

NATIONAL EMPLOYMENT COUNCIL FOR THE MEDICAL AND ALLIED INDUSTRY

COLLECTIVE BARGAINING AGREEMENT

Made and entered into in accordance with provisions of the Labour Act, [Chapter 28:01] between the Medical and Allied Employers Association of Zimbabwe (MAEAZ), (hereinafter referred to as the "employers" or "the employers' organization"), of the one part, and the Zimbabwe Medical Professionals and Allied Trade Union (ZIMPATU), Medical Allied Trades Workers Union of Zimbabwe (MATWUZ) and Pharmaceuticals and Medical Allied Workers Union (PAMAWU), (hereinafter jointly referred to as "the employees" or 'the trade unions') of the other part, being parties to the National Employment Council for the Medical and Allied Industry. The following was agreed and adopted.

1. Section 10, (Grading, Wages and Allowances) of the Collective Bargaining Agreement for the Medical and Allied Industry published in Statutory Instrument 93 of is hereby amended by the parties as detailed below.

The industry is divided into three distinct negotiating groups constituted as follows:

GROUP 1: Hospitals, Medical Aid Societies/ Health Funders, Pharmaceutical Wholesalers, Distributors and Manufacturers and Laboratories

GROUP 2: Imaging, Retail Pharmacies, Specialists, Ambulances and Optometry

GROUP 3: Primary Care Physicians, Rehabilitation, Clinics, Counsellors, Psychologists and Dentists.

Interpretation of terms

"Clinic" for the purposes of this agreement a clinic refers to a predominantly outpatient facility where patients are treated and may have both outpatient and inpatient facilities provided that: the inpatient facility shall be limited to less than 10 beds only.

"hospital" for the purposes of this agreement a hospital refers to a predominantly inpatient facility where patients are treated and/or admitted provided that the institution has 10 or more beds.

GROUP 1: Hospitals, Medical Aid Societies/Health Funders, Pharmaceutical Wholesalers and Laboratories

Parties have agreed to the following minimum wages and currency mix for the period 1 June 2025 to 28 February 2026.

Grade	Minimum wage (USD) 1 July 2024 to 28 February 2025	United States Dollar (USD) Component		Zimbabwe Dollar (ZIG) Component	
		%	Actual	%	Actual
A1	300.33	70	210.23	30	90.10
A2	321.35	70	224.95	30	96.41
A3	343.85	70	240.70	30	103.15
B1	367.92	70	257.54	30	110.38
B2	393.67	70	275.57	30	118.10

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B3	421.23	70	294.86	30	126.37
B4	450.71	70	315.50	30	135.21
B5	482.26	70	337.58	30	144.68
C1	516.02	70	361.21	30	154.81
C2	552.14	70	386.50	30	165.64
C3	590.79	70	413.55	30	177.24

Whereas Wages remain indexed in United States Dollars (USD), at least 70% of such wages shall be paid in actual United States Dollars and the balance paid in Zimbabwe Gold (ZiG) using the Reserve Bank of Zimbabwe rate applicable on the date of payment.

Employers who have capacity to pay wholly in United States Dollars are encouraged to do so.

GROUP 2: Imaging, Retail Pharmacies, Specialists, Ambulances and Optometry

Parties have agreed to the following minimum wages and currency mix effective 1 June 2025 to 28 February 2026 as follows:

Grade	Minimum wage (USD) 1 June 2025 to 28 February 2026	United States Dollar (USD) Component		Zimbabwe Dollar (ZWL) Component	
		%	Actual	%	Actual
A1	300.00	70	210.00	30	90.00
A2	321.00	70	224.70	30	96.30
A3	343.47	70	240.43	30	103.04
B1	367.51	70	257.26	30	110.25
B2	393.24	70	275.27	30	117.97
B3	420.77	70	294.54	30	126.23
B4	450.22	70	315.15	30	135.07
B5	481.73	70	337.21	30	144.52
C1	515.45	70	360.82	30	154.64
C2	551.53	70	386.07	30	165.46
C3	590.14	70	413.10	30	177.04

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DC
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Whereas Wages remain indexed in United States Dollars (USD), at least 70% of such wages shall be paid in actual United States Dollars and the balance paid in Zimbabwe Gold (ZiG) using the Reserve Bank of Zimbabwe rate applicable on the date of payment.

Employers who have capacity to pay wholly in United States Dollars are encouraged to do so.

GROUP 3: Primary Care Physicians, Rehabilitation, Clinics, Counsellors, Psychologists and Dentists

Parties have agreed to the following minimum wages and currency mix effective 1 June 2025 to 28 February 2026 as follows:

Grade	Minimum wage (USD) 1 June 2025 to 28 February 2026	Minimum United States Dollar (USD) Component effective 1 June 2025 to 28 February 2026	Zimbabwe Dollar (ZWL) Component effective 1 June 2025 to 28 February 2026
A1	287.50	190	97.50
A2	307.63	190	117.63
A3	329.16	190	139.16
B1	352.20	190	162.20
B2	376.85	190	186.85
B3	403.23	190	213.23
B4	431.46	190	241.46
B5	461.66	190	271.66
C1	493.98	190	303.98
C2	528.56	190	338.56
C3	565.56	190	375.56

Whereas Wages remain indexed in United States Dollars (USD), at least USD190.00 of such wages shall be paid in United States Dollars and the balance paid in Zimbabwe Gold (ZiG) using the Reserve Bank of Zimbabwe rate applicable on the date of payment.

Employers who have capacity to pay wholly in United States Dollars are encouraged to do so.

2. Wage Agreements of 1 July 2024 to 28 February 2025 were extended by a further three (3) months to 31 May 2025.
3. The above are only minimums and employers who are already paying above stipulated minimums or those who can pay above the stated minimums may do so which position is advisable.

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4. All the above agreements are renewable in cases of any unforeseen economic exigencies that may occur during the stated period of the agreements. In this case, either party can give a seven (7) days' notice to the NEC for a meeting.
5. An employee, who, at the date of commencement of this agreement, is in receipt of a higher wage or more favourable benefits for his or her particular occupation than the wage prescribed in terms of this agreement and benefits thereof, shall not by any reason of this agreement, suffer any reduction in his or her wage or benefits.
6. Institutions with services that fall under one or more industry sectors as categorised above shall for purposes of determining the applicable wage rates be deemed to belong to the sector where their primary business is registered under.
7. **Transport Allowance:** Where transport is not provided for, the employer shall pay a daily transport allowance of 100% of the actual transport fares required by an employee to and from work on any given route within the town/ city where the business is located.
8. **COVID-19 Risk Allowance:** All employers are required to pay Covid-19 Risk Allowance to all employees reporting for duty during the COVID-19 pandemic.

Rates and quantum of the allowance, which shall be paid on pro-rata basis using the actual days worked, are to be agreed in-house based on affordability and sustainability."

9. **NEC dues:** NEC contributions remain at 3% by the employer and 2% by the employee and **should** be remitted in relation to the currency of payment on a proportional basis.

10. **Declaration**

The Trade Union and the Employers' Organization having arrived at the agreement set forth above, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Thus, done and signed at Harare on this 7th Day of June 2025.

Mrs. L. Gaga
For and on behalf of the Employers Association

Mr M. Sambo
For and on behalf of the Trade Union

Mr D. Chitedega
For and on behalf of the Trade Union

Mr P. Tsholuwa
For and on behalf of the Trade Union

Mr B. Chabuka
NEC Secretary General

Dr B. Rigava
NEC Chairman