

NEC TOURISM AND HOSPITALITY INDUSTRY NEWSLETTER



2024



2024 HIGHLIGHTS:

A transformative experience: Our first physical Stakeholder Conference in 2024.

We have established regional offices across the country to enhance visibility and accessibility.

The General Secretary elevates our company's profile on a national scale by participating in radio interviews with major broadcasters.

A YEAR OF EXCELLENCE

The General Secretary becomes the Chairman of the NEC Coordinating Committee

The Ministry of Public Service, Labour and Social Welfare, our parent ministry: Incredibly grateful to have them support our every initiative.



I am thrilled to reflect on the remarkable journey we have shared in 2024. This year has been a testament to our collective efforts to take it to the next level and I am proud to say that we have not only met but exceeded our expectations. At NEC Tourism & Hospitality, we pride ourselves in being an institution that prioritizes industrial harmony, peace and democracy in the workplace. This core mandate has been our guiding principle since our inception and I am grateful to lead an organization that embodies these values.

One of the highlights of 2024 was our first-ever physical stakeholder conference, held in the breathtaking Victoria Falls. The turnout was incredible and reinforced our belief that we have the unwavering support of our stakeholders. I am also honored to have been appointed Chairman of the NEC Coordinating Committee, a position that demands dedication, hard work and a commitment to excellence. I am grateful for the trust placed in me and I acknowledge the efforts of the Committee members who work tirelessly to ensure our success.

I would like to extend my sincere gratitude to the Ministry of Public Service, Labour and Social Welfare for their unwavering support and guidance. Your partnership has been invaluable to us. At NEC Tourism & Hospitality, we are dedicated to serving the industry with excellence and integrity. We are constantly seeking ways to improve and deliver the best possible outcomes. Thank you for trusting us with this mandate.

I would like to take a moment to acknowledge the incredible work of our Board, Management, and staff. Your commitment to our shared vision is what drives us forward, and I am grateful to work alongside such a talented and dedicated team. As we look to the future, we remain committed to advocating for workers' rights and better employment conditions. We are excited about the prospects that 2025 holds, and we are confident that together, we will continue to shape the future of the tourism & hospitality industry.



Mr N.Nhema



WELCOME ON BOARD TO OUR NEW DESIGNATED AGENTS !



Mr. Manuel Nkomo

Expanding Our Reach



Mr. Augustine Chimedza

As part of our ongoing efforts to enhance accessibility and convenience, NEC Tourism & Hospitality is pleased to announce the appointment of two Designated Agents in the Bulawayo and Masvingo regions.

Please join us in welcoming Mr Manuel Nkomo and Mr Augustine Chimedza who will be serving our clients in these areas. Their expertise and dedication will ensure seamless delivery of our services.

We are committed to continuously improving our services and look forward to working with these two gentlemen to better serve our clients.

#Team expansion

STAKEHOLDER CONFERENCE
AUGUST 2024
CRESTA SPRAYVIEW, VICTORIA FALLS



We extend our sincere gratitude to our stakeholders for their overwhelming participation and engagement. We are thrilled to have had the opportunity to facilitate a platform for discussing critical and timely issues, including mental health and wellness, retirement planning, the disciplinary process, as well as lawful termination of contracts in the context of the recent labour amendment act.



As NEC Tourism & Hospitality, our primary objective is to empower and capacitate the industry, while serving the best interests of our stakeholders.

We are committed to addressing the most pressing concerns and providing valuable insights to foster a more informed and supportive community.



Thank you for your active participation and commitment to our shared goals.



**THE BEST PART ? IT WAS
ABSOLUTELY FREE OF CHARGE !**



#Excellence in service delivery

WE ARE THRILLED TO ANNOUNCE THE AWARD-WINNING ESTABLISHMENTS !



This year, we had the pleasure of hosting our annual awards ceremony in person, and it was a truly unforgettable event.

We extend our warmest congratulations to all the institutions that received the prestigious Award of Adherence to NEC Statutory Requirements for 2024.

Your dedication to excellence and compliance is truly commendable, and we are honored to recognize your achievements.

- Wild Horizons
- Ledgeback Safaris
- Gonarezhou Conservation Trust
- Pure Africa
- Matusadonha Conservation Trust
- Pioneers Lodge
- Insika Lodge
- Pamarah Lodge
- Shearwater
- Machaba Safaris
- Mokore Safaris
- Tiger Safaris

and Zimparks bagging the most outstanding sector in Collective Bargaining Award.





Our Designated Agents facilitating Workers Committee Elections, Training and Development programs, and Team Building activities, empowering a stronger, more collaborative workforce.



#Industry Empowerment Initiative

BECOMING AN AWARD- WINNING NATIONAL EMPLOYMENT COUNCIL

NEC Tourism & Hospitality received the prestigious
Silver Award for Excellence in Wellness
Programming!

This recognition solidifies our position as wellness
champions, reflecting our unwavering commitment
to promoting a healthy and thriving work
environment.

