

NATIONAL COMMERCIAL EMPLOYERS' ASSOCIATION OF ZIMBABWE

1 Campbell Road
Braeside
HARARE
HARARE

P. O. Box 144
HARARE
04 253 373 / 703 830
Cell: Pamela: 0773 982 551

E-mail: admin@nceaz.co.zw

12 May 2026

NEWSFLASH

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

1st AUGUST TO 31ST DECEMBER 2026

Grade

New Minimums all inclusive
(Effective 01-08-26 to 31-12-26)

ZWG Equivalent to be paid at the prevailing RBZ rate

1(a)	USD 325.00
*(b)	USD 336.00
2	USD 345.00
3	USD 358.00
4	USD 368.00
5	USD 382.00
6	USD 391.00
7	USD 404.00
8	USD 425.00
9	USD 460.00
10	USD 492.00
11	USD 525.00
12	USD 593.00

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

continuous service with the same employer as at 1st August, 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