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ZIMBABWE

PUBLIC SERVICE COMMISSION
SSC HOUSE
P.O. Box CY 440
Causeway
Harare

REF:

c/245/92

Circular No. 3 of 2025

28 January 2025

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
Professor F. Tagwira

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

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

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

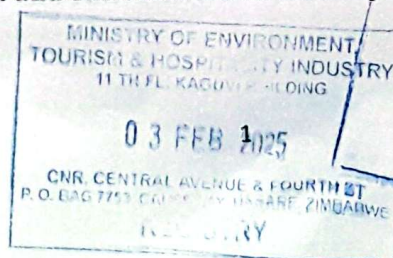
Secretary for Public Service, Labour and Social Welfare
Mr. S. Masanga

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

Secretary for Home Affairs and Cultural Heritage
Ambassador R. T. Faranisi

Secretary for National Housing and Social Amenities
Engineer T. K. Chinyanga

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



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

Secretary for Primary and Secondary Education
Mr. M. Mhike

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

Secretary for Mines and Mining Development
Mr. P. Kunaka

Secretary for Skills Audit and Development
Ambassador R. Chitiga

Secretary for Lands, Agriculture, Fisheries, Water and Rural Development
Professor 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 Sports, Recreation, Arts and Culture
Mr. N. Moyo

Secretary for Tourism and Hospitality Industry
Dr. T. Munyanyiwa

Secretary for Industry and Commerce
Dr. T.U. Wushe

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

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

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



**IMPLEMENTATION OF PUBLIC SERVICE (AMENDMENT) REGULATIONS,
NO. 3 OF 2024: EXTENSION OF PENSIONABLE AGE, EARLY RETIREMENT
AND MANDATORY RETIREMENT IN THE PUBLIC SERVICE**

Following the coming into effect of Statutory Instrument 197 of 2024 on 01 January 2025, you are hereby advised to adhere to the following key provisions and implementation guidelines of the new regulations: -


- 1.1 The mandatory retirement age for members appointed into Public Service is now seventy (70) years.
- 1.2 The stipulated age for early retirement for members is now sixty (60) years upon approval of the Commission.
- 1.3 Section 6(b)(1) of Statutory Instrument 1 of 2000, as amended, regarding the age limit to appointment on pensionable conditions of service, is still in force. This, therefore, means that a candidate shall not be appointed to the Public Service on pensionable conditions of service if he or she is fifty (50) years of age or above. However, any such person may be appointed on contract for a specified period of service.
- 1.4 Members below the age of sixty (60) and above the fifty-five (55) who were in service prior to 1 January 2025, can retire upon the approval of the Commission.
- 1.5 Members who were in service prior to 1 January 2025, are allowed to retire at sixty-five (65) upon giving notice.
- 1.6 The provisions of Statutory Instrument 197 of 2024 shall not apply to persons who retired on or before 31 December 2024.



Please ensure that all relevant personnel in your Ministry are informed of this directive.

Interpretation of this circular rests with the Public Service Commission.

Please be guided accordingly.


MRS. S. ZEMBE
SECRETARY

PUBLIC SERVICE COMMISSION

Cc: Chairman, Public Service Commission
Head, Human Capital Development and Management
Head, Rewards Benefits Development and Management
Head, Legal Services, Corporate Affairs and Protocol
Pension Master
Paymaster, Salary Service Bureau
General Manager, Rewards and Benefits Development and Management
General Manager, Talent Management
General Manager, Provincial Coordination
Manager, Talent Management

