



NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

All Correspondence to be addressed to the CEO



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NOTICE 109/2025

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

RE: SUGARCANE SUB-SECTOR MINIMUM WAGE SCHEDULE AND ALLOWANCES FOR SEPTEMBER 2025

We refer to the Collective Bargaining Agreement (CBA) of 1st June 2025.

Sugarcane Subsector Minimum Wage Schedule for September 2025 at interbank bank rate of USD1: 26.5715 (22 September 2025).

Schedule A: Sugarcane Minimum Wage Schedule.

SUGARCANE SECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE AGREEMENT EFFECTIVE 1 ST JUNE 2025	NEW MINIMUM WAGE EFFECTIVE 1 ST JUNE 2025 PAYABLE IN USD	NEW MINIMUM WAGE EFFECTIVE 1 ST JUNE 2025 CONVERTED AT INTERBANK RATE	MINIMUM WAGE 20 TH AUGUST 2025 USD1:26.7581	MINIMUM WAGES – SEPTEMBER 2025 [ZWG INDEXED/CONVERTED PORTION AT INTERBANK RATE OF 22 ND SEPTEMBER 2025] USD1:26.5715
GRADE	USD	USD	USD (COMPONENT)	USD (CONVERTED)	ZWG	ZWG
A1	130	133	125	8	214	213
A2	145	148	139	9	241	239
A3	155	159	149	10	268	266
B1	171	175	164	11	294	292
B2	185	189	178	11	294	292
B3	209	214	201	13	348	345
B4	227	232	218	14	375	372
B5	251	257	242	15	401	399
C1	269	275	259	16	428	425
C2	295	302	284	18	482	478
C3	-	332	312	20	-	531
C4	-	365	343	22	-	585
C5	-	402	378	24	-	638

N.B. All amounts have been rounded off to the nearest Zimbabwe Gold or United States dollar.

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

22 SEP 2025

P.O. BOX WGT 312
WESTGATE, HARARE

Schedule B: Sugarcane Subsector Allowances

SUGARCANE SUBSECTOR ALLOWANCES	FORMER MONTHLY ALLOWANCES	NEW MONTHLY ALLOWANCES EFFECTIVE 1 ST JUNE 2025
TYPE OF ALLOWANCE	USD	USD
Accommodation	38	45
Fuel	11	11
Light	7	7
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

Regards,



David Madyausiku
CHIEF EXECUTIVE OFFICER
 22nd September 2025

CC: Chairperson – NEC Agriculture
 Vice Chairman – NEC Agriculture

