

16TH December 2011

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16 DECEMBER 2011

1. FROM THE PRESIDENT'S DESK (Charles Taffs)

This is the final issue of the CFU Calling of 2011, after what has been an extremely difficult and violent year for our members. I would like however, to focus on two issues which are currently topics of many conversations in many quarters

The first issue is that of the sale of Agriculture House and the second issue is that of compensation.

Let me begin with the sale of Agriculture House. Since the total attack on our sector and its members began 12 years ago, our active farming numbers are now less than 5% of what they were. This leaves the traditional revenue in terms of commodity levies and Union membership subscriptions virtually non-existent. The net result of this is that CFU has had to find alternative income streams as well as try to maximize the returns on asset values at its disposal. With representation quite rightly being demanded by farming and non farming members alike, the demands on the CFU have never been greater, and this in extremely difficult conditions.

It is to this end that your Council agreed to the sale of Agriculture House, there was also unanimous agreement of all share holders. From the CFU perspective it was no longer acceptable to be housed in an asset that it principally owned and yet, every month, it was paying rent in excess of dividends received. The view that has now been taken by all is to sell the building, invest in suitable offices in line with the staff currently employed at the CFU and invest the balance in investments that will not only offer real monthly return but which will have a greater ability for capital gain once political stability is a reality. This not only maintains the initial asset value itself but positions that value for real asset growth. I can assure you that despite what has been written in various media environments, full legal and financial process has been carried out at all times, and I personally feel that when this process is finalized the original asset value will be better placed to serve the interest of all farmers.

On the second issue, that of compensation, as I stated last week a solution can be a reality with buy-ins being displayed from all sectors concerned. However, there is one issue that really disturbs me and that is the loose talk by some, although the minority, that compensation will never happen. To those who are conveying this negative message, please understand what you are doing; you are undermining the efforts and progress of many as well as destroying the hope of those who have lost all. Please can we pull together and achieve what is achievable and show each other that by being both supportive and positive in our approach, both as individuals and towards the common good, we will win. To those who honestly feel that there is no hope of compensation and who are not prepared to engage, support or play their role in this process, perhaps you should donate your title deeds to a charity of your choice and walk away from the process.

No matter what your beliefs are, rest assured that both, my team and I are working tirelessly to get a fair solution and will not be side tracked by petty talk and accusations. The days are quite literally not long enough to entertain such assertions!

Before I close, perhaps it is worth mentioning the recent hype and ongoing rhetoric of the recent Zanu(Pf) conference in Bulawayo. There is nothing surprising about President Mugabe and ZANU PF's promise to take more farms from the remaining white farmers in the country. Soon there will be no more farms to take, so what then? Clearly the threat should be taken seriously by those farmers on the ground. Since 2000 when white farmers were declared "*enemies of the state*", all elections have witnessed the removal of whites from the land, and such evictions remain a common occurrence. The declaration, however clearly indicates the contempt with which the party regards the GNU and the provisions of the GPA which should have long ago seen the end to such one sided and partisan action.

In ending may I personally, and on behalf of all the staff at the Commercial Farmers' Union wish you all a happy and safe Christmas and New Year and should anyone need help or assistance of any kind feel free to call the numbers that are in Mike Clark's letter below.

To all my staff I thank you all for the tireless work that you do for many, often silent and not fully understood and definitely not fully rewarded. May you all enjoy your well earned break and have a peaceful Christmas, and prosperous New Year.

2. EXECUTIVE NEWS

This will be the last copy of CFU Calling to be sent out in 2011 as next week you Union's office will be closing midweek on the afternoon of **20 December 2011** and will only reopen on **3 January 2012**.

When reflecting back over the last year, although your team has worked extremely hard and feels it has achieved tremendous gains unfortunately there is little that is tangible which we can show that would satisfy so many who are in need, and which many desire.

Whilst not in any way looking for an excuse one has to realise that there is just so much ground to cover, which is extremely difficult under the current circumstances many of which are deliberately stacked against us. However, we are satisfied with the results of the work we have done over this past year and feel that we have made tremendous gains in laying the foundations of what we finally want to achieve on behalf of our members and for agriculture in Zimbabwe as a whole.

