

Response to a question asked by Hon. Jack Mwiimbu on Friday, 24th February, 2017 during the Vice President's question time.

Mr speaker, on Friday, 24th February 2017, during the Vice Presidents question time, Hon. Jack Mwiimbu wanted to find out and I quote “ of late there has been unprecedented labour and tribal xenophobia in the civil service where a number of civil servants and workers in parastals who are perceived to be supporters of the UPND and who hail from North Western, Western, Southern and Central Provinces have been dismissed in National Interest. I would like to find out whether it is Government Policy to punish people based on where they come from and what measures will be taken by perpetrators?”

Mr. Speaker,

Following that question, I promised this August House that I would investigate the issue of civil servants being retired in National Interest and that I would come back with comprehensive response. The following is my response:

Mr. Speaker,

May I start by reminding this August House and through this House, the Nation at large, that Public Service Management Division (PSMD) under the Office of the President has the mandate to transfer, reshuffle and in some instances retire Civil Servants as part of the reorganisation of the Public Service in order to ensure greater efficiency and effectiveness in the delivery of services to the people of Zambia.

In re-organising the Civil Service, a number of recruitments, transfers, promotions and appointments into various positions including the Foreign Service have been made.

Further, the re-organisation has resulted in some Civil Servants being retired pursuant to the provisions of the Service Commission Policies and Procedures for Employment in the Public Service No. 40. a read with the Terms and Conditions of Service for the Public Service No. 38(e), which provide that:

“A Service Commission may require an Established Officer to retire in the national interest at the instance of the Government either to take up another appointment outside the Public Service or for other reasons of Government policy.”

The break down by Ministry and/ or Department of the Civil Servants retired from December, 2016 to date is as follow:

Table 1 – Distribution of Officers Retired in National Interest by Ministry

Ministry	Number of Retired Employees
Ministry of Health	19
Ministry of Fisheries and Livestock	1
Provincial Administration, North-Western Province	5
Ministry of Housing and Infrastructural Development	2
Ministry of Home Affairs	6
Ministry of Defence	1
Ministry of Chiefs and Traditional Affairs	1
Cabinet Office	2

Table 2 – Distribution of Officers Retired in National Interest by Province

Province	Number of Retired Employees
Central	1
Eastern	3
Lusaka	2
Northern	5
North-Western	15
Western	2

Southern	9
TOTAL	37

As can be seen from the information given above on officers retired in National Interest, there is no particular province or tribe that was targeted. Officers were affected from different parts of the country. There was and there is no victimization of officers whatsoever.

I would like to put it on record that the transfers, reshuffles and retirements Government is carrying out are not based on one's tribe, Religion or Political affiliation, but are meant to revamp the Civil Service for effective delivery of services. This is for the benefit of Zambians who expect a lot from the current administration because they have a lot of hope from what we promised them and we would not want to fail on account of a sluggish civil service.