



NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

All Correspondence to be addressed to the CEO



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NOTICE 119/2025

TO: EMPLOYERS' ORGANISATION, EMPLOYERS, TRADE UNIONS, AND EMPLOYEES IN THE AGRICULTURAL INDUSTRY

RE: IMPLEMENTATION OF THE JOB RE-EVALUATION AND RESOLUTION OF QUERIES ON IMPLEMENTATION

We have received several queries surrounding the implementation of the Job Re-Evaluation exercise which came into effect on 01 September 2025.

The Agricultural Industry is assured that the implementation is well and truly underway. However, this notice is important to address some issues that have been recurring in the industry. Without recapitulating the recurring issues, this notice serves as a general comment on the attitude we implore our constituent industry participants and the social partners constituting NEC Agriculture to take towards the implementation process.

The last industry-wide job-evaluation was held in 1998. Many would agree that what was existing was now dated, failing to live up to the imperatives of social justice and advancing harmony and productivity. It was also not as comprehensive as the current process, which has come with full job descriptions, transparency on the grading mechanism, as well as with broad consultation and carried out through an independent consultant who went on the ground for a period of a year and took extensive time to craft a comprehensive report. The process played out transparently and publicly with full appraisal of the social parties.

Like any other process, not all will be perfect on implementation and there may be aspects where there are concerns, gaps, or mismatches. As NEC Agriculture Secretariat, we are committed to do our best to attend to problems that arise, and we will endeavour to do this on a case-by-case basis, be it at entity or subsector level. We will treat the matter with the utmost sensitivity and objectivity.

Where interim grades may be needed as provided by Section 6 of the principal collective bargaining Agreement, Statutory Instrument 41 of 2022, NEC Agriculture Secretariat will duly assist any person as necessary. What we pray for is the cooperation of all the social parties as we would like to ensure a smooth transition into the new paradigm. It will be counter-productive for parties to engage in hostile terms. Let us exhibit mutual understanding and benefit from understanding one another, seeking clarity from the NEC Agriculture Secretariat before transmitting misleading messaging into the industry. Misinformation will only serve to disrupt the agricultural season and this will be to the detriment of all parties in circumstances, and the nation at large. Such may be avoidable through amicable engagement.

We do value all the input from the industry and reiterate our commitment to taking all into account without bias or favour and take the opportunity to relate our gratitude to the industry for your continued invaluable support.

Yours sincerely,



DAVID MADYAUSIKU
CHIEF EXECUTIVE OFFICER
13 OCTOBER 2025

CC: NEC Agriculture Chairmanship

