

Collective Bargaining Agreement Welfare and Educational
Institutions

IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule has been registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE WELFARE
AND EDUCATIONAL INSTITUTIONS
COLLECTIVE BARGAINING AGREEMENT: WELFARE AND
EDUCATIONAL INSTITUTIONS
FIXED TERM EMPLOYMENT CONTRACTS

Agreement

This agreement has been entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] between the Welfare and Educational Institutions Employers Association (the employer organisation), of the one part, and the Zimbabwe Educational, Scientific, Social and Cultural Workers Union (the “trade union”), of the other part, being parties to the National Employment Council for Welfare and Educational Institutions in Zimbabwe.

Following the amendment of section 12 of the Labour Act [*Chapter 28:01*] in amendment No. 5 of 2015, on section 4, the NEC for Welfare and Educational Institutions has fixed the duration of contracts of employment for the industry as follows—

“These contracts apply to all sectors in the industry:

- (a) a contract of a period of one month or more but less than three months is renewable three times;
- (b) a contract of a period of three months or more but less than one year is renewable four times;
- (c) a contract of a period of one year or more but less than four years is renewable three times;
- (d) a contract of a period of four years to five years is renewable two times.”

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After the expiration of the contract periods stated above, the employee is deemed to be on a contract without a limit of time.

Interpretation of terms

In this agreement—

“Welfare and Educational Institutions” means without in any way limiting the ordinary meaning of the expression, the industry or undertaking in which employers and employees are associated for the purpose of operating one or more of the following—

- (a) any Private Voluntary Organisation registered in terms of the Private Voluntary Organisations Act [Chapter 28:01];
- (b) any school, educational institutions, training institutions, universities and hospitals to whom the employees are not employed and paid by Government or Local Authority;
- (c) day nursery, crèches, child care centres or similar;
- (d) any religious organisations of which the employees are not confined to religious work.

Continuous period

An employee whose contract of employment is terminated and is re-engaged by the same employer for the same job within a period of two months shall be deemed not to have broken continuous period.

Date of commencement

Notwithstanding the date of signature or publication hereof, this agreement shall be deemed to have come into effect on the date of publication.

Declaration

The employers’ organisation and 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 hereto.

Signed at Harare on behalf of the employers and employees on this 27th day of January, 2017.

FR. E. NDETE,
Chairperson,
National Employment Council
for Welfare and Educational Institutions.

R. MAMBO,
General Secretary,
National Employment Council
for Welfare and Educational Institutions.

P. C. CHINGOKA,
Chairperson,
Welfare and Educational Institutions Employers Association.

A. RUNHARE,
President,
Zimbabwe Educational Scientific Social
and Cultural Workers Union.

