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REF: C/729 141

02 April 2026

CIRCULAR NO. 7 OF 2026

Deputy Chief Secretary, Office of the President and Cabinet
Mr. Z. R. Churu

Secretary for Finance, Economic Development and Investment Promotion
Mr. G. T. Guvamatanga

Secretary for Defence
Mr. A. D.T. Nhepera

Secretary for Higher and Tertiary Education, Innovation, Science and Technology Development
Prof. F. Tagwira

Secretary for Public Service, Labour and Social Welfare
Mr. S. Masanga

Secretary for Information, Publicity and Broadcasting Services
Mr. N. Mangwana

Secretary for Energy and Power Development
Dr. G. S. Magombo

Secretary for Women Affairs, Community, Small and Medium Enterprises Development
Dr. M. Sibanda

Secretary for Local Government and Public Works
Dr. J. Basera

Secretary for National Housing and Social Amenities
Eng. T. Chinyanga

Secretary for Transport and Infrastructural Development
Eng. J. P. Makumbe

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Secretary for Primary and Secondary Education
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Secretary for Home Affairs and Cultural Heritage
Amb. R. Faranisi

Secretary for Information Communication Technology, Postal and Courier Services
Dr. B. Chirume

Secretary for Mines and Mining Development
Mr. P. Kunaka

Secretary for Environment, Climate and Wildlife
Amb. T. Chifamba

Secretary for Lands, Agriculture, Fisheries, Water and Rural Development
Prof. O. Jiri

Secretary for Justice, Legal and Parliamentary Affairs
Mrs. V. Nyemba

Secretary for Youth Empowerment, Development and Vocational Training
Mr. S. Mhlanga

Secretary for Industry and Commerce
Dr. T. Utete Wushe

Secretary for Health and Child Care
Dr. A. Maunganidze

Secretary for Foreign Affairs and International Trade
Amb. A. R. Chimbindi

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Secretary for Sports, Recreation, Arts and Culture
Mr. N. Moyo

Secretary for Tourism and Hospitality Industry
Dr. T. Munyanyiwa

Secretary for Skills Audit and Development
Amb. R. Chitiga

Secretary for Veterans of the Liberation Struggle Affairs
Mr. A. T. Chikondo

PROVISION OF PROPER AND ADEQUATE PERSONAL PROTECTIVE EQUIPMENTS/CLOTHING TO THE PUBLIC SERVICE WORKERS.

1. The Public Service Commission is in the process of mainstreaming Occupational Safety and Health (OSH) in the Public Service, with a view to promoting a safe, healthy and productive working environment.
2. It has however been observed that there is limited provision of appropriate and adequate Personal Protective Equipment/Clothing (PPE/C) for Public Service workers when they are conducting their duties. This has contributed to work related injuries, accidents and occupational diseases, which negatively affect the wellbeing of workers well-being, productivity and service delivery within the Public Service.
3. All Permanent Secretaries are therefore required to ensure that workers within their respective Ministries are provided with appropriate and adequate Personal Protective Equipment and ensure that workers are not exposed to workplace hazards.
4. The PPE/C should be informed by the Hazard Identification and Risk Assessment (HIRA) registers specific to each workstation.
5. Permanent Secretaries are therefore directed to follow the hierarchy of controls in managing the identified workplace hazards. This includes:

a) Eliminating the hazards or substituting hazardous processes with safer alternatives where possible.
b) Implementing engineering controls.
c) Providing education regarding the hazards and harmful effects of the hazards.
d) Instituting administrative controls to limit exposure of workers to the hazards.
e) Providing adequate and effective PPE/C accompanied by education on proper use of the PPE/C.

6. Furthermore, Permanent Secretaries should ensure that mechanisms are put in place for the regular assessment, maintenance and replacement of PPE/C, as well as to sensitise employees on its proper use, care and importance in preventing workplace injuries and illnesses.

MRS. S. ZEMBE
SECRETARY
PUBLIC SERVICE COMMISSION

CC. Head, Pay and Benefits Development and Management
General Manager, Retirement Planning and Industrial Relations
Manager, Industrial Relations

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