CIRCULAR NO. NEC 02/2025 TO THE INDUSTRY

RE: WAGES & ALLOWANCES FOR THE INDUSTRY

Please be advised that the parties to the National Employment Council for the Catering Industry in Zimbabwe have agreed to review the remuneration framework for the industry, effective 1st September 2025, as follows:

(a) The basic minimum wage has been maintained at US$200.00 per month. The prescribed wages contained in Statutory Instrument 51 of 2022 shall therefore continue to apply.
(b) Transport allowance has been maintained at US$80.00 per month.
(c) Housing allowance has been maintained at US$50.00 per month.
(d) The following payment matrix of the wages and allowances shall apply:

(i) At least 55% in United States Dollars.
(ii) At least 45 % payable in local currency at the official prevailing exchange rate applicable on the date of payment.
(iii) Establishments that are able to offer more favourable conditions are encouraged to do so.
(iv) Establishments that are already paying wages at higher rates and at higher foreign currency thresholds than the minimums provided above shall not revert to less favourable rates except after engaging and consulting the employees through established internal structures.

Employers are also reminded to deduct and remit Council Levies, Union dues and Association contributions to the appropriate body together with the remittance or payroll deduction schedules not later than the 10th of each month with respect of the previous month's subscriptions. The NEC Levy, Trade Union and Association fees deductions shall be effected and remitted in the currencies and proportions in which the wages were paid and not less than 55% in USD.

Please be advised accordingly.

T.T Makavani

General Secretary

08.09.25

NEC
CATERING INDUSTRY
0 8 SEP 2025
TEL : 0242 703852/ 704564
P. O. BOX 3416, HARARE