



# CFU CALLING

8th August 2014

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## 1. EXECUTIVE NEWS

Tomorrow is the start of a long weekend for the city dwellers so our offices will be closed on Monday 11<sup>th</sup> August and Tuesday 12<sup>th</sup> August next week. For those of you travelling over this weekend please drive carefully and enjoy the break, which we most certainly will.

Here in Harare it will be a sporting weekend as we welcome the South African Proteas Cricket Team here to play a few games against Zimbabwe to give us the valuable experience in both the long and short versions of the game. Most of the faces in the Proteas are well known on our TV screens but it will be a real treat to see them in person together with our own players.

Our Sables Rugby Team have recently played a very good game in the qualifying round for the World Cup, but unfortunately lost their crucial game in Russia – Siberia of all places to play! How many of you can remember how many of our talented national rugby players used to play for the South African Springboks as well as play for the national side which used to give the Springbok team a good go? These days there is only one, the “Beast”, but who is now a South African citizen.

**Let's hope that there is not a rugby scout hidden in the Australian business delegation that is currently in the country looking at business opportunities as they already have one of our very best players who has even captained their national side the Wallabies.**

What has come to light with both these young teams competing for Zimbabwe, apart from the tremendous team spirit, is the unfortunate loss of some of our best players to overseas clubs and even playing for their adopted nations. A lot of those players now competing over our borders were from families who were victims of the forced evictions that came with the Fast Track Land Reform Programme which started in 2000 – and which is still continuing today as we write.

Of late there has been a huge amount written about the consequences of what has happened over the past 14 years (and present) and this with the above keeps pushing us to get agriculture back on track through the respect of property rights and compensation. We can only hope and pray that a lasting resolution comes soon so our families spread across the globe can reunite.

In line with this another Task Force meeting was held this week to explore and move forward the formation of the proposed federation of agricultural unions. There is still a lot of ground to be covered but encouraging progress is being made.

### Innocent Victims

The author of the above bestselling, book Meryl Harrison, has recently contacted us to say a few copies are still available and gave us the below details for access on Kindle and Ibooks, etc:

[http://www.amazon.co.uk/Innocent-Victims-Rescuing-Zimbabwes-Invasions-ebook/dp/B00J75NDHQ/ref=sr\\_1\\_1?s=digital-text&ie=UTF8&qid=1404747281&sr=1-1&keywords=innocent+victims](http://www.amazon.co.uk/Innocent-Victims-Rescuing-Zimbabwes-Invasions-ebook/dp/B00J75NDHQ/ref=sr_1_1?s=digital-text&ie=UTF8&qid=1404747281&sr=1-1&keywords=innocent+victims)

<https://itunes.apple.com/gb/book/innocent-victims/id846784277?mt=11&ign-mpt=uo%3D4>

<http://store.kobobooks.com/en-US/ebook/innocent-victims-1>

<http://www.ebooks.com/1657588/innocent-victims/buckle-catherine/>

# 1. EXECUTIVE NEWS CONTINUED

Eulogy: Hester Jacoba Theron (nee Snyman).  
(By Deon Theron)

In life you meet many people. Along the way you meet one or two people that stand out from the rest because of their humility and willingness to sacrifice for the benefit of others. Hetta Theron fell into this category.

Born on 21 July 1930 she grew up in Chilamanzi in a very humble and poor, yet proud family. Like most people during that time there was no running water or electricity, and their home was a very modest, basic structure that literally only offered them a roof over their heads.

Going to school on a donkey cart every day in Fort Victoria (Masvingo) Hetta soon showed her class and skills both academically and on the sporting fields to become head girl. After school she started working, and it was during this time that she met and married Paul Theron. They soon had their first child Pauline, followed by six others, Hannes, Deon, Andre, Annette, Wouter and Esther.

**At our father's funeral we could not write his eulogy without mention of my mother, and so it is again today. We cannot write our mother's eulogy without mentioning our father. The Bible says you should become one when you marry. Our folks became one.** They were inseparable throughout their married life, and a true example of a happy, committed and dedicated married couple.

During the time of all the births – all seven of us born two years after the previous one, except for one gap of 3 years, our folks really struggled as dad was working at the Charter grading shed. Realising that things needed to change if they were going to be able to give their children a decent upbringing, they bought a small virgin piece of farmland in Beatrice called Groenfontein.

As children we remember these humble beginnings. Initially moving into a temporary shack, our father set about building us a home. Soon we moved into our new home which consisted of two rooms, a bedroom and the other room being the sitting room or lounge. The kitchen was a fire under a thorn tree, and the bathroom was a tin bathtub under another tree. The toilet was a PK (Pikinini Kaya) or long drop as we know it today. One of our biggest fears as children was always that one of us would fall into this smelly dark hole. Water for the house was carted from a small stream a kilometre away.

My mother made sure that we were all well clothed and well fed. A true servant of God she taught us about Jesus and his love for us. She cleaned, cooked, washed, mended and ironed our clothes with one of those old irons that you filled with hot coals. She thrived in serving her husband and 7 children.

Initially our folks bought two crossbred dairy cows, Gorometch and Bontrok, as well as growing a few vegetables with water carted from the river. With more children now needing to start going to school it soon became evident to our folks that they would be unable to cope financially. My father managed to get employed at the Cold Storage Commission. He bought a small Mini pickup and delivered the milk to Dairy Marketing Board every morning before work, while my mother ran the dairy and looked after the children that were still at home.

Through hard work and sacrifice from both parents the farming operations grew. Under the guidance of our mother the small dairy herd grew, and the milk production increased until the back of the Mini was filled to capacity with 8 cans of milk every day. The passenger seat was removed, and two more cans were fitted in. If there is one thing that many people comment on, then it is the memory of seeing our dad on the road in the Mini, loaded with milk cans. I remember many nights of us children standing **at the kitchen window by my mother's side with candles, waiting for dad to come home from work.**

**Under our mother's guidance the dairy prospered, and the Mini was soon replaced by a Peugeot pick up, then a small 1,5 tonner.** My dad could now afford to come back and be a full time farmer. The dairy prospered and grew. My father bought a Hino then an 8 ton DAF, added a trailer and eventually went onto bulk collections. During this time more rooms were added onto the house, a generator was bought and installed and a well was dug for water. More progress saw the installation of ZESA and the drilling of a borehole, and eventually even a flush toilet was installed! As a family we were certainly moving up in the world.



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# 1. EXECUTIVE NEWS CONTINUED

With most of us 7 children now educated, starting careers and getting married, the desire of us all was to go farming. Our folks sat down and came up with a proposal that was valid for all of us – and when I say all of us I mean exactly that. It included all the in laws, as my folks never distinguished between sons and son- in- laws or daughters and daughters- in- law. We were all regarded as their children and treated equally.

As children we were offered 50 dairy cows, repayable by stop order over a period of 10 years at the AFC interest rates. The only condition was that you had to come with a signed lease agreement of a dairy farm. In this way all 7 of us (or should I rather say all 14 of us) went farming. We all later qualified for AFC loans and managed to buy our own farms. Even though we all bought and paid for our farms, it would not have been possible if it were not for the hard work and sacrifices of our folks. During this period the war was still in full swing, and like all parents with sons in the army they had to live with the constant fear of losing one of us. Our eldest brother Hannes did die during this period, albeit in a car crash.

We were all shattered by his untimely death, as he had just recently bought a farm through AFC, and married to Helena they a young baby daughter Rene. If we were shattered by his death, my mother was devastated. Her family was her life, and a small piece of her died the day Hannes died. After many years of hard work and sacrifice, our parents turned the virgin Groenfontein into a highly successful dairy farm. Neighbouring farms (Huguenot, Duiker and part of Argyle Ranch) were bought up and added onto Groenfontein, and consolidated into one property, Friedenthal Estate.

When our dad passed away in 2006 another piece of mom died. She loved and adored him beyond description. As we were all farming on our own farms, we suggested she move to town, as the land reform programme was in full swing and we felt it would be safer for her. Although she was one of the most gentle and soft people you would ever meet, she was also as tough as nails and decided to continue running the farm on her own, in memory of the hardships and success we had endured as a family.

