

Collective Bargaining Agreement: Harare Municipal Undertaking
General Conditions of Service 2020 Cost of Living Salary Adjustments

IT is hereby notified that 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.

SCHEDULE

The parties to the above collective bargaining agreement have entered into an agreement in accordance with the provisions of the Labour Act [*Chapter 28: 01*], (herein referred to as the “Act”) between the Harare Municipality, of the one part and the employee party represented by the Harare Municipal Workers Union (HMWU), the Zimbabwe Urban Councils Workers Union (ZUCWU), (Harare Branch), the Water and Allied Workers Union of Zimbabwe (WAWUZ) and the Zimbabwe Allied Municipalities Workers Union (ZAMWU), of the other part, being parties to the Employment Council for the Harare Municipal Undertaking.

Parties have agreed to the following—

- (i) to award a salary increment of 65% across the board with effect from 1st July, 2020.
- (ii) the 65% salary increment will translate the Basic Salary for Grade 16 to RTGS4,200,00.
- (iii) to increase the monthly hygiene allowances as follows:
 - (a) Water RTGS\$224,00
 - (b) Rates RTGS\$70,84
 - (c) Electricity RTGS\$90,00
 - (d) Education RTGS\$75,00
 - (e) Housing RTGS\$1,051 or 25% of Basic Salary whichever is greater
 - (f) Transport RTGS\$480,00
- (iv) Parties are still engaged in negotiations to consider for the period August, going forward.
- (v) Employer to pay all outstanding salary arrears with expediency to safeguard value to employees.

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Declaration

The Harare Municipality and the Employees as represented by the trade unions i.e. (HMWU, ZUCWU, WAWUZ and ZAMWU), having reached agreement set forth herein, and the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures thereto.

Signed at Harare on this 28th day of July, in the year of our Lord 2020.

Cllr. J. MAFUME
Employer Party Representatives,
for and on behalf of Harare Municipality.

J. DUVE,
Acting Human Capital Director,
for and on behalf of Harare Municipality.

Cllr. M. MATINYANYA
Employer Party Representative
for and on behalf of Harare Municipality

Cllr. S. MAPANZURE,
Employer Party Representative,
for and on behalf of Harare Municipality.

C. BUNGU,
Employee Party Chairperson,
for and on behalf of Harare Municipal Workers Union.

D. USINGARAWA,
Zimbabwe Urban Councils Workers Union Chairman.

T. K. MUSARURWA,
Water and Allied Workers Union of Zimbabwe President.

T. MURAMBATSVINA,
Zimbabwe Allied Municipalities Workers Union President.

R. MATSIKIDZE,
Employment Council for the Harare Municipal Undertaking,
Chairman.

R. KATSANDE,
Employment Council for the Harare Municipal Undertaking,
Secretary General.

