



N.E.C. AGRICULTURE
No. 6 COTTENHAM AVE., GREENCROFT

17 OCT 2024

P.O. BOX WGT 312
WESTGATE, HARARE

NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

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The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Zimbabwe Tea Growers' Association (ZTGA), Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) on the employers' side and the General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ) and Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ) on the employees' side, have agreed on the following provisions concerning minimum wages of the Tea and Coffee subsector effective 1st October 2024 as follows:

1. The Schedule below provides the minimum monthly wages for the Tea and Coffee subsector which consist of a component fixed in the United States Dollar of 70%, and a further component denominated in the United States Dollar of 30% payable in the Zimbabwe Gold Currency at interbank rate on the date of payment.

Schedule: Minimum wages of the Tea and Coffee Subsector of the Agricultural Industry

GRADE	FORMER COMBINED USD MINIMUM WAGE EFFECTIVE 1 MAY 2024	FORMER MINIMUM WAGE 20/9/2024 ZWG INDEXED AT INTERBANK RATE OF 13.9783	NEW MINIMUM WAGE COMBINED EFFECTIVE 1 OCTOBER 2024 USD	70% USD COMPONENT OF MINIMUM WAGE EFFECTIVE 1 ST OCTOBER 2024 PAYABLE IN USD	30% USD COMPONENT OF MINIMUM WAGE EFFECTIVE 1 ST OCTOBER 2024 CONVERTIBLE TO ZWG ON DATE OF PAYMENT
A1	75	308	79	55	24
A2	79	335	83	58	25
A3	86	363	91	64	27
B1	96	405	101	71	30
B2	101	419	106	74	32
B3	109	461	115	81	34
B4	115	475	121	85	36
B5	128	531	135	95	40
C1	136	573	143	100	43
C2	148	615	156	109	47

NB: Figures have been rounded off to the nearest US\$1


Exemptions/Reviews

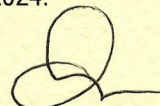
Establishments or employees may apply in writing to the National Employment Council for exemption or partial exemption/review from paying wages as set up in the above schedule, stating the reasons why that application should be considered, within 14 days of the date of agreement.

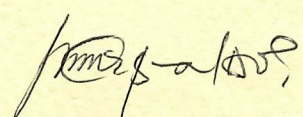
Declaration

The Employers and the Trade Unions having arrived at the agreement set forth herein, the undersigned officers of the Council hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare this Thursday 17th October 2024.


MRS T. NYIRENDA
CHAIRPERSON - EMPLOYERS' REP


MR D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER


MR F. ZONDO
VICE CHAIRPERSON - EMPLOYEES' REP