



FROM THE SECRETARY'S DESK

Zimbabwe

October - December 2024

- PSC hosts inaugural high-level retirement planning conference—page 6
- Government convened Inter-Ministerial Sports, Arts & Culture Festival — page 10
- PSC Awards Ceremony Honors Outstanding Performers—page 14

Pass-out Parade at Ntabazinduna Prisons Training School

On December 16, 2024, His Excellency Dr. E.D. Mnangagwa, President of the Republic of Zimbabwe and Commander-in-Chief of the Zimbabwe Defence Forces, officiated at the combined 154th and 155th Pass-Out Parade at Ntabazinduna Prisons Training School, where he conferred certificates to 1,619 Recruit Correctional Officers. The graduating cohort comprised 1,106 males and 513 females, who are now poised to play a vital role in the rehabilitation and reintegration of of-



The President of the Republic of Zimbabwe and Commander in Chief of the Zimbabwe Defence Forces, His Excellency, Dr E.D. Mnangagwa at the Pass-out parade at Ntabazinduna Prisons Training School in Bulawayo.

Full story on page 7...



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 Hosts Bipartite Consultative Workshop between GVT & 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 was 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) Public Service Commission Head Pay and Benefits, and Government Team Leader Mr. Nobert Machinjike (left) and ZCPSTU President, Mrs. Cecilia Alexander (right), at the Consultative Workshop in Nyanga.



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

PSC Hosts Bipartite Consultative Workshop between GVT & Workers Representatives

...from page 2



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



PSC Secretariat members following the presentations during the Fourth Quarter Consultative Workshop.



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 progressed, 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.

She allayed any misconceptions about the process and assured all present of the transparency of the exercise.

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 photo of Government Workers and Worker's Representatives at the Fourth Quarter Consultative Workshop in Nyanga.



Government Workers and Workers' Representatives who attended the Fourth Quarter Consultative Workshop Troutbeck Hotel

PSC Heightens Advocacy Programs to Mat-South Province

As part of advocacy and stakeholder engagement 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 create institutional awareness and prepare 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 of the Public Service Commission, Dr Nomathemba Ndiweni underscored the importance of embracing agriculture, innovation and research in the development of Zimbabwe in a bid to improve 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. The Deputy Chair recognised 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 opined 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 purposeful strategic 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 with a strong focus on agriculture, LSU is encouraged to collaborate with the Ministry of Lands, Agriculture, Fisheries, Water, and Rural Development; the Ministry of Industry and Commerce; and agencies such as ZimTrade. These partnerships will foster the exchange of knowledge, innovations, and opportunities.

The lecture attracted more than 300 university students from various faculties, public service commission staff and LSU staff members and representatives from various government ministries and departments.



- ◆ 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.



PSC Secretariat members at the Strategic Plan Review Workshop in Masvingo.

Full story on page...page 12



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

Story on page...page 10

PSC hosts inaugural high-level Retirement Planning Conference



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 an 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 as well as all active in service government workers. He indicated that the conference highlighted the doctrine of social protection, enshrined in the National Development

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



Honourable Minister July Moyo (far left), Honourable Minister Oppah Muchinguri (middle-left), Chairman to Service Commissions, Dr Vincent Hungwe (middle-right) and Honourable Minister Monica Mavhunga (far right) posing for a picture at the Retirement Conference , HICC in Harare.

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

...from page 6

Zimbabwe Worker's Representative (ZCPSTU) President 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 indicated that the lack of preparedness often leads to many retirees living in miserable conditions 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 underscored 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 workers to lead dignified retirement.

The conference placed emphasis on entrepreneurship and lifelong learning as well as delved 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 brought together retirees, active public service members, and retirement experts from various sectors. The primary focus was to explore opportunities for ensuring the dignity, financial independence, and well-being of civil servants in retirement.

Currently the government is catering for around 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.



Panellists from different organisation during discussions with the audience at the Retirement Planning Conference.