After farming on her own for nearly 4 years, a travesty of justice occurred in 2009 when she was summoned to court to face charges of illegally occupying the land they had bought and paid for, and developed from virgin soil to one of the most successful dairy farms in Zimbabwe.

# HEAVY OR BUNDU HAULING OR BASHING?

WHY NOT DO BOTH?







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**CHEVROLET TRAILBLAZER 2.8 4x4 AT**  
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**CHEVROLET CRUZE 1.4 T15 SEDAN**  
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## 1. EXECUTIVE NEWS CONTINUED

Attending court for the first time in her life at the age of 79 she was sworn in, and after many days of sitting in the accused box and being subjected to a flawed judicial process she was found guilty and sentenced to 3 months jail, suspended for 3 years on condition that she vacate the farm.

Heartbroken and confused she moved off, never to see her beloved farm or home again.

She moved to Dandaro in Harare, leaving behind all memories of a lifetime of toil, happiness and sadness; Happiness of success and achievement, of raising a family and developing a home and successful dairy business; Sadness of leaving the place where she lost a son and a husband, sadness of leaving behind the place where she and her husband laughed, cried and overcame seemingly insurmountable odds with their 7 children.

As children we were concerned about her health, as she seemed to wither away in the new, foreign environment of Harare. However the old fighting spirit soon returned and once again she showed her strength by closing the book on her rural life and opening a new urban book in Harare.

She embraced the people of Dandaro, and the people of Dandaro embraced her. She was reunited with old farming friends and made new friends. Once again, she made the most of her situation and once again found happiness.

Throughout her life she touched the lives of everyone she met by being willing to serve them unconditionally and give them not only material things, but also the love and compassion of her heart.

Whether family or complete stranger, when anyone arrived on the farm they would not be allowed to leave without first having something to eat or drink. When you left you were not allowed to leave without first accepting something. This would be anything from meat, milk, fruit or vegetables.

At Dandaro this trend continued, and you would not be allowed to leave unless you ate or drank something, and then left with a banana or sweet shoved into your hand. When visiting her in hospital she shared her fruit or whatever was available not only with us as family, but with everyone she made contact with, including the doctors and nurses.

Kindness, compassion, considerate, thoughtful, caring, loving, forgiving, gentleness, honesty, dedication – these, and many more, were not words to her, but deeds she lived by every day. As a wife, mother, grandmother, great grandmother, friend or acquaintance you were and will remain an inspiration and example to us all. Always willing to be the least and serve anybody you met, but never ever wanting or expecting anyone to serve you.

We will always cherish the sweet, happy memories we have of you. When you were born God put one of his angels on earth.

Mammie, you Pappie and Boetie are reunited. We will continue to miss you, but the memories of you three will carry us through until we meet again one day in heaven, reunited as a family.

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### Dam Levels

Here are the [dam levels from ZINWA dated 25 July 2014](#) which have been uploaded onto our website.

### **Zambia National Farmers' Union Newsletter**

Herewith is a hyperlink to the latest copy of [the Zambia National Farmers' Union newsletter Number 25 of 2014](#), which makes very interesting reading as usual.

### Valuation Consortium Newsletter 07/14

*(Report by John Laurie)*

Despite there being so little evidence that compensation is being seriously dealt with, there could be more going on behind the scenes than we realise. Further it is a live subject among many in the Diplomatic arena.

**Valcon continues to ensure where it can, that it is in a position to clearly and accurately demonstrate that the farmer's losses,** particularly as they apply to land and immovable assets, are identified and records are up to date.

## 1. EXECUTIVE NEWS CONTINUED

### The Database

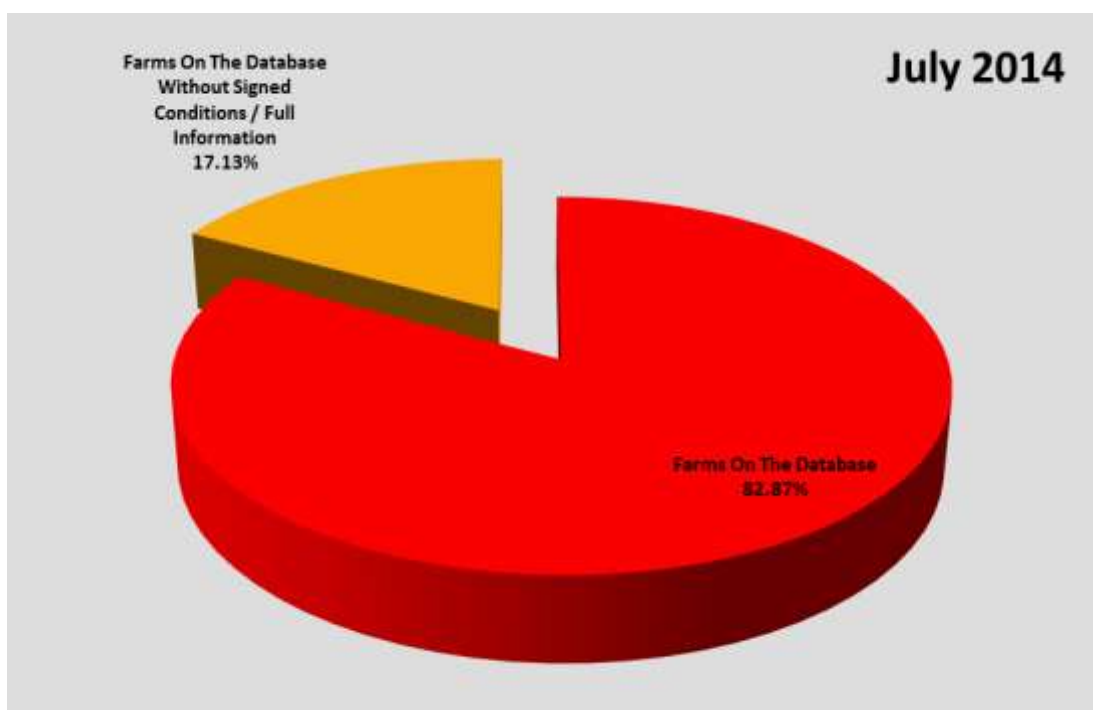
As reported in earlier newsletters, the World Bank, among others, is anxious that at least 85% of the farms taken are on the database. Valcon has committed itself to achieve this percentage and above as we realise the importance of it to both farmers and others connected to the compensation issue.

We have made significant progress in recent months and now have 4,300 properties on file, leaving only approximately 150 to get to the 85% mark, some of which are already in the pipeline.

However we do need to register as many dispossessed farmers as possible. Those not on the database should seriously think of registering in their own interest. This whole subject has required an enormous amount of hard work and sheer perseverance on our part and would have been almost impossible without the help of others outside to whom we are most grateful.

The table below shows the status of all land in the commercial farming area and the ratio of registered farms to those that are not.

<b>Within the commercial farming area only</b>		
<b>Properties in Valuation Zones</b>	<b>Size ha</b>	<b>Count</b>
Farms On The Database	6,062,538	4,289
Farms Still In Operation	566,377	361
Farms On The Database Without Signed Conditions / Full Information	1,252,989	1,039
Unknown Farms #	149,720	256
Farms - Legally Purchased	42	1,247
Plots / Small-holdings (Mostly Still In Operation)	82,607	922
State Land	2,644,302	1,337
Not On Database (Partially Compensated For Improvements Since 2000)	66,116	63
On Database (Partially Compensated For Improvements Since 2000)	130,877	69
Indeterminate	448,072	28
<b>Total (In Valuation Zones)</b>	<b>11,403,640</b>	<b>9,611</b>



## 1. EXECUTIVE NEWS CONTINUED

### Identification / Verification

For a lot of farmers, without access to their farms, it is difficult to list all their improvements as well as measurements. However **Valcon, using satellite imagery, is able with the farmer's assistance, to identify the improvements on the ground, measure them accurately and build a map showing the location of all improvements listed on the database.**

The number of farmers coming to the office for verification purposes has risen. It is an important exercise to ensure that those on the database have given a full list of their immovable assets where it is very easy to miss out the odd item, particularly if one is **under stress. A visit to the Valcon offices would put one's mind at rest and make it easier for everybody before values are applied.**

### Communications

#### Meetings with farmers:

Having had large meetings in both Harare and Bulawayo in recent months, meetings on a smaller scale continue in an endeavour to **keep farmers abreast with what we are doing. We can understand so clearly farmer's frustration with this whole issue as we are now in our 15<sup>th</sup> year since the fast track began. We are all getting older and poorer, many have health problems too. We have been thrust into a situation, not of our own making which now really has to be addressed. On our part we are doing all that we can in this respect.**

#### Communications with the Heads of Diplomatic Missions and International Bodies.

We have met with a significant number of ambassadors over the past couple of months where we have given an in-depth update on our work. This is very important as nearly all of them have changed recently. In every case the response by them has been extremely complimentary and we have been able to demonstrate to them that any figures that we may come up with would be genuinely accurate and not just a rough assessment, supported by in-depth research.

