lack of preparedness often leads to many retirees living in miserable conditions and leading to early deaths. Thus, the conference was necessary to equip public workers with skills and knowledge that can help them secure their future and prepare for a soft landing after the active working period.

The Chairman to Service Commissions Dr V. Hungwe buttressed the need to raise awareness and empower retirees and prospective retirees to be empowered to secure a dignified retirement. He indicated that protection should be inclusive as enshrined in the Constitution of Zimbabwe, which stipulates legal frameworks for empowering retired to ensure dignified retirement.

The conference gave emphasise on entrepreneurship and lifelong learning and also presented on other topics affecting both retirees and active public service workers which included financial planning, real estate planning and life skills capacitation, among other issues.

The conference attracted the attendance of retirees, active members of the public service and retirement experts from different sectors with major focus on discussing opportunities to secure the dignity, financial independence and health of civil servants in retirement.

Currently the government is catering for 195 000 to 200 000 retirees benefiting from the pension payouts, and every year 300 to 500 civil servants retire from the public service. With these worrying statistics, it is of paramount importance to empower and educate public servants on ways to secure a good life after retirement.



The Retirement Planning Conference in pictures...

Pass-out Parade at Ntabazinduna Prisons Training School

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The President of the Republic of Zimbabwe, Commander in Chief of the Zimbabwe Defence Forces, His Excellency, Dr E.D. Mnangagwa

In his speech, His Excellency President E.D. Mnangagwa encouraged the new recruits to embrace new technology in their day-to-day execution of various duties as technology enhances effectiveness and efficiency in service delivery.

“The appropriate use of technology in the correctional domain can significantly enhance security efficiency, management and rehabilitation efforts. In this regard as Correctional Officers there is need to adopt new technologies and smart prison concept in the discharge of your duties” he said.

He further encouraged Correctional Officers to shun corruption in order to uphold the Zimbabwe Prisons and Correctional Service (ZPCS) Constitutional mandate through incarceration and rehabilitation of offenders for their successful reintegration into society.

“My administration remains resolute in combating all forms of corrupt tendencies, as members of the ZPCS, I challenge you to adhere to high ethical standards and uprightness in your duties”.

The Pass-out parade was a testament of the government’s commitment to human capital development that is focused on maintaining peace, which is a cornerstone to economic development. The Government of Zimbabwe through the Ministry of Justice, Legal and Parliamentary

Affairs is reviewing policies and laws that will positively see the transformation of correctional facility services.

In attendance of the Parade was the Minister of Justice, Legal and Parliamentary Affairs Hon Ziyambi, Minister of State for Provincial Affairs and Devolution for Matebeleland South Hon Ndlovu, Minister of State for Provincial Affairs and Devolution for Matebeleland North Hon Moyo, Minister of Finance, Economic Development and Investment Promotion Hon Ncube, Chairman to Service Commissions represented by Acting Head Mr A. Magomo, ZPCS Commissioner General Dr Chihobvu, Permanent Secretaries, Service Chiefs, ZPCS Officials and; Senior Government Officials.

The Public Service Commission plays a critical role in human capital development and management to address the skills gaps. The Uniformed Services and Commissions continues to develop and manage a competitive, equitable and sustainable remuneration system for the Uniformed Forces and Independent Commissions.



The President of the Republic of Zimbabwe, His Excellency Dr E.D. Mnangagwa during an inspection at Pass-out parade in Ntabazinduna

42nd Graduation and Prize Giving Ceremony at the Domboshava Training Institute

The Public Service Commission in association with the University of Zimbabwe held the 42nd Graduation and Prize Giving Ceremony at the Domboshava Training Institute, Public Service Academy Campus on 18 October 2024. In attendance was the Chairman

to Service Commissions represented by Commissioner L. Mavima, Vice Chancellor of the University of Zimbabwe represented by Professor S. Moyo, Secretary to the Service Commissions represented by Head, Pay and Benefits, Mr N. Machinjike, Members of Parliament, Government Officials, Traditional Leadership and PSC Secretariat staff.

The graduation was held under the theme, ***“Encouraging Creativity Collaboration and Excellence in Achieving Vision 2030”***. The graduation conferred two-year diplomas in Local Government Administration and Community Development to thirty-four graduates, fourteen in Community Development and twenty in Local Government Administration with an overall of 100% pass rate.

In his opening remarks the Principal for Domboshava Institution Mr Makuyana alluded that the institution is committed to strengthening partnerships that promote academic excellence, research and innovation.

“The institute is committed to educating and

fostering the growth of public servants through required, reformed based courses.”

The Vice Chancellor of the University of Zimbabwe Professor Mapfumo, in his address applauded the Domboshava institution in moving from Education 3.0 to Education 5.0 as it aids the education system in extricating minds from the perennial bondage of coloniality.