We firmly believe that wellness is the central element
of a successful workplace, driving productivity,
happiness, and overall well-being.

We are proud to prioritize well-being in the tourism
& hospitality industry and look forward to
continuing our efforts in fostering a culture of
wellness and excellence.



Proud Recipients of the Silver Award

It is with great honor that we announce that
our dedication to excellence has earned us
the prestigious Best Training and
Development Award, proudly presented by
Stallone Consultancy!

This distinguished recognition is a testament
to our tireless efforts in empowering the
industry we serve.

We are honored to be acknowledged for our
unwavering commitment to innovation,
quality and growth.

#Earning top honors



OUR GENERAL SECRETARY TAKES ON AN ADDITIONAL LEADERSHIP ROLE

On behalf of the Board, Management and Staff at NEC Tourism & Hospitality, we would like to offer our heartiest Congratulations to our General Secretary Mr N. Nhema on his appointment as Chairperson for the National Employment Councils Coordinating Committee. We celebrate this incredible feat with you that required immense effort and perseverance.

Congratulations on this remarkable achievement and may your journey ahead continue to be marked by such extraordinary triumphs. Your dedication and determination are truly inspiring !

**CONGRATULATIONS MAKOROKOTO
AMHLOPHE !!!**



Pictures of the General Secretary at NEC symposiums



#Purpose driven leadership



NECTHI Councilors attending the Councilors and General Secretaries symposium



NECTHI Designated Agents attending the General Secretaries and Designated Agents Symposium



Chairpersons and General Secretaries Symposium

This symposium provided a platform for employment sector stakeholders to come together, share perspectives and collectively address the most critical issues affecting the workforce and economy.

Running with the theme, “Capacitating National Employment Councils for Compliance with Regulations in Meeting Current and Future Challenges.”

We were honored by the presence of the Honorable Minister Comrade July G. Moyo, who officially opened the event and delivered a keynote address. Minister July Moyo highlighted crucial issues in labor relations, commended NECs for their collaborative efforts in advancing industry interests, and emphasized the vital role of labor in driving progress.

The Conference centered around the theme “Strategic Leadership for NECs Effectiveness and Sustainability.”

This timely conference brought together key stakeholders to deliberate on critical topics, including:

- * Enhancing Corporate Governance in NECs
- * Mental wellness and creating a supportive work environment
- * Organizational Strategic planning and execution
- * Strategic intelligence and critical metrics
- * Empowering NECs for long-term financial security.



BULAWAYO



Sanganai/Hlanganani World Tourism Expo



MASVINGO



Masvingo Agricultural Show



Mashonaland Central Career Guidance Event

BINDURA



We are always happy to connect with new people and we are grateful for the chance to showcase our brand and services.

#Awareness Campaigns

THE GENERAL SECRETARY REPRESENTS NEC's ON NATIONAL RADIO

CAPITALK 100.4FM



Mr N. Nhema, Presenter Nasipho and Mr I. Bonda

STAR FM

The Star FM interview featuring the Director of Labour Administration Mr C. Vusani and our General Secretary was a thoughtful discussion which shed light on the NEC's vital role, providing clarity on our purpose and mandate.

We are grateful for the opportunity to share our mission with a wider audience.

Mr N. Nhema alongside Mr Itai Bonda, a Labour Consultant, had the privilege of sharing expert insights on national radio, discussing the timely topic :”Workplace promotions: right or privilege ?

During the interview, the General Secretary announced the impressive news that the NECs compliance rate with regulations has skyrocketed to 95%.

This milestone aligns perfectly with the theme of the recently held Annual General Secretaries and Designated Agents Symposium: 'Capacitating National Employment Councils for Compliance with Regulations to Meet Current and Future Challenges'.



Mr N. Nhema



Mr C. Vusani

STAFF TRAININGS



PERFORMANCE MANAGEMENT TRAINING



WORKPLACE INDUSTRIAL RELATIONS MANAGEMENT REFRESHER COURSE

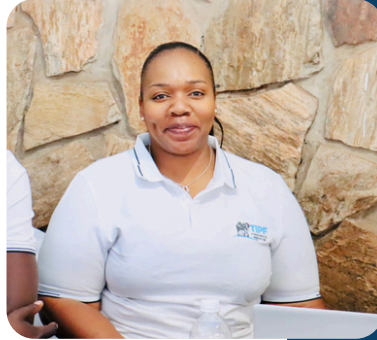
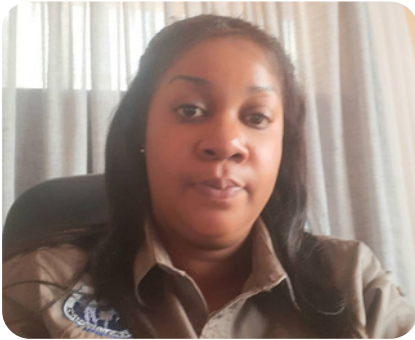


DIGITAL MARKETING ANALYTICS TRAINING

At NEC Tourism & Hospitality, we prioritize continuous learning and excellence. To maintain our competitive edge, we invest in ongoing training and development programs, ensuring our staff stay up to date with the latest industry trends and best practices.

