



KEY NOTE ADDRESS

BY

**THE PRESIDENT, HIS EXCELLENCY,
DR. E. D. MNANGAGWA**

AT

**THE ANNOUNCEMENT OF THE 2025
PERFORMANCE EVALUATION RESULTS AND
2026 PERFORMANCE CONTRACTS SIGNING
CEREMONY**

RAINBOW TOWERS, HARARE

16 MARCH 2026

Director of Ceremonies;

Vice President, Hon. Gen. (Rtd) Dr. C. G. D. N. Chiwenga;

Vice President, Hon. Col. (Rtd) Dr. K. C. D. Mohadi;

National Chairman of ZANU PF and Minister of Defence
Hon. O. C. Z. Muchinguri-Kashiri;

Speaker of Parliament, Hon. Adv. J. Mudenda;

President of Senate, Hon. Amai M. M. Chinomona;

Chief Secretary to the President and Cabinet,
Dr. M. Rushwaya;

Chairman of the Public Service Commission;
Dr. V. Hungwe;

Senior Government Officials;

Commander Zimbabwe Defence Forces,
General E. Matatu;

Service Chiefs;

Mayor of the City of Harare, His Worship,
Councilor J. Mafume;

Chairpersons and Chief Executive Officers of Public
Entities and Local Authorities;

Ladies and Gentlemen.

It is my singular honour and privilege to address you at this event which is now a permanent feature in our administrative calendar. This ceremony marks the signing of the 2026 Performance Contracts and a key milestone in our public administrative and governance journey. It reflects our unwavering commitment and resilience in delivering public services with efficiency as we march forward, towards the realisation of Vision 2030.

Over the past years, we have collectively scaled up the institutionalisation of public sector reform measures, including performance contracting. These have seen the revamping of systems and processes within our institutions, making them more adaptive, which is essential for citizen satisfaction, confidence and trust.

This year's Performance Contract Signing Ceremony is of critical importance, coming against the commencement of the National Development Strategy 2 implementation period.

The principles on Managing for Sustainable Development Results continue to anchor the systematic and successful rollout of our policies, programmes and projects. This demands focus, resolve and persistence.

As Government, we all have a duty to “**Implement, Deliver and Impact**” the lives and livelihoods of our fellow citizens. I am pleased that the public sector in general is showing higher levels of patriotism, servant leadership, hard honest work, unity of purpose professionalism and selfless service for the benefit of all our communities.

Further, it is encouraging that Ministries, Departments and Agencies developed new 5 Year Strategic Plans that are fully aligned to the NDS-2, from which the 2026 Annual Strategic Plans and Performance Contracts, were crafted. Well done.

Administrative processes of this nature highlight the shared obligation to duty, productivity and service delivery by the entire Government. I am, therefore, optimistic that you, our public sector officials signing Performance Contracts today, have an in-depth appreciation of the results and impacts expected of you and the divisions you lead.

I congratulate us all, for the milestone achievements we have realised as a country, which were acknowledged during the recently held 35th Summit of the African Peer Review Mechanism Forum of Heads of State and Government. Among key areas, Zimbabwe's Performance Contracting System was recognised as one of the commendable practices for economic governance, that is entrenching a results-oriented culture in the public sector. **Well done. Makorokoto, Amhlophe.**

Ladies and Gentlemen;

It is commendable that the progress registered so far, is partly due to the transformative results-based

governance culture of the 2nd Republic. This is evident in agriculture, mining, infrastructure development, social services sectors as well as in environment and climate mitigation measures, among other aspects. National values of unity, peace and security, in our country are being strengthened.

It is my expectation that under the National Development Strategy 2, greater growth and prosperity, will be achieved to improve the quality of life of our people. To do so, I challenge the public sector to continuously improve performance through blending contemporary governance frameworks, with our indigenous knowledge systems and emerge with new models of governance excellence.

Meanwhile, the recently signed Agreement with the Government of the United Arab Emirates, on Global Experiences Exchange Programme, will go a long way to transform our public administration, riding on digital information, communication and technology systems.

In view of this development, I urge the responsible Government Departments to accelerate the automation of the performance contracting system. This must ultimately fortify our management system and citizen interface for regular reviews and feedback. The provision of services and decision on a real time basis remains a priority.

On its part, my Administration will continue to put in place other e-Government enterprise requirements. These include the ICT backbone infrastructure, bandwidth expansion, enhanced connectivity, the procurement of tools of trade, as well as facilitation of training and deployment of requisite skills.

The use of digital systems will also allow us to embrace Artificial Intelligence, among other contemporary technologies. Last Friday, I was pleased to Launch the Zimbabwe National Artificial Intelligence Strategy, which must be leveraged to leap-frog the modernisation of all sectors of the economy.

Ladies and Gentlemen;

The journey of our public sector reforms now requires the continuous re-alignment of our legal instruments. These should help, to improve reporting and public disclosure of performance results, as well as eliminate corruption, negligence and poor service delivery.

Government stands ready to ensure that performance contracting is broadened to cater for the different levels and grades in the public sector. This will, however, require more skills and capacities in Results-Based Management.

In this respect, the Public Service Commission, through its Academies across the country, is called upon to build a wider skills-base.

Meanwhile, I am aware of the performance management gaps in Local Authorities. Hence, to complement the innovative Minimum Service Delivery Standards, additional reform measures are necessary to address

the concerns of our grassroots communities.

The introduction of the new Peer Review Mechanism to our evaluation system, is a welcome innovation. The fact that the approach entails the involvement of peers, subordinates, seniors and Citizens, in performance evaluation is applauded. This should help enhance credibility and objectivity of our performance contracting system.

Similarly, our National Development Strategy 2 outlines national and sectoral targets, to be implemented by both MDAs, with strong collaboration from other stakeholders. To this end, we must consolidate the Whole of Government and Society Approach modalities for seamless harmonization and synergies.

I, therefore, call upon our stakeholders, to participate in public sector programming, towards the development of Sector Strategic Plans and Joint Performance Contracts.

This is key to fostering joint programming and strategic partnerships that are essential to accelerating the realisation of our national development priority areas.

The High-Level Forum on Public Sector Reforms and Transformation, is challenged to provide strategic leadership, guidance and oversight, to re-invigorate Government performance and service delivery. Success of Performance Contracting must be sustained.

Ladies and Gentlemen;

In conclusion, today's Performance Contract Signing Ceremony represents new obligations to ensure accountability, excellence and results-oriented leadership. As we append signatures to the Performance Contracts, let us always remember the ordinary citizens of our beloved motherland, Zimbabwe, whom we must serve wholeheartedly.

I, once again, reiterate the supremacy of our revolutionary mass Party, ZANU PF. The policies, programmes and projects as well as strategy documents we implement, as Government officials, are a direct result of Party resolutions, decisions and directives. The nation through the Party, expect efficiency, transparency, and quality service as well as transformative results. Together, we must deliver. We must never fail our nation.

Let us all, therefore, implement, deliver and ultimately impact the economy and livelihoods of our communities.

No one and no place must be left behind. **Nyika inovakwa, inotongwa, inonamatirwa nevene vayo, Ilizwe lakhiwa, libuswe, *likhu-le-ke-lwe* ngabanikazi balo.**

Finally, my special recognition goes to all those who excelled and received awards.

God bless you all.

God bless Zimbabwe.

I thank you.