He further encouraged the graduates to build a successful inclusive and sustainable Zimbabwe which is embedded in the heart of vision 2030 by being torch bearers in the communities and good ambassadors of the University and the Institution.

The Chairman to Service Commissions assured that the Public Service Commission has ongoing initiatives like the introduction of e-learning library amongst others, aimed at modernising infrastructure to foster an environment of creativity and collaboration.

The current enrollment stands at one hundred and twelve students which continues to grow churning out skilled and fit for purpose graduates. Domboshava Training Institute is one of the fourteen campuses across the country under the Public Service Academy which is premised on training and developing public servants through reform-based mandatory courses.



Government convened Inter-Ministerial Sports, Arts & Culture Festival



Honourable Minister July Moyo, Minister of Public Labour and Social Welfare, and Mr Machinjike representing Secretary to Service Commissions, Mrs S. Zembe during the Official Opening of Inter-Ministerial Festival

The Inter-Ministerial Games, took place in Gweru from the 14th to the 18th October 2024, which dominated the fourth quarter in terms of wellness. This occasion marked the culmination or focal point of a dynamic wellness initiative that not only the Public Service Commission (PSC) but the entire Government is embarking on. A total of twenty-eight (28) ministries, divisions, and agencies (MDAs) attended the event, which was intended to boost the government's wellness initiative. Football, volleyball, and tug of war were among the sports accessible to both men and women, with netball for the females. Athletics and a modelling contest were also incorporated to add to the event's excitement. PSC performed brilliantly in their debut appearance in the games, leaving a lasting impression with their organisational prowess, so much so that a lot of observers assumed the show was organised and directed by the PSC.

During the Gweru Festivals, the Public Service Commission displayed exceptional leadership skills. From their well-tailored tracksuits and immaculate t-shirts

complete with matching trainers, it would not be an exaggeration to claim that PSC was one of, if not the best-dressed of all the 28 MDAs in Gweru. PSC was also one of the first groups to arrive on match days, and they were able to complete all their fixtures, unlike most, who had to forfeit certain events. This dedication to wellness games established the expectation that these games were of high value. On top of that, PSC undoubtedly won the unofficial 'morale prize' because they were such a refreshing change. Their drum, and how it was beat with such melody and expertise, was one of the tournament's highlights. A lot of their original compositions attracted many copycats; as the expression goes, 'imitation is the highest compliment', and PSC were duly appreciated.

The PSC were also the third-best team in ropes, strength, and tactics. Our netball queens finished second in the highly competitive, subscribed netball games. PSC also competed in athletics, finishing second in the relay medley and third in the women's 200 metres. In a tight and competitive field, the men's 400 m single and 4 x 100 m relay finished fourth. The volleyball tournament was a success, with our ladies finishing second and our men advancing to the quarterfinals. In a special modelling contest to promote our national clothing, the PSC men's representative finished fifth out of over 30 contestants. Our female representative utterly crushed the 40-plus strong roster, winning first place in the most beautiful way possible.

While the sporting events dominated the headlines and attention, the Gweru festival had much more to offer. The occasion was attended by a high-powered delegation, with the Honourable Minister July Moyo, Minister of Public Labour and Social Welfare, serving as the Guest of Honour. Some prominent attendees included



Government convened Inter-Ministerial Sports, Arts & Culture Festival

Honourable Tongai Mnangagwa, Deputy Minister of Mines, and Mr Machinjike representing Secretary to Service Commissions, Mrs S. Zembe.

Finally, the Inter-Ministerial Games in Gweru gave a much-needed platform for promoting and revitalising the wellness initiative. PSC attendance was not only beneficial to the organisation, but it was also a welcome addition to the MDA family during the festivals. The secretariat took the lead and inspired the other MDAs to adopt a more rigorous and tactical approach to wellness. The four-day event successfully encapsulated the overall concept of wellbeing, but in the future, the event would benefit from a few additional days and some more thorough planning. In many people's eyes, the tournament was a PSC baby, and one cannot help but think that in the future, the PSC could organise such an event. Charity begins at home, thus PSC may have its own internal tournament, such as 'The Chairman's Cup,' and then throw a government-wide festival; one can only dream.

In his keynote address, Honourable Minister Moyo reiterated the government's commitment and promised to make future events like this one bigger and better.



The Inter-Ministerial Sports, Arts and Culture Organising Committee in the Public Service Commission



The above pictures are highlighting some of the Sports Games, Arts & Culture Activities.

