

INTRODUCTION

The Zimbabwe Manpower Development Fund (ZIMDEF) was established by section 23 of the Manpower Planning and Development Act, 1984 (now revised Manpower Planning and Development Act, Chapter 28:02 of 1996) with a broad objective of financing the development of critical and highly skilled manpower in Zimbabwe.

THE OPERATIONS, VISION, AND CORE VALUE OF THE FUND

The Fund is vested in the Minister who is the Trustee and subject to this Act; it is administered by the Chief Executive Officer in accordance with the Minister's directions, given on the advice of the National Manpower Advisory Council (NAMACO). The Fund's main purpose, subject to this Act is to finance the development of skilled manpower in Zimbabwe.

VISION

To be the leading source of funding for human resource development in Zimbabwe.

MISSION STATEMENT

To effectively collect, manage and disburse the statutory manpower training levy for the benefit of stakeholders.

Our stakeholders include:

- Employers who indenture Apprentices
- State Tertiary Institutions (Institutions approved by the Ministry of Higher and Tertiary Education)
- Ministry of Higher and Tertiary Education
- ZIMDEF Employees

OUR CORE VALUES

- Integrity
- Loyalty
- Commitment
- Transparency
- Efficiency
- Team work

SOURCES OF FUNDING

- The source of funding comes from the 1% training levy collected through the statutory instruments (74 and 392 of 1999) and in terms of section 53 (1) of the Manpower Planning and Development.
- Interest from the Fund's short term investments.
- Rentals from rented property.

LEVIABLE ITEMS

- Salaries and wages of all employees and agents
- Cash lieu rations
- Any bonus paid in terms of contract of services or for work performed
- The employer's pensions and medical aid contributions
- Cost of living, housing, holiday, education, climatic and other allowances of similar nature
- Leave pay
- Commissions
- The value of free food, free quarters, including rent paid on behalf of any employees, electricity, water and any other remuneration in kind
- Director's fees and all other pre-tax emoluments paid to directors
- Any other remuneration or money that may be specified in statutory instrument in terms of subsection (2).

ZIMDEF'S MANDATE

The Zimbabwe Manpower Development Fund's mandate as enshrined in the Manpower Planning and Development Act (Chapter 28:02) is to finance the development of skilled manpower for the nation.

MAJOR ACTIVITIES FINANCED BY ZIMDEF APPRENTICESHIP EXPENDITURE

The Fund also assists with the payment of tuition and boarding fees and wages for apprentices. About 2075 apprentices are currently under training in about 133 companies countrywide in the fields that include aircraft, construction, electrical, mechanical, automotive, printing, hotel and catering, forestry and hairdressing.

REBATES AND INDUSTRIAL ATTACHMENT ALLOWANCES

The Fund offers Industrial Attachment Allowances to students from Polytechnics and rebates of wages to the employers who: (a) indenture (b) release skilled or semi skilled workers for the upgrade training courses and (c) provide training in the essential non-designated trades/ occupation listed in category E of circular letter to employers.

Rebates are also paid to employers who provide trade testing facilities, release their employees for part time lecturing at Ministry's training institutions and those employers who incur expenses on employees who successfully complete courses by the following institutions and professional bodies: **HEXCO, CIS, ZIM, IIZ, SAAA, IAC, IPS, CII, IBS, IATA, SIZ, CIT and PRI.**

OTHER BODIES FUNDED BY ZIMDEF

The Fund finances the activities of the following:

- National Manpower Advisory Council (NAMACO) such as congresses and committee meetings.
- Zimbabwe Occupational Standards Services (ZOSS) such as occupational profiling, Facilitator Training and Standards Development.
- Management Training Bureau (MTB) in Msasa.