



PSC NEWSFLASH



Zimbabwe

PSC KICKSTARTS IMPPS (GOVPAY) SENSITISATION AND TRAINING WORKSHOP WITH MDAs



Head, ICTDM, Mr C. Ncube delivering the keynote address

The Public Service Commission (PSC) has kickstarted a pivotal IMPPS Sensitisation Programme at the Mkwati Building Boardroom, 8th Floor, Harare. Convening Human Resources (HR) and Information Communication Technology (ICT) officers from across Ministries, Departments and Agencies (MDAs), the event exemplifies a whole-of-Government approach to public sector transformation — a public service imperative now firmly embedded in Zimbabwe's National Development Strategy 2 (NDS2, 2026–2030) and the overarching Vision 2030 ambition of achieving upper middle-income status through inclusive growth, innovation and digital modernisation.

In her opening remarks, the General Manager for Talent Management, Mrs Grace Machakaire, representing Head of Human Capital Development and Management, Mr Walter Mpandawana, emphasised that collective participation is essential for progress. This sentiment resonated strongly with the whole-of-Government ethos central to NDS2 and Vision 2030.

Mr Charles Ncube, Head of Information, Communication, Technology, Digitalisation and Modernisation, delivered a

captivating keynote address, affirming that technology transforms roles without eliminating them. His analogy of typewriters versus modern digital devices illustrated significant efficiency gains. Outlining the Integrated Modern Payroll and Pension System (IMPPS) a new unified platform for managing salaries and pensions, Mr Ncube highlighted benefits such as end-to-end automation and seamless integration. He stressed that success depends on collaborative synergy among all stakeholders, mirroring NDS2's focus on coordinated public sector modernisation to support Vision 2030's digital economy goals.

The system features three user-friendly portals: a payments portal managed by the PSC, an MDA portal for onboarding and processes, and a Self-Service portal for individuals to access their own records. Connections with external organisations such as the Zimbabwe Revenue Authority (ZIMRA), banks and civil registry are enabled through Application Programming Interfaces (APIs), secure digital bridges that allow different computer systems to communicate and share information automatically. With electronic payslips already extended to over 60 MDAs and multiple access channels expanding, the project translates strategy into a synergistic modernisation drive, promoting progress and cultural transformation in line with NDS2's digital governance pillars and Vision 2030's e-government aspirations.

At its heart, the programme empowers HR and ICT functions as change agents, building transformation one level at a time. Practical demonstrations of Salary Service Bureau (SSB) and Pensions workflows from secure onboarding with required document checks to automated approvals moved beyond simply sharing information to genuine skills transfer. This equips officers to support colleagues and aligns behaviours, attitudes and performance with digital tools that enhance service delivery, embodying the PSC's Value of



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Pay Master (SSB) Mr T. Shoko (right), General Manager, Talent Management, Mrs G. Machakaire (center), General Manager ICT and Business Solutions , Mr M. Chikonye (left)



Attendees of the workshops from MDAs

Innovation and supporting NDS2's human capital development objectives.

The workshop was enriched by presentations from Cybersecurity and the Government Internet Service Provider (GISP) on corporate email setup. In essence, the IMPPS Sensitisation Programme is a strategic milestone in Zimbabwe's developmental journey. It operationalises a whole-of-Government approach, nurtures change agents within HR and ICT, translates visionary strategy into synergistic action and prioritises skills transfer to align attitudes and performance with service enablers. Fully aligned with the PSC's Vision, Mission and Values, it accelerates NDS2 implementation and propels the nation towards Vision 2030's prosperous, empowered future delivering an efficient, innovative and inclusive public service for all Zimbabweans.

The workshop continues at the Harare Polytechnic College until the 18th of February 2026 with different presentations to further equip the attendees.



Head, ICTDM, Mr C. Ncube and Pay Master (SSB) Mr T. Shoko sharing a lighter moment.