

Collective Bargaining Agreement: National Employment Council for Electronics, Communications, Radio, TV Manufacturing and Allied Industry

It is hereby notified that the Minister of Public Service, Labour and Social Welfare has in terms of Section 80 (1) of the Labour Act [Chapter 28:01], published the Collective Bargaining Agreement as set out in the Schedule, which further amends the agreement published in Statutory Instrument 247 of 2006. This agreement was registered in terms of section 79 of the Labour Act [Chapter 28:01]

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR ELECTRONICS COMMUNICATIONS, RADIO, TV MANUFACTURING AND ALLIED INDUSTRY
COLLECTIVE BARGAINING AGREEMENT:
Further Agreement

This further agreement, shall be read as one with the agreement published in Statutory Instrument 247 of 2006 (hereinafter referred to as the “principal agreement”), and has been made in terms of the Labour Act [Chapter 28:01] between the **Electronics, Communications, Radio, TV Manufacturing and Allied Industry Employers’ Association** (herein referred to as ‘the Employers’) and the **Electronics, Communications, Radio, TV Manufacturing and Allied Industry Workers’ Union** (herein referred to as ‘the Trade Union’) being parties to the **National Employment Council for Electronics, Communications, Radio, TV Manufacturing and Allied Industry** to amend the principal agreement.

The National Employment Council for the Electronics, Communications, Radio, TV Manufacturing and Allied Industry’s (**Broadcasting and Media Houses Subsector**) has agreed to the following grades as below with effect from **01 March 2026**:

	POSITION	DEPARTMENT	PEROMNES GRADE	PATTERSON GRADE
1	Porter/Caterer Assistant/ Canteen Assistant	Administration	19	A1
2	General Hand/ House keeper/ Groundsman	Administration	18	A2
3	Driver Class 4	Administration	13	B1
4	Graduate Trainee 0-6 months		14	B1
5	Admin Assistant	Administration	13	B2
6	Receptionist	Administration	13	B2
7	Canteen Chef/Cook/ Caterer	Administration	15	B2
8	Driver Class 3	Administration	15	B2
9	Commissioner Security/ Guard	Administration	15	B2
10	Make-up Artist	Continuity	15	B2
11	Graduate Trainee 7-12 months		13	B2
12	Artisan Class 4		13	B2
13	Driver Class 2	Administration	12	B3
14	Facilities Booking Clerk	Administration	12	B3
15	Registry and Orderly Clerk	Administration	12	B3
16	Stores Clerk	Administration	12	B3

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17	Radio Programmer/ Scheduler	Engineering	12	B3
18	Scheduling Officer/ Clerk	Production	12	B3
19	Graduate Trainee 13 - 18 months		12	B3
20	Driver Class 1	Administration	11	B4
21	HR Assistant/ Clerk	Administration	11	B4
22	Canteen Head Chef/Head Caterer	Administration	14	B4
23	Senior Commissionaire	Administration	14	B4
24	Onset Presenter	Continuity	11	B4
25	Presenter	Continuity	11	B4
26	News Anchor	News & Current Affairs	11	B4
27	Production Assistant	Production	11	B4
28	Image & Etiquette Supervisor	Production	12	B4
29	Graduate Trainee 19 - 24 months		11	B4
30	Artisan Class - Exempt		14	B4
31	Call Centre Representative	Administration	10	B5
32	Snr Driver	Administration	10	B5
33	Secretary	Administration	10	B5
34	Canteen Supervisor	Administration	11	B5
35	Accounts Clerk	Finance	10	B5
36	Creditors Clerk	Finance	10	B5
37	Debtors Clerk	Finance	10	B5
38	License & Insurance Sales Coordinator	Licensing	10	B5
39	Data Capture Clerk	Licensing	10	B5
40	License Inspector	Licensing	10	B5
41	Licensing Revenue Controller	Licensing	10	B5
42	Archivist/Librarian	Production	10	B5
43	Scheduling Executive	Production	10	B5
44	Sales & Marketing Assistant	Sales & Marketing	10	B5
45	Customer Support Representative	Sales & Marketing	10	B5
46	Revenue/Transmission Traffic Officer	Sales & Marketing	10	B5
47	Artisan Class 3		10	B5
48	Artisan Class 2		9	C2
49	Personal Assistant	Administration	8	C3
50	HR Officer	Administration	8	C3
51	SHEQ Officer	Administration	8	C3
52	Admin Officer	Administration	9	C3
53	Executive Secretary	Administration	9	C3
54	Security and Loss Control Officer	Administration	9	C3
55	Senior Stores Officer	Administration	9	C3
56	Training Coordinator/ Officer	Administration	9	C3

