

Collective Bargaining Agreement (Tobacco Industry) Cigarette and
Tobacco Manufacturing

IT is hereby notified, that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80 of the Labour Act [*Chapter 28:01*], approved the publication of the Collective Bargaining Agreement set out in the Schedule which amends the agreement published in Statutory Instrument 121 of 2013.

The agreement has been registered in terms of section 79 of the Act.

SCHEDULE
NATIONAL EMPLOYMENT COUNCIL FOR THE TOBACCO
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT:
CIGARETTE AND TOBACCO MANUFACTURING
INDUSTRY

SALARIES AND WAGES

Amendment to the Principal Agreement

This further agreement made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] between the Cigarette and Tobacco Manufacturing Employers' Association (hereinafter referred to as "the employers" or "the employers association"), 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): Cigarette and Tobacco Manufacturing Industry, 2013, published in Statutory Instrument 121 of 2013, as amended (hereinafter referred to as "the principal agreement") shall be read as one with the principal agreement.

This agreement is endorsed by the trade union and employers association in the spirit of good faith, and shall be deemed to have come into effect on 1st January, 2019, and is applicable up to 30th June, 2019.

Grade minimums have been agreed for the period and are reflected below. It has further 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 agreement does not preclude employers and employees at Company level Works Council to improve on conditions of service.

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Grade	Jan–December 2018	January–June 2019
1 1	\$390,65	RTGSS\$605,51
2	\$396,55	RTGSS\$614,65
2 1	\$402,46	RTGSS\$623,81
2	\$408,39	RTGSS\$633,00
3 1	\$414,29	RTGSS\$642,15
2	\$420,19	RTGSS\$651,30
4 1	\$426,13	RTGSS\$660,50
2	\$432,01	RTGSS\$669,62
5 1	\$437,93	RTGSS\$678,79
2	\$443,84	RTGSS\$687,95
6 1	\$449,74	RTGSS\$697,10
2	\$455,66	RTGSS\$706,27
7 1	\$461,56	RTGSS\$715,42
2	\$467,48	RTGSS\$724,59
8 1	\$473,40	RTGSS\$733,77
2	\$479,30	RTGSS\$742,92
9 1	\$485,21	RTGSS\$752,08
2	\$491,11	RTGSS\$761,22
10 1	\$497,03	RTGSS\$770,40
2	\$502,92	RTGSS\$779,53

Night shift allowance will be calculated at 15% of the daily rate for the period actually worked on night shift.

Declaration

The employers' 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 1st day of April, 2019.

J. MUGURA,
Chairperson of the Employers Association.

E. MARIRO,
General Secretary ZTIWU.

T. ZIMONDI,
Chairman of the Council.