



NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

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The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Timber Producers Association (TPA), Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) on the employers' side and the General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ), Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ) and Zimbabwe Horticulture Agro Industries and General Agriculture Workers Union (ZHAGAWU) on the employees' side, have agreed on the following provisions concerning minimum wages of the Timber Subsector effective 1st January 2026 as follows:

1. The schedule below provides the minimum monthly wages for Timber Subsector fixed in the United States Dollar. The minimum wages provided in Schedule A are those effective 1st January 2026.
2. The parties agreed to maintain the current allowances that obtained under the allowances agreement of 1st October 2025 as appears in Schedule B.

Schedule A: Collective Bargaining Agreement: Minimum Wage for the Timber Subsector of the Agricultural Industry in Zimbabwe

GRADING SCHEDULE	FORMER MINIMUM WAGE EFFECTIVE 01 JANUARY 2025	FORMER MINIMUM WAGES EFFECTIVE 01 JANUARY 2025 PAYABLE IN USD	FORMER MINIMUM WAGES EFFECTIVE 01 JANUARY 2025 CONVERTED AT INTERBANK RATE	NEW MINIMUM WAGE EFFECTIVE 1 ST JANUARY 2026
GRADE	USD	USD	USD (CONVERTED)	USD
A1	142	128	14	150
A2	154	139	15	163
A3	164	148	16	173
B1	179	161	18	189
B2	194	175	19	205
B3	208	187	21	220
B4	225	203	22	238
B5	245	221	24	259
C1	264	238	26	279
C2	282	254	28	298
C3	301	271	30	318

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

Schedule B: Timber Subsector Allowances

TIMBER SUB SECTOR ALLOWANCES IN THE AGRICULTURAL INDUSTRY	FORMER MONTHLY ALLOWANCES	NEW MONTHLY ALLOWANCES EFFECTIVE 1 ST JANUARY 2026
TYPE OF ALLOWANCE	USD	USD
Transport	Actual cost to be paid by the employer	Actual cost to be paid by the employer
Accommodation	41.00	41.00
Fuel	13.00	13.00
Light	9.00	9.00
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 in the above schedule, stating the reasons why that application should be considered, within 14 days of the date of agreement.

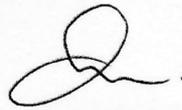
Declaration

The Employers 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 February 2026.



MRS T. NYIRENDA
CHAIRPERSON - EMPLOYERS REP



MR D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER.



MR F. ZONDO
VICE CHAIRPERSON - EMPLOYEES REP.

