

Collective Bargaining Agreement Rural District Councils Sector

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

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE RURAL
DISTRICT COUNCILS OF ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT RURAL
DISTRICT COUNCILS SECTOR

This further agreement made and entered into in terms of the Labour Act [*Chapter 28:01*], to amend the Collective Bargaining Agreement Rural District Councils Sector published in Statutory Instrument 87 of 2017, shall be read as one with the principal agreement between the Association of Rural District Councils of Zimbabwe (hereafter referred to as “the employers” or “the employers’ organisations”), of the one part and the Zimbabwe Rural District Council Workers Union (hereafter referred to as “the employees” or “the trade unions”) of the other part, being parties to the National Employment Council for the Rural District Councils in Zimbabwe.

1. Notwithstanding the date of signature or publication hereof this agreement shall be deemed to have come into operation on the 1st of May, 2025 and 1st of August, 2025.

2. Every employer shall, with effect from 1st of May, 2025, and 1st of August, 2025, pay to each employee a wage not less than the appropriate amount specified in the Third schedule.

3. Every employer shall, with effect from 1st May, 2025 and 1st August, 2025, pay to each employee an allowance not less than the appropriate amount specified in the Third Schedule.

4. The Third Schedules to Statutory Instrument 87 of 2017 are substituted with the following—

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EMPLOYMENT COUNCIL FOR RURAL DISTRICT COUNCIL			
		USD\$65,00 Effective 1-May-25	USD\$147,00 Effective 1-Aug-25
Grade	USD \$		
1	310,00	375,00	457,00
	330,00	395,00	477,00
	342,00	407,00	489,00
2	363,00	428,00	510,00
	378,00	443,00	525,00
	391,00	456,00	538,00
3	431,00	496,00	578,00
	444,00	509,00	591,00
	458,00	523,00	605,00
4	470,00	535,00	617,00
	484,00	549,00	631,00
	498,00	563,00	645,00
5	512,00	577,00	659,00
	524,00	589,00	671,00
	538,00	603,00	685,00
6	579,00	644,00	726,00
	591,00	656,00	738,00
	632,00	697,00	779,00
7	686,00	751,00	833,00
	700,00	765,00	847,00
	726,00	791,00	873,00
8	753,00	818,00	900,00
	807,00	872,00	954,00
	861,00	926,00	1 008,00
9	915,00	980,00	1 062,00
	945,00	1 010,00	1 092,00
	975,00	1 040,00	1 122,00

Grades 1 to 6

Housing	80	80
Transport	80	80

Grade 7

Housing	90	90
Transport	90	90

Grade 8

Housing	100	100
Transport	100	100

Grade 9

Housing	110	110
Transport	110	110

1. A salary increase of USD\$65 across all grades effective 1st May, 2025.

2. The food hamper has been removed and, in its place, a minimum amount of USD\$82 added to the basic salary effective 1st August, 2025. Councils that have been paying above the agreed minimum shall continue to pay as such. All employers owing food hampers to their employees prior to this agreement are to clear their arrears.

3. The local currency component of NEC and trade union dues shall be paid using the prevailing official—interbank rate plus ZWG 6 on top of the prevailing official-interbank rate; e.g if the official rate is ZWG 27 per USD the rate to be used shall be ZWG 27+ZWG 6 =33. The rate will therefore be ZWG33 per USD.

4. All arrears to the NEC and trade union shall attract an interest at the rate of 10% of the amount owed. The interest on arrears may be waived if a payment plan is agreed by the parties and adhered to.

5. Any employer who owes an employee any amount arising out of any dispute in terms of the contract of employment irrespective of when the dispute first arose shall pay the amount owing at the prevailing salary rate irrespective of the rate applicable at the time the dispute first arose.

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6. Effective 1st January, 2025, the early retirement age shall be 65 years, and the normal retirement age shall be 70 years.

This agreed to at Harare this 16th day of July, 2025.

ISAAC MATSILELE,
ARDCZ Chief Executive Officer (Employers' Representative).

JAMES C. GUMBI,
ZRDCWU General Secretary (Employees' Representative).

JOSHUA M. NYASHANU,
Chairman NEC *for*: Rural District Councils.

WASHINGTON RUZIWA,
General Secretary NEC *for*: Rural District Councils.