

Collective Bargaining Agreement: Agricultural Industry: Tea and
Coffee Sub-sector

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], has approved the publication of the Collective Bargaining Agreement set out in the Schedule which was registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: AGRICULTURE
INDUSTRY
(TEA AND COFFEE SUB-SECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Zimbabwe Tea Growers Association (ZTGA), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU) and the Zimbabwe Farmers Union (ZFU) (herein referred to as “the employer parties”), of the one part, and the General Agriculture and Plantation Workers’ Union of Zimbabwe (GAPWUZ) and Horticulture, General Agriculture and Plantation Workers’ Union of Zimbabwe (HGAPWUZ) (herein referred to as “the employee parties”), of the other part.

The employer parties and the employee parties, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe, have agreed on the following provisions concerning minimum wages in the Tea and Coffee subsector effective 1st August, 2023:

Collective Bargaining Agreement: Agricultural Industry: Tea and Coffee Sub-sector

Collective Bargaining Agreement: Tea and Coffee Subsector of the Agricultural Industry

TEA AND COFFEE SUBSECTOR	FORMER MINIMUM WAGE: USD COMPONENT		FORMER MINIMUM WAGE: USD CONVERTIBLE TO ZWD		FORMER ZWD MINIMUM WAGE 20 TH JULY, 2023 USD: 4,752,2714		NEW MINIMUM WAGE EFFECTIVE 1 ST AUGUST, 2023		NEW MINIMUM WAGE EFFECTIVE 1 ST AUGUST, 2023 CONVERTED TO ZWD		MINIMUM WAGE EFFECTIVE 1 ST AUGUST, 2023 [ZWL EQUIVALENT AT INTERBANK RATE OF 9 TH AUGUST 2023] USD: 4,459,7414	
	USD	USD	USD	(CONVERTED)	ZWD	USD	USD	USD	USD	(CONVERTED)	ZWD	ZWD
GRADE												
A1	29	29	38	38	180 586	71	31	40	40	182 390		
A2	30	30	41	41	194 843	75	32	43	43	196 069		
A3	32	32	44	44	209 100	81	35	46	46	209 748		
B1	37	37	49	49	232 861	91	39	52	52	237 107		
B2	39	39	52	52	247 118	96	42	54	54	246 465		
B3	42	42	55	55	261 375	103	45	58	58	264 465		
B4	44	44	59	59	280 384	109	47	62	62	282 704		
B5	49	49	65	65	308 898	121	52	69	69	314 622		
C1	53	53	69	69	327 907	129	56	73	73	332 861		
C2	56	56	76	76	361 173	140	61	79	79	360 220		

NB: Figures have been rounded off to the nearest USD and Zimbabwean Dollar.

Exemptions/Reviews

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

The agreement is binding on all organisations within the agricultural industry.

Signed at Harare on the 9th day of August, 2023.

F. ZONDO,
Chairperson – Employees’ Representative.

T. NYIRENDA,
Vice Chairperson – Employers’ Representative.

D. MADYAUSIKU,
Chief Executive Officer – NEC Agriculture.