Shortly we shall be meeting again with the World Bank where there is a new Head of Mission, a very pleasant and experienced lady and in the near future we hope to make another full presentation to the Multi-Donor-Group which includes the more developed countries in the world.

#### Valcon Office :

17 Rhodesville Avenue.  
Highlands,  
Harare  
Phones: Harare (+263) (4) 482039 and 482049.  
Email and web address remain the same.

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## 2. SECURITY AND LAND

Again it has been a relatively quiet week as far as farm disruptions is concerned although one or two have managed to capture the newspaper headlines recently.

We can only hope that the low number of reports is an indication of a decline in incidents and not a lack of reporting to us by affected farmers.

It is absolutely essential that all reports of incidents on farms or court cases should still continue to be sent to Mike Clark as soon as any problems may appear because we are still able to assist if notified early.

### 3. OPEN FARMERS MEETING

The date of the next meeting to be held at the Wingate Golf Club will be published later once we have organised a new meeting schedule. We advise our members and farmers to take this opportunity to meet your leadership and exchange ideas on your future.

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### 4. GOVERNMENT GAZETTE

In the Gazette of 1 August 2014 there are several items of interest to our members. There are no notices of acquisition in **today's Herald newspaper**.

[Statutory Instrument 116 of 2014](#)

Collective Bargaining Agreement: Agricultural Industry

National Employment Council for the Agricultural Industry

Marc Carrie-Wilson will be discussing this and other labour issues below.

[Statutory Instrument 118 of 2014](#)

Collective Bargaining Agreement: Tourism Industry

This is applicable to wages in the tourism and safari sector covering the period 1 March 2014 and 28 February 2015.

[General Notice 288 of 2014](#)

Constitution of Zimbabwe – Notice of Acquisition of Agricultural Land under section 293(1) of the Constitution.

Description of Land

Warwick in the district of Salisbury 829,6984 hectares

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### 5. LEGAL AFFAIRS

*(From the desk of Marc Carrie-Wilson)*

#### Update: Major Developments as regards Agricultural Labour Issues

#### New Wage for General Agriculture sub sector

Members will recall that these negotiations have been ongoing since March this year. To re-cap on what had transpired at the first meetings, the Employer representatives took the position that in light of the difficult economic environment characterized by deflation no wage increase could be offered nor could a demand for a wage increase be justified. Employee representatives on the other hand maintained the position that the wage was far too low to afford workers a decent standard of living and demanded a minimum of US \$ 120 for Grade A1. For some time the parties deadlocked on these positions. Informal meetings between representatives of the parties were held in which the impression was given that if an offer of US \$ 70 was made by the employers it would be accepted. Employers made a serious tactical error by making a formal offer of an 8% increase to US \$ 70 for Grade A1.

At the time the offer was made this was the highest increase that employers were prepared to offer. This offer was of course rejected by the employees who instead moved their formal position to US \$ 95. Once again the parties deadlocked at these positions and were going through the motions of holding the deadlock meetings before referring the issue to arbitration.

On the 4<sup>th</sup> of August, 2014 I attended the 3<sup>rd</sup> and final General Agricultural Wage negotiations deadlock meeting at the NEC. At first all looked set that the matter would again deadlock and be referred to arbitration. However after much discussion, an agreement was brokered after the significant influence of the NEC Chairman (Mr D Chimbwandha), the NEC CEO (Mr S Jera) and an Officer from the Ministry of Labour all of whom gave very strong recommendations that an offer of US \$ 72 should be made to the workers and they would exert similar influence on the Trade Union negotiators to have that offer accepted. I made it clear that my mandate was not to exceed US \$ 70 without any back pay. However, the other employer groups being ZCFU, ZFU and ZAEO felt that for the sake of reaching an agreement a higher offer should be made and I was effectively out voted.

## 5. LEGAL AFFAIRS CONTINUED

The employees accepted the offer but wanted it effective from March 2014. All employer representatives fortunately stood firm and agreed that back pay was not acceptable in any form. Eventually, with the significant assistance of the Ministry of Labour official the employee representatives accepted the effective date of 1<sup>st</sup> August, 2014 provided that negotiations begin again in **March 2015. However in this regard I draw members' attention to section 74(4) of the Labour Act which states:**

Nothing contained in any collective bargaining agreement shall prevent either or both of the parties from seeking to renegotiate or amend the agreement after twelve months of its operation in order to take account of changed circumstances in the industry or undertaking concerned.

The implication is that notwithstanding the undertakings given the agreement cannot be renegotiated inside a 12 month period as this would be contrary to the provisions of the Labour Act. I would suggest that the process of negotiation can begin again in March 2015 but the effective date of any further agreement should not be inside the 12 month period.

To sum up the above, members are advised that a 10.77% increase in the minimum wage for the General Agricultural sub sector was approved with effect from the 1<sup>st</sup> of August 2014. The new wage schedule will be as follows:

Grade	Old Wage	New Wage
A1	65	72
A2	70	78
A3	76	84
B1	82	91
B2	88	97
B3	96	106
B4	103	114
B5	111	123
C1	120	133
C2	130	144

I must point out that in my opinion the employer representatives made a very serious tactical error. In my view they were too trusting of the informal discussions with the trade unions and were drawn into making an initial formal offer which was far too high leaving no room to bargain. However, it is not all bad, the silver linings are that it could potentially have been worse and at least there is no back pay.

To those members who cannot afford this new wage I advise them to without delay apply in writing for exemption from all or part of the new wage to the NEC. I would suggest that you have 14 working days from the 4<sup>th</sup> of August in which to make this application. For those members who require assistance in this regard please do not hesitate to contact me.

We expect that negotiations for the Agro and Horticulture wages will begin in the next few months.

### New Collective Bargaining Agreement for the Agricultural Industry

I draw your attention to the promulgation of [Statutory Instrument 116 of 2014](#) which is the new Collective Bargaining Agreement (Employment Regulations) for the Agricultural Industry. It repeals and replaces in its entirety the old Collective Bargaining Agreement in Statutory Instrument 323 of 1993.

