

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

infobyo@nectourismzw.org

All Correspondence to be addressed to the General Secretary

Statutory Instrumentof 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 1st of April to the 31st 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 1st of April to the 31st 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



a +263 242 576 392/3

info@nectourismzw.org





Zimdef House Between 8th & 9th Avenue Fort Street 4th Floor East Wing, Office 405

a +263 292 882 475

infobyo@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

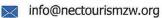
SECTOR 2

		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

Bu tit



+263 242 576 392/3





Bulawayo Office: Zimdef House

Between 8th & 9th Avenue Fort Street 4th Floor East Wing, Office 405

a +263 292 882 475

infobyo@nectourismzw.org

All Correspondence to be addressed to the General Secretary

Signed at Harare on the 28th of June 2024

B. Murasiranwa-Hughes

For and On behalf of the Employer Associations in the Tourism Industry

Chitsinde

T Manunure

For and On behalf of the Trade Unions in the Tourism Industry

P.Mpofu

CHAIRPERSON

N.Nhema

GENERAL SECRETARY

NATIONAL EMPLOYMENT COUNCIL TOURISM INDUSTRY

28 JUN 2024

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