

JM/mr

28 October 2025

COLLECTIVE BARGAINING AGREEMENT: JULY TO DECEMBER 2025 PLASTICS MANUFACTURING INDUSTRY

The following is the Collective Bargaining Agreement of the Plastics Manufacturing Sector, made and entered into by the Trade Union (s) and Employer Representatives for implementation from 1 October 2025 to 31 December 2025.

The parties agreed that;

1. Basic wage/salary shall be paid in USD as tabulated below.

Total Minimum Monthly Wage - 01/07/2025 – 31/12/2025

GRADE	MINIMUM BASIC PAID IN USD FEB - JUNE 2025	DOLLAR INCREASE	MINIMUM BASIC PAID IN USD JULY TO DEC 2025
A1	167.00	5.62	172.62
A2	179.37	5.87	185.24
A3	192.07	6.12	198.19
B1	203.00	6.34	209.34
B2	213.63	6.55	220.18
B3	234.28	6.97	241.25
B4	248.14	7.25	255.39
B5	262.57	7.54	270.11
C1	292.57	8.14	300.71
C2	353..32	9.36	362.68

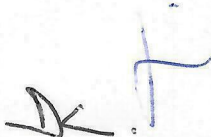
2. **Housing and Transport Allowance:** USD112.45 to be paid as follows;

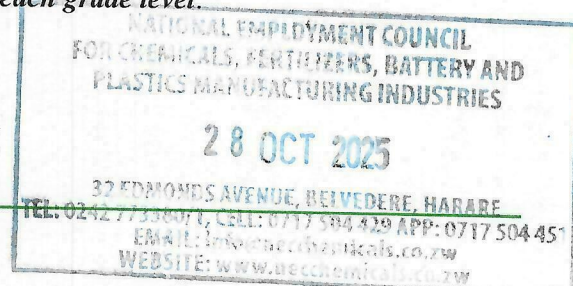
➤ 60% in USD and 40% in ZWG at prevailing bank rate.

Provided that Employers who provide actual transport and actual accommodation are exempted from paying these allowances.

Please note that employers who wish to pay a higher basic wage above the stipulated minimum with corresponding adjustments to allowances are permitted to do so, provided that the total compensation package meets or exceeds the stipulated wage for each grade level.

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3. Shift Allowance

A minimum shift allowance of 7% (seven percent) of basic actual wage is payable to every employee engaged in any shift work other than permanent day workers.

4. Service Allowance

A monthly service allowance equivalent to 1% (one per cent) of the above quoted grade minima shall be payable to every employee for each completed year of service up to a maximum of (30) thirty years.

Employees whose grades are B4 to C2 who were not covered by the NEC prior to the job evaluation shall begin to accrue service allowance of one year in 2025.

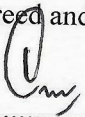
5. NEC Levy

In terms of law and NEC Policy, employers shall remit to the NEC (1,5% Employer and 1,5% Employee contribution) of their wage bill in both USD and ZWG within 7 days of pay day.

6. 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 this 28th Day of October 2025.


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L. CHAGWIZA
For and on Behalf of the
Plastics Manufacturers Association


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G. BIYA
ZCPAWU


.....
J. MANGEZI
CPFMAWUZ


.....
D. CHIWARA
N.U


.....
J. MASHIRINGWANI
For and on Behalf of the NEC.

NATIONAL EMPLOYMENT COUNCIL
FOR CHEMICALS, FERTILIZERS, BATTERY AND
PLASTICS MANUFACTURING INDUSTRIES
28 OCT 2025
32 EDMONDS AVENUE, BELVEDERE, HARARE
TEL: 0242 773380/1, CELL: 0717 504 429 APP: 0717 504 451
EMAIL: info@necchemicals.co.zw
WEBSITE: www.necchemicals.co.zw

J.R. Page