

Statutory Instrument 231 of 2025:

Statutory Instrument 225 of 2025 republished with corrections.

[CAP. 28:01

Collective Bargaining Agreement: Agricultural Industry: General
Agriculture

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], approved the publication of the Collective Bargaining Agreement set out in the Schedule which was registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY:
COLLECTIVE BARGAINING AGREEMENT: AGRICULTURE
INDUSTRY
(GENERAL AGRICULTURE SUBSECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Tobacco Association (ZTA), Commercial Farmers Union (CFU), and the Zimbabwe Farmers Union (ZFU) (herein referred to as “the employer parties”), of the one part and the General Agriculture and Plantation Workers’ Union of Zimbabwe (GAPWUZ) and Horticulture, General Agriculture and Plantation Workers’ Union of Zimbabwe (HGAPWUZ), Agriculture and Allied Workers Union (AAWU), Progressive Agriculture and Allied Industries Workers Union of Zimbabwe (PAAWUZ), Zimbabwe Horticulture Agro Industries and General Agriculture Workers Union (ZHAGAWU) (herein referred to as “the employee parties”) of the other part.

The employer parties and the employee parties, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe, have agreed to revoke the job schedule contained in Statutory Instrument 41 of 2022 for purposes of the General Agriculture Subsector and to adopt the attached subsector job evaluation report containing the subsector jobs and job grades particular to the General Agriculture subsector.

Collective Bargaining Agreement: Agricultural Industry: General
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Signed at Harare on the 15th January, 2025.

The agreement is binding on all organisations within the agricultural industry.

T. Nyirenda,
Chairperson – Employers’ Representative.

F. Zondo,
Vice Chairperson – Employees’ Representative.

D. Madyausiku,
Chief Executive Officer – NEC Agriculture.

NEC Agriculture

General Agriculture Sector–Job Evaluation Report - 2024

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	Net – Jobs interviewed		
Jobs interviewed	Abattoir General Hand	Foreman Tobacco Field	Pivot Supervisor
	Abattoir Supervisor	Front End Loader Operator	Plant Fitter Skilled
	Accounts Clerk	Fuel Attendant	Plumber
	Animal Veterinary	Game Scout	Plumber semi-Skilled
	Asset Protection Assistant	Gardener	Pollinator
	Assistant Builder	General Hand Cattle	Production Clerk
	Assistant Builder	General Hand Crops	
	Assistant Electrician	General Hand Hatchery	Pump Attendant
	Assistant Manager		Quality Controller
	Assistant Plumber	General Hand Manurer	
	Assistant Supervisor	General Hand Milling Shed	Receiving Clerk
	Assistant Welder	General Hand Mixing	Receptionist
	Bagging Machine Stitching Operator	General hand Office	Sales Consultant
	Baler	General hand pigs	Scarer
	Bar Attendant	General Hand Poultry	Scouter
	Barn Loader	General hand Stores	Seargent Major
	Blending Machine Operator	General Hand Stores Room	Section Leader Mill Shed
	Boiler Assistant	General Worker– Artificial insemination	Security Corporal
	Boiler Attendant		
	General Worker – Calves	Security Guard	
	Boiler Maker	General Worker Bed Making	Security Guard Dog Section
	Box Pressor	General Worker Broilers	Security Guard Field

	Net – Jobs interviewed		
Jobs interviewed	Builder	General Worker Broilers	Security Officer
	Builder Semi-Skilled	General Worker Dairy	Security Supervisor
	Canteen Cook General Staff	General Worker Field	Seed Packer (Pelleted seed)
	Caretaker	General Worker Health	Seed Packer (Raw seed)
	Cattle Attendant	General Worker Milling	Seed Processor
	Cattle Feeder	General worker Pre School	Seed Treater
	Cattle Headman	General Worker Seed	Senior Foreman
	Chain Saw Operator	General worker Seed Bed Cultural Operations	Senior Mechanic
	Check Grader	General Worker Seed Bed Fence Construction	Shed Clerk
	Chemical Mixer	General worker- Tobacco	Shift Leader
	Chemical sprayer	General Worker Tray Filling and Sewing	SIR Clerk
	Chemical Supervisor	General Worker Trays	Site Supervisor
	Chief Skinner	General Worker Trolleys	Sprayer – Field
	Child Minder	General Worker Weaners Rearing	Sprayer – Seed Section
	Cleaner	Grading Shed Clerk Tobacco	Stock Feed Mixer
	Clerk	Groom	Stock Feed Sweeper
	Clerk Egg Room	Hatchery Machine Operator	Stores Clerk
	Clerk Hatchery	Head Buyer	Student on Attachment
	Clipper	Head Foreman	Super Blender
	Coal Feeder	Head Tractor Driver	Supervisor Chicken House