When we look at where we were this time last year and how much ground had to be covered we are very satisfied in the progress we have achieved. Whilst much of this unfortunately cannot be discussed in an open forum like this newsletter, please remember that we have an open door policy and would be happy to chat to anyone at any time to brief them on current issues.

During the course of our recent research we have been looking for copies of the Presidential Land Review reports, being the reports done by Flora Bhuka and John Nkomo. Does anyone have any ideas where we could obtain copies of each?

For your own interest the report done by Charles Utete is freely available on the web on a number of site as well as under the following links –

http://www.sarpn.org/documents/d0001932/Utete_PLRC_Vol-I_2003.pdf

http://www.sarpn.org/documents/d0000746/P840-Utete_Report_August2003.pdf

Although it seems that the rains have fallen in the nick of time for the few crops our sector has planted, our hardworking farmers seem once again to be in the political forefront at a recent congress.

How do we advise our farmers on how to react following the unfortunate announcement? All we can suggest is for individuals to weigh up their own situation and decide accordingly as everyone's situation is completely different. Regardless of what anyone has to say we are definitely a very essential requirement in the survival of our national economy.

For those of you who are requiring weather updates remember we have linked a number of useful sites to our website www.cfuzim.org

During the Christmas shutdown period the following people will be available and can be contacted on the following numbers, but please remember that everything that does happen, no matter how trivial you may feel it is, must be recorded by emailing mashc@cfuzim.org

President Charles Taffs	0772 284 847
Vice President Peter Steyl	0712 631 738
Hendrik Olivier	0772 235 640
Mike Clark	0772 337 226
Richard Taylor	0772 311 704

May we take this opportunity of firstly thanking you for your support of you Union, and secondly from the entire team here at head office we wish you and your families all a very pleasant and relaxing Christmas and may the Lord guide us all and protect us through this next year of 2012.

For those still farming, we continue to pray for stability and a successful season.

Richard Winkfield's book, **The Bottom Line**, is selling like hot cakes so don't miss out on buying one for an ideal Christmas present. They are available from Mike Clark at your Union office. Come and get one before we close for Christmas.

3. SECURITY

There are still a few ongoing problems in our farming sector but on the whole the situation has been relatively quiet. But we have had one of our prominent dairy farmers summarily evicted by the court this week. This follows the same pattern of highly connected people apparently being rewarded operational farms in disregard of due process – or compensation. On another property where the farmer was violently evicted without due process or compensation a month ago his Court Orders have only now been respected and he has been able to retrieve his cattle and (what is left of) his personal belongings and equipment – most of which had been vandalised.

We are still waiting for a few of the following so we can follow up on unsolved cases:

- Case Number and date – RRB or CR numbers
- Name of Police Station which took the report
- Certified copy of original statement made to the Police

Should you be able to obtain the above please get them to Mike Clark or else scan and email to mashc@cfuzim.org so that we can put a docket together for the investigators.

Please be aware of security in your homes and on your farms throughout the holiday period – and above all, drive safely!

BEITBRIDGE SCAM – FOREIGN PASSPORTS & ZIMBABWE ID / DRIVER LICENCES

The man responsible for taking bribes at the border has been identified, and removed from his post. Detectives in Bulawayo have begun recording Statement Affidavits as evidence against this man. If you or friends and family have had to pay a bribe please come forward so that a Statement Affidavit can be recorded.

TALKING ON A CELLPHONE WHILE DRIVING

This is an update to warn all motorists that you will no longer be fined or given community service, if you are caught talking on your cell phone whilst driving. Replacing the fine and community service is now JAIL. You will be arrested and taken to Court; and then be sentenced to between 2-3 weeks in jail. That is the current penalty and you will now have a conviction and a Police Record.

