



NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

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NOTICE 071/2026

TO: Councillors, Employers' Organisations, Trade Unions, Employers and Employees in the Agricultural Industry

RE: Occupational Safety and Health Act, 2026 (Act No. 7 of 2026)

The National Employment Council for the Agricultural Industry wishes to advise all Councillors, employers' organisations, trade unions, employers and employees in the agricultural industry that the Occupational Safety and Health Act, 2026 (Act No. 7 of 2026), was published in the Government Gazette of 16 October 2026 and is now in force.

The Act establishes a framework for promoting safe and healthy working environments and places statutory obligations on employers to prevent occupational injuries and diseases. Employers are accordingly urged to familiarise themselves with the Act and take the necessary steps to ensure compliance, including:

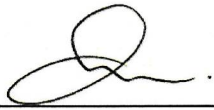
- Providing and maintaining safe and healthy working environments.
- Implementing occupational safety and health programmes and appropriate risk assessments.
- Facilitating the appointment or election of safety and health representatives and establishing safety and health committees where required.
- Ensuring compliance with applicable workplace registration requirements.
- Maintaining the prescribed accident and occupational disease registers and reporting incidents as required by law.
- Providing appropriate occupational safety and health information, consultation and training to employees.

Employers and employees are encouraged to familiarise themselves with their respective rights, duties and responsibilities under the Act. Particular attention should be paid to the applicable regulations, prescribed requirements and transitional provisions.

The Act may have further implications to the industry bargained Occupational Safety Health and Environment Code for alignment.

NEC Agriculture will continue to promote awareness and advisory services of any relevant legislative developments affecting the agricultural industry and encourages all stakeholders to continue to prioritise workplace safety, occupational health and regulatory compliance.

For further information, employers are encouraged to contact their nearest NEC Agriculture office.



DAVID MADYAUSIKU
CHIEF EXECUTIVE OFFICER
16 OCTOBER 2026



CC: CHAIRMANSHIP – NEC AGRICULTURE

ATTACHMENT: ACT NO.7 of 2026 – Occupational Safety and Health Act