Statutory Instrument..... of 2025

Collective Bargaining Agreement Catering Industry

It is hereby notified that the Collective Bargaining Agreement set out in the schedule, which further amends the agreement published in Statutory Instrument 25 of 2022 has been registered in terms of section 80 of the Labour Act ['Chapter 28:01]

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING AND HOTELS INDUSTRY

COLLECTIVE BARGAINING AGREEMENT CATERING INDUSTRY

Further Agreement

This further agreement made and entered into between the Catering Employers Association of Zimbabwe (hereinafter referred to as "the employers" or "the employer organization") of the one party, and the Zimbabwe Catering and Hotel Workers' Union and Catering and Hospitality Industry Workers' Union of Zimbabwe (hereinafter referred to as "the employees" or the trade union") of the other party being the parties to the National Employment Council for the Catering Industry of Zimbabwe, shall be read as one with the principal agreement published in Statutory Instrument 25 of 2022 (hereinafter referred to as "the principal agreement). In order to effect the wishes of the Council, the under mentioned amendments to the principal agreement are required as indicated below: -

Wages, Grading and increments

(a) Clause 10 (1) of the principal agreement as read with Annexure A, B and C are hereby repealed and the following inserted in place thereof –

(10) (1) Every employer shall place each employee in the grade prescribed appropriate to his/her occupation and shall with effect from the 1st of January 2026 until the 31st of March 2026, pay wages to such employee of at least the amount reflected on the schedules for the employee's grade and class, and no employee shall accept wages amounting to less than the amount prescribed for him/her.

b) All wages are denominated in USD and payable as follows:

(i) At least 55% in United States Dollars

(ii) Subject to sub clause (i) up to 45% payable in local currency at the official prevailing exchange rate applicable on the date of payment.

This provision is effective from the 1st of September 2025.

Transport allowance, Housing and meals

c) The following new proviso is inserted after clause 15 (2) of the principal agreement –

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

NH
TM
F.N

The allowances are denominated in United States Dollars and payable as follows:

(i) At least 55% in United States Dollars

(ii) Subject to sub clause (i) up to 45% payable in local currency at the official prevailing exchange rate applicable on the date of payment.

This provision is effective from the 1st of September 2025.

Expenses of Council

(d) The insertion of the following proviso on clause 19 after sub clause (2) to read,

"The council levy contributions shall be effected, deducted and remitted in the currencies and proportions in which the wages were paid as provided for in clause 10 (1).

Declaration

The employers' organization and the trade union, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto

Signed at Harare this 30th day of September 2025.

K. Dera .....
For and on behalf of the Employers Organisation

F. Nyamunda .....
For and on behalf of Zimbabwe Catering & Hotel Workers Union

M. Manyatera .....
For and on behalf of Catering and Hospitality Industry Workers Union of Zimbabwe

N. Mukwehwa .....
Chairman of Council

T.T. Makavani .....
General Secretary

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

TM
C.N.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

CLASS 2 ESTABLISHMENT WAGES –JANUARY TO MARCH 2026

		CLASS 2			
	1st January 2026 - 31st March 2026				
		ANNEXURE A			
	1 TO 12 MONTHS			13 TO 36 MONTHS	
GRADE	MONTHLY	WEEKLY		MONTHLY	WEEKLY
1	$ 212.00	$ 48.96		$ 218.36	$ 50.43
2	$ 218.36	$ 50.43		$ 224.91	$ 51.94
3	$ 224.91	$ 51.94		$ 231.66	$ 53.50
4	$ 231.66	$ 53.50		$ 238.61	$ 55.11
4A	$ 238.61	$ 55.11		$ 245.77	$ 56.76
5	$ 245.77	$ 56.76		$ 253.14	$ 58.46
6	$ 253.14	$ 58.46		$ 260.73	$ 60.22
7	$ 260.73	$ 60.22		$ 268.56	$ 62.02
8	$ 268.56	$ 62.02		$ 276.61	$ 63.88
9	$ 276.61	$ 63.88		$ 284.91	$ 65.80
10	$ 284.91	$ 65.80		$ 293.46	$ 67.77
11	$ 299.16	$ 69.09		$ 308.13	$ 71.16
12	$ 314.11	$ 72.54		$ 323.54	$ 74.72
13	$ 329.82	$ 76.17		$ 339.71	$ 78.46
14	$ 346.31	$ 79.98		$ 356.70	$ 82.38
After 2 years of continuous service, refer to Annexure B					