For the most part the new Collective Bargaining Agreement is much the same as the old one in both form and content, but there are a number of fairly significant changes which employers should be aware of. I point the main changes out as follows:



## 5. LEGAL AFFAIRS CONTINUED

Section of the Agreement	Old Agreement (SI 323 of 1993)	New Agreement (SI 116 of 2014)
1. <i>Scope and Application of the Agreement</i>	The Agreement stated that it did not apply to “contract workers” as defined in the agreement. (i.e. “an employee who has been employed on a specific task the rates for which have been directly negotiated with the employer”)	This provision has been removed meaning that the new agreement will apply fully to “contract workers” as defined in the agreement. The definition of a contract worker remains unchanged.
3. <i>Interpretation of Terms</i>	Definition of “Agricultural Industry”	New Agreement expands the definition of “Agricultural Industry” to also include “horticulture, bee keeping – honey, crocodile farming, farm prawn, game farming, lumbering, saw milling
	Definition of “Employee”	The new Agreement has elaborated on the definition of an “employee” and has included circumstances where the employee uses his or her own tools and where the relationship resembles and employment relationship rather than the relationship with an independent contractor.
	Definition of an “Employer”	The definition of an employer has been expanded to include the judicial manager of a company under judicial management, the liquidator or trustee of an insolvent company or person, the Executor of a deceased estate and the <b>curator of a mentally ill person’s estate.</b>
	Definition of “Medical Practitioner”	The definition of a medical practitioner has been expanded to include registered medical practitioners and registered traditional healers. This means that an employee can get a certificate from a Traditional healer if he or she is sick.
	The old Agreement did not define the expression “managerial employee”	Insertion of a new definition of a “managerial employee” who is basically defined as an employee who is permitted to hire and fire other employees. The agreement does not apply to managerial employees.
	The definition of a “seasonal worker” in the old agreement referred to an employee who worked for 8 months in any 12 month period.	The new agreement has changed the definition of a “seasonal worker” to a worker who works for 6 months in a 12 month period.
	The old Agreement did not define the term “qualifying service”.	Insertion of a definition of “qualifying service” which refers to the first year of employment which qualifies an employee for vacation leave.
	The old Agreement did not give definitions of any particular job descriptions or titles which were included in the Grades set out in the First schedule to the Agreement.	The new agreement sets out definitions of “Grooms (classes 1, 2, 3)” and a “Head Groom (class 4)”. It seems odd that only these job descriptions are defined in detail and no others are de-

## 5. LEGAL AFFAIRS CONTINUED

5. (1) <i>Grading and Wages</i>	The old agreement allowed for mutually <b>negotiated wages in respect of “Fixed Term Contract Fishermen”</b> .	The specific exception in respect of <b>“Fixed term contract Fishermen”</b> has been removed. This means that Fixed term contract Fishermen must be paid the wages applicable to the Grade in <b>which “Fishermen” are placed.</b>
5. (4) <i>Grading and Wages</i>	In the old agreement an employee could be required to perform work in a higher grade on a temporary basis for less than 26 days without the expectation of being paid the wage for that higher grade.	The new agreement abandons the 26 day period and provides that when an <b>employee is asked to do “relief” work</b> that is in a higher grade, that employee shall be paid the wage for that higher grade for as long as the employee does the work that is in that higher grade.
7. (1) <i>Hours of Work</i>	The old agreement set the ordinary hours of work in a month for <b>“herdsmen, watchmen, boilermen, fire tower attendants, guards, irrigation hands, curers, milkers and caretakers”</b> at 299	The new agreement changes the job descriptions to the following: <b>“herdsmen, watchmen, boilermen, fire tower attendants, guards and caretakers”</b> and <b>reduces the ordinary hours of work</b> in a month applicable to these job descriptions to 280. It should be noted that irrigation hands, curers and milkers under the new agreement will now only be required to work 208 ordinary hours in a month.
7. (2) <i>Hours of Work</i>	The old Agreement set the ordinary hours of work for all other types of	The new agreement sets the hours of work at 208 hours per month for all
10. (2)(a) <i>Payment of Overtime</i>	If an employee worked during ordinary working hours on an industrial holiday the rate of overtime was one and a half times the hourly wage.	The new agreement makes the overtime rate two and a half times the normal hourly rate for work done at any time on an industrial holiday.
15. <i>Special Provisions: Seasonal Workers</i>	Old Agreement defined seasonal workers as 8 months in 12 months	New Agreement defines seasonal as an employee who works for 6 months or less in any 12 month period.
16. <i>Vacation Leave</i>	Old Agreement was outdated and had been overridden by the Amendments to the Labour Act.	New Agreement simply incorporates the provisions of the Labour Act relating to Vacation Leave. i.e. employees accrue Vacation Leave at a rate of 2.5
17. <i>Special Leave</i>	The provisions relating to Special Leave were not in the old Agreement.	Here the new agreement begins to change the section numbering. This is a new section 17 which incorporates the provisions in the Labour Act relating to Special Leave into the Agriculture Agreement. An employee is entitled to
18. <i>Maternity Leave</i>	The provisions relating to Maternity Leave were not in the old Agreement.	Again the new agreement creates a new section 18 which incorporates the provisions in the Labour Act relating to Maternity Leave into the Agriculture Agreement. A female employee is entitled to 98 days maternity leave over 3
19. <i>Public Holidays</i>	The old Agreement dealt with <b>“Industrial Holidays”</b> or <b>“Public Holidays”</b> in section 17. The old agreement recognized alternative days off in lieu of work done on Good Friday, Easter Monday, and New Years day.	In a new section 19, the New Agreement does away with the special treatment of Good Friday, Easter Monday and New Years Day. What is of interest is that the New Agreement does not recognize National Unity Day (22 <sup>nd</sup> December) as a Public Holiday. It is not

## 5. LEGAL AFFAIRS CONTINUED

20. <i>Benefits During Sickness</i>	The old Agreement had this section numbered as 18 and it was outdated and had been overridden by the provisions of the Labour Act relating to Sick Leave.	The new agreement incorporates a new section 20 the provisions of the Labour Act relating to Sick Leave i.e after valid medical certificate (which I remind you in terms of this agreement can come from a traditional healer) 90 days sick leave on full pay and a further 90 days
21. <i>Contract of Employment</i>	This was dealt with in the Old Agreement in section 19. Old Agreement stated that the contract should include details of the probation period. In addition certain sections of the old agreement were not applicable to employees	The new Agreement deals with this in a new section 21. It drops any reference to a probation period. In addition the agreement is also entirely applicable to employees on fixed term contracts.
24. <i>Health and Safety Issues</i>	The old agreement had a section 22 which dealt with the supply of Protective Clothing by the Employer.	The new agreement has done away with the section on protective clothing and makes reference in a new rather vaguely worded section 24 to a separate Statutory Instrument which deals
25. <i>Gratuities on Termination of Employment</i>	The Old Agreement dealt with this in its section 23 which provided that an employee was entitled to a gratuity on termination of employment for whatever reason after <b>8 or more years'</b> continuous service between 1978 and September 1994. The amount was calculated by reference to a sliding scale.	The New Agreement deals with this in a new section 25 which provides that an employee is entitled to a gratuity on termination of employment for whatever reason after <b>5 or more years'</b> continuous service from 1978 to present day. However if the Employer can show that provision has been made for a pension scheme (including NSSA) which is the same or better than the gratuity then the employer need not pay the gratuity. It should also be noted that the sliding scale set out in the new
<i>The Second Schedule: Allowances</i>	The old second schedule recognizes four types of Allowances, namely Accommodation, Lights, Fuel and Transport.	The new second schedule apart from the four types of allowances recognized also envisages: Travel, subsistence and overtime Paid time to construct own accommodation Risk/danger Rotational Shift Work Production Professional Allowances Bicycle Dog Handling Fire Arm It should be noted that the amounts of these allowances will be set in separate negotiated agreements which will change from time to time.

These are the main changes which should be noted. The Code of Conduct and the Disciplinary procedure has not changed. I would note that the majority of these changes have been in favour of the employee with very few if any being in favour of the employer.

## 6. ARAC UPDATE

(From the desk of Ben Gilpin)

### ARAC UPDATE: Wondrous Circumlocution! 8<sup>th</sup> August, 2014

“There are *wondrous* things going on in Zimbabwe!”...so exclaimed a friend the other day at a gathering of people who seemed rather too seriously focused on the worries of the day... I amongst them! For most of us the times are a seeming roll of anxiety as the country continues in its tortured journey. This week marks a gathering of Africa’s leaders at table with the head of the free world. We have been left out... uninvited! Our exclusion more sorely felt because the expected empathy of our neighbours has seen no stay away in solidarity. One wonders what we have missed and what messages we will get when the others get back from the party!

