SEP/3/8/41
2 July 2026

Dr. Eng F. Mavhiya-Bhiza
Board Chairperson
Zimbabwe Energy Regulatory Authority

Mr E. Mazambani
Chief Executive Officer
Zimbabwe Energy Regulatory Authority

2025 PERFORMANCE EVALUATION RESULTS TRAINING WORKSHOP FOR BOARDS AND SENIOR STAFF OF PUBLIC ENTITIES

The above matter refers.

Statutory Provisions

Section 6 (Functions of the Unit) of the Public Entities Corporate Governance Act [Chapter 10:31], (the PECG Act), gives the Corporate Governance Unit advisory and oversight responsibilities on performance of public entities, their Boards and employees.

Section 6 (1) of the PECG Act provides, *inter alia*, as follows:

> *"(b) to advise line Ministries with regard to the regular evaluation of the performance of public entities and their boards and employees; and*
>
> *(c) to advise line Ministries with regard to the drawing up of performance contracts—*
>
> *(i) between the line Ministries and the boards of all public entities under their purview; and*
>
> *(ii) between boards of all public entities and their chief executive officers*
> *and other senior members of management; and*

(d) to oversee the discharge by line Ministries of their responsibility to monitor compliance by boards and senior staff members with the performance contracts referred to in paragraph (c)."

Performance Rating

Following the conduct of the 2025 performance evaluation by Best Practice Consultants, results of which were shared with you, the Unit notes that the performance ratings of ZERA Board Chairperson and Chief Executive Officer were as follows:

- Chairperson: 3.65
- Chief Executive Officer: 3.74

The above performance rating scores are below the rating 4 in a scale of 1 – 6, meaning that your entity, the board and employees collectively did not meet the set targets for the 2025 Performance Review Cycle.

This calls for urgent interventions tailored to improve performance of your entity, its Board and employees in line with the Government's national development plan (NDS2) as we seek to accelerate attainment of the national Vision 2030.

In view of the foregoing, the Unit is directing that there be a performance review and improvement training workshop between the Unit, the Board, Executive Management and all Senior Staff Members.

Training Workshop

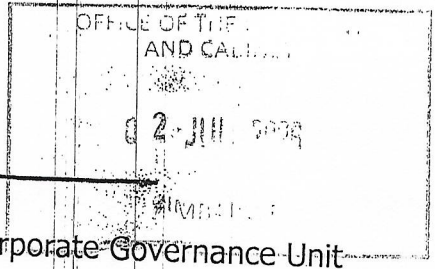
The Unit is requesting the attendance of the following office bearers at the training workshop:

- Board Chairperson
- Deputy Board Chairperson
- Board Members
- Chief Executive Officer, and
- Senior Staff Members.

The training is compulsory and will take two full days at a venue and date to be selected by the ZERA, and should be conducted not later than **15 September 2026**.

Training can be conducted at a local venue (preferably) or outside Harare resources permitting. ZERA will bear the travel and subsistence costs for the entity Board and Staff and the Unit's facilitators.

Kindly liaise with Mr J. Wititi - 0717465183/0773847802 and or Mr K. Chingombe - 0717466343/0774082269 on this matter, **no later than 7 July 2026 for a pre-workshop engagement and administrative arrangements and modalities.**



Allen M. Choruma
Secretary (Head), Corporate Governance Unit
OFFICE OF THE PRESIDENT AND CABINET

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

Dr. V.D. Hungwe, Chairman Service Commissions.

Mrs. M.T. Nyanda, Secretary to the Hon. Vice President and Minister Responsible for the Public Entities Corporate Governance Act, General (Retd), Dr. C.G.D.N. Chiwenga

Mr. C. Maringa, Secretary (Head) Public Sector Reforms and Performance Management

Dr. G. Manungo, Managing Director, Best Practice Consultants