Honourable Ministers, Commissioners and Government Officials during their tour of PSC Stand during the Retirement Conference at HICC.



PSC Retirement Planning Conference Exhibitors posing for a picture at the PSC Stand. HICC

Pass-out Parade at Ntabazinduna Prisons Training School

...from page 1



The President of the Republic of Zimbabwe and Commander in Chief of the Zimbabwe Defence Forces, His Excellency, Dr E.D. Mnangagwa at the Pass-out parade at Ntabazinduna Prisons Training School in Bulawayo.

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 to execute 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 at 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 continue to develop and manage a competitive, equitable and sustainable remuneration system for the Uniformed Forces and Independent Commissions.



His Excellency, Dr E.D. Mnangagwa, Honourable Ministers and Senior Government Officials at the Pass-out Parade in Ntabazinduna.



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

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



Public Service Commission Acting Chairperson Commissioner L. Mavima, Vice Chancellor of the University of Zimbabwe represented by Professor S. Moyo, Acting Secretary, Head, Pay and Benefits, Mr N. Machinjike and Senior Government Officials at the 42nd Graduation and Prize Giving Ceremony at DTI.

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 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 graduands, fourteen in Community Development and twenty in Local Government Administration with an overall of 100% pass rate.

In his opening remarks the Principal of Domboshava Institution Mr Makuyana mentioned 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 urged the graduates to contribute to building an inclusive, sustainable, and prosperous Zimbabwe, a vision at the core of Vision 2030. He encouraged them to serve as torchbearers in their communities and as exemplary ambassadors of both the University and the Institution.



Public Service Commission Acting Chairperson Commissioner L. Mavima, Acting Secretary, Head, Pay and Benefits, Mr N. Machinjike and Government Officials at the 42nd Graduation and Prize Giving Ceremony .

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.

With a current enrolment of 112 students, Domboshava Training Institute as one of PSA’s 14 campuses is witnessing steady growth, buoyed by its production of skilled and fit-for purpose graduates. The reform based mandatory courses that are provided at all the campuses of the Public Service Academy aim at empowering a public service that is moving in step with the developmental and modernisation imperatives of Government.



Graduands at Domboshava Training Institute Graduation Ceremony singing the National Anthem.

Government Convened Inter-Ministerial Sports, Arts & Culture Festival



Honourable Minister July Moyo, Minister of Public Labour and Social Welfare, Honourable Tongai Mwangwa, Deputy Minister of Tourism and Hospitality, 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, foregrounding the importance of wellness in the Public Service. This function was featured as a headline event for the fourth quarter. 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. Athletics and National Dress Competitions 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, and this gave the PSC a pivotal role to play in the proceedings.

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 the best-dressed among all the 28 MDAs. PSC was also one of the first groups to arrive on match days, and they were able to complete all their fixtures. 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 the way it was played with such melody and expertise, was one of the tournament's highlights. The PSC team were also the third-best team in Tag of War. Our netball queens finished second in the highly competitive, subscribed netball games. In athletics the PSC, finished



PSC team doing war-cries on the Official Opening Day at Mukoba Teachers' College during Inter-Ministerial Sports, Arts and Culture Competitions

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 The PSC team 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 roaster, winning a Gold Medal (*first place*) in the most beautiful way possible.

Government convened Inter-Ministerial Sports, Arts & Culture Festival ...from page 10

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

Honourable Tongai Mnangagwa, Deputy Minister of Tourism and Hospitality, 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. It was evident that the PSC's leadership in the event was highly valued. As such the Commission recommended more purposeful engagement entailing a robust coverage and visibility. Charity begins at home, thus PSC may



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

infuse into the tournament, aspects such as 'The Chair-

man'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.



PSC Netball Team posing for a picture at the PSC Stand during Sports and Athletics Competitions.



PSC Male Volley Ball Team during a match against Ministry of Home Affairs.



PSC Gold Medal Winner, Ms B Musakwa standing with the Top 10 Contestants from Government Ministries, Departments and Agencies during the National Dress Competition.

