



**NOTICE 113/2025**

**TO: ALL HORTICULTURE SUBSECTOR EMPLOYERS AND EMPLOYEES IN THE AGRICULTURAL INDUSTRY IN ZIMBABWE.**

**RE: HORTICULTURE SUB-SECTOR MINIMUM WAGES SCHEDULE AND ALLOWANCES FOR SEPTEMBER 2025.**

We refer to the Collective Bargaining Agreement (CBA) of 1<sup>st</sup> May 2025.

The minimum wage for the Horticulture subsector shall be payable in a component of 80% United States Dollars (USD) and a USD component of 20% convertible to the Zimbabwe Gold (ZWG) currency according to the prevailing interbank rate on the date of payment. Entities with capacity can pay 100% in USD dollars.

**Schedule A: Horticulture Minimum Wage Schedule**

GRADING SCHEDULE	FORMER MINIMUM	NEW MINIMUM WAGE AGREEMENT EFFECTIVE 1 <sup>ST</sup> MAY 2025	USD COMPONENT OF MINIMUM WAGE EFFECTIVE 1 <sup>ST</sup> MAY 2025 PAYABLE IN USD	COMPONENT OF MINIMUM WAGE EFFECTIVE 1 <sup>ST</sup> MAY 2025 CONVERTIBLE TO ZWG ON DATE OF PAYMENT
GRADE	USD	USD	USD (COMPONENT)	USD (CONVERTED)
A1	94	99	79	20
A2	102	107	86	21
A3	110	116	93	23
B1	119	125	100	25
B2	126	133	106	27
B3	136	143	114	29
B4	146	154	123	31
B5	158	166	133	33
C1	171	180	144	36
C2	186	196	157	39
C3	-	213	170	43
C4	-	232	186	46
C5	-	252	202	50

**N.B. All amounts have been rounded off to the nearest United States dollar.**

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

22 SEP 2025

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WESTGATE, HARARE



HORTICULTURE SUBSECTOR ALLOWANCES	FORMER MONTHLY ALLOWANCES	NEW MONTHLY ALLOWANCES EFFECTIVE 1 <sup>ST</sup> MAY 2025
TYPE OF ALLOWANCE	US\$	US\$
Transport	Actual cost to be paid by the employer	Actual cost to be paid by the employer
Accommodation	38	42
Fuel	11	13
Light	7	9
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

Regards,



**David Madyausiku**  
**CHIEF EXECUTIVE OFFICER**  
 22<sup>nd</sup> September 2025

CC: Chairperson – NEC Agriculture  
 Vice Chairman – NEC Agriculture

