

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 January 2026 to 31 July 2026** for the **BUILDING SOCIETIES SUB-SECTOR**. The new wage increases shall come into effect from the 1st of January 2026 as detailed below:-

1st JANUARY TO 31ST JULY 2026

Grade

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

ZWG Equivalent to be paid at the prevailing RBZ rate

1(a)	USD 660.00
*(b)	USD 682.00
2	USD 701.00
3	USD 727.00
4	USD 749.00
5	USD 776.00
6	USD 796.00
7	USD 821.00
8	USD 866.00
9	USD 939.00
10	USD1 004.00
11	USD1 074.00
12	USD1 214.00

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

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