Statutory Instrument of 2026

[CAP. 28:01]

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 maintain the second quarter salaries and the transport allowance for the period **1 July 2026 to 30 September 2026** as follows:

GRADE	TOTAL USD PORTION	TOTAL ZIG PORTION	TRANSPORT ALLOWANCE USD
A1	261.40	3,332.85	10
A2	276.31	3,522.92	10
A3	293.16	3,737.76	10
B1	314.31	4,007.34	10
B2	338.25	4,312.64	10
B3	365.93	4,665.65	10
B4	400.69	5,108.90	10
B5	438.75	5,594.79	10
C1	442.05	5,636.27	10
C2	490.63	6,255.55	10
C3	546.98	6,973.97	10
C4	611.56	7,797.35	10
C5	683.72	8,717.94	10

N.E.C ELECTRONICS, COMMUNICATIONS, RADIO & TV MANUFACTURING AND ALLIED INDUSTRY
30 OCT 2025
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P.K S.M N.G

The transport allowance comes as a temporary cushion and will be reviewed from time to time based on the Middle East Conflict. Companies that have already cushioned the employees with more than US$10.00 during this crisis are exempted from paying the stipulated transport allowance.

We hereby instruct all Employers to comply with the agreed Collective Bargaining Agreement. Where more favourable arrangements are already in place, this agreement shall not alter or affect such arrangements.

The NEC would like to remind all Employers to please pay their NEC subscriptions promptly and NEC dues should be remitted in the same manner that the company is paying its staff.

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 30th **Day of** October **2026**

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Mr. T. Tsatsa
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. 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

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