

Collective Bargaining Agreement: Cost of Living Adjustment:  
National Employment Council for Zimbabwe Schools  
Development Associations and Committees

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

SCHEDULE

This agreement made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] between Zimbabwe Schools Development Associations and Committees (herein referred to as the “employers” or the “the employers association”), of the one party, and the National Education Union of Zimbabwe (herein referred to as the “employees” or “the trade union”), of the other party, being parties to the National Employment Council for Zimbabwe Schools Development Associations and Committees in Government and Council run Schools.

1. Notwithstanding the date of signature or publication hereof, this agreement shall be deemed to have come into operation on the 1st of August, 2019.

2. Increments to be reviewed after three months.

3. Schools Development Associations/Committees employers with employees earning salaries above the minimum per grade stipulated in the tables below should not reduce salaries for their employees, however only when financial incapacity is established at the workplace, should they apply for exemption.

4. Housing and transport allowance to be negotiated at Works Council level, where disputes arise, the disputes are to be referred to the NEC ZSDA/C.

5. Schools Development Associations/Committees already paying their employees above the stipulated minimum wages shall continue to do so.

6. Schools Development Associations/Committees employers that are not able to award these increases should apply for exemption

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accompanied by financial statements appropriate for the period in line with the law.

7. The employer shall be responsible for deducting and remitting statutory dues to the respective accounts for:

- (i) Employment Council for Zimbabwe Schools Development Associations and Committees (NEC ZSDA/C);
- (ii) National Education Union of Zimbabwe (NEUZ);
- (iii) Zimbabwe Schools Development Associations and Committees (ZSDA/C).

8. Interpretation of Grades

Grade	Occupation
1	General worker, cleaner, field worker, poultry attendant
2	Swimming pool attendant, launderer, leading hand, assistant office orderly, water attendant, hostel aid, waiter
3	Driver (class 3), office orderly, clerk class 1, assistant cook, boiler attendant, child minder, welder class 4, tractor driver, nurse aid
4	Driver (class 4), senior office orderly, clerk class 2, machine operator, security guard, senior waiter, handy person, welder class 3
5	Telephone/switchboard operator, receptionist/clerk, typist/clerk class 3, tuck-shop keeper, welder class 2, driver class 2, head/grounds supervisor, security supervisor
6	Driver (Class 1), Cook, Caretaker
7	Rehabilitation assistant, assistant house keeper, art room assistant
8	Housekeeper, assistant librarian, laboratory assistant, mechanic, plumber, electrician, welder class 1, builder, carpenter, painter, Head Cook/Chef
9	Secretary (Clerical), farm manager, matron/boarding master
10	Accounts Clerk/ Bookkeeper (Class 4)
11	Untrained Teacher/Trainer, Lecturer/Tutor/Coach, Journeyman, Librarian, ECD Teacher
12	Bursar/Accounting Officer, Senior Bookkeeper, Administrator, Sports Director
13	Accountant (experienced), Occupational Therapist, Physio-Therapist, Speech Therapist

*Declaration*

Memorandum of Agreement for the Collective Bargaining Agreement made and entered into in accordance with the provisions of the Labour Act, [*Chapter 28:01*], between Zimbabwe Schools Development Associations and Committees (ZSDA/C) (herein referred to as “the employer” or “the employer’s organisation”) and the National Education Union of Zimbabwe (NEUZ) (herein referred to as “the employees” or “the trade union”), having arrived at the agreement set forth herein the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures therein.

Signed at Harare on behalf of the parties this 23rd day of July, 2019.

CLAUDIO MUTASA,  
ZSDA/C President,  
on behalf of Zimbabwe Schools Development Associations and  
Committees (ZSDA/C).

KENNIAS SHAMUYARIRA,  
NEUZ General Secretary,  
on behalf of National Education Union of  
Zimbabwe (NEUZ).

TAWANDA MUTSVAIRO,  
NEC Acting General Secretary,  
on behalf of NEC for Zimbabwe Schools Development  
Associations and Committees for Government and Council run  
Schools (NEC ZSDA/C).

RASTON JOHN CHINYAMUNYAMU,  
NEC Chairman.

9. Interpretation of Wage Schedules

Schedule 1 “A” and “B” are for schools which are charging school levies between \$10,00 and \$35,00.

Schedule 2 “A” and “B” are for schools which are charging school levies between \$36,00 and \$60,00.

Schedule 3 “A” and “B” are for schools which are charging school levies from \$61,00 and above.

Schedule 1 “B”, 2 “B”, 3 “B” are for employees with national diplomas/qualification recognised by the relevant Ministry.

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S.I. 5 of 2020

Grade	Schedule 1A				Schedule 2A				Schedule 3A				
	1-4 years ZWL\$	Cost of Living allowance ZWL\$	5 years plus ZWL\$	Total ZWL\$	1-4 years ZWL\$	Cost of Living allowance ZWL\$	5 years plus ZWL\$	Total ZWL\$	1-4 years ZWL\$	Cost of Living allowance ZWL\$	5 years plus ZWL\$	Total ZWL\$	Cost of Living allowance ZWL\$
1	250	100	263	357	269	131	281	408	281	169	295	450	164
2	260	97	273	364	279	126	293	415	293	162	306	455	157
3	270	94	284	372	290	121	304	421	304	155	319	459	150
4	282	91	295	380	301	116	316	428	316	148	332	464	143
5	293	88	307	389	313	111	329	436	329	141	345	470	136
6	305	85	319	398	326	106	342	444	342	134	359	476	129
7	317	82	332	408	339	101	356	453	356	127	374	483	122
8	329	79	344	417	353	96	371	463	371	120	388	491	115
9	342	76	358	428	367	91	385	472	385	113	404	498	108
10	355	73	372	439	382	86	400	482	400	106	420	506	101
11	369	70	388	452	397	81	416	493	416	99	437	515	94
12	384	67	402	463	413	76	433	505	433	92	455	525	87
13	400	64	418	476	429	71	451	518	451	85	473	536	80

Schedule B  
Skilled workers with a National Diploma/professional qualification recognised by the relevant Ministry.

Grade	Schedule 1B				Schedule 2B				Schedule 3B				
	1-4 years ZWL\$	Cost of Living allowance ZWL\$	5 years plus ZWL\$	Total ZWL\$	1-4 years ZWL\$	Cost of Living allowance ZWL\$	5 years plus ZWL\$	Total ZWL\$	1-4 years ZWL\$	Cost of Living allowance ZWL\$	5 years plus ZWL\$	Total ZWL\$	Cost of Living allowance ZWL\$
8	453	82	476	546	490	88	513	578	513	77	538	625	99
9	472	79	495	562	509	85	534	594	534	74	559	643	96
10	491	76	515	579	529	82	554	611	554	71	577	660	93
11	511	73	536	597	561	79	577	640	577	68	602	680	90
12	531	70	559	601	572	76	600	648	600	65	614	700	87
13	553	67	581	620	594	73	624	667	624	62	655	721	84