4. Update on Minimum Wages and Allowances for Agricultural Workers – Notice to Members

From the Desk of Marc Carrie-Wilson

Dear Members

For those of you who are interested I have prepared a memorandum which summarises, comprehensively, the background to the current problems experienced by farmers in respect of their Labour. I have done this because there is a lot of confusion about new minimum wages and allowances and there is now a General Notice in Circulation from the ALB suggesting that Employers implement an interim increase for their workers raising the minimum wage to USD 60.00. I have included a copy of the notice at the end of the Memo below. I apologise for the length of the document but I think it would be important for members to know the full background and context:

Background

1. Prior to February 2009, and the introduction of the Multi-Currency System, the Zimbabwean economic landscape was characterised by extreme hyperinflation. During this era certain irregular practices relevant **only** to hyperinflationary environments emerged in regard to the formulation of CBAs by the NEC. These practices included, *inter alia*:
 - regular renegotiation of minimum wage levels inside a 12 month period which is in contravention of section 74(4) of the Labour Act [Chapter 28:01] (hereinafter referred to as “the Act”),
 - vast percentage wage increases well in excess of 100% but nonetheless often less than the rate of inflation,
 - the imposition of mandatory back payment amounts sometimes covering several months, and
 - the mandatory implementation of CBAs prior to or without their registration and publication as a Statutory Instrument by the registrar in terms of sections 79 and 80 of the Act.
2. During this period, employers in the Agricultural Industry benefited from the hyperinflationary erosion of the Zimbabwe dollar amounts stipulated in CBAs. Therefore the Statutory dues and minimum wages set by CBAs did not present a challenge to their continued viability. Consequently, the need for strong employer representation in the conclusion of collective bargaining agreements became less relevant than it is under the present conditions.
3. Mal-practices and violation of its Constitutional Provisions by the NEC also began to creep in during this period and have to date not been remedied. For example:
 - The NEC has not produced an audited set of accounts for the past five years. (This is in violation of Article 24(2) of its Constitution).
 - The NEC has regularly not had an annual budget ratified by the full Council or if so not all the Councillors were invited to attend the meeting where such ratification took place

- nor have they had sight of such budget. (This is in violation of Article 22(2) of the NEC Constitution).
- The NEC has not recorded proper and accurate minutes of all the meetings of the council or the Collective Bargaining Processes. (Contravening Article 19 of the NEC Constitution).
 - No proper notice of meetings of the NEC is sent to all NEC Councillors. (See Article 16 (4) of the NEC Constitution).
 - CBAs concluded at subcommittee level are not ratified by the **full** Council of the NEC before being forwarded to the Ministry of Labour for Registration. (See Article 13(1) of the NEC Constitution).
4. With the introduction of the Multi-Currency System and the consequent cessation of the hyperinflationary environment it has quickly become apparent that this situation is unsustainable and if allowed to continue unchecked will seriously undermine the viability of the entire Agricultural Industry and aggravate the possibility of harmonious relations between employers and employees.

Composition of the ALB representation and Composition of the NEC

5. The Agricultural Labour Bureau ("ALB") was formed in about 1975 and was first registered as an Employers Organisation on terms of the Labour Act in about 1985. For many years ALB operated as the principle if not sole employer's representative organisation in the Agricultural Industry. The ALB together with the General Agricultural and Plantation Workers Union of Zimbabwe ("GAPWUZ") were the foundational social partners who formed the NEC. ALB's founding membership was as follows:
- Cattle Producers' Association
 - Coffee Growers' Association
 - Commercial Cotton Growers' Association
 - Commercial Farmers' Union
 - Commercial Grain Producers' Association
 - Commercial Oilseeds Association
 - Commercial Poultry Producers' Association
 - Horticultural Promotion Council
 - Kapenta Producers' Association
 - National Association of Dairy Farmers
 - Seed Co-Op Company of Zimbabwe
 - Timber Council of Zimbabwe (Now Timber Producers Federation)
 - Zimbabwe Cane Farmers' Association
 - Zimbabwe Cereal Producers' Association

