

Collective Bargaining Agreement: Agricultural Industry: Tea and
Coffee Sector

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80 of the Labour Act [*Chapter 28:01*], approved the publication of the Collective Bargaining Agreement set out in the Schedule which further amends the agreement published in Statutory Instrument 116 of 2014. This agreement was registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT:
AGRICULTURAL INDUSTRY (TEA AND COFFEE 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), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) (herein referred to as the "employer party" or "employers' organisations"), 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 party" or "trade unions"), of the other part, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ).

This further agreement shall be deemed to have come into operation on the 15th June, 2021.

COLLECTIVE BARGAINING AGREEMENT: TEA AND
COFFEE SECTOR

Tea and Coffee Sector	Former minimum wage	New minimum wage effective 15th June, 2021 (21%)
Grade	ZWL\$	ZWL\$
A1	4 251,25	5 144,00

Collective Bargaining Agreement: Agricultural Industry
Tea and Coffee Sector

Tea and Coffee Sector	Former minimum wage	New minimum wage effective 15th June, 2021 (21%)
Grade	ZWL\$	ZWL\$
A2	4 548,75	5 504,00
A3	4 927,50	5 962,00
B1	5 321,25	6 439,00
B2	5 742,50	6 948,00
B3	6 248,75	7 561,00
B4	6 661,25	8 060,00
B5	7 211,25	8 726,00
C1	7 772,50	9 405,00
C2	8 417,50	10 185,00

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.

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

Signed at Harare on the 14th July, 2021.

F. ZONDO,
Chairperson, Employees' Representative.

T. NYIRENDA,
Vice Chairperson, Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer, NEC Agriculture.