PSC Charts New Course: Strategic Workshop Sets Stage for 2025



Chairman to Service Commissions, Dr V. Hungwe addressing PSC staff at the Strategic Plan Review Workshop held at Clevers Hotel in Masvingo.

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 Minister of Public Service, Labour and Social Welfare Hon. July Moyo, 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 activities 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.



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

PSC Charts New Course: Strategic Workshop Sets Stage for 2025

...from page 12



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

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 stated that at the heart of the 2025 roadmap was a commitment to transforming the public service, driving excellence, and fostering a culture of high performance, as it is built on the principles



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

of inclusivity, responsiveness, and accountability, ensuring that the needs of citizens are at the forefront of every decision.

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 recognise 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 honouring 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, emphasised the importance of recognising 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

...from page 14



Head Legal Services, Corporate Affairs and Protocol, Ms N. C. Chivake (middle right), General Manager Corporate Affairs and Protocol, Ms J. Kaserera (far left), General Manager Ms T. M. Makoni –Award Winner (far right) and Mrs P. Buranga, Manager Corporate Affairs –Award Winner (middle left).

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.



General Manager Internal Human Resources Management, Ms B. Katanda, Managers and Officers in the IHRM Department posing for a picture at 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 honoured 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



The Honorable Minister, the Chairman and the Secretary to Service Commissions handing over an award certificate to Mr W. Chiwiro, Acting Manager in the Talent Management Department.

PUBLIC SERVICE PENSION FUND INVESTMENT PROJECTS



Bulawayo Students Accommodation City, the Public Service Commission Pension Fund Investment project.



Chinhoyi Varsity Heights, a public service pension fund led investment officially opened by His Excellency, the President Dr E. D. Mnangagwa.



His Excellency, the President Dr E. D. Mnangagwa, Honourable Ministers, Commissioners, and Senior Government Officials at the Bulawayo Students Accommodation City launch.



His Excellency, the President Dr E. D. Mnangagwa, Honourable Ministers, PSC Chairman, Dr V. Hungwe, Commissioners, and Senior Government Officials at the Madokero Creek Housing Complex.



Chinhoyi Varsity Heights, a PSC Pension Fund Investment project in pictures.



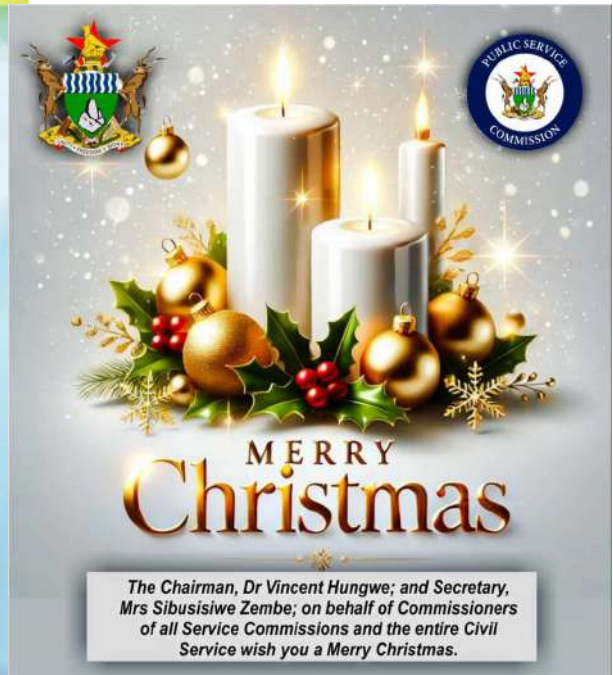


HAPPY HOLIDAYS!

HAPPY UNITY DAY ZIMBABWE

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

Public Service Commission



MERRY Christmas

The Chairman, Dr Vincent Hungwe; and Secretary, Mrs Sibusiwe Zembe; on behalf of Commissioners of all Service Commissions and the entire Civil Service wish you a Merry Christmas.



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Zimbabwe Public Service Commission



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