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- Zimbabwe Tea Growers' Association
 - Zimbabwe Tobacco Association
6. In 2006 the ALB Constitution was amended to, *inter alia*, include the membership of the Zimbabwe Commercial Farmers' Union ("ZCFU") and the Zimbabwe Farmers' Union ("ZFU") and those Unions' affiliated associations. The amendment was made in order to make the ALB more representative of all employers in the Agricultural Industry.
7. In that same year the Registrar of Labour amended the NEC Constitution in terms of section 61 of the Act; ostensibly to introduce 4 new seats on the NEC reserved for Beneficiaries of the Land Reform Programme who had been offered land in terms of the model A2 resettlement scheme (the "A2 Farmers"). However the amendment also gave certain organisations already represented by ALB seats on the NEC in their own right. The composition of the NEC after this amendment was therefore as follows:
- For the employers:
 - a) A2 Farmers – 4 councillors
 - b) Agro Industry – 1 councillor
 - c) Agricultural Labour Bureau – 1 councillor
 - d) Horticultural Industry (represented by HPC) – 1 councillor
 - e) Timber Industry (represented by Timber Producers Federation) – 1 councillor
 - f) ZCFU – 1 councillor
 - g) ZFU – 1 councillor
 - For the employees:
 - a) GAPWUZ – 7 councillors
 - b) HGAPWUZ – 2 councillors
 - c) Kapenta Workers Union of Zimbabwe – 1 councillor

Chronological Outline of Events relating to NEC Agriculture since February 2009

8. Following the adoption of the Multi Currency System, on the 20th of February, 2009 a CBA was concluded setting the NEC dues at USD 1 paid by each employee per month matched by a further USD 1 by the employer for each employee in his or her employ. In other words USD 2 per month per employee. This CBA was only registered and Gazetted as a Statutory Instrument (SI) on the 25th of June of 2010 in the form of SI 101 of 2010. This agreement was subsequently challenged in the Labour Court by the ALB and a determination of this matter is pending. Members have been advised to not remit their dues to the NEC but instead hold them aside pending the determination of this matter.

9. On the 28th of February 2009 the NEC negotiated a CBA setting new minimum wages in US dollars for all sectors of the industry, namely General Agricultural Workers, Horticultural Workers, Agro- industry Workers and Timber Plantation Workers. The structure of the CBA seemed to envisage its expiration and renegotiation at the end of April 2009. However, no subsequent Agreement was in place when the CBA was envisaged to expire and employers continued to pay wages in accordance with the CBA after April 2009. This CBA was to only to be registered and promulgated as Statutory Instrument 12 of 2010 in January 2010 nearly one year later.

10. In April, 2009 attempts at renegotiation in respect of the Horticultural and Agro sectors reached deadlock and the matter was referred to Arbitration. The Arbitral award was published as a CBA on the 13th of October, 2009. This CBA was later to be registered as SI 155 of 2010 in September 2010 some 12 months later.

11. Viability challenges to Agricultural Businesses were noted with the publication of this CBA in November 2009 because it imposed an effective 3 months back payment amount. No business can budget in its cash flow for unknown back payment amounts which may or may not be imposed several months into the future! The concerted efforts of both Employee representative organisations and the NEC to implement the CBA, in spite of the fact that it had not been registered by the Registrar of Labour as a Statutory Instrument, compounded this problem and created tension between employers and employees. Illegal Strikes began to be reported and conciliation processes at the NEC were initiated.

12. In April 2010 a purported CBA was concluded and published in respect of General Agricultural Workers. The CBA increased minimum wages by about 30% and further included an element of 7months back pay. The ALB Councillor was not informed of the negotiations nor was he given notice of the meeting at which the purported CBA was concluded. This purported CBA outraged many employers in the Agricultural Industry for obvious reasons. To date this "Agreement" has not been registered and published as a Statutory Instrument yet the NEC and Trade Unions insist that it is legally binding.

