Correspondence should not be addressed to individuals

PUBLIC SERVICE COMMISSION
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ZIMBABWE

REF: C/380 1481

10 February 2026

CIRCULAR NO. 3 OF 2026

Deputy Chief Secretary for Finance, Administration and Human Resources Office of the President and Cabinet
Mr. Z. R. Churu

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

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

Secretary for Energy and Power Development
Dr. G. Magombo

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

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

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



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

Secretary for Home Affairs and Cultural Heritage
Ambassador R. Faranisi

Secretary for Transport and Infrastructural Development
Engineer P. Makumbe

Secretary for National Housing and Social Amenities
Engineer T. Chinyanga

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

Secretary for Skills Audit and Development
Ambassador R. Chitiga

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

Secretary for Primary and Secondary Education
Mr. M. Mhike

Secretary for Mines and Mining Development
Mr. P. Kunaka

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

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

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

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

Secretary for Industry and Commerce
Dr. T. Utete Ushe

Secretary for Health and Child Care
Dr. A. Maunganidze

Secretary for Tourism and Hospitality Industry
Dr. T. Munyanyiwa

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

Secretary for Environment, Climate and Wild Life
Ambassador T. T. Chifamba

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

RE: SUBMISSION OF SIGNED PERFORMANCE CONTRACTS FOR THE 2026 PERFORMANCE CYCLE

The subject above refers.

The Public Service Commission expects that all members at Director level, equivalent grades, and above are expected to have concluded and signed their performance contracts for the 2026 performance cycle. In this regard, Ministries are hereby requested to submit the duly signed performance contracts to the Commission on or before 27 February 2026.

For guidance or clarification on matters pertaining to performance management, Ministries are advised to liaise with the Public Service Commission's Performance Management Department, the Public Service Academy at Institute level, or the respective Provincial and District Offices. These offices are available to provide the requisite technical support and assistance.

Mrs. S. Zembe
SECRETARY
SERVICE COMMISSIONS

Cc: Chief Secretary, Office of the President and Cabinet
Chairman, Service Commissions
Heads of Agencies, Public Service Commission
General Manager, Provincial Coordination
Inspector General, Performance Audit and Inspectorate
General Manager, Performance Management