

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are the Zimbabwe Tea Growers Association (ZTGA), Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU) and 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 minimum monthly wages of the Tea and Coffee subsector effective 1<sup>st</sup> June 2025 as follows:

1. The minimum wage for the Tea and Coffee subsector shall be increased from USD79.00 to USD85.00 payable in a component of 70% United States Dollars (USD) and a USD component of 30% convertible to the Zimbabwe Gold (ZWG) currency according to the prevailing interbank rate on the date of payment. Entities with capacity can pay 100% of the wage in United States dollars.
2. Schedule A below provides the minimum monthly wages for the Tea and Coffee subsector. The minimum wages provided in the schedule are effective 1 June 2025.
3. Notwithstanding anything contained in any collective bargaining agreement applying to the generality of the agricultural industry, and without derogation from any further allowances provided for in any such collective bargaining agreements, the Tea and Coffee subsector has agreed to the minimum allowances referred to in Schedule B below, and these shall be binding on all employers and employees in the Tea and Coffee subsector.

Schedule A: Minimum Wage schedule for the Tea and Coffee subsector effective 1 June 2025.

GRADE	FORMER MINIMUM WAGE	FORMER MINIMUM WAGE: USD COMPONENT	FORMER MINIMUM WAGE: CONVERTIBLE TO ZIG	NEW MINIMUM WAGE COMBINED EFFECTIVE 1 <sup>ST</sup> JUNE 2025	70% USD COMPONENT OF MINIMUM WAGE EFFECTIVE 1 <sup>ST</sup> JUNE 2025 PAYABLE IN USD	30% USD COMPONENT OF MINIMUM WAGE EFFECTIVE 1 <sup>ST</sup> JUNE 2025 CONVERTIBLE TO ZWG ON THE DATE OF PAYMENT
A1	79	55	24	85	60	25
A2	83	58	25	89	62	27
A3	91	64	27	98	69	29
B1	101	71	30	109	76	33
B2	106	74	32	114	80	34
B3	115	81	34	124	87	37
B4	121	85	36	130	91	39
B5	135	95	40	145	102	43
C1	143	100	43	154	108	46
C2	156	109	47	168	118	50

N.B. Figures have been rounded off to the nearest United States dollar.

Schedule B: Tea and Coffee Subsector Allowances

TEA AND COFFEE SUBSECTOR ALLOWANCES	FORMER MONTHLY ALLOWANCES	NEW MONTHLY ALLOWANCES EFFECTIVE 1 <sup>ST</sup> JUNE 2025
TYPE OF ALLOWANCE	USD	USD
Accommodation	38	41
Fuel	11	13
Light	7	9
Transport	Actual cost to be paid by the employer	Actual cost to be paid by the employer



Dog Handling (for employees who have been required to handle dogs as part of their duty)	5% of employee's basic monthly wage	5% of employee's basic monthly wage
Firearm (for employees who have been required to handle firearms as part of their duty)	5% of employee's basic monthly wage	5% of employee's basic monthly wage
Travel and Subsistence	Actual cost to be paid by the employer	Actual cost to be paid by the employer

### 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 above, stating the reasons why that application should be considered, within 14 days of the date of agreement.

### Declaration

The Employer Organisations 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 Friday 13<sup>th</sup> June 2025.

  
 MRS T. NYIRENDA  
 CHAIRPERSON EMPLOYERS' REP

  
 MR D. MADYAUSIKU  
 CHIEF EXECUTIVE OFFICER

  
 MR F. ZONDO  
 VICE CHAIRPERSON EMPLOYEES' REP