13. Pursuant to this so called "CBA" of April 2010 the ZCFU President sent a letter to the NEC withdrawing the ZCFU representative on the NEC, Mr D Chimbwanda who as Vice Chairman of the NEC had appended his signature to the CBA on behalf of all employers. In spite of this, Mr Chimbwanda continues to puport to represent the ZCFU in a

14. In June 2010 a new CBA was concluded without the knowledge of either the ALB or the HPC representatives. The new CBA sought to increase minimum wages in the Agro and Horticulture sectors by 60% which would have a disastrous effect on the viability of these sectors.
15. The ALB and HPC launched 2 separate court applications in the Labour Court challenging the validity of this CBA in light of the fact that their representatives who were appointed in terms of the NEC Constitution were not even given notice of any meeting of the Council at which the CBA was concluded. These proceedings are yet to be determined.
16. Members of the ALB were made aware that NEC was paying its councillors upwards of USD 200 for every meeting they attended. This represented a huge sum compared to National Employment Councillors in other industries. In light of this and the other rampant irregularities and departures from both the terms of the Labour Act and the NEC Constitution, the ALB advised all of its member organisations to in turn advise members to cease paying dues to the NEC until such time as a set of audited accounts were produced and budgets were ratified by the full NEC.
17. Moreover, in August 2010, the ALB sought to call the NEC to pass a vote of no confidence in the NEC secretariat for the continued breaches of these constitutional provisions by way of a letter addressed to the NEC. This correspondence was ignored.
18. Pursuant to this the NEC caused the publication of a newspaper advertisement in the Herald calling on all employers to pay their NEC dues in accordance with SI 101 of 2010.
19. In November, 2010 further CBAs were published by the NEC. The purported CBA for the General Agricultural sector sought to increase the minimum wage by 25% (from 44 to 55 USD) from the previous CBA and further impose one month's back payment. A similarly relatively large percentage increase was imposed in respect of the Horticulture Agro and Timber sectors. These increases were without justification; the agricultural sector continues to need a period of incubation from viability challenges in order to adequately recover and the rate of inflation was less than 5% at that time. Once again the ALB and HPC councillors were not given notice of the meeting nor were they invited to make representations at the negotiations. These Agreements have not been Gazetted.
20. The HPC and ALB's members resolved to withdraw from the NEC as continued membership was not sustainable. An announcement to this effect was made in the Sunday Mail on the 5th of December, 2010.

21. The ALB approached the Horticultural, General Agricultural and Plantation Workers Union of Zimbabwe (HGAPWUZ) in order to assess their interest in forming an alternative Voluntary National Employment Council in terms of section of the Act. The leadership of HGAPWUZ was agreeable to this proposition and steps were rapidly taken to register the new NEC. A Constitution and written application was forwarded to the Registrar of Labour for approval and registration.

22. In response to these developments the NEC published a misleading and defamatory advertisement in the Herald on the 9th of December, 2010. The statement was littered with unnecessary political overtones and, *inter alia*, accused the ALB of undermining the Land Reform Programme. This allegation is patently absurd. Indeed, if any organisation is jeopardising the Land Reform Programme it is the NEC itself for continuing to drive up unsustainable minimum wages in an unprocedural way thereby destroying the viability of new farmers' agricultural enterprises.

23. On the 16th of March, 2011 a Meeting was convened by the Registrar of Labour to Hear Submissions from the NEC and the ALB and HGAPWUZ about the ALB/HGAPWUZ application to form an alternate NEC. The Registrar was fully apprised of the Weak Corporate Governance and other problems at the NEC.

24. After Consultation with the Attorney General's Office the Registrar declined the Application to Register a Second NEC citing as the reason for this decision that two NEC's cannot exist in respect of the same Industry.

25. The ALB and HGAPWUZ then applied to the Registrar to deregister the current NEC and simultaneously register a New NEC. In the alternative the ALB requested the following minimum criteria be facilitated by the Ministry:
 - a) Immediate amendments to the NEC Agriculture Constitution which provide for the following:
 - An entrenched and accountable finance committee which is chaired by a qualified and registered accountant.
 - A restructure of the Council which provides for representation of employers and employees organisations which is proportional to the amount of NEC dues actually paid by the members of, or affiliated to, that particular organisation. That is to say if your members pay the most dues your organisation has the most representation.
 - Annual General Meetings where financial statements are presented and the Council is dissolved and re-appointed.

- An independent Chairperson of the Council who must be a fit and proper person for example retired Judge of the High Court or Labour Court.
 - Tight controls on the establishment of negotiating committees and the subsequent forwarding of Collective Bargaining Agreements to the Ministry for registration.
 - Clear and fair terms of reference for the roles of the secretariat, Designated Agents and Arbitrators.
- b) The immediate dissolution of the NEC Agriculture Council and its reformulation in terms of the amended Constitution. Our recent experience has shown that the new Councillors should be appointed annually in writing by the organisations they purport to represent.