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

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

CLASS 2 ESTABLISHMENT WAGES –JANUARY TO MARCH 2026

			Class 2 - Annexure B							
			1st January 2026 - 31st March 2026							
	Scale "A"		Scale "B"		Scale "C"		Scale "D"		Scale "E"	
	THREE YEARS		SIX YEARS		NINE YEARS		TWELVE YEARS		FIFTEEN YEARS	
	SERVICE		SERVICE		SERVICE		SERVICE		SERVICES	
GRADE	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	$ 224.91	$ 51.94	$ 231.66	$ 53.50	$ 238.61	$ 55.11	$ 245.77	$ 56.76	$ 253.14	$ 58.46
2	$ 231.66	$ 53.50	$ 238.61	$ 55.11	$ 245.77	$ 56.76	$ 253.14	$ 58.46	$ 260.73	$ 60.22
3	$ 238.61	$ 55.11	$ 245.77	$ 56.76	$ 253.14	$ 58.46	$ 260.73	$ 60.22	$ 268.56	$ 62.02
4	$ 245.77	$ 56.76	$ 253.14	$ 58.46	$ 260.73	$ 60.22	$ 268.56	$ 62.02	$ 276.61	$ 63.88
4A	$ 253.14	$ 58.46	$ 260.73	$ 60.22	$ 268.56	$ 62.02	$ 276.61	$ 63.88	$ 284.91	$ 65.80
5	$ 260.73	$ 60.22	$ 268.56	$ 62.02	$ 276.61	$ 63.88	$ 284.91	$ 65.80	$ 293.46	$ 67.77
6	$ 268.56	$ 62.02	$ 276.61	$ 63.88	$ 284.91	$ 65.80	$ 293.46	$ 67.77	$ 302.26	$ 69.81
7	$ 276.61	$ 63.88	$ 284.91	$ 65.80	$ 293.46	$ 67.77	$ 302.26	$ 69.81	$ 311.33	$ 71.90
8	$ 284.91	$ 65.80	$ 293.46	$ 67.77	$ 302.26	$ 69.81	$ 311.33	$ 71.90	$ 320.67	$ 74.06
9	$ 293.46	$ 67.77	$ 302.26	$ 69.81	$ 311.33	$ 71.90	$ 320.67	$ 74.06	$ 330.29	$ 76.28
10	$ 302.26	$ 69.81	$ 311.33	$ 71.90	$ 320.67	$ 74.06	$ 330.29	$ 76.28	$ 340.20	$ 78.57
11	$ 317.37	$ 73.30	$ 326.90	$ 75.50	$ 336.70	$ 77.76	$ 346.80	$ 80.09	$ 357.21	$ 82.50
12	$ 333.24	$ 76.96	$ 343.24	$ 79.27	$ 353.54	$ 81.65	$ 364.14	$ 84.10	$ 375.07	$ 86.62
13	$ 349.91	$ 80.81	$ 360.40	$ 83.23	$ 371.21	$ 85.73	$ 382.35	$ 88.30	$ 393.82	$ 90.95
14	$ 367.40	$ 84.85	$ 378.42	$ 87.40	$ 389.78	$ 90.02	$ 401.47	$ 92.72	$ 413.51	$ 95.50
	After 15 years of continuous service, refer to Annexure C									



