

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 March 2026 to 31 July 2026** for the **DISTRIBUTION, STORAGE, CLEARING AND REAL ESTATE SUB-SECTOR**. The new wage increases shall come into effect from the 1st of August 2026 as detailed below:-

1st MARCH TO 31ST JULY 2026

Grade

New Minimums all inclusive
(Effective 01-03-26 to 31-07-26)

ZWG Equivalent to be paid at the prevailing RBZ rate

1(a)	USD 320.00
*(b)	USD 331.00
2	USD 339.00
3	USD 352.00
4	USD 362.00
5	USD 375.00
6	USD 384.00
7	USD 396.00
8	USD 417.00
9	USD 452.00
10	USD 482.00
11	USD 515.00
12	USD 581.00

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

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