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57	Internal Auditor	Audit	8	C3
58	On Air Producer Presenter(Radio)	Continuity	8	C3
59	Digital Coordinator	Digital	8	C3
60	Digital Producer	Digital	8	C3
61	Social Media Marketer/ Digital Marketing Executive	Digital	8	C3
62	Social Media Producer	Digital	8	C3
63	Audio Operator	Engineering	8	C3
64	Broadcast Technician	Engineering	8	C3
65	Camera Person	Engineering	8	C3
66	ICT Technician / Technology Officer	Engineering	8	C3
67	Character Generator Operator	Engineering	8	C3
68	Sound/Audio Operator/Engineer	Engineering	8	C3
69	Music Producer	Engineering	8	C3
70	Technical Operator	Engineering	8	C3
71	Video Technical Operator	Engineering	8	C3
72	Finance Officer	Finance	8	C3
73	Finance Officer- Creditors	Finance	8	C3
74	Finance Officer- Debtors	Finance	8	C3
75	Finance Officer- Management Accounting	Finance	8	C3
76	Finance Officer- Salaries	Finance	8	C3
77	Snr Licensing Inspector/Officer	Licensing	9	C3
78	Customer Support Representative Supervisor	Licensing	9	C3
79	Licensing Business Analyst	Licensing	9	C3
80	Reporter	News & Current Affairs	8	C3
81	Content Translator	News & Current Affairs	8	C3
82	Sign Language Producer	News & Current Affairs	8	C3
83	Commissioning Executive	Production	8	C3
84	Colorist	Production	8	C3
85	Graphic Designer/ Artist	Production	8	C3
86	Producer/Script Writer/News Producer-Presenter	Production	8	C3
87	Production Director	Production	8	C3
88	Video Editor	Production	8	C3
89	Master Controller	Production	9	C3
90	Previewer/Quality Controller	Production	9	C3
91	Senior Archivist/Librarian Supervisor	Production	9	C3
92	Sales and Marketing executive	Sales & Marketing	8	C3

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93	Revenue/Transmission Traffic Supervisor	Sales & Marketing	8	C3
94	Artisan Class 1		8	C3
95	Transport & Logistics Officer/ Supervisor	Administration	7	C4
96	Senior Security/Loss Control Officer	Administration	8	C4
97	Head of Commercial Production/ Programming (Producer)	Continuity	7	C4
98	Snr On Air Producer Presenter(Radio)	Continuity	7	C4
99	Snr Broadcast Technician	Engineering	7	C4
100	Technical Director	Engineering	7	C4
101	Webmaster	Engineering	7	C4
102	Snr Camera Person	Engineering	7	C4
103	Snr Video Editor	Engineering	7	C4
104	Snr Graphic Designer	Engineering	7	C4
105	Assistant Management Accountant	Finance	8	C4
106	Provincial Licensing Inspector	Licensing	8	C4
107	Desk Editor	News & Current Affairs	7	C4
108	Snr News Reporter/ Bureau Chief	News & Current Affairs	7	C4
109	Snr Producer/ Snr Producer/Presenter (On Air)	Production	7	C4
110	Snr HR Officer	Administration	7	C5
111	W/Shop foreman (Artisan)	Administration	7	C5
112	Snr Internal Auditor	Audit	7	C5
113	Electronic Field Productions Supervisor	Engineering	7	C5
114	Broadcast Technician Supervisor	Engineering	7	C5
115	Technical Supervisor	Engineering	7	C5
116	Transmission & Quality Controller Supervisor	Engineering	7	C5
117	Licensing Database Administrator	Engineering	7	C5
118	Technical Supervisor	Engineering	7	C5
119	ICT Supervisor	Engineering	7	C5
120	Expenditure Accountant/ Accounting Officer Expenditure	Finance	7	C5
121	Revenue accountant/ Accounting Officer Revenue	Finance	7	C5
122	Assistant News Editor	News & Current Affairs	7	C5
123	Executive Producer: Production TV,Radio/ News & Current Affairs	News & Current Affairs	7	C5
124	Supervisor Graphic Designer	Production	7	C5
125	Head Writer	Production	7	C5
126	Post Production Director	Production	7	C5

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127	Senior Marketing Executive	Sales & Marketing	7	C5
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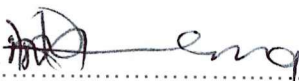
Artisans/Trademan Titles (Position) - Mechanic, Carpenter, Electrician, Plumber, Technician, Auto Electrician
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We hereby instruct all Employers to comply with the agreed Collective Bargaining Agreement.

DECLARATION

The Employers' Association and the Trade Union having agreed that the foregoing is the correct state of affairs, the undersigned Officers of the Council affix signatures hereto.

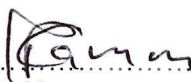
Signed at HARARE this 18th Day of April 2026


Mrs. M. Hwema
Electronics, Communications, Radio,
TV Manufacturing and Allied Industry
(Employers' Association)


Mr. J. M. Toringepi
Electronics, Communications, Radio,
TV Manufacturing and Allied Industry
(Employers' Association)


Mr. G. Maregere
Electronics, Communications, Radio,
TV Manufacturing and Allied Industry
(Trade Union)


Mr. N. N. Gwese
Electronics, Communications, Radio,
TV Manufacturing and Allied Industry
(Trade Union)


Ms. P. Kavuru
General Secretary of the NEC for
Electronics, Communications, Radio,
TV Manufacturing and Allied Industry