NATIONAL EMPLOYMENT COUNCIL FOR THE CATERINF INDUSTRY

CLASS 2 ESTABLISHMENT WAGES –JANUARY TO MARCH 2026

			Class 2 - Annexure C					
			1st January 2026 - 31st March 2026					
	Scale "F"		Scale "G"		Scale "H"		Scale "I"	
	EIGHTEEN YEARS		TWENTY ONE YEARS		TWENTY FOUR YEARS		TWENTY SEVEN YEARS	
	SERVICE		SERVICE		SERVICE		SERVICE	
GRADE	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	$ 260.73	$ 60.22	$ 268.56	$ 62.02	$ 276.61	$ 63.88	$ 284.91	$ 65.80
2	$ 268.56	$ 62.02	$ 276.61	$ 63.88	$ 284.91	$ 65.80	$ 293.46	$ 67.77
3	$ 276.61	$ 63.88	$ 284.91	$ 65.80	$ 293.46	$ 67.77	$ 302.26	$ 69.81
4	$ 284.91	$ 65.80	$ 293.46	$ 67.77	$ 302.26	$ 69.81	$ 311.33	$ 71.90
4A	$ 293.46	$ 67.77	$ 302.26	$ 69.81	$ 311.33	$ 71.90	$ 320.67	$ 74.06
5	$ 302.26	$ 69.81	$ 311.33	$ 71.90	$ 320.67	$ 74.06	$ 330.29	$ 76.28
6	$ 311.33	$ 71.90	$ 320.67	$ 74.06	$ 330.29	$ 76.28	$ 340.20	$ 78.57
7	$ 320.67	$ 74.06	$ 330.29	$ 76.28	$ 340.20	$ 78.57	$ 350.40	$ 80.92
8	$ 330.29	$ 76.28	$ 340.20	$ 78.57	$ 350.40	$ 80.92	$ 360.92	$ 83.35
9	$ 340.20	$ 78.57	$ 350.40	$ 80.92	$ 360.92	$ 83.35	$ 371.74	$ 85.85
10	$ 350.40	$ 80.92	$ 360.92	$ 83.35	$ 371.74	$ 85.85	$ 382.90	$ 88.43
11	$ 367.92	$ 84.97	$ 378.96	$ 87.52	$ 390.33	$ 90.15	$ 402.04	$ 92.85
12	$ 386.32	$ 89.22	$ 397.91	$ 91.90	$ 409.85	$ 94.65	$ 422.14	$ 97.49
13	$ 405.64	$ 93.68	$ 417.81	$ 96.49	$ 430.34	$ 99.39	$ 443.25	$ 102.37
14	$ 425.92	$ 98.36	$ 438.70	$ 101.32	$ 451.86	$ 104.35	$ 465.41	$ 107.49

Transport and Housing allowances have been reviewed to US$80.00 and US$50.00 per month, respectively.

1. K. DERA.....
For and on behalf of the Catering Employers' Association of Zimbabwe

2. F. NYAMUNDA .....
For and on behalf of the Zimbabwe Catering & Hotel Workers' Union

3.M.MANYATERA.....
For and on behalf of the Zimbabwe Catering & Hospitality Industry Workers' Union of Zimbabwe