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	Net – Jobs interviewed		
Jobs interviewed	Cold Room Controller	Health Worker	
	Combine Harvester Operator	Heat Spotter	Supervisor Crops
	Community Health Worker	Herdman	Supervisor Farming
	Cook	House Maid	Supervisor Feeding
	Crop Supervisor	Human Recourse Clerk	Supervisor Gardens
	Curer	Human Resource Foreman	Supervisor Heat Spotting
	Curer Supervisor	Irrigation supervisor	Supervisor High Care
	Curing Supervisor	Irrigator	Supervisor Irrigation and Spraying
	Dairy Cleaner	Junior Foreman	Supervisor Pack House
	Data Capturer	Land and Pasture Attendant	Supervisor Weaners
	Debtors Clerk	Livestock Manager	Tea Maker
	Diesel Plant Fitter	Livestock Supervisor	Team Leader Seeding
	Dispatch Clerk	Livestock Foreman	TLB Operator
	Documentation Clerk	Livestock General Worker	Tobacco Grader
	Domestic Maid	Livestock Supervisor	Tobacco Packer
	Driver	Loader	Tobacco Reaper
	Driver Messenger	Marketing Clerk	Tobacco Rough Grader
	Egg Grader	Master Blender	Tobacco Seed Harvester
	Electrician	Mechanic	Tobacco Sweeper
	Electrician Skilled	Mechanic – Semiskilled	Tobacco Waiter
	Farm Butcher man	Mechanic Skilled	Tractor Driver
	Farm Clerk	Merchandiser	Tractor Driver – Trailer Work
	Farm General Worker		

	Net – Jobs interviewed		
Jobs interviewed	Farm Secretary	Milk Recorder	Tractor Driver Implements
	Farm Shop Keeper	Milker	Trailer Loader
	Feed Weigh Clerk	Miller	Trolleys Pusher
	Fencers	Moulder Operator	Truck Assistant
	Filling Clerk	Nursery Hand	Truck Driver
	Flower Collector	Nursery Supervisor	Tyre Fitter
	Flower collector Leader	Offal Cleaner	Tunnel loader
	Foreman Maintenance	Office Cleaner	Tunnel Pusher
	Foreman	Order Assembler	Vaccination Foreman
	Foreman Agriculture	Order Maker	Vaccinator
	Foreman Dryer	Pack House Clerk	Vaccine Mixer
	Foreman Greenhouse	Panel Beater	Village Worker
	Foreman Tobacco Field	Pest Controller	Welder
	Foreman Calves	Piggery Attendant	Welder Semi-Skilled
	Foreman Field	Piggery Supervisor	Workshop Assistant
	Foreman Grading	Pivot Attendant	Workshop Clerk
	Foreman Irrigation and Spraying	Pivot Operator	Workshop Foreman
	Foreman Livestock		

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GENERAL AGRICULTURE SUBSECTOR—JOBS AND GRADES

Job Title	Broad Band	Band/ Sub-grade
Farm General Worker	A	A1
Gardener	A	A1
General Hand Cleaner	A	A1
General Worker – Laboratories	A	A1
General Worker Village	A	A1
Scarer	A	A1
Barn Loader	A	A2
Boiler Assistant	A	A2
Box Pressor	A	A2
Canteen Cook	A	A2
Cattle Feeder	A	A2
Chemical Mixer	A	A2
Chemical sprayer	A	A2
Clinic Maid	A	A2
Coal Feeder	A	A2
Compost Maker	A	A2
Cook Main Office	A	A2
Dairy Cleaner	A	A2
Egg Grader	A	A2
Fencer	A	A2
Flower Collector	A	A2
General Hand Abattoir	A	A2
General Hand Cattle Herd-boy/ Cattle Attendant	A	A2
General Hand Crops	A	A2
General Hand Dry Saw Attendant	A	A2
General Hand Factory BD	A	A2

