

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

---

IT is hereby notified that the Minister of Public Service, Labour, and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], 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: AGRICULTURAL  
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), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) (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 of the Tea and Coffee Sub-sector effective 1st November, 2022, as follows:

1. The Schedule below provides the minimum monthly wages for the Tea and Coffee sub-sector in the United States dollar.
2. The Zimbabwean dollar component minimum monthly wages shall be determined by converting the indexed United States component of USD35,00 to the Zimbabwean dollar at the Interbank Rate prevailing on the 22nd November, 2022, which stood at USD1: ZW\$643.30810.

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

---

3. Effective 1st November, 2022, the minimum wages payable to employees in the Zimbabwean dollar shall be determined by converting the applicable United States dollar minimum wages in the Schedule below to the Zimbabwean dollar at the interbank rate prevailing on the twentieth (20th) day of the month for which remuneration is due to the employees.

**Schedule: Minimum wages of the Tea and Coffee Sub-sector of the Agricultural Industry**

Tea and Coffee Sub-sector	Former minimum wage: USD component	Former minimum wage: convertible to ZW\$	Former ZW\$ minimum wage	New minimum wage effective 1st November, 2022 USD component	New minimum wage effective 1st November, 2022 converted to ZW\$	Minimum wage effective 1st November, 2022 [ZWL Equivalent at Interbank Rate of 22nd November, 2022] US\$1: ZW\$643.30810
GRADE	US\$	US\$	ZW\$	US\$	USD (NDEXED)	ZW\$
A1	25	32	19 478	27	35	22 516
A2	26	35	21 305	28	38	24 446
A3	28	38	23 131	30	41	26 376
B1	31	41	24 957	34	45	28 949
B2	33	44	26 783	36	48	30 879
B3	36	47	28 609	39	51	32 809
B4	38	51	31 044	41	55	35 382
B5	41	55	33 479	45	60	38 598
C1	45	59	35 913	49	64	41 172
C2	48	64	38 957	52	70	45 032

**NB:** Figures have been rounded off to the nearest ZW\$1 or US\$1, as appropriate.

*Exemptions/reviews*

Establishments or employees may apply in writing 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 Mutare on 22nd November, 2022.

F. ZONDO,  
Chairperson-Employees' Representative.

T. NYIRENDA,  
Vice Chairperson-Employers' Representative.

D. MADYAUSIKU,  
Chief Executive Officer—NEC Agriculture.

---

*Supplement to the Zimbabwean Government Gazette dated the 24th March, 2023.  
Printed by the Government Printer, Harare.*