4. T. T. MAKAVANI.....
General Secretary of National Employment Council For The Catering Industry

5. N. MUKWEHWA .....
Chairperson of National Employment Council for the Catering Industry

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

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

CLASS 1 ESTABLISHMENT WAGES –JANUARY TO MARCH 2026

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTI					
		CLASS 1			
	1st January 2026 - 31st March 2026				
		ANNEXURE A			
	1 TO 12 MONTHS			13 TO 36 MONTHS	
GRADE	MONTHLY	WEEKLY		MONTHLY	WEEKLY
1	$ 231.08	$ 53.37		$ 238.01	$ 54.97
2	$ 238.01	$ 54.97		$ 245.15	$ 56.62
3	$ 245.15	$ 56.62		$ 252.51	$ 58.32
4	$ 252.51	$ 58.32		$ 260.08	$ 60.07
4A	$ 260.08	$ 60.07		$ 267.89	$ 61.87
5	$ 267.89	$ 61.87		$ 275.92	$ 63.72
6	$ 275.92	$ 63.72		$ 284.20	$ 65.63
7	$ 284.20	$ 65.63		$ 292.73	$ 67.60
8	$ 292.73	$ 67.60		$ 301.51	$ 69.63
9	$ 301.51	$ 69.63		$ 310.55	$ 71.72
10	$ 310.55	$ 71.72		$ 319.87	$ 73.87
11	$ 326.08	$ 75.31		$ 335.86	$ 77.57
12	$ 342.38	$ 79.07		$ 352.66	$ 81.44
13	$ 359.50	$ 83.03		$ 370.29	$ 85.52
14	$ 377.48	$ 87.18		$ 388.80	$ 89.79
After 2 years of continuous service, refer to Annexure B					

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

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

Class 1 - Annexure B

1st January 2026 - 31st March 2026

	Scale "A" THREE YEARS SERVICE		Scale "B" SIX YEARS SERVICE		Scale "C" NINE YEARS SERVICE		Scale "D" TWELVE YEARS SERVICE		Scale "E" FIFTEEN YEARS SERVICES	
GRADE	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	$ 245.15	$ 56.62	$ 252.51	$ 58.32	$ 260.08	$ 60.07	$ 267.89	$ 61.87	$ 275.92	$ 63.72
2	$ 252.51	$ 58.32	$ 260.08	$ 60.07	$ 267.89	$ 61.87	$ 275.92	$ 63.72	$ 284.20	$ 65.63
3	$ 260.08	$ 60.07	$ 267.89	$ 61.87	$ 275.92	$ 63.72	$ 284.20	$ 65.63	$ 292.73	$ 67.60
4	$ 267.89	$ 61.87	$ 275.92	$ 63.72	$ 284.20	$ 65.63	$ 292.73	$ 67.60	$ 301.51	$ 69.63
4A	$ 275.92	$ 63.72	$ 284.20	$ 65.63	$ 292.73	$ 67.60	$ 301.51	$ 69.63	$ 310.55	$ 71.72
5	$ 284.20	$ 65.63	$ 292.73	$ 67.60	$ 301.51	$ 69.63	$ 310.55	$ 71.72	$ 319.87	$ 73.87
6	$ 292.73	$ 67.60	$ 301.51	$ 69.63	$ 310.55	$ 71.72	$ 319.87	$ 73.87	$ 329.46	$ 76.09
7	$ 301.51	$ 69.63	$ 310.55	$ 71.72	$ 319.87	$ 73.87	$ 329.46	$ 76.09	$ 339.35	$ 78.37
8	$ 310.55	$ 71.72	$ 319.87	$ 73.87	$ 329.46	$ 76.09	$ 339.35	$ 78.37	$ 349.53	$ 80.72
9	$ 319.87	$ 73.87	$ 329.46	$ 76.09	$ 339.35	$ 78.37	$ 349.53	$ 80.72	$ 360.02	$ 83.14
10	$ 329.46	$ 76.09	$ 339.35	$ 78.37	$ 349.53	$ 80.72	$ 360.02	$ 83.14	$ 370.82	$ 85.64
11	$ 345.94	$ 79.89	$ 356.32	$ 82.29	$ 367.01	$ 84.76	$ 378.02	$ 87.30	$ 389.36	$ 89.92
12	$ 363.23	$ 83.89	$ 374.13	$ 86.40	$ 385.36	$ 89.00	$ 396.92	$ 91.67	$ 408.82	$ 94.42
13	$ 381.40	$ 88.08	$ 392.84	$ 90.72	$ 404.62	$ 93.45	$ 416.76	$ 96.25	$ 429.27	$ 99.14
14	$ 400.47	$ 92.49	$ 412.48	$ 95.26	$ 424.85	$ 98.12	$ 437.60	$ 101.06	$ 450.73	$ 104.09