Job Title	Broad Band	Band/ Sub-grade
General Hand Hatchery	A	A2
General Hand Milling Shed	A	A2
General Hand Mixing	A	A2
General Hand Office	A	A2
General Hand Pig House Attendant	A	A2
General Hand Poultry	A	A2
General Hand Sewing Machine Operator	A	A2
General Hand Stack Master	A	A2
General hand Stores	A	A2
General Hand Stores Room	A	A2
General Worker – Calves	A	A2
General Worker – Gromix Production Site	A	A2
General Worker – Pig-Artificial Inseminator	A	A2
General Worker Artificial Insemination	A	A2
General Worker Bed Making	A	A2
General Worker Broilers	A	A2
General Worker Dairy	A	A2
General Worker Field	A	A2
General Worker Health	A	A2
General Worker Layers	A	A2
General Worker Manurer	A	A2
General Worker Milling	A	A2
General Worker Pre-School	A	A2
General Worker Seed	A	A2
General worker Seed Bed Cultural Operations	A	A2
General Worker Seed Bed Fence Construction	A	A2
General Worker–Tobacco	A	A2
General Worker Trays	A	A2

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Job Title	Broad Band	Band/ Sub-grade
General Worker Trollies	A	A2
General Worker Weaners Rearing	A	A2
Herdsman	A	A2
Heat Spotter	A	A2
House Maid	A	A2
Land and Pasture Attendant	A	A2
Loader	A	A2
Milker	A	A2
Offal Cleaner	A	A2
Office Cleaner	A	A2
Pest Controller	A	A2
Piggery Attendant	A	A2
Pressure Washer Operator	A	A2
Seed Processor	A	A2
Stock Feed Sweeper	A	A2
Tobacco Baler	A	A2
Tobacco Clipper Handler	A	A2
Tobacco Grader	A	A2
Tobacco Packer	A	A2
Tobacco Reaper	A	A2
Tobacco Rough Grader	A	A2
Tobacco Seed Harvester	A	A2
Tobacco Sweeper	A	A2
Trailer Loader	A	A2
Vaccinator	A	A2
Boiler Attendant	A	A3
Boiler Operator	A	A3
Caretaker	A	A3

Job Title	Broad Band	Band/ Sub-grade
Chain Saw Operator	A	A3
Check Grader	A	A3
Farrowing Attendant	A	A3
Game Scout	A	A3
Irrigator	A	A3
Miller	A	A3
Order Assembler	A	A3
Order Marker	A	A3
Pivot Attendant	A	A3
Pivot Operator	A	A3
Pump Attendant	A	A3
Security Guard Dog Handling	A	A3
Security Guard Field	A	A3
Security Guard Premises	A	A3
Seed Treater	A	A3
Stock Feed Mixer	A	A3
Truck Assistant	A	A3
Tunnel Pusher	A	A3
Tyre Fitter	A	A3
Vaccine Mixer	A	A3
Weaner House Attendant	A	A3
Workshop Assistant	A	A3
Treatment Controller	A	A3/B1
Tunnel Loader	A	A3/B1
General Worker Tray Filling and Sewing	AA	A2
Auger Machine Operator	B	B1
Bagging Machine Stitching Operator	B	B1
Child Minder	B	B1
Crop Breeder	B	B1

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Job Title	Broad Band	Band/ Sub-grade
Crop Scout	B	B1
EPS Machine Operator	B	B1
Fuel Attendant	B	B1
Haploids Pollinator	B	B1
Hatchery Machine Operator	B	B1
Horse Groom	B	B1
Seed Packer (Palleted Seed)	B	B1
Seed Packer (Raw Seed)	B	B1
Skid Steer Operator	B	B1
Tractor driver Trailer Works	B	B1
Blending Machine Operator	B	B1/A3
Animal Veterinary	B	B2
Bar Attendant	B	B2
Builder – Semiskilled	B	B2
Carpenter – Semiskilled	B	B2
Chief Skinner	B	B2
Cold room Controller	B	B2
Community Health Worker	B	B2
Documentation Clerk	B	B2
Driver Messenger	B	B2
Electrician – Semiskilled	B	B2
Farm Butcher man	B	B2
Farm Shop Keeper	B	B2
Feed Weigh Clerk	B	B2
Filing Clerk	B	B2
Lance Corporal	B	B2
Mechanic – Semiskilled	B	B2
Merchandiser	B	B2

