



Chemicals
Fertilizers
Battery
Plastics
Manufacturing Industries

32 Edmonds Avenue, Belvedere, Harare
Tel: 0242 773380/1
Cell: 0717 504 429 | 0717 504 451
Email: info@necchemicals.co.zw
mariar@necchemicals.co.zw
Website: www.necchemicals.co.zw
Facebook: NecChemicals

23 July 2025

**COLLECTIVE BARGAINING AGREEMENT: JULY TO DECEMBER 2025
FERTILIZERS & AGROCHEMICALS SECTOR**

The following is the Collective Bargaining Agreement of the Fertilizers and Agrochemicals Sector made and entered into by the Trade Unions and the Employers Association for implementation during the period 1st of July 2025 to 31st of December 2025.

1. The parties agreed to maintain the status quo up to December 2025.

Basic Salary 1/07/2025– 31/07/2025

Grade	JULY TO DECEMBER 2025 BASIC SALARY USD	PAID IN USD AT 50%	50% PAID IN ZWG AT PREVAILING BANK RATE
1	200.00	100.00	100.00
2	227.00	113.50	113.50
3	257.65	128.82	128.82
4	292.43	146.21	146.21
5	331.90	165.95	165.95
6	376.71	188.36	188.36
7	427.57	213.78	213.78
8	485.29	242.64	242.64
9	550.80	275.40	275.40
10	625.16	312.58	312.58

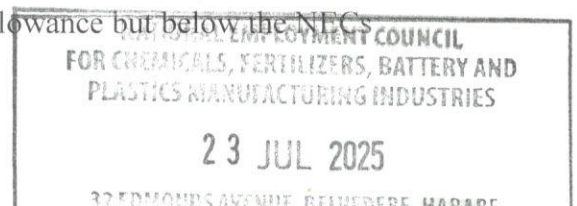
2. To protect employee earnings in ZWG\$, parties agreed that the applicable rate for ZWG\$ payment should not be of more than 2 days from the date of payroll processing. This shall take effect from 1 July 2025 and shall also apply to salary arrears on the ZWG\$ portion.

3. **Housing Allowance**

Employers shall pay a minimum of USD62-00 per month.

(i) Where the employer is providing actual accommodation, the employee shall not be entitled to housing allowance.

(ii) Where the employer is already paying housing allowance but below the NECs stipulated figure, the employer shall top up



(iii) Where the employer is already paying housing allowance but at a higher figure, this shall be maintained.

4. **Transport Allowance**

All employees shall be paid transport allowance of USD60-00 per month.

“Provided that employers already providing transport or meeting the cost thereof in excess of the above minimum entitlements shall continue with their current arrangements and the above is inapplicable to them.”

5. **Grade Differentials/ Relativities**

The grade differential (allowance) of not less than 13,5% (thirteen-point five percent) shall be applied between each grade, starting at Grade 1 upwards to Grade 10.

6. **Service Allowance.**

A monthly service allowance equivalent to 1% (one per cent) of the grade minima shall be payable to every employee for each completed year of service for as long as one remains in continuous service.

7. **NEC Levy**

In terms of law and NEC Policy, employers shall remit to the NEC 2% (1% employer and 1% employee contribution) of their wage bill not later than seven (7) days after the end of each respective month deducted from the USD payment and ZWG\$ payments.

8. **Actual Wages**

The existence of this collective bargaining agreement does not preclude an employer and his employees from agreeing on higher rates of salaries/wages and allowances above the minimum which the parties have agreed to.

9. **Declaration**

The Employers Representatives and the Trade Union Representatives, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at, and affix their signatures thereto.

Agreed and signed at Harare this 23rd Day of July 2025

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A. MASENDEKE
For and on behalf of the
Fertilizers & Agrochemicals
Employers Association

.....
G. BIYA
ZCPAWU

.....
J. MANGEZI
CPFMAWUZ

.....
N.MOYO
N/U

.....
J. MASHIRINGWANI
For and on behalf of the National Employment
Council for the Chemicals & Fertilizers
Manufacturing Industry

NATIONAL EMPLOYMENT COUNCIL
FOR CHEMICALS, FERTILIZERS, BATTERY AND
PLASTICS MANUFACTURING INDUSTRIES

23 JUL 2025

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