After 15 years of continuous service, refer to Annexure C

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

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

Class 1 - Annexure C

1st January 2026 - 31st March 2026

	Scale "F"		Scale "G"		Scale "H"		Scale "I"	
	EIGHTEEN YEARS		TWENTY ONE YEARS		TWENTY FOUR YEARS		TWENTY SEVEN YEARS	
	SERVICE		SERVICE		SERVICE		SERVICE	
GRADE	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	$ 284.20	$ 65.63	$ 292.73	$ 67.60	$ 301.51	$ 69.63	$ 310.55	$ 71.72
2	$ 292.73	$ 67.60	$ 301.51	$ 69.63	$ 310.55	$ 71.72	$ 319.87	$ 73.87
3	$ 301.51	$ 69.63	$ 310.55	$ 71.72	$ 319.87	$ 73.87	$ 329.46	$ 76.09
4	$ 310.55	$ 71.72	$ 319.87	$ 73.87	$ 329.46	$ 76.09	$ 339.35	$ 78.37
4A	$ 319.87	$ 73.87	$ 329.46	$ 76.09	$ 339.35	$ 78.37	$ 349.53	$ 80.72
5	$ 329.46	$ 76.09	$ 339.35	$ 78.37	$ 349.53	$ 80.72	$ 360.02	$ 83.14
6	$ 339.35	$ 78.37	$ 349.53	$ 80.72	$ 360.02	$ 83.14	$ 370.82	$ 85.64
7	$ 349.53	$ 80.72	$ 360.02	$ 83.14	$ 370.82	$ 85.64	$ 381.94	$ 88.21
8	$ 360.02	$ 83.14	$ 370.82	$ 85.64	$ 381.94	$ 88.21	$ 393.40	$ 90.85
9	$ 370.82	$ 85.64	$ 381.94	$ 88.21	$ 393.40	$ 90.85	$ 405.20	$ 93.58
10	$ 381.94	$ 88.21	$ 393.40	$ 90.85	$ 405.20	$ 93.58	$ 417.36	$ 96.39
11	$ 401.04	$ 92.62	$ 413.07	$ 95.40	$ 425.46	$ 98.26	$ 438.22	$ 101.21
12	$ 421.09	$ 97.25	$ 433.72	$ 100.17	$ 446.73	$ 103.17	$ 460.14	$ 106.27
13	$ 442.14	$ 102.11	$ 455.41	$ 105.17	$ 469.07	$ 108.33	$ 483.14	$ 111.58
14	$ 464.25	$ 107.22	$ 478.18	$ 110.43	$ 492.52	$ 113.75	$ 507.30	$ 117.16

Transport and Housing allowances have been reviewed to US$80.00 and US$50.00 per month, respectively.