Job Title	Broad Band	Band/ Sub-grade
Moulder Operator	B	B2
Plumber – Semiskilled	B	B2
Receptionist	B	B2
Stock Attendant Clerk	B	B2
Stock Feeds – Dispatch Clerk	B	B2
Super Blender/ Master Blender	B	B2
Tobacco Curer – Tunnel	B	B2
Tractor Driver – Implements	B	B2
Weigh-room Clerk	B	B2
Welder – Semiskilled	B	B2
Accounts Clerk	B	B3
Buyer	B	B3
Clerk Egg Room	B	B3
Clerk Hatchery	B	B3
Clerk Orders	B	B3
Clerk Tobacco Grading Shed	B	B3
Combine Harvester Operator	B	B3
Data Capture Clerk	B	B3
Debtors Clerk	B	B3
Dispatch/Records Clerk	B	B3
Field Recorder	B	B3
Flower Collection Leader	B	B3
Front End Loader Operator	B	B3
Head Tractor Driver	B	B3
Health Worker	B	B3
Human Resource Clerk	B	B3
Junior Foreman	B	B3
Main-site Data Clerk	B	B3
Main-site Records Clerk	B	B3

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Job Title	Broad Band	Band/ Sub-grade
Marketing Clerk	B	B3
Milk Records Clerk	B	B3
Pack House Clerk	B	B3
Production Clerk	B	B3
Quality Controller	B	B3
Receiving Clerk	B	B3
Sales Consultant	B	B3
Scaler	B	B3
Section Leader Mill Shed	B	B3
Security Corporal	B	B3
Shed Clerk		B
Shift Leader	B	B3
SIR Clerk	B	B3
Stores Clerk	B	B3
Team Leader Seeding	B	B3
TLB Operator	B	B3
Tobacco Seed Plot Team Leader	B	B3
Workshop Clerk	B	B3
Farm Secretary	B	B4
Foreman	B	B4
Foreman Agriculture	B	B4
Foreman Calves	B	B4
Foreman Dryer	B	B4
Foreman Field	B	B4
Foreman Grading	B	B4
Foreman Greenhouse	B	B4
Foreman Irrigation and Spraying	B	B4
Foreman Maintenance	B	B4

Job Title	Broad Band	Band/ Sub-grade
Foreman Tobacco Field	B	B4
Livestock Foreman	B	B4
Security Sergeant	B	B4
Truck Driver	B	B4
Vaccination Foreman	B	B4
Abattoir Supervisor	B	B5
Chemical Supervisor	B	B5
Crop Supervisor	B	B5
Curing Supervisor	B	B5
Irrigation Supervisor	B	B5
Livestock Supervisor	B	B5
Livestock Supervisor	B	B5
Nursey Supervisor	B	B5
Piggery Supervisor	B	B5
Pivot Supervisor	B	B5
Security Sergeant Major	B	B5
Site Supervisor	B	B5
Supervisor Chicken House	B	B5
Supervisor Crops	B	B5
Supervisor Double Haploids	B	B5
Supervisor Farming	B	B5
Supervisor Feeding	B	B5
Supervisor Heat Spotting	B	B5
Supervisor High Care	B	B5
Supervisor Irrigation and Spraying	B	B5
Supervisor Mill	B	B5
Supervisor Pack House	B	B5
Supervisor Weaners	B	B5

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Job Title	Broad Band	Band/ Sub-grade
Supervisor Gardens	B	B51
Tobacco Pollinator	B1	B1
Builder Skilled	C	C1
Deisel Plant Fitter Skilled	C	C1
Electrician Skilled	C	C1
Head Foreman	C	C1
Human Resource Officer	c	C1
Mechanic – Skilled	C	C1
Panel Beater – Skilled	C	C1
Plumber Skilled	C	C1
Security Officer	C	C1
Security Supervisor	C	C1
Senior Foreman	C	C1
Welder Skilled	C	C1
Farm Clerk	C	C2
Senior Mechanic	C	C3
Workshop Foreman	C	C4

SUMMARY OF GENERAL AGRICULTURE SUBSECTOR JOBS

Job Title	Broad Band	Band/ Sub-grade
Scarer	A	A1
Farm General Worker	A	A1
General Worker – Laboratories	A	A1
General Worker Village	A	A1
Gardener	A	A1
General Hand Cleaner	A	A1
Land and Pasture Attendant	A	A2
Pest Controller	A	A2
Boiler Assistant	A	A2
Cook Main Office	A	A2
House Maid	A	A2
Clinic Maid	A	A2
Canteen Cook	A	A2
Milker	A	A2
Coal Feeder	A	A2
Trailer Loader	A	A2
Barn Loader	A	A2
Heat Spotter	A	A2
Piggery Attendant	A	A2
Vaccinator	A	A2
Seed Processor	A	A2
Compost Maker	A	A2
Chemical Mixer	A	A2
Chemical Sprayer	A	A2
Egg Grader	A	A2
Tobacco Grader	A	A2
Grader Seed Potatoes	A	A2
Tobacco Packer	A	A2
Tobacco Reaper	A	A2