But I digress...so what prompted the outburst of wonder expressed above? Rugby... is the simple answer! The sport is keenly watched and enjoyed by many amongst us...some folks are more than simply passionate in the support of their teams and their schedules are subordinated to accommodate the viewing of matches at all hours whilst teams battle for supremacy through the trials of seasonal tournaments. Life indeed follows great emotional upheavals with the anxiety and excitement of each score, the tribulations of losses and highs of victories. Some games are just wonderful to watch, the rivalry in schoolboy rugby here seems stamped in our DNA as generations follow the progress of first sons and then grandsons through old school teams. There is a sort of emotional gearing as the joys and disappointments pass along the line across the years. This multi generational thread is central to this anecdote.

It came in the wake of a long season of defeats, not even a single victory to punctuate the pain...in spite of this the disappointed youngster shared a positive perspective on the 36:5 loss of his team: “ Don’t you think So-and-so is awesome Grandpa, he scored a try in the face of such great odds”... His grandfather smiled in delight... it was a *wondrous* moment! His grandchild was able to find the positive in the face of their crushing defeat!

Zimbabwe is like that. Whilst waiting for the lights to change at a rather busy intersection not long ago there was a pounding vehicle in the lane beside me, the darkened passenger’s window opened and, as if ejected by the suddenly released booming from within, out shot a cascade of rubbish...crumpled chip packets and soft drink cans! I watched with general annoyance and figured it best to ignore the incident lest my engagement trigger a coloured and distasteful exchange! What happened next was another wondrous moment as the young black lady driver in the car behind got out of her modest Mazda and picked up the rubbish, wrapped on the juggernaut’s window and as it slid open returned the trash to the startled occupants with a pleasantly delivered admonishment.

She returned to her car with composure and as the lights changed, I proceeded with renewed appreciation for this positive affirmation of an enduring goodness around me. In my book I think one should score life like a mixture of Soccer and Rugby... own goals like Rugby 5 for a try and the other side like Soccer 1 for a goal. That way there is always a satisfactory balance even when the odds are loaded against one!

On Tuesday I took time out to assist my wife in submission for a new passport. I am sure many of you are filled with foreboding at the thought of repeating the process every time someone in the family has to renew an expired document. Past experience at the hands of the office of the Registrar General has not been particularly pleasant and was marked by the crush of humanity in murky corridors with staff bent on exploiting their power over the poor and the rich alike, whilst they provided what service could be induced through unsanctioned incentives and poor salaries. Charles Dickens, in his novel “Little Dorritt”, placed the “Circumlocution Office” at the centre of that time’s bureaucracy... indeed it was most appropriately named. Perhaps in local parlance we could say: “ kusvika no kupoterera”... or “getting there by going round and round”, that is our destiny it seems!

This time the procedure was surprisingly satisfactory. Whilst one still feels mugged by the exorbitant fee required to expedite the process legitimately, there is order in the passages ; not only have the dingy corridors been painted, but staff are helpful in guiding one through the myriad steps and sequences before getting back into the daylight. That said, it is amazing what a kind word and a smile coupled with a serious dollop of patience can achieve in a few hours! There is indeed evidence of more than a shift in the seasons here as the weather starts to warm up!

As I drove home yesterday in the hectic evening rush, I was approached by optimistic vendors in the traffic. One selling plastic buckets fitted with elements to heat water. He had sold 3 at \$10 each so far and he was hoping for a couple of further sales before heading home for the day. The other offered airtime; an activity that requires real perseverance for a pretty small margin. (These days their earnings are often supplemented by grateful motorists who would suffer in gridlock but for the intervention of these resilient young men as they turn their hands to traffic direction and keep the roads open when the traffic lights are interrupted by power cuts.) He told me life was tough but also smiled and reassured me that we are now close to the corner.

## 6. ARAC UPDATE

As we enjoy the break afforded us by next week's national holiday, I hope we all find time to reflect that whilst indeed the way forward seems to be convoluted and often like a game of snakes and ladders... the world can indeed be transformed by a smile, a positive attitude and a kind word!

For those who are looking for employment opportunities we continue to circulate information of opportunities we hear about. This week we had a visit from the management team at CV People Africa, they are anxious to assist with the successful placement of people in agriculture, farming, agronomy, tobacco, maize, poultry or other related fields.

The company utilises the latest technologies and social networks to source and place specialist and technical professionals into projects and enterprises across Africa. Examples include food production in Mozambique, agri-industrial ventures in Zambia and Malawi, agronomy leaf production and poultry projects in Tanzania and maize farming, livestock production and bush-clearing projects in the DRC.

As well as operating from their Harare office, CV People Africa has franchises in Tanzania, Uganda and Zambia and works with local, regional and international investors and project developers to react quickly to enquiries for personnel placements.

Upload your CV and register with them, completing your online profile to at least 90% to ensure their recruitment consultants find you quickly when opportunities arise. Visit [www.cvpeopleafrica.com](http://www.cvpeopleafrica.com) or call them on +263-4704853.

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## 7. ECONOMICS REPORT

*(From the desk of Antonette Chingwe)*

### Tobacco

Statistics from TIMB also show that tobacco seasonal sales have reached 214.4 million kg worth \$680 million with the seasonal average price remaining stagnant at \$3.17/kg. This is an increase from the 164.2million kg worth US\$605million that had been sold at the same time last year.

The local average tobacco price of US\$3.17 per kilogram this marketing season is the second highest in the world among countries that produce the cash crop. Prices in the United States, which hovered around US\$3.80 per kilogram, were the highest globally. **Tobacco Industry and Marketing Board (TIMB) chief executive officer Dr Andrew Matibiri said Zimbabwe's market was lucrative, in part, due to the unique taste and flavour of the country's tobacco brand whose allure buyers cannot resist.**

### 99 year leases

**The Bankers' Association of Zimbabwe (BAZ) president Mr. Sam Malaba said bankers were in talks that might see financial institutions accepting A1 farm settlement permits and 99-year leases as collateral.** In previous seasons, farmers have sought to increase productivity through timely input purchases and land preparations. However, production has remained inhibited mainly due to lack of funding.

**Most banks have in the past demanded collateral in the form of immovable assets, a prerequisite most farmers' lack.** The lenders argue that properties allocated to land reform beneficiaries remain State-owned, thus, cannot be sold to recover funds in the event of defaults. Maize growers have already begun summer cropping preparations, but are unsure whether or not banks will finally fund production based on their tenure documents. There is also a call for banks to consider project viability as collateral.

### Farmer produce

Latest research by a Harare agriculture firm shows that farmers sold more than US\$3 million worth of fresh produce at the Mbare Agriculture Market in May alone, 46 percent higher than a year earlier, underlining the sheer size and potential of the local fresh produce market.

The research surveyed 6 250 farmers who sold different commodities at Mbare, from vegetables to wild fruits, gourds, tubers, fruits and field crops. Other agricultural products such as tea leaves and spices were also included. In the fruits category, bananas topped the list with 7 697 baskets worth US\$230 923 exchanging hands. Leaf vegetables raked in US\$155 418 from 91 964 bundles. An estimated US\$47 000 was realized from the sale of wild fruits like masawu, nyii, mawuyu, tsubvu and snot apples. Most of the produce was supplied by farmers from Mashonaland East and Manicaland provinces. However, farmers are struggling to meet demand for other perishables like apples and onions, prompting traders to import from neighbouring South Africa.

## 7. ECONOMICS REPORT

### Delta Contracts

Production of barley is set to decline to 3 000 hectares from 8 000 hectares due to piling up of stocks, the United States Food and Agriculture Organisation (USDA) has projected. The stocks have been piling, owing to lack of export markets. In the past seasons, about 8 000 hectares of barley have been grown on contract to a private brewing company (Delta Beverages). However in 2014, Delta scaled down production due to a high level of stocks; hence barley production is expected to decline to about 3 000 hectares.

Meanwhile, Delta Corporation says it will invest at least \$590 000 for the production of 2 000 tonnes of sorghum during the 2014/ 15 cropping season. Delta Community Projects manager Tsungie Manyeza said farmers in Muzarabani and Mukumbura would be contracted to produce the sorghum.