1. K. DERA.....
   For and on behalf of the Catering Employers' Association of Zimbabwe

2. F. NYAMUNDA .....
   For and on behalf of the Zimbabwe Catering & Hotel Workers' Union

3. M.MANYATERA.....
   For and on behalf of the Zimbabwe Catering & Hospitality Industry Workers' Union of Zimbabwe

4. T. T. MAKAVANI.....
   General Secretary of National Employment Council For The Catering Industry

5. N. MUKWEHWA .....
   Chairperson of National Employment Council for the Catering Industry

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

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING AND HOTELS INDUSTRY

CLASS 1A ESTABLISHMENT WAGES –JANUARY TO MARCH 2026

		CLASS 1A			
	1st January 2026 - 31st March 2026				
		ANNEXURE A			
	1 TO 12 MONTHS			13 TO 36 MONTHS	
GRADE	MONTHLY	WEEKLY		MONTHLY	WEEKLY
1	$ 251.88	$ 58.17		$ 259.44	$ 59.92
2	$ 259.44	$ 59.92		$ 267.22	$ 61.71
3	$ 267.22	$ 61.71		$ 275.24	$ 63.56
4	$ 275.24	$ 63.56		$ 283.49	$ 65.47
4A	$ 283.49	$ 65.47		$ 292.00	$ 67.44
5	$ 292.00	$ 67.44		$ 300.76	$ 69.46
6	$ 300.76	$ 69.46		$ 309.78	$ 71.54
7	$ 309.78	$ 71.54		$ 319.07	$ 73.69
8	$ 319.07	$ 73.69		$ 328.65	$ 75.90
9	$ 328.65	$ 75.90		$ 338.51	$ 78.18
10	$ 338.51	$ 78.18		$ 348.66	$ 80.52
11	$ 355.43	$ 82.09		$ 366.09	$ 84.55
12	$ 373.20	$ 86.19		$ 384.40	$ 88.78
13	$ 391.86	$ 90.50		$ 403.62	$ 93.21
14	$ 411.46	$ 95.02		$ 423.80	$ 97.88
After 2 years of continuous service, refer to Annexure B					

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING AND HOTELS INDUSTRY

CLASS 1A ESTABLISHMENT WAGES –JANUARY TO MARCH 2026

CLASS 1A Annexure B

1st January 2026 - 31st March 2026

	Scale "A"		Scale "B"		Scale "C"		Scale "D"		Scale "E"	
	THREE YEARS		SIX YEARS		NINE YEARS		TWELVE YEARS		FIFTEEN YEARS	
	SERVICE		SERVICE		SERVICE		SERVICE		SERVICES	
GRADE	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	$ 267.22	$ 61.71	$ 275.24	$ 63.56	$ 283.49	$ 65.47	$ 292.00	$ 67.44	$ 300.76	$ 69.46
2	$ 275.24	$ 63.56	$ 283.49	$ 65.47	$ 292.00	$ 67.44	$ 300.76	$ 69.46	$ 309.78	$ 71.54
3	$ 283.49	$ 65.47	$ 292.00	$ 67.44	$ 300.76	$ 69.46	$ 309.78	$ 71.54	$ 319.07	$ 73.69
4	$ 292.00	$ 67.44	$ 300.76	$ 69.46	$ 309.78	$ 71.54	$ 319.07	$ 73.69	$ 328.65	$ 75.90
4A	$ 300.76	$ 69.46	$ 309.78	$ 71.54	$ 319.07	$ 73.69	$ 328.65	$ 75.90	$ 338.51	$ 78.18
5	$ 309.78	$ 71.54	$ 319.07	$ 73.69	$ 328.65	$ 75.90	$ 338.51	$ 78.18	$ 348.66	$ 80.52
6	$ 319.07	$ 73.69	$ 328.65	$ 75.90	$ 338.51	$ 78.18	$ 348.66	$ 80.52	$ 359.12	$ 82.94
7	$ 328.65	$ 75.90	$ 338.51	$ 78.18	$ 348.66	$ 80.52	$ 359.12	$ 82.94	$ 369.89	$ 85.43
8	$ 338.51	$ 78.18	$ 348.66	$ 80.52	$ 359.12	$ 82.94	$ 369.89	$ 85.43	$ 380.99	$ 87.99
9	$ 348.66	$ 80.52	$ 359.12	$ 82.94	$ 369.89	$ 85.43	$ 380.99	$ 87.99	$ 392.42	$ 90.63
10	$ 359.12	$ 82.94	$ 369.89	$ 85.43	$ 380.99	$ 87.99	$ 392.42	$ 90.63	$ 404.19	$ 93.35
11	$ 377.08	$ 87.08	$ 388.39	$ 89.70	$ 400.04	$ 92.39	$ 412.04	$ 95.16	$ 424.40	$ 98.01
12	$ 395.93	$ 91.44	$ 407.81	$ 94.18	$ 420.04	$ 97.01	$ 432.64	$ 99.92	$ 445.62	$ 102.92
13	$ 415.73	$ 96.01	$ 428.20	$ 98.89	$ 441.04	$ 101.86	$ 454.28	$ 104.91	$ 467.90	$ 108.06
14	$ 436.51	$ 100.81	$ 449.61	$ 103.84	$ 463.10	$ 106.95	$ 476.99	$ 110.16	$ 491.30	$ 113.46