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Job Title	Broad Band	Band/ Sub-grade
Tobacco Rough Grader	A	A2
Tobacco Clipper Handler	A	A2
Tobacco Seed Harvester	A	A2
Offal Cleaner	A	A2
Tobacco Baler	A	A2
Loader	A	A2
Flower Collector	A	A2
Fencer	A	A2
Dairy Cleaner	A	A2
Stock Feed Sweeper	A	A2
Box Pressor	A	A2
Office Cleaner	A	A2
Tobacco Sweeper	A	A2
General Hand Abattoir	A	A2
General Hand Stack Master	A	A2
General Hand Cattle Herd-boy/Cattle Attendant	A	A2
General Hand Crops	A	A2
General Hand Hatchery	A	A2
General Hand Milling Shed	A	A2
General Hand Mixing	A	A2
General Hand Office	A	A2
General Hand Pig House Attendant	A	A2
General Hand Poultry	A	A2
General hand Stores	A	A2
General Worker – Pig - Artificial Inseminator	A	A2
General Worker - Gromix Production Site	A	A2
General Worker – Calves	A	A2

Job Title	Broad Band	Band/ Sub-grade
General Hand Factory BD	A	A2
Pressure Washer Operator	A	A2
General Worker Bed Making	A	A2
General Worker Manurer	A	A2
General Hand Dry Saw Attendant	A	A2
General Worker Broilers	A	A2
General Worker Dairy	A	A2
General Worker Field	A	A2
General Worker Health	A	A2
General Worker Milling	A	A2
General worker Pre-School	A	A2
General Worker Seed	A	A2
General Worker Seed Bed Cultural Operations	A	A2
General Worker Seed Bed Fence Construction	A	A2
General Worker – Tobacco	A	A2
General Hand Sewing Machine Operator	A	A2
General Hand Stores	A	A2
General Worker Tray Filling and Sewing	AA	A2
General Worker Trays	A	A2
General Worker Trollies	A	A2
General Worker Weaners Rearing	A	A2
General Worker Nursery	A	A2
General Worker Layers	A	A2
General Worker Artificial Insemination	A	A2
Headsman	A	A2
Cattle Feeder	A	A2
Workshop Assistant	A	A3

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Job Title	Broad Band	Band/ Sub-grade
Chain Saw Operator - Agro	A	A3
Pump Attendant	A	A3
Pivot Operator	A	A3
Pivot Attendant	A	A3
Boiler Attendant	A	A3
Boiler Operator	A	A3
Tyrer Fitter	A	A3
Truck Assistant	A	A3
Security Guard Premisses	A	A3
Security Guard Field	A	A3
Security Guard Dog Handling	A	A3
Miller	A	A3
Tunnel Pusher	A	A3
Seed Treater	A	A3
Irrigator	A	A3
Vaccine Mixer	A	A3
Oder Assembler	A	A3
Order Marker	A	A3
Check Grader	A	A3
Game Scouter	A	A3
Stock Feed Mixer	A	A3
Caretaker	A	A3
Farrowing Attendant	A	A3
Weaner House Attendant	A	A3
Tunnel Loader	A	A3/B1
Treatment Controller	A	A3/B1
Crop Breeder	B	B1
Crop Scout	B	B1
EPS Machine Operator	B	B1

Job Title	Broad Band	Band/ Sub-grade
Skid Steer Operator	B	B1
Auger Machine Operator	B	B1
Bagging Machine Stitching Operator	B	B1
Hatchery Machine Operator	B	B1
Fuel Attendant	B	B1
Horse Groom	B	B1
Seed Packer (Palleted Seed)	B	B1
Seed Packer (Raw Seed)	B	B1
Tractor Driver Trailer Works	B	B1
Haploids Pollinator	B	B1
Tobacco Pollinator	B1	B1
Child Minder	B	B1
Blending Machine Operator	B	B1/A3
Stock Attendant Clerk	B	B2
Stock Feeds – Dispatch Clerk	B	B2
Documentation Clerk	B	B2
Weigh-Room Clerk	B	B2
Feed Weigh Clerk	B	B2
Filling Clerk	B	B2
Receptionist	B	B2
Farm Shop Keeper	B	B2
Merchandiser	B	B2
Bar Attendant	B	B2
Farm Butcher Man	B	B2
Lance Corporal	B	B2
Driver Messenger	B	B2
Chief Skinner	B	B2
Tractor Driver – Implements	B	B2
Moulder Operator	B	B2
Carpenter – Semi skilled	B	B2

