



Zimbabwe

# PSC NEWSFLASH



**20 DECEMBER 2024**

## PSC CONSULTATIVE WORKSHOP BETWEEN PSC & WORKERS REPRESENTATIVES



*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.

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, (in the middle) PSC Head Pay and Benefits, and Government Team Leader Mr. Nobert Machinjike (left) and ZCPSTU President, Mrs. Cecilia Alexander (right)*



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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.



*Workers Representatives following the presentations during the Fourth Quarter Consultative Workshop*



*Workers Representatives following the presentations during the Fourth Quarter Consultative Workshop*







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As the second day of the workshop reached the climax, addressing the gathering, the Secretary to Service Commissions, Mrs. Sibusisiwe 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









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.



*Group photos of members who attended the Fourth Quarter Consultative Workshop between PSC and Workers' Representatives, Troutbeck Hotel, in Nyanga*



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

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