PSC Charts New Course: Strategic Workshop Sets Stage for 2025



Chairman to Service Commissions, Dr V. Hungwe at the Strategic Plan Review Workshop held at Clevers Hotel in Mavingo

The Public Service Commission (PSC) convened a strategic planning workshop during the course of the fourth quarter, bringing together key stakeholders to chart a course for the year 2025, as it provided a platform for participants to engage in intense discussions, share ideas, and align their efforts towards achieving Vision 2030.

This annual exercise is crucial for the PSC, as it enables the Commission to review its progress, identify areas for improvement, and set new targets. Through this exercise the PSC ensures that its activities are aligned with the Government's development agenda and that it is making meaningful contributions to the country's growth and development.

The workshop was attended by a coterie of high ranking stakeholders including the Chairman to Service Commissions, Dr V. Hungwe, the Deputy Chairperson, Dr N. Ndiweni, Commissioners, the Secretary to Service Commissions, Mrs S. Zembe, Heads of Agencies, General Managers, and the Secretariat staff.

This high level attendance underscored the importance of the workshop in setting the tone for the PSC's activ-

ities in 2025. The participation of these Senior Government Officials also demonstrated their commitment to the PSC's vision and objectives, as well as their willingness to engage in constructive dialogue and collaboration.

Addressing the attendees, the Minister of Public Service, Labour and Social Welfare, Hon July Moyo, emphasised the importance of close collaboration between Ministry of Public Service, Labour and Social Welfare and the Commission so as to ensure that both can harmoniously execute their constitutional mandates citing that this will go a long way in making leaps and bounds in the development agenda.

Honourable Moyo went on to highlight that it is indispensable for the Commission to be visible on the ground as it positions it to best assess the needs of the people in order to deliver citizen centred needs at a time when the Government is striving for a citizen centric, responsive and future ready public service.

Speaking at the same gathering, the Chairman to Service Commissions, Dr V. Hungwe reiterated that the significance of the four days long workshop was to develop a comprehensive roadmap for 2025 which will be a game changer, informed by innovative perspectives, forward thinking approaches, and cutting edge strategies.

He further alluded that at the heart of the 2025 roadmap is a commitment to transforming the public service, driving excellence, and fostering a culture of high performance, as it is built on the principles of inclusivity, responsiveness, and accountability, ensuring that the needs of citizens are at the forefront of every decision.

PSC Charts New Course: Strategic Workshop Sets Stage for 2025



Secretary to Service Commissions, Mrs S. Zembe giving her Welcome Remarks at the Strategic Plan Review Workshop



PSC Commissioners and other Senior Management members during the Strategic Planning Review Workshop in Masvingo.

Strategic planning review workshops provide an opportunity for stakeholders to share their experiences, challenges, and successes, ultimately enriching the

planning process. By engaging in this annual exercise, the PSC is able to ensure that its strategic plan remains relevant, effective, and aligned with the government's development agenda. The workshop also provided a platform for the PSC to communicate its vision and objectives to stakeholders, fostering a sense of ownership and accountability among participants.

The workshop marked a significant milestone in the PSC's journey towards achieving its vision and objectives. As the PSC embarks on implementing its strategic plan, it is clear that the year 2025 will be marked by significant reforms and improvements in the public service. The PSC is poised to play a critical role in shaping the public service and contributing to the country's development agenda. With its strategic plan in place, the PSC is well equipped to address the challenges and opportunities that lie ahead, working in collaboration with its stakeholders to achieve common



goals and promote the well-being of citizens.

PSC Secretariat staff following proceedings during the Strategic Plan Review Workshop in Masvingo.

PSC Awards Ceremony Honors Outstanding Performers



Honourable Minister July Moyo, Chairman to Service Commissions, Dr Vincent Hungwe, PSC Commissioners, Secretary to Service Commissions, Mrs S. Zembe and Senior Government Officials posing for a picture at the Awards Night.

The Public Service Commission (PSC) held its annual Awards Ceremony at Clevers Hotel in Masvingo to recognize and reward outstanding performers within the Commission, with the event bringing together Senior Government Officials, and PSC staff members to celebrate the achievements of individuals and teams who have demonstrated exceptional dedication, hard work, and commitment to excellence.

The PSC Awards Ceremony which came after the Strategic Plan Review Workshop, is an important event that takes place every year, serving as a platform to acknowledge and appreciate the tireless efforts of public servants who have gone above and beyond their call of duty. This event not only boosts morale and motivation among staff but also promotes a culture of excellence and recognition within the public service. By honoring outstanding performers, the PSC reinforces its commitment to rewarding merit and encouraging continuous improvement.

In his keynote address, the Chairman to Service Commissions, Dr. V Hungwe, emphasized the importance

of recognizing and rewarding outstanding performers. He noted that the awards ceremony serves as a motivation to staff members to continue striving for excellence and to make a positive impact on the lives of citizens. Dr. Hungwe also expressed his gratitude to the winners and nominees for their hard work and dedication to the Government of Zimbabwe.

