

**Head Office:**  
 24 Tait Avenue, Hillside  
 Harare  
 +263 242 576 392/3  
 info@nectourismzw.org



**Bulawayo Office:**  
 Zimdef House  
 Between 8th & 9th Avenue Fort Street  
 4th Floor East Wing, Office 405  
 +263 292 882 475  
 info@nectourismzw.org

All Correspondence to be addressed to the General Secretary

Statutory Instrument .....of 2024  
 [CAP: 28:01]

**National Employment Council for the Tourism Industry  
 Memorandum of Agreement**

The Employer parties (Tourism, Hospitality & Environment Association of Zimbabwe & Employers Association of Tours & Safari Operators) and the Employee parties (National Union of Tourism, Wildlife, Leisure & Allied Works, Tourism and Conservation Workers Union of Zimbabwe of the National Employment Council for the Tourism Industry have agreed on the following with effect from the **1<sup>st</sup> of April to the 31<sup>st</sup> of December 2024.**

- I. Sector 1, 1B & Sector 2 wages were increased by 5% across the board.
- II. Sector 1 housing allowance remains unchanged at US\$55 and transport allowance at US\$45.
- III. Sector 1B & Sector 2, Fuel & lights remain unchanged at US\$15.
- IV. The lifespan of this agreement will run from the 1<sup>st</sup> of April to the 31<sup>st</sup> of December 2024.
- V. NEC and Trade Union levies to be paid 100% in USD.
- VI. Employers who are unable to pay Full USD wages to apply for exemption

SECTOR 1				
GR	BASIC	HOUSING	TRANSPORT	TOTAL
1	278.25	55.00	45.00	378.25
2	289.80	55.00	45.00	389.80
3	301.35	55.00	45.00	401.35
4	313.95	55.00	45.00	413.95
5	326.55	55.00	45.00	426.55
6	338.10	55.00	45.00	438.10
7	350.70	55.00	45.00	450.70
8	363.30	55.00	45.00	463.30
9	374.85	55.00	45.00	474.85
10	383.25	55.00	45.00	483.25
11	424.20	55.00	45.00	524.20
12	447.30	55.00	45.00	547.30

*Bm H.W. Jm*

**Head Office:**  
 24 Tait Avenue, Hillside  
 Harare  
 +263 242 576 392/3  
 info@nectourismzw.org



**Bulawayo Office:**  
 Zimdef House  
 Between 8th & 9th Avenue Fort Street  
 4th Floor East Wing, Office 405  
 +263 292 882 475  
 infoby@nectourismzw.org

All Correspondence to be addressed to the General Secretary

### SECTOR 1B

GR	BASIC	FUEL	LIGHTS	TOTAL
1	224.70	15.00	15.00	254.70
2	231.00	15.00	15.00	261.00
3	238.35	15.00	15.00	268.35
4	245.70	15.00	15.00	275.70
5	259.35	15.00	15.00	289.35
6	266.70	15.00	15.00	296.70
7	275.10	15.00	15.00	305.10
8	282.45	15.00	15.00	312.45
9	290.85	15.00	15.00	320.85

### SECTOR 2

GR	BASIC	FUEL	LIGHTS	TOTAL
1	138.60	15.00	15.00	168.60
2	143.85	15.00	15.00	173.85
3	155.40	15.00	15.00	185.40
4	173.25	15.00	15.00	203.25
5	196.35	15.00	15.00	226.35
6	221.55	15.00	15.00	251.55
7	255.15	15.00	15.00	285.15
8	279.30	15.00	15.00	309.30
9	317.10	15.00	15.00	347.10

*Bm x/x  
 pm*

**Head Office:**  
24 Tait Avenue, Hillside  
Harare  
+263 242 576 392/3  
info@nectourismzw.org



**Bulawayo Office:**  
Zimdef House  
Between 8th & 9th Avenue Fort Street  
4th Floor East Wing, Office 405  
+263 292 882 475  
infoby@nectourismzw.org

All Correspondence to be addressed to the General Secretary

Signed at Harare on the 28<sup>th</sup> of June 2024

**B. Murasiranwa-Hughes**  
For and On behalf of the Employer Associations in the Tourism Industry

**F Chitsinde**  
For and On behalf of the Trade Unions in the Tourism Industry

**T Manunure**

**P. Mpofu**  
CHAIRPERSON

**N. Nhema**  
GENERAL SECRETARY

NATIONAL EMPLOYMENT COUNCIL  
TOURISM INDUSTRY

28 JUN 2024

24 TAIT AVE, HILLSIDE, HARARE  
TEL: 0242 576392/3