

Collective Bargaining Agreement: National Employment Council
for the Agricultural Industry (All Sub Sector Allowances in the
Agricultural 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 116 of 2014, and is registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT:
AGRICULTURAL INDUSTRY (ALL SUB SECTOR
ALLOWANCES IN THE AGRICULTURAL INDUSTRY)

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Zimbabwe Tobacco Association (ZTA), Zimbabwe Tea Growers Association (ZTGA), Timber Producers Association (TPA), Zimbabwe Sugarcane Employers Organisation (ZSEO), Commercial Farmers Union (CFU), Zimbabwe Kapenta Producers Association (ZKPA) and Agro and Horticulture employer representatives on the employers' side and General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ), Horticulture General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ) and Kapenta Workers Union of Zimbabwe (KWUZ), on the employees' side, have agreed on all Sub Sector Allowances effective on the 1st July, 2020, as follows:

<i>All Sub Sector Allowances In The Agricultural Industry</i>	<i>Former Monthly Allowances ZWL\$</i>	<i>New Monthly Allowances Effective 1st July, 2020 ZWL\$</i>
Type of allowances		
Transport	Actual cost to be paid by the employer	Actual cost to be paid by the employer
Accommodation	100	400
Fuel	40	120
Light	50	175

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<i>All Sub Sector Allowances In The Agricultural Industry</i>	<i>Former Monthly Allowances ZWL\$</i>	<i>New Monthly Allowances Effective 1st July, 2020 ZWL\$</i>
Type of allowances		
Dog Handling (for employees who have been required to handle dogs as part of their duty)	-----	5% of employee's basic monthly wage
Firearm (for employees who have been required to handle firearms as part of their duty)	-----	5% of employee's basic monthly wage
Travel and Subsistence	-----	Actual cost to be paid by the employer

The employer and employee parties further agreed that in instances where an employer and employee in the agricultural industry agree that the employee shall construct, at the premises of the employer, accommodation which the employee will occupy during the tenure of his/her employment, the employer shall pay the employee concerned a once-off accommodation construction allowance which is no less than the employee's basic wages for fourteen days of work at the time of payment.

Exemptions/Reviews

An establishment or employees may apply to the National Employment Council for the Agricultural Industry in Zimbabwe within 14 days for an exemption or partial exemption/review from paying allowances as set up in this agreement, stating the reasons why that application should be considered.

The agreement is binding on all organisations within the agricultural industry.

Signed at Harare on the 21st August, 2020.

F. ZONDO,
Chairman.

P. CHINGWE,
Vice Chairman.

D. MADYAUSIKU,
Chief Executive Officer.