

Collective Bargaining Agreement: National Employment Council
for Tobacco Industry

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], published the Collective Bargaining Agreement set out in the Schedule which further amends the agreement published in Statutory Instrument 85 of 1993, registered in terms of section 79 of the Act [Chapter 28:01].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR TOBACCO
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: SALARIES AND
WAGES: TOBACCO (MISCELLANEOUS) SECTOR

Further Agreement

Amendment to the Principal Agreement

This further agreement is made and entered into in accordance with the provisions of the Labour Act [Chapter 28:01] between the Tobacco (Miscellaneous) Industry Employers' Association (hereinafter referred to as "the employers"), of the one part, and the Zimbabwe Tobacco Industrial Workers' Union (hereinafter referred to as "the employees" or "the trade union"), of the other part, being parties to the National Employment Council for the Tobacco Industry, to amend the Collective Bargaining Agreement (General Conditions of Employment) Tobacco (Miscellaneous) Industry, 1993, published in Statutory Instrument 85 of 1993, as amended (hereinafter referred to as "the principal agreement") shall be read as one with the principal agreement.

Agreement

This further agreement shall be deemed to have come into effect on 1st October, 2019, and is applicable up to 31st December, 2019. Grade minimums have been agreed for the period and are reflected below. In addition, it has been agreed by the Employment Council that the basic wage of an employee is an all inclusive wage, inclusive of all allowances, i.e. housing and transport. In addition, it has been agreed

by the Employment Council that this does not preclude Employers and Employees at Company level Works Council to improve on conditions of service.

Grade	Total Package October – December 2019
1	RTGS\$2 500,00
2	RTGS\$2 594,74
3	RTGS\$2 637,06
4	RTGS\$2 694,24
5	RTGS\$2 704,54
6	RTGS\$2 811,86
7	RTGS\$2 973,00
8	RTGS\$3 599,04

SKILLED WORKER ENGINEERING TRADES/MOTOR TRADES

Class 1	RTGS\$4 540,64
Class 2	RTGS\$3 644,00

SKILLED WORKER BUILDING TRADES

Class 1	RTGS\$2 973.00
Class 2	RTGS\$2 806.24

Nightshift allowance shall be calculated at 20% of the daily rate of a Grade 3 employee.

Declaration

The employer's association and the trade union, having arrived at the agreement set forth above, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare this 3rd day of October, 2019.

E. CHISI,
Chairman of the Employers Association.

E. MARIRO,
General Secretary ZTIWU.

T. ZIMONDI,
Chairman of the Council.