



**NATIONAL EMPLOYMENT COUNCIL**  
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

All Correspondence to be addressed to the CEO

🏠 Head Office

No. 6 Cottenham Avenue

(Off Lomagundi Road

Greencroft, Harare

✉ P.O. Box WGT 312 Westgate, Harare

☎ +263 - 242 - 334 471 - 3, 303 669, 339 890

✉ ceo@necagriculture.co.zw

✉ finance@necagriculture.co.zw

🌐 www.necagriculture.co.zw

## NOTICE 397/2023

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**TO: ALL COUNCILORS, EMPLOYERS AND EMPLOYEES, AND STAKEHOLDERS OF THE AGRICULTURE INDUSTRY IN ZIMBABWE**

**RE: END OF YEAR BREAK, JOB DESCRIPTION REVIEW EXTENSION, CONSTITUTION AMENDMENT PROCESS, AND END OF YEAR MESSAGE OF APPRECIATION**

This notice serves to advise participants in the Agricultural Industry on various matters arising from the Full Council Meeting of 20 December 2023, as well as some end-of-year operational arrangements.

### **End of year Break**

The industry is advised that the NEC Agriculture Secretariat will be taking a break from 22 December 2023 up to 7 January 2024. However, services will be available throughout this period where required, and as required. Please do not hesitate to seek services, as staff will be on hand to render assistance.

### **Job Description Review Extension**

After taking into account deliberations at the Full Council Meeting of the 20<sup>th</sup> of December 2023, and following careful consideration, the Chairmanship and NEC Agriculture secretariat have determined that the job description review process by employers who were visited by the consultants should be extended up to the 20<sup>th</sup> of January 2024, as this has been considered sufficient time to finalise the process. During this time, the NEC Agriculture secretariat shall make sure that every stakeholder concerned shall respond to this call to finalise this process. If there are any challenges regarding the process, please do not hesitate to reach out to the Consultants or the NEC Agriculture secretariat for any assistance.

### **Constitution Amendment Process**

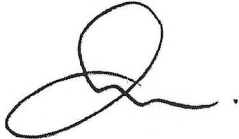
We are behind schedule with the constitution amendment process. We are therefore urging all Employers' Organisations and Trade Unions to submit the required documentation as requested in our letter sent to the individual employers' organisations and trade unions of 30 October 2023, and subsequent Notice 381/2023 of 20 November 2023. We request that these documents be submitted by the 15<sup>th</sup> of January 2024 to allow for the smooth flow of the amendment process. We ask that any challenges encountered in this regard may be communicated promptly.

### **End-of-year message of appreciation**

Finally, we would like to appreciate your kind support throughout 2023. We extend special gratitude and congratulations to the Chairmanship and Councillors, the employees, and employers for the roles that all have played exceedingly well in 2023. Even though we may have encountered some bumps and challenges along the way, we managed to sail through. We would like to encourage all to leave the differences that may have arisen behind in 2023 and appreciate the power in understanding each other. It is of the utmost importance not to outsource solutions to issues to third parties as this has the potential to be disruptive to relationships.

Here's wishing all a pleasant end to 2023, and we look forward to working towards building an even brighter 2024.

Kind regards.



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David Madyausiku  
**CHIEF EXECUTIVE OFFICER**  
**21 December 2023**

**CC:** Chairperson – NEC Agriculture  
Vice Chairman – NEC Agriculture  
Job Evaluation Consultants

