



NOTICE 110/2025

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

RE: TEA AND COFFEE SUB-SECTOR MINIMUM WAGES SCHEDULE AND ALLOWANCES FOR SEPTEMBER 2025

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

The minimum wage for the Tea and Coffee subsector shall be 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.

Schedule A: Tea and Coffee Minimum Wage Schedule

TEA AND COFFEE SUBSECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE COMBINED EFFECTIVE 1 ST JUNE 2025	70% USD COMPONENT OF MINIMUM WAGE EFFECTIVE 1 ST JUNE 2025 PAYABLE IN USD	30% USD COMPONENT OF MINIMUM WAGE EFFECTIVE 1 ST JUNE 2025 CONVERTIBLE TO ZWG ON THE DATE OF PAYMENT
GRADE	USD	USD	USD	USD (CONVERTED)
A1	79	85	60	25
A2	83	89	62	27
A3	91	98	69	29
B1	101	109	76	33
B2	106	114	80	34
B3	115	124	87	37
B4	121	130	91	39
B5	135	145	102	43
C1	143	154	108	46
C2	156	168	118	50
C3	-	183	128	55
C4	-	199	139	60
C5	-	217	152	65

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

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Schedule B: Tea and Coffee Subsector Allowances

TEA AND COFFEE SUBSECTOR ALLOWANCES	FORMER MONTHLY ALLOWANCES	NEW MONTHLY ALLOWANCES EFFECTIVE 1 ST 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

Regards,



David Madyausiku
CHIEF EXECUTIVE OFFICER
22nd September 2025

CC: Chairperson – NEC Agriculture
Vice Chairman – NEC Agriculture

