

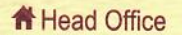


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11 OCT 2021

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NATIONAL EMPLOYMENT COUNCIL

FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Zimbabwe Tea Growers' Association (ZTGA), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) on the employers' side and the General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ) and Horticulture General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ) on the employees' side, have agreed that wages of the Tea and Coffee Sector, effective 1st October 2021, shall comprise Zimbabwean dollar and United States dollar components as follows:

Collective Bargaining Agreement: Tea and Coffee Sector

TEA AND COFFEE SECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE (ZWL COMPONENT) EFFECTIVE 1 ST OCTOBER 2021	NEW MINIMUM WAGE (USD COMPONENT) EFFECTIVE 1 ST OCTOBER 2021
GRADE	ZWL\$	ZWL\$	USD
A1	5,144	3,500	20
A2	5,504	3,745	21
A3	5,962	4,057	23
B1	6,439	4,381	25
B2	6,948	4,727	27
B3	7,561	5,145	29
B4	8,060	5,484	31
B5	8,726	5,937	34
C1	9,405	6,399	37
C2	10,185	6,998	40

N.B. Figures have been rounded off to the nearest Zimbabwean dollar/United States dollar.

Exemptions/Reviews

Establishments or employees may apply for exemption or partial exemption/review from paying wages as set up in the above schedule, stating the reasons why that application should be considered, within 14 days of the date of agreement to the National Employment Council.

Declaration

The Employers and the Trade Unions having arrived at the agreement set forth herein, the undersigned officers of the Council hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare this Monday 11th October 2021.

MR F. ZONDO
CHAIRPERSON- EMPLOYEES' REP

MR D. MADYUSIKU
CHIEF EXECUTIVE OFFICER-NEC AGRIC

MRS T. NYIRENDA
VICE CHAIRPERSON - EMPLOYERS' REP

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