Through the efforts of the outstanding performers, the PSC achieved significant milestones in 2024. The Commission successfully implemented various initiatives aimed at improving service delivery, enhancing operational efficiency, and promoting transparency and accountability. These achievements are a testament to the dedication and hard work of PSC staff members, who have worked tirelessly to drive positive change and improve the lives of citizens.

The Awards Ceremony featured several categories, including the Outstanding Chairman's Award, the Exceptional Leadership Award, and the Secretary's Award. Winners were selected based on their outstanding contributions, innovative ideas, and commitment to excellence. The ceremony also included another plethora of awards for staff members who have demonstrated exceptional dedication and service to the Commission.



PSC Glass Shields and Trophies for 2024 Award Winners

PSC Awards Ceremony Honors Outstanding Performers



PSC Secretariat members posing for pictures during the Night of Awards

As the winners made their way to the stage to receive their awards, the audience erupted in applause, with staff members beaming with pride and joy. The atmosphere was electric, with a sense of excitement and accomplishment filling the air. It was clear that the audience was thrilled to see the winners being recognized for their hard work and dedication, and the sense of camaraderie and shared celebration was palpable. As the winners accepted their awards, their faces lit up with smiles, and their eyes shone with tears of gratitude, it was evident that this moment was one they would cherish forever, and the audience was honored to be a part of it.

The PSC Awards Ceremony was a resounding success, with staff members and guests alike praising the initiative and the achievements of the winners. As the Commission looks to the future, it is clear that the recognition and reward of outstanding performers will continue to play a vital role in driving excellence and promoting a culture of high performance within the public service.



The Honorable Minister, the Chairman and the Secretary to Service Commissions handing over an award certificate to a winner



PUBLIC SERVICE PENSION FUND INVESTMENT PROJECTS



PARTNERS IN THE BSAC PROJECT



PUBLIC SERVICE PENSION FUND



LOCAL PENSION FUND SYNDICATE



Infrastructure Development Bank of Zimbabwe



associated with Sanlam group



Bulawayo Students Accommodation City (BSAC) in pictures...

His Excellency, the President Dr E.D Mnangagwa commissioned the Bulawayo Students Accommodation City (BSAC) on the sidelines of the National University of Science and Technology (NUST)'s 30th Graduation Ceremony in Bulawayo.

The project is a result of a partnership between Old Mutual, the Infrastructure Development Bank of Zimbabwe, the Public Service, Fund and other stakeholders. The Bulawayo students accommodation facility which is 100 percent complete is structured in a manner that accommodates 67% females and 33 % males.



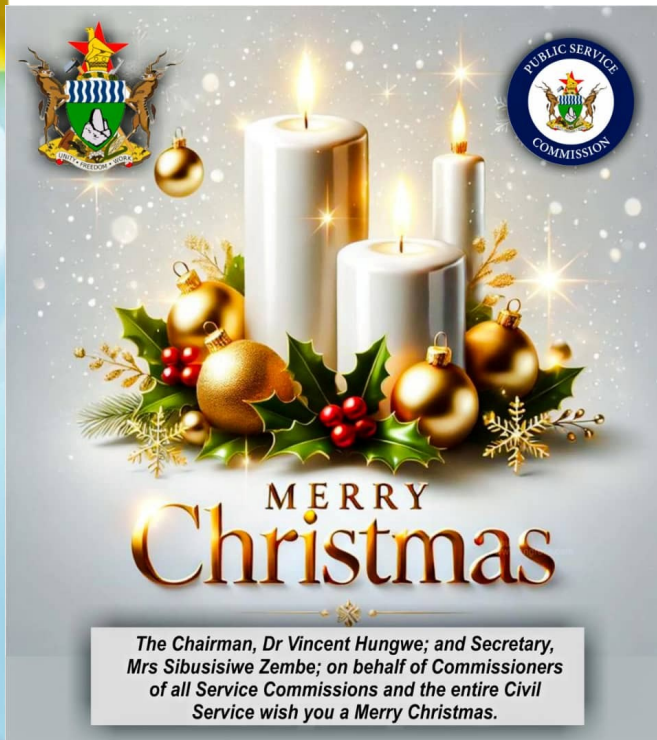
HAPPY UNITY DAY ZIMBABWE

The Chairman, Dr Vincent Hungwe; and Secretary,
Mrs Sibusisiwe Zembe; on behalf of Commissioners
of all Service Commissions and the entire Civil
Service wish you a Happy 2024 Unity Day.

Public Service Commission



HAPPY HOLIDAYS!



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Zimbabwe Public Service Commission



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