26. In the interim, the ALB sought to regularise itself in terms of its own Constitutional provisions and held a General Meeting in order to elect Office Bearers and address its finances. A working Committee group was appointed to deal with the ongoing crisis.

27. On the 14th of October 2011 the NEC concluded a further un-procedural CBA increasing the Allowances of Agricultural Employees in all sectors as follows; once again the ALB was not invited to informed of the negotiations of this "agreement":

Old Allowance Structure		New Allowance Structure	
<i>Transport</i>	<i>Actual Cost to be paid by employer</i>	<i>Transport</i>	<i>Actual Cost to be paid by employer</i>
<i>Accommodation</i>	<i>USD 4.00</i>	<i>Accommodation</i>	<i>USD 35.00</i>
<i>Fuel and Lights</i>	<i>USD 3.50</i>	<i>Fuel and Lights</i>	<i>USD 18.00</i>

This effectively increased the minimum workers for farm workers by almost 100%. The ALB immediately challenged this agreement in the Labour Court. This CBA has yet to be Gazetted, contrary to assertions made by Trade Unions and the NEC.

28. On the 2nd of December, 2011 the NEC sent its first written correspondence to the ALB inviting ALB and HPC to the negotiations of Workers wages in the Horticulture and Agro Sectors. The decision was taken to decline the invitation pending the resolution of the outstanding issues. A letter to this effect was sent to the NEC.

29. In light of the facts (a) that the NEC was not functioning properly, (b) there were no Collective Bargaining Processes involving all stakeholders in the Industry and (c) there were challenges pending before the Labour Court which are yet to be determined, the ALB Working Group, after discussion suggested that Employers implement an interim increase in the Minimum wage. This has been circulated by Member Organisations to their members in a Notice which is displayed below. The rationale for this is to mitigate against the effects of back pay if there is another CBA concluded and bring the Horticulture and General Agriculture Wages into harmony:

December 8, 2011.

NOTICE.

TO ALL AGRICULTURAL LABOUR BUREAU MEMBERS.

This serves to inform you that your selected Working Committee met on Monday, December 5, 2011 to discuss, among other things, ways and means of alleviating the plight of farm workers in the interim whilst the cases before courts are finalized.

To this end, it was resolved that an interim minimum for General Agriculture and Horticulture be pegged at **USD60, 00** excluding all other incentives/ Productivity bonuses that you may be awarding. Your committee took note of the economic hardships being felt by both the employer and the farm worker in coming up with this interim figure. We took cognizance of the fact that companies/individual farmers are struggling to secure affordable long term funding to recapitalize, liquidity challenges, coupled with high cost of finance, which have affected efforts to increase production. In addition to this, we also considered the challenges that the workers are grappling with given the fact that the wages have been stagnant for a while now.

We strongly urge you to augment this by introducing, on your farmers/company productivity or incentive schemes that will go a long way in raising your efficiency and production levels.

Thank you.

O.M.CHIKUNDA.

Current chairman.

I would appreciate any concerns, criticism and other input which you may have. Please send to me on marc@cfuzim.org

5. NSSA – SI 145 AND 146 OF 2011

The following Statutory Instruments appeared in the Government gazetted dated 9 December 2011, which should be taken note of by all employers on the following links:

Statutory Instrument 145 of 2011 – **National Social Security Authority (Pension and Other Benefits Scheme) (Rates of Benefits) (Amendment) Notice, 2011 (No. 21)**

<http://www.cfuzim.org/images/si14511nssa.pdf>

Statutory Instrument 146 of 2011 – **National Social Security Authority (Accident Prevention and Workers' Compensation Scheme) (Prescribed Matters) (Amendment) Notice, 2011 (No. 17)**

<http://www.cfuzim.org/images/si14611nssa.pdf>

6. DISCOUNTERS CLUB

This year has flown by and there have been many positive developments within Discounters Club and it has grown and gone from strength to strength. Sadly though, we report that Lilian Wholesalers in Gweru and Tudely Butchery in Avondale, Harare have withdrawn as partners of the Discounters Club. The reason for this is that our discount system interferes with their internal Loyalty/Discount schemes. Many thanks to both of these companies for their support and partnership and we wish you well for the future.