## 8. ZIMBABWE CROP PRODUCERS' ASSOCIATION

*(From the desk of Richard Taylor)*

We often get requests from farmers, ex farmers and overseas graduates looking for agricultural management jobs in Zimbabwe or regionally. Please see the below email from CV People Africa. I have been into their web site which is very easy to follow. We have met and are setting up a partnership which will assist all concerned in finding employment.

Are you looking for agricultural, farming, agronomy, tobacco, maize, poultry or other related opportunities?

CV People Africa utilises the latest technologies and social networks to source and place specialist and technical professionals into projects and enterprises across Africa. Examples include food production in Mozambique, agri-industrial ventures in Zambia and Malawi, agronomy leaf production and poultry projects in Tanzania and maize farming, livestock production and bush-clearing projects in the DRC.

As well as operating from their Harare office, CV People Africa has franchises in Tanzania, Uganda and Zambia and works with local, regional and international investors and project developers to react quickly to enquiries for personnel placements.

Upload your CV and register with them, completing your online profile to at least 90% to ensure their recruitment consultants find you quickly when opportunities arise. Visit [www.cvpeopleafrica.com](http://www.cvpeopleafrica.com) or call them on +263-4704853.

Here is one management job available at present.

I have a client looking for a Seed Production Manager. The role would suit someone fairly young, but still responsible enough and with enough technical savvy to oversee the farm and report back to the Harare-Based MD. Looking at the salary on offer, **I don't think it would really work for a more mature farmer who has school fees to pay, etc. They've discussed a 'minimum' of around \$1500 - \$2000, but can probably go upward of this depending on relevant experience.**

For more info on this, please contact Kelly @ [Kelly CvPeopleAfrica \[kelly@cvpeopleafrica.com\]](mailto:Kelly CvPeopleAfrica [kelly@cvpeopleafrica.com])

I trust that those of you who are not travelling will all have a great Weekend and public holidays For those of you who are **travelling away for the holidays please be very careful on our roads as they are an accident waiting to happen. Don't talk on your cell phone whilst driving as this is becoming a big cause of accidents.** Have a great holiday and enjoy your time with family and friends.

## 8. ZIMBABWE CROP PRODUCERS' ASSOCIATION

### Producer Prices

Commodity	<b>GMB</b> 04-7940799	<b>Kurima Gold</b> 04-662392 0772 382 028 / 0772 235 588	<b>Agrifoods</b> 04-775623 0712 601528 0712600588	<b>Staywell</b> 04-303021 307868 0774 175 974	<b>Profeeds</b> 04-667173 or 661048
White Maize	390	Grade A/B 280 48Hr transfer Harare Grade C 275 48Hr transfer Harare Grade D 270 48hr transfer Harare	290		270 Cash at gate 82 Woolwich Road
Yellow Maize	310		290	n/a	260 Cash at gate 82 Woolwich
Maize Bran	-	-	200	n/a	175
Soya beans	580	500 7 Day transfer 510 14 Day transfer 490 24hrs Textacash	510		540
Soya bean Meal	-	N/A	650	n/a	610
Wheat	466		-		-
Wheat Bran	-	-	200	-	190
Groundnuts	570 unshelled		-	n/a	-
Sugar Beans	1300	n/a	-		n/a
Sorghum	310	-	n/a	n/a	-
NOTES :	-	-	Raw Materials Prices		All prices are negotiable de- pending on ton- nages and pay- ment terms

— Increase  
— Decrease  
— No Change

Please NOTE all prices are subject to contract availability. ALL OF THE ABOVE MAY BECOME NULL AND VOID AFTER TODAY AS GOVERNMENT ARE MEETING TODAY TO DISCUSS A STATUARY INSTRUMENT THAT WILL STIPULATE CONTROLLED PRICES

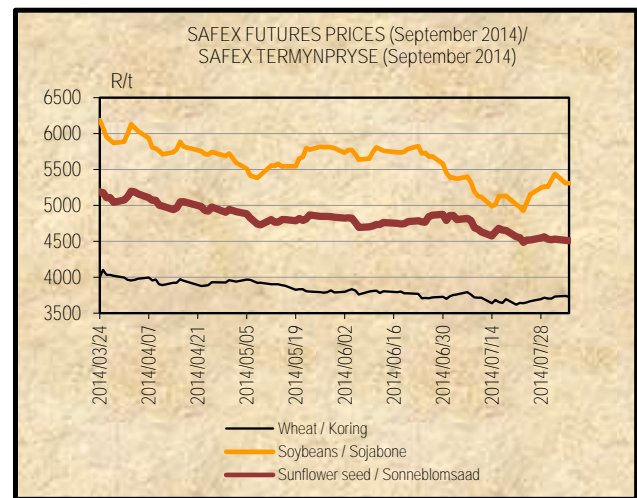
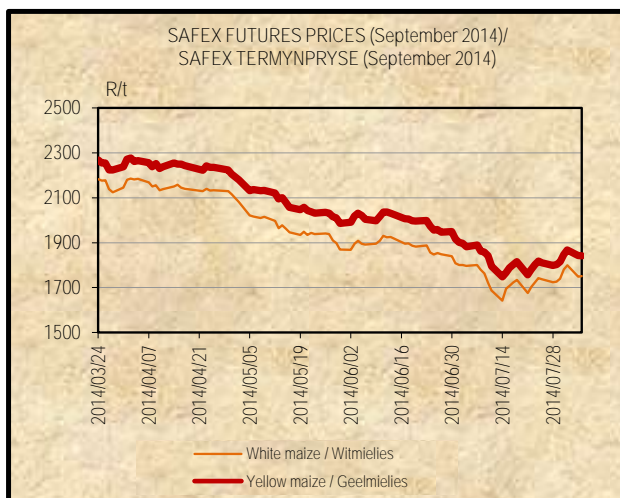
## 8. ZIMBABWE CROP PRODUCERS' ASSOCIATION

### Producer Prices

South African Grain Information Services (SAGIS)

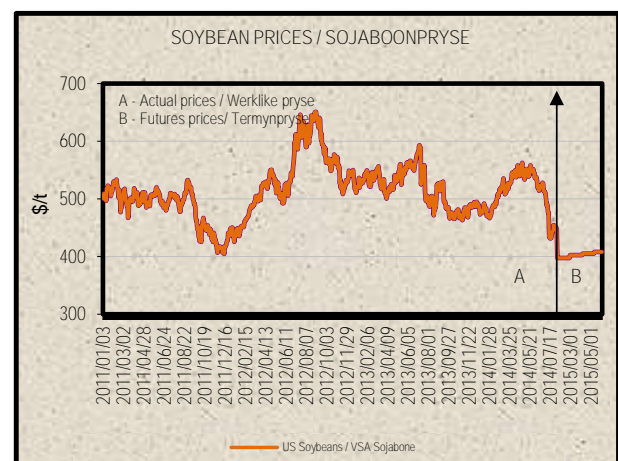
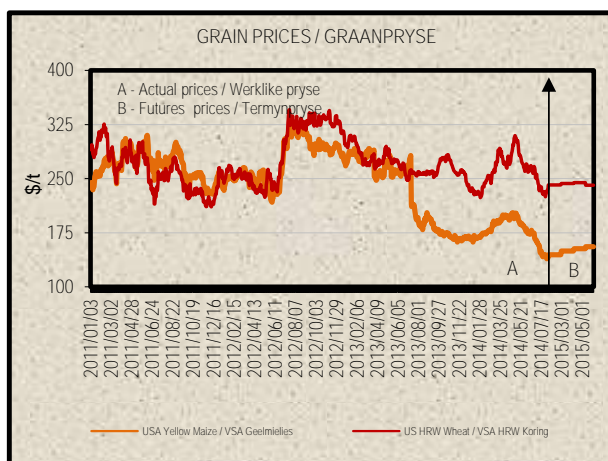
South African Foreign Exchange (SAFEX 8th August 2014) R10.80

Commodity	Rand/tonne	US\$/Tonne	Import Parity	Import Par-
			Rand/Tonne	US\$/Tonne
White Maize	1725	160	2575	238
Yellow Maize	1822	172	2672	252
Wheat	3666	346	4516	426
Soyabeans	5270	497	6120	577
Sunflowers	4450	420	5300	500



