

NATIONAL COMMERCIAL EMPLOYERS' ASSOCIATION OF ZIMBABWE

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NEWSFLASH

We have completed wage negotiations with the Commercial Workers' Union of Zimbabwe for the period **of 01 July to 31 December 2026** for the **RETAIL AND WHOLESALERS SUB-SECTOR**. The new wage increases shall come into effect from the 1st of July 2025 as detailed below:-

1st JULY TO 31ST DECEMBER 2026

Grade

New Minimums all inclusive
(Effective 01-07-26 to 31-12-26)

ZWG Equivalent to be paid at the prevailing RBZ rate

1(a)	USD 312.00
*(b)	USD 323.00
2	USD 331.00
3	USD 344.00
4	USD 354.00
5	USD 367.00
6	USD 377.00
7	USD 388.00
8	USD 409.00
9	USD 444.00
10	USD 475.00
11	USD 508.00
12	USD 574.00

Employees in grade 1 (b) are employees who have completed two or more years of

continuous service with the same employer as at 1st July, 2026.

INTERIM AND/OR OTHER AWARDS

All percentage increases awarded to employees from 1st of January, 2026, may be taken into account when implementing the new percentages. If the adjustment awarded falls short of the Collective Bargaining Agreement's specified percentage, the affected employees shall receive further increases in the form of the difference between the stipulated percentage increases and the percentage already awarded.

Pamela Ngorima

Administrator