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Job Title	Broad Band	Band/ Sub-grade
Welder – Semi Skilled	B	B2
Mechanic – Semi Skilled	B	B2
Builder – Semi Skilled	B	B2
Plumber – Semi Skilled	B	B2
Electrician – Semi Skilled	B	B2
Tobacco Curer – Tunnel	B	B2
Animal Veterinary	B	B2
Community Health Worker	B	B2
Cold Room Controller	B	B2
Super Blender/Master Blender	B	B2
Buyer	B	B3
SIR Clerk	B	B3
Main-Site Records Clerk	B	B3
Production Clerk	B	B3
Receiving Clerk	B	B3
Shed Clerk	B	B3
Clerk Orders	B	B3
Stores Clerk	B	B3
Scaler	B	B3
Clerk Egg Room	B	B3
Clerk Hatchery	B	B3
Clerk Tobacco Grading Shed	B	B3
Accounts Clerk	B	B3
Sales Consultant	B	B3
Debtors Clerk	B	B3
Data Capture Clerk	B	B3
Field Recorder	B	B3
Dispatch/Records Clerk	B	B3
Marketing Clerk	B	B3

Job Title	Broad Band	Band/ Sub-grade
Pack House Clerk	B	B3
Workshop Clerk	B	B3
Milk Records Clerk	B	B3
Human Resources Clerk	B	B3
Quality Controller	B	B3
Security Corporal	B	B3
Section Leader Mill Shed	B	B3
Tobacco Seed Plot Team Leader	B	B3
Team Leader Seeding	B	B3
Flower Collection Leader	B	B3
Shift Leader	B	B3
Section Leader Potatoes Seeding	B	B3
Junior Foreman	B	B3
Head Tractor Driver	B	B3
TLB Operator	B	B3
Combine Harvester Operator	B	B3
Front End Loader Operator	B	B3
Health Worker	B	B3
Farm Secretary	B	B4
Foreman Maintenance	B	B4
Foreman	B	B4
Foreman Agriculture	B	B4
Foreman Dryer	B	B4
Foreman Greenhouse	B	B4
Foreman Calves	B	B4
Foreman Field	B	B4
Foreman Grading	B	B4
Foreman Irrigation and Spraying	B	B4
Vaccination Foreman	B	B4
Foreman Tobacco Field	B	B4

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Job Title	Broad Band	Band/ Sub-grade
Livestock Foreman	B	B4
Security Sergeant	B	B4
Truck Driver	B	B4
Livestock Supervisor	B	B5
Supervisor Chicken House	B	B5
Supervisor Crops	B	B5
Supervisor Farming	B	B5
Supervisor Mill	B	B5
Supervisor Feeding	B	B5
Supervisor Gardens	B	B5
Supervisor Heat Spotting	B	B5
Supervisor Double Haploids	B	B5
Supervisor High Care	B	B5
Supervisor Irrigation and Spraying	B	B5
Supervisor Pack House	B	B5
Supervisor Weaners	B	B5
Pivot Supervisor	B	B5
Site Supervisor	B	B5
Chemical Supervisor	B	B5
Livestock Supervisor	B	B5
Irrigation Supervisor	B	B5
Nursey Supervisor	B	B5
Curing Supervisor	B	B5
Crop Supervisor	B	B5
Abattoir Supervisor	B	B5
Piggery Supervisor	B	B5
Security Sergeant Major	B	B5
Security Officer	C	C1
Security Supervisor	C	C1

Job Title	Broad Band	Band/ Sub-grade
Human Resource Officer	C	C1
Head Foreman	C	C1
Senior Foreman	C	C1
Mechanic – Skilled	C	C1
Electrician Skilled	C	C1
Welder Skilled	C	C1
Panel Beater – Skilled	C	C1
Plumber Skilled	C	C1
Diesel Plant Fitter Skilled	C	C1
Builder Skilled	C	C1
Farm Clerk	C	C2
Senior Mechanic	C	C3
Workshop Foreman	C	C4