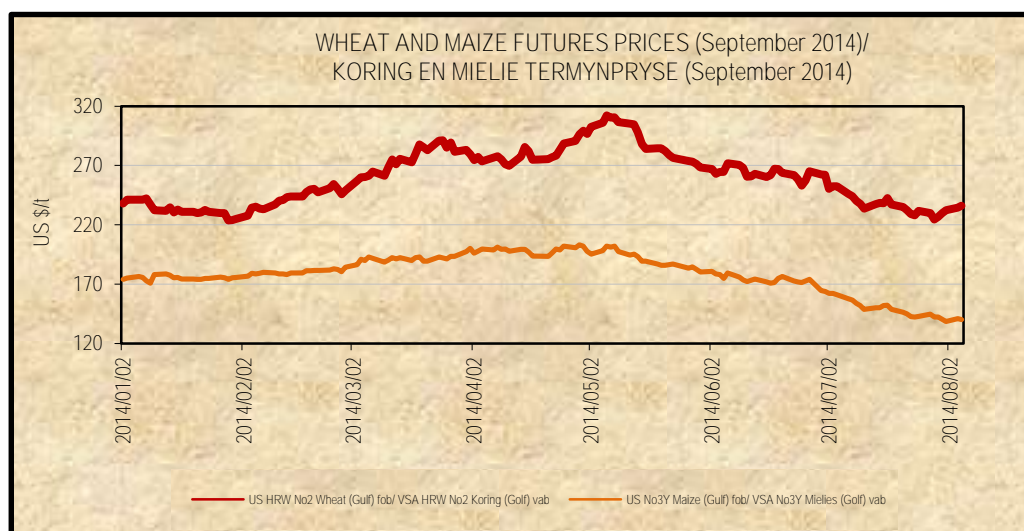
### International Gulf

Commodity	US\$/Tonne	Import Parity
		US\$/Tonne
Wheat	294	444
Maize	195	345
Sorghum	221	371
Soyabeans	469	619





## 8. ZIMBABWE CROP PRODUCERS' ASSOCIATION



### FERTILIZERS

Please Note: We are in the process of getting in touch with all the various fertilizer companies to discuss their pricing states in the CFU Calling as concerns have been raised regarding the pricing differentials. I do believe that this sets up competition between the various fert companies however the concern comes from what type of fert this is (compound or blend??) the various components that make up this fert etc etc. Once we have resolved this we hope that we will have more companies posting their types of fert and prices. Please be patient for this.

THE LATEST EDITION OF THE FARMING MAGAZINE is on sale @ \$2.00 EACH

## 9. CATTLE PRODUCERS' INFORMATION

### Cattle prices

GRADE REPORT BY GRADE (\$KG)\_05-08-2014-GWERU

GRADE	DESCRIPTION	QTY	AVG KG	AVG AMT	AMTKG4A VGKG
	BULLING HEIFER				474.00 1.58
	LONG WEANER HEIFER				403.33 2.14
	BULLS				692.50 1.44
	COMMERCIAL				737.31 1.52
	ECONOMY				496.15 1.29
	STD MUTTON				65.00 0.00
	MANUFACTURING				300.00 1.03
	FEEDER STEER				494.67 1.48
	LONG WEANER STEER				370.00 1.42
	WEANER STEER				243.00 1.26

## 9. CATTLE PRODUCERS' INFORMATION

GRADE REPORT BY GRADE (\$KG)\_05-08-2014-MT-HAMPDEN-

GRADE	DESCRIPTION	QTY	AVG_KG	AMTKG4AVGKG
1	SUPER	21	468.33	2.18
10	BULLING HEIFER	8	321.13	1.81
11	LONG WEANER HEIFER	15	273.13	1.95
12	WEANER HEIFER	9	202.33	1.72
15	BULLS	13	385.15	1.75
3	COMMERCIAL	26	461.00	1.79
30	COMMUN WEANER STEER	5	222.40	1.51
4	ECONOMY	65	365.68	1.53
40	STD MUTTON	9	45.00	1.78
5	MANUFACTURING	14	291.14	1.59
7	FEEDER STEER	11	326.00	1.90
9	WEANER STEER	22	207.77	2.06

BULAWAYO SHOWGROUNDS SALE PENS - SALE			COLLEEN BAWN	PLUMTREE
PRICE PER Kg	SLAUGHTER	YOUNGSTOCK		
	<b>25.06.14</b>	<b>20.06.14</b>	<b>24.06.14</b>	<b>17.06.14</b>
BULLS				
SUPERS				
CHOICE	\$2.06			
COM	\$1.72	\$1.43	\$1.38	\$1.43
COM/ECO	\$1.39	\$1.32		
ECO	\$1.31	\$1.25	\$1.20	\$1.25
MAN	\$1.10	\$1.10		
BULLS		\$1.48		\$1.43
F/STEERS		\$1.52	\$1.42	\$1.39
B/HEIFERS		\$1.61		
W/STEERS		\$1.82		
W/HEIFERS		\$2.32		
BULLED HEIFERS				
YOUNG BULLS				
LONG W/HEIFERS				

## 9. **CATTLE PRODUCERS' INFORMATION**

### Forthcoming Cattle Sales

MT HAMPDEN CATTLE SALE EVERY TUESDAYS @ 12 NOON

HEADLANDS CATTLE SALE EVERY 2 WEEKS @ 11AM

See [CATTLE SALE DATES FOR CC SALES NATIONWIDE](#) for July and August 2014 on our website.

### HARARE AGRICULTURAL SHOW

Harare Agricultural Show will be held this year on 22 – 30 August 2014.

## 10. CLASSIFIEDS

### Notices

#### ZIMBABWE CROP PRODUCERS ASSOCIATION

We have on sale the following:

- Maize Handbook ~ \$20.00
- Soya Bean Brochure ~ \$5.00
- Sorghum Brochure ~ \$5.00
- Wheat Brochure ~ \$10.00
- Sunflower Booklet ~ \$10.00
- Groundnut Booklet ~ \$10.00

Contact Debbie at the CFU Offices at 42 Bates Street, Milton Park Harare or e-mail [reception@cfuzim.org](mailto:reception@cfuzim.org) if you are interested in purchasing any of these handbooks

#### CANCER CENTRE – HARARE

Cancer Centre Thrift Shops Desperately Need any Unwanted:

- Clothes
- Kitchenware
- Furniture
- Toys
- Books

We collect anything that can be sold!!

Please deliver to:

Cancer Centre, Cnr. 6<sup>th</sup> / Livingstone Avenue  
Or Phone us on 04 707 673 / 707 659 / 707 481 and we will collect.

#### CANCER CENTRE PHARMACY

Now open from 0800hrs to 1700hrs, Monday to Friday.

Contact details Email: [info@oncopharm.co.zw](mailto:info@oncopharm.co.zw)

Tel: 04 764 276, Tel/Fax: 04 764 277, Cell: 077 2 363 518

We are at 60 Livingstone Avenue, safe, spacious parking, close to town.

Cancer Centre Pharmacy

Your one stop shop for all your Pharmaceutical requirements

#### HARD WOOD

Anybody interested in hard wood like Timvotie please contact: 0772 235 640

#### INDEPENDENT TRACTOR SERVICES

Official dealers for:

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We stock a comprehensive range of parts for the products we import and for:

FORD, FIAT, NEW HOLLAND, MASSEY FERGUSON

Full service back-up and repairs on all tractor brands

We currently have a good range of repaired / reconditioned tractors in stock including:

- DEUTZ D X 3.70 2WD
- DEUTZ F6L912 6 CYL ENGINE 100HP
- SAME 603 2WD
- JOHN DEERE ENGINE (2850) 86HP

Contact: Paul Collins or Aaron Aaron  
CDMA: 2911563, 2911595, 2912091/2  
Cell: 0712 401 422, 0772 426 313

Chawara Road, off Coventry Road  
Open 7 am to 4.30 pm Mon – Thu & 7 am to 3.30 pm Friday

## 10. CLASSIFIEDS

### Notices

#### FENCE AFRICA

**For all you're Domestic, Commercial & Industrial Security requirements.**

We will quote for free!

