

NATIONAL COMMERCIAL EMPLOYERS' ASSOCIATION OF ZIMBABWE

1 CAMPBELL ROAD
BRAESIDE
HARARE
HARARE

P. O. Box 144
HARARE
0773 982 551

E-mail: admin@nceaz.co.zw

26 June 2026

NEWSFLASH

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

1st MAY TO 31ST JULY 2026

Grade

New Minimums all inclusive
(Effective 01-05-26 to 31-07-26)

ZWG Equivalent to be paid at the prevailing RBZ rate

1(a)	USD 375.00
*(b)	USD 387.00
2	USD 397.00
3	USD 414.00
4	USD 426.00
5	USD 441.00
6	USD 452.00
7	USD 467.00
8	USD 492.00
9	USD 534.00
10	USD 571.00
11	USD 610.00
12	USD 691.00

Employees in grade 1 (b) are employees who have completed two or more years of continuous service with the same employer as at 1st May, 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