On a happier note, we welcome the following exciting new partner aboard Discounters Club **LOMAG IRRIGATION** – for all your agricultural, industrial, commercial and domestic irrigation requirements. They are stockists and experts for Reinke Centre Pivots, Hunter KSB Submersible and centrifugal pumps and Turf-Ag. You can find them at 9 Cameron Road, Pomona, Harare and they can be contacted on (04)885647 or 885645 or 0772 235 503 or you can e-mail Graeme Flower at Graeme@lomagagric.com The discount they are offering is 10% on all KSB Submersible pumps.

Richard and Debbie would like to take this opportunity to wish everyone a very Blessed Christmas and peaceful, prosperous new year.

7. ZIMBABWE CROP PRODUCERS' ASSOCIATION

Commodity	GMB ☎ 04-794079	Kurima Gold ☎ 04-745973/6/8	Staywell ☎ 04-303021	Croplink ☎ 04-490810	Agrifoods ☎ 04-756101-5	Pro Group ☎ 04-669400
White Maize	285	Grade A/B 240 Grade C 230 14 days transfer	255	240 – 250 quality dependent	250	250
Yellow Maize	285	Grade A/B 230 Grade C 220 cash	240	230	250	250
Maize Bran	100	-	-	-	160	-
Soya beans	500	610 14 days transfer	600	595	600	-
Soya bean Meal	-	-	-	-	630	-
Wheat	To be advised	Premium 410 Standard 400 Utility 1 390 Undergrade – to be negotiated 30 days transfer	410	400	-	400 – 410
Wheat Bran	-	-	-	-	160	-
Groundnuts	400 unshelled	-	Grade A shelled 900	800	-	-
Sugar Beans	800	1150 14 days transfer	1200	1000	-	1300
Sorghum	285	-	255	250	-	-
NOTES :	-	Cash price for maize is only offered to loads of 10mt or less	-	Prices are per metric tonne delivered Harare	-	-

Producer Prices

South African Grain Information Services (SAGIS)

South African Foreign Exchange (SAFEX) 14th December 2011

Commodity	Rand/tonne	US\$/Tonne	Import Parity Rand/Tonne	Import Parity US\$/Tonne
White Maize	1862	225	2022	244
Yellow Maize	1873	226	2033	246
Wheat	2950	357	3110	376
Soyabeans	3320	401	3480	421
Sunflowers	3895	471	4055	490

International Gulf

Commodity	US\$/Tonne	Import Parity
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		US\$/Tonne
Wheat	285	435
Maize	257	407
Sorghum	205	355
Soyabeans	435	585

8. **BUSINESS CHAMBER** (*from the desk of Richard Taylor*)

We would like to apologize to all those farmers who have submitted their proposals for the Afrexim Bank facility for the huge delays in getting this facility into place. We are in contact with the various players in this scheme on a weekly basis and are continually given assurances that this facility will come.

The biggest issue here is the painful slowness of getting the various processes within this scheme done and then moving onto the next process. We are now mid December and the Project Credit Committee from Cairo is yet to arrive. We can only assume now that this will not happen this month, but in January. So that will mean that once they have been and signed off in January, we then wait for the Lawyers to draft and sign the final agreement. That will probably be February. It will then take 4 weeks for the finance to be lodged with the banks here prior to dispersal to yourselves. End of March beginning of April.

However we have discussed with NMB and African Century that once the Project Credit Committee has been and signed off, a bridging finance facility be put in place, "which will be at a higher interest rate", Farmers accepted for the Afrexim Bank facility will then be able to access the bridging finance facility should they so wish, which will help carry them through till they get disbursement of the Afrexim Bank facility.

Once again our sincere apologies for the slowness of getting this into place, but our hands are tied as this is a process within the banks.

