



NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

All Correspondence to be addressed to the CEO

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NOTICE 050/2025

TO: TO ALL EMPLOYERS AND EMPLOYEES IN THE AGRICULTURAL INDUSTRY OF ZIMBABWE

RE: JOB EVALUATION CBA SOCIALISATION AND IMPLEMENTATION

It is hereby notified that at a meeting of the Full Council held on 17 April 2025 at the NEC Agriculture Head Office, Greencroft, Harare, the Council resolved to implement the Job Evaluation Collective Bargaining Agreement from 01 September 2025. During this time, the Council delegated to the Secretariat the role of socialising the Industry Job Evaluation outcomes to the industry during the period covering 01 May 2025 to 31 August 2025.

The Industry Job Evaluation Report was adopted by the Full Council of 08 March 2024 with an original implementation date of 01 January 2025. This was subject to the resolution of some outstanding issues in a number of subsectors, including the General Agriculture, Timber, and Agro Subsectors. As of 31 December 2024, all of the issues raised had been resolved. However, Council appreciated that there had not been a sufficient opportunity for the parties to familiarise with the new job grading schedules, nor to socialise the Job Evaluation outcomes to the industry, notwithstanding that they had been submitted for registration to the Ministry of Public Services, Labour and Social Welfare. The Members of the Council therefore resolved to set the implementation date of the Job Evaluation Collective Bargaining Agreement to 01 September 2025 without prejudice to any early implementers.

Accordingly, the Designated Agents of the National Employment Council for the Agricultural Industry will be visiting employers and employees in the industry conducting socialisation trainings and workshops with the purpose of assisting the industry to gain an appreciation of the jobs and grading resultant from the industry job evaluation, and assisting undertakings in the industry to comply with the correct jobs and grading schedules for their employees.

We hope for your kind cooperation and acceptance as Designated Agents of the Council carry out this crucial mandate, and any party requiring assistance pertaining to the same is invited to contact the National Employment Council for the Agricultural Industry in Zimbabwe.

Kind Regards,

David Madyausiku
CHIEF EXECUTIVE OFFICER
22nd April 2025

CC: Chairmanship – NEC Agriculture
Registrar of Labour – MPSL&SW