#Empowered Employees

SPOTLIGHT ON THE WOMEN BEHIND NEC TOURISM & HOSPITALITY : CELEBRATING THE DIVERSE STRENGTHS OF OUR FEMALE COLLEAGUES



As we recognize and honor the incredible talent and contributions of our female colleagues, we acknowledge that true upliftment begins from within. By empowering and celebrating women within our organization, we set the stage for a ripple effect that inspires our entire industry to recognize the value and importance of women's participation and leadership.



#Uplifting girls and women everywhere

SI 186 of 2024 on the minimum wage is stipulated as follows :

The Government through the Ministry of Public Service, Labour and Social Welfare has gazetted a minimum wage of USD \$150 through SI 186/2024.

Any employer who had paid less than the set minimum wage after the effective date of 22 November 2024 is obliged to settle the outstanding amount within 2 months.



According to the latest SI, SI 191 of 2024, the minimum package is stipulated as follows :

Unless better terms are negotiated and agreed between the employer and the employees concerned or their representatives, a minimum retrenchment package of one month's salary or wages for every year of service as an employee or the equivalent, lesser proportion of (one month's salary or wages for a lesser period of service) shall be paid as compensation for loss of employment.



#Promoting workplace justice

WELLNESS IN THE WORKPLACE: PRIORITIZING SPIRITUAL WELLNESS

As NECTHI, we recognize the importance of fostering a holistic work environment that nurtures the well-being of our employees. In this edition, we highlight the significance of morning devotions and spiritual wellness in the workplace.

Why Morning Devotions Matter:

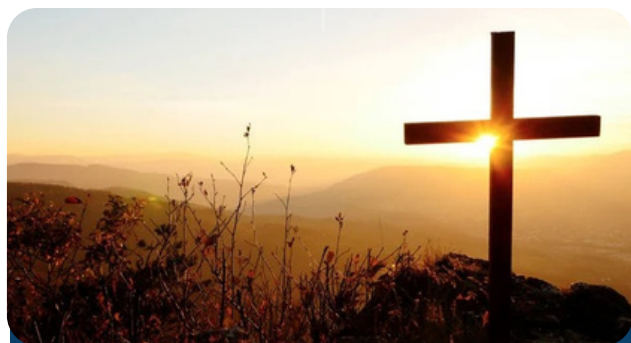
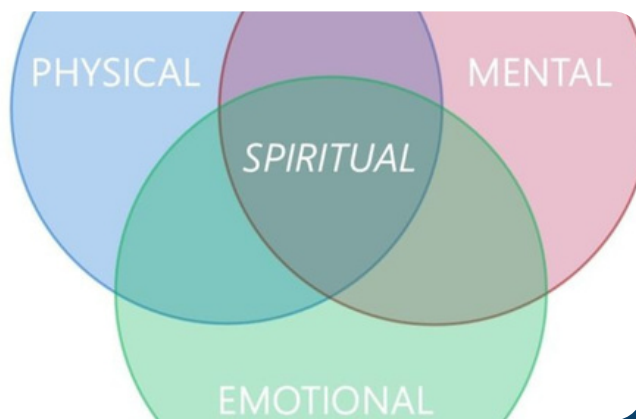
Starting your day with a spiritual practice can have a profound impact on your mental clarity, focus, and resilience. By putting God first, you set a positive tone for the day, cultivate gratitude, and develop a sense of purpose.

Benefits of Spiritual Wellness in the Workplace:

1. Improved mental health: Spiritual practices have been shown to reduce stress, anxiety, and depression.
2. Increased productivity: A clear mind and sense of purpose can enhance focus, creativity, and overall work performance.
3. Better work-life balance: Prioritizing spiritual wellness can help employees manage work-related pressures and maintain a healthy balance between work and personal life.
4. Enhanced teamwork and collaboration: When employees feel supported in their spiritual growth, they're more likely to develop empathy, understanding, and positive relationships with colleagues.

Setting an Example for the Industry

As the National Employment Council for the Tourism & Hospitality industry, we are committed to promoting a culture of wellness that benefits the sector as a whole.



#Spiritual Wellness at Work

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Nec Tourism Industry



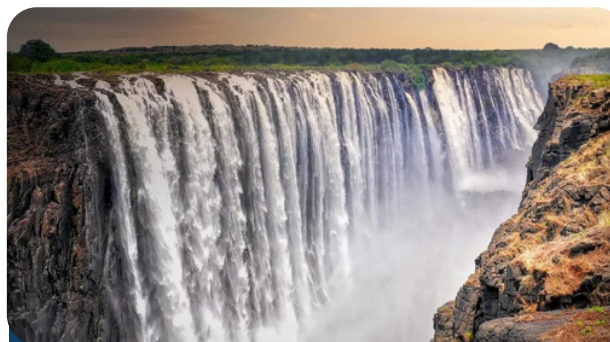
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