We wish you a very **Happy Christmas**. Should you be traveling, please drive with care. We trust that you have good rains and bumper harvests.

9. **NATIONAL ASSOCIATION OF DAIRY FARMERS** (*from the Desk of Rob Van Vuuren*)

Another year draws to a close and we need to pause and reflect on the year 2011. It is indeed very sad that we continue to lose dairy farmers who have been evicted off their farms. Fortunately, we believe their animals have, in general, been taken over by producers who are still able to farm and produce milk for the Nation. It has been another difficult year for many and survival remains a dominant challenge, especially for the small to medium sized enterprises.

The NADF/Land O' Lakes programme continues to move forward and the NADF thanks Land O' Lakes staff for a well run Small-scale Dairy Farmer of the Year 2011 competition which culminated in a well supported and sponsored field day hosted by the Marirangwe Dairy Association. This was a very successful event and the numerous sponsors of prizes are thanked for their generous contribution. The prize winners are commended for their sterling efforts.

Regional meetings took place during the year; Rachel Stewart's presentations on Veterinary issues were always very informative. More recently I have, with input from Rachel, prepared a few technical handouts which are being circulated to members. It is hoped these will be revision for the established producers and beneficial to the farmers who have recently joined the industry. They may also stimulate discussions at the Regional Meetings or generate requests for discussion group meetings.

We continue to work on the membership data base with assistance from Dairy Services and Aglabs. In the New Year we will be looking into going onto Facebook and possibly having an NADF

webpage. Your comments on these issues will be appreciated. Communications with you, our member, is very important and we may well end up using, Processors, NDC, ZimPost and the electronic media mentioned, or various combinations to ensure that you receive our mail and important information.

An Executive meeting is scheduled for mid January 2012 and plans and activities for the coming year should be discussed and finalised then. Please pass on any new ideas or activities to your regional chairman for consideration.

The office has just received notification from National Foods that they have reduced the prices of some of their products. They have, it appears, introduced a new pricing policy whereby each of their depots has its own price structure. It is not often we hear about price reductions!!!!!!

The NADF has submitted two Concept Notes to Zim-ACP for their consideration.

Tarryn Stodart will be on leave as from the 19/12/2011 and returns to work on the 9/01/2012 while I will be around to respond to emergencies during the annual shut-down from 12.00 on the 21/12/2011 until the 03/01/2012 except for a few days between Christmas and New Year when I will be travelling to South Africa.

We hope and pray that the much needed rain will start to fall to ensure pastures, the veld and silage crops flourish and dams fill up and rivers run again.



We wish you a very Merry Christmas, a fun-filled New Year and a less challenging

2012

10. CATTLE PRODUCERS' ASSOCIATION

With the onset of the rain diseases and tick challenges will be on the increase – please remain vigilant.

VENUE	MT. HAMPDEN		HEADLANDS	
	DATE		DATE	
	AVE. PRICE	AVERAGE	AVE. PRICE	AVERAGE
GRADE	NO. OF CATTLE	PER KG LV WT	NO. OF CATTLE	PER KG LV WT
SUPER	12	2.25	N/A	N/A
CHOICE	3	1.95	N/A	N/A
COMMERCIAL	8	1.77	1	1.62
ECONOMY	67	1.48	2	1.45
MANUFACTURING	14	1.19	1	1.18
WEANER HEIFERS	49	1.7	1	1.8
BULLING HEIFERS	56	1.65	N/A	N/A
WEANER STEERS	N/A	N/A	15	1.9
LONG WEANER HEIFER	18	1.65	N/A	N/A
LONG WEANER STEER	17	1.7	N/A	N/A
FEEDER STEERS	28	1.94	N/A	N/A
COMM WEANER STEERS	N/A	N/A	N/A	N/A
COMM WEANER HEIFERS	N/A	N/A	N/A	N/A
BULL	9	1.52	3	1.67
COW & CALF	51	1.48	3	1.23
COMMUNAL WEANER STEER	N/A	N/A	1	1.17

COMMENTS AND VIEWS

Please let us know your comments and views on items contained within this issue or any other issues of CFU Calling by sending an email to us on dir2@cfuzim.org

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