After 15 years of continuous service, refer to Annexure C

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING AND HOTELS INDUSTRY

CLASS 1A ESTABLISHMENT WAGES –JANUARY TO MARCH 2026

		NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY							
			CLASS 1A Annexure C						
			1st January 2026 - 31st March 2026						
	Scale "F"		Scale "G"		Scale "H"		Scale "I"		
	EIGHTEEN YEARS		TWENTY ONE YEARS		TWENTY FOUR YEAR		TWENTY SEVEN YEARS		
	SERVICE		SERVICE		SERVICE		SERVICE		
GRADE	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	
1	$ 309.78	$ 71.54	$ 319.07	$ 73.69	$ 328.65	$ 75.90	$ 338.51	$ 78.18	
2	$ 319.07	$ 73.69	$ 328.65	$ 75.90	$ 338.51	$ 78.18	$ 348.66	$ 80.52	
3	$ 328.65	$ 75.90	$ 338.51	$ 78.18	$ 348.66	$ 80.52	$ 359.12	$ 82.94	
4	$ 338.51	$ 78.18	$ 348.66	$ 80.52	$ 359.12	$ 82.94	$ 369.89	$ 85.43	
4A	$ 348.66	$ 80.52	$ 359.12	$ 82.94	$ 369.89	$ 85.43	$ 380.99	$ 87.99	
5	$ 359.12	$ 82.94	$ 369.89	$ 85.43	$ 380.99	$ 87.99	$ 392.42	$ 90.63	
6	$ 369.89	$ 85.43	$ 380.99	$ 87.99	$ 392.42	$ 90.63	$ 404.19	$ 93.35	
7	$ 380.99	$ 87.99	$ 392.42	$ 90.63	$ 404.19	$ 93.35	$ 416.32	$ 96.15	
8	$ 392.42	$ 90.63	$ 404.19	$ 93.35	$ 416.32	$ 96.15	$ 428.81	$ 99.03	
9	$ 404.19	$ 93.35	$ 416.32	$ 96.15	$ 428.81	$ 99.03	$ 441.67	$ 102.00	
10	$ 416.32	$ 96.15	$ 428.81	$ 99.03	$ 441.67	$ 102.00	$ 454.92	$ 105.06	
11	$ 437.14	$ 100.96	$ 450.25	$ 103.98	$ 463.76	$ 107.10	$ 477.67	$ 110.32	
12	$ 458.99	$ 106.00	$ 472.76	$ 109.18	$ 486.94	$ 112.46	$ 501.55	$ 115.83	
13	$ 481.94	$ 111.30	$ 496.40	$ 114.64	$ 511.29	$ 118.08	$ 526.63	$ 121.62	
14	$ 506.04	$ 116.87	$ 521.22	$ 120.37	$ 536.86	$ 123.99	$ 552.96	$ 127.70	

Transport and Housing allowances have been reviewed to US$80.00 and US$50.00 per month, respectively.

1. K. DERA.....
For and on behalf of the Catering Employers' Association of Zimbabwe

2. F. NYAMUNDA .....
For and on behalf of the Zimbabwe Catering & Hotel Workers' Union

3.M.MANYATERA.....
For and on behalf of the Zimbabwe Catering & Hospitality Industry Workers' Union of Zimbabw

4. T. T. MAKAVANI.....
General Secretary of National Employment Council For The Catering and Hotels Industry

5. N. MUKWEHWA .....
Chairperson of National Employment Council for the Catering and Hotels Industry