We will also supply and install any of the following specialized security fencing:

- Razor wire
- Farm and Game fencing
- Electric Wall top and Panel Protection fencing
- General fencing
- Palisade Fencing
- Bonox Fencing

We make all sizes of diamond mesh.

Contact: Harare - Dirk 077 2 337 853 or Allan 077 2 292 108

P O Box AY 234, Harare. Unit 5, 18 Martin Drive, Msasa, Phone: 04 446 386, Tel/Fax: 04 498 790

Email: [soper@zol.co.zw](mailto:soper@zol.co.zw)

Bulawayo 09 60476/60352

Tembo Mawarire: 23b Josiah Chinamano Avenue, Belmont, Bulawayo

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750753, 790210, 755508

EMAIL: [sales@tselentisgroup.co.zw](mailto:sales@tselentisgroup.co.zw)

Website: [www.tselentisgroup.com](http://www.tselentisgroup.com)

SALES STAFF: BRIGHTON, ROKI, MERCY, ERNST, STANLY.

Please note: ALL PRICES EXCLUDE VAT.

- Overalls Poly Cotton Price Starts at \$9.15
- Work Suits Poly Cotton Price Starts at \$11.20
- Guard Suits Poly Cotton Price Starts at \$16.80
- Dust Coats Poly Cotton Price Starts at \$9.40
- House Coats Poly Cotton Price Starts at \$7.60
- Heavy Duty Bronson Gumboots. Black Boot & Yellow Sole \$12.70
- Budget Gumboot \$8.50
- Rain Coats Price Starting at \$8.35
- Rain Suit Price Starting at \$10.98
- Blankets in stock
- Heavy Duty Humber Bicycles and Spares in stock
- Mazari Out Door Adventure Clothing. [www.mazariafrica.com](http://www.mazariafrica.com)
- 

Feel Free to Email or Phone your orders in and we will deliver within the greater Harare area.

## 10. CLASSIFIEDS

### Notices

#### ZFC LIMITED

Increase your yield with each harvest by using fertilizers from ZFC. We have a wide range of fertilizers which is suitable for all your crops. We also provide you with a range of speciality fertilizers for horticulture. Where you have special needs we will make custom made blends to suit your particular requirements.

We are manufacturers and marketers of fertilizers (compounds and straights), gypsum and lime.

Contact us, Phone: 04 753 882-8, 759 044-6 or Cell: 077 2 236 091-3 or Email: [gurirar@zfc.co.zw](mailto:gurirar@zfc.co.zw) or [mutondorob@zfc.co.zw](mailto:mutondorob@zfc.co.zw)

ZFC Limited

Crop Chemicals

Give your crop a head start by using agro-chemicals from ZFC. A wide range of chemicals is available for use in your field crops and in horticulture.

You can get:

- Fungicides
- Insecticides
- Herbicides
- Adjuvants
- Nematicides
- Growth regulators
- Grain protectants

We also provide you with a wide range of animal health products.

Contact us, Phone: 04 753 882-8, 759 044-6 or Cell: 077 2 236 091-3 or Email: [tapfumaa@zfc.co.zw](mailto:tapfumaa@zfc.co.zw) or [nyagwetaj@zfc.co.zw](mailto:nyagwetaj@zfc.co.zw) or [mutondororb@zfc.co.zw](mailto:mutondororb@zfc.co.zw)

### For Rent

Plot to lease in Kadoma with irrigation next to CSC. Plot is remainder of Bostonia farm owned with title deeds. 50% profit share. Call 0772 240 727 or email [gabrielaavictor@yahoo.com](mailto:gabrielaavictor@yahoo.com)

Accommodation available:

Cottage/small house to rent situated in a large garden ( no gardening necessary) in Bulawayo: one large en-suite bedroom, one smaller bedroom, shower, toilet and basin. Well fitted kitchen and large lounge cum dining room. No children or animals due to open swimming pool and other pets. Rent \$450.00/month including water. Electricity to be paid by tenant. For further details contact: Les Coulson 09-288873 or 0712 806 146

### For Sale

We are constantly receiving requests from evicted farmers to search for suitable, reasonably priced, accommodation in the main centres, mainly Harare. Often the farmers have been forced off their farms and out of their homes at very short notice and become refugees with nowhere to go.

We also have a number of farmers who have moved to town who can no longer afford the high rentals being asked, which are often being increased to prices far beyond their means.

Should you know of any suitable accommodation available, please let us know so we can keep a record to assist affected

## 10. CLASSIFIEDS

### Vacancies

Farm Sitter available!

I am available for farm sits. I have farmed in the Karoi area since 1976. Tobacco, maize and cattle as main crops. If references are required please contact the following whom I have worked for :

Dave Gregson Allcott : Centenary 0712 869 167

Geff Dollar : Guruve 0772 385 414

My name is Mike Lapham : (04) 861 007, 0712 410 417 email : [doublel@mango.zw](mailto:doublel@mango.zw)

### Services



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**Wanda Chikwira - 0773490818**



## 10. CLASSIFIEDS

Announcement of a three-day course in

### THERMAL USE OF SOLAR ENERGY

Organised by REN (Renewable Energy Network/UZ) and HIT

Sponsored by the Austrian Development Agency (ADA)

Venue: Harare Institute of Technology (HIT)

#### **Tuesday, 2014-08-26**

08:00 Registration and welcome  
 09:15 Energy crisis despite solar thermal technology  
 10:00 Tea  
 10:30 Solar radiation  
 11:00 Components of solar thermal systems (collectors)  
 12:30 Lunch  
 13:30 Components of solar thermal systems (collectors cont.)  
 14:30 Components of solar thermal systems (storage tanks)  
 16:00 End of first day

#### **Wednesday, 2014-08-27**

08:30 Other components  
 09:00 Designing and dimensioning solar thermal systems  
 10:00 Tea  
 10:30 Designing and dimensioning solar thermal systems (cont.)  
 11:30 System concepts and applications  
 12:30 Lunch  
 13:30 Working examples of solar thermal systems in industry and commerce  
 15:00 Demonstration of RETscreen simulation programme  
 16:00 End of second day

#### **Thursday, 2014-08-28**

08:30 Field trip to solar thermal system in Harare  
 11:00 Introduction into solar cooling and air conditioning  
 12:30 Lunch  
 13:30 Introduction into solar solar cooling and air conditioning (cont.)  
 13:30 Solar fruit drying and solar cooking  
 15:30 Awarding of Attendance Certificate  
 16:00 End of third day

PLEASE NOTE: PRESENTATIONS WILL START ON THE MINUTE !!!

#### SYNOPSIS

The three-day course focuses on the applications of solar-thermal technologies suitable for Zimbabwe. New developments on the solar market will be highlighted and several reasons will be brought out as to why Zimbabwe has no choice but to go SOLAR. Different types of components and the design of complete solar hot water systems will be explained and their potential benefit to various industrial sectors as well as to hospitals, homes, schools and households. Offering alternatives to conventional energy sources, attendants from agriculture, industry, commerce and tourism will be introduced to methods of solar process heating and to solar refrigeration and air conditioning.

The theory classes will be complemented with a site visit to a successfully running solar hot water installation in Harare. Attendants will be provided with the course material and other relevant literature on a CD.

Harare Institute of Technology  
 15015 Ganges Road off Bishop Gaul Road  
 P O Box BE277  
 Belvedere, Harare  
 07744449134  
 04-741434 or 04-741427 extn 2222/3  
[nchirinda@hit.ac.zw](mailto:nchirinda@hit.ac.zw)

## 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](mailto:dir2@cfuzim.org)

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## Reminder of Key Dates

### Open Farmer's Meeting

The date of the next meeting to be held at the Wingate Golf Club will be advised shortly

### HARARE AGRICULTURAL SHOW

Harare Agricultural Show will be held this year on 22 – 30 August

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