

Collective Bargaining Agreement: Printing, Packaging and
Newspaper Industry

IT is hereby notified, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], that the Minister of Public Service, Labour and Social Welfare has, approved the publication of the Collective Bargaining Agreement set out in the Schedule.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE PRINTING,
PACKAGING AND NEWSPAPER INDUSTRY:

COLLECTIVE BARGAINING AGREEMENT: PRINTING,
PACKAGING AND NEWSPAPER INDUSTRY

This further shall be read as one with the appendix on salary and wage Schedule published as Statutory Instrument 174 of 2012, dated 9th November, 2012 (hereinafter referred to as “the principal agreement”), in accordance with the provisions of the Labour Act made and entered into between the Federation of Printing, Packaging and Newspaper Proprietors of Zimbabwe (Federation of Master Printers) (hereinafter referred to as “the employers’ or employers’ organization”) of the one part, and the Zimbabwe Graphical Workers’ Union (hereinafter referred to as “the employees” or the “trade union”), of the other part being parties to the National Employment Council of the Printing, Packaging and Newspaper Industry.

Wages/Salary increases

1. All minimum wages as stipulated in Collective Bargaining Agreement dated 17th August, 2020, have been increased.

PART A – 1st OCTOBER 2020 – 31st DECEMBER 2020

TECHNICAL STAFF

A	B	C	D
<i>Grade</i>	<i>Current minimum</i>	<i>Monthly dollar increase in ZWL\$</i>	<i>Monthly salary 1st October, 2020, to 31st December, 2020</i>
Artisan (SW1)	ZWL\$ 12 983,99	ZWL\$ 5 291,18	ZWL\$ 18 275,17

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<i>Grade</i>	<i>Current minimum</i>	<i>Monthly dollar increase in ZWL\$</i>	<i>Monthly salary 1st October, 2020, to 31st December, 2020</i>
Artisan Exempted	ZWL\$ 9 863,76	ZWL\$ 4 019,64	ZWL\$ 13 883,40
Skilled Workers 2	ZWL\$ 9 308,79	ZWL\$ 3 793,48	ZWL\$ 13 102,27
Skilled Workers 3	ZWL\$ 9 115,75	ZWL\$ 3 714,81	ZWL\$ 12 830,56
Skilled Workers 4	ZWL\$ 8 916,22	ZWL\$ 3 633,50	ZWL\$ 12 549,72
Keyboard operator A	ZWL\$ 12 983,99	ZWL\$ 5 291,18	ZWL\$ 18 275,17
Keyboard operator B	ZWL\$ 9 863,76	ZWL\$ 4 019,64	ZWL\$ 13 883,40

Trainee proof readers

1st 3 months	ZWL\$ 7 459,95	ZWL\$ 3 040,05	ZWL\$ 10 500,00
2nd three months	ZWL\$ 7 921,86	ZWL\$ 3 228,28	ZWL\$ 11 150,14
3rd three months	ZWL\$ 8 569,20	ZWL\$ 3 492,09	ZWL\$ 12 061,29
4th three months	ZWL\$ 9 285,91	ZWL\$ 3 784,16	ZWL\$ 13 070,07
Storekeeping operative	ZWL\$ 8 916,04	ZWL\$ 3 633,43	ZWL\$ 12 549,47
Senior operative	ZWL\$ 8 176,22	ZWL\$ 3 331,94	ZWL\$ 11 508,16
Junior operative	ZWL\$ 7 737,04	ZWL\$ 3 152,97	ZWL\$ 10 890,01
Semi Skilled 1	ZWL\$ 7 690,76	ZWL\$ 3 134,11	ZWL\$ 10 824,87
Semi Skilled 2	ZWL\$ 7 667,85	ZWL\$ 3 124,77	ZWL\$ 10 792,62
Semi Skilled 3	ZWL\$ 7 459,95	ZWL\$ 3 040,05	ZWL\$ 10 500,00

Year of apprenticeship

First year	ZWL\$ 7 737,04	ZWL\$ 3 152,97	ZWL\$ 10 890,01
Second year	ZWL\$ 8 176,22	ZWL\$ 3 331,94	ZWL\$ 11 508,16
Third year	ZWL\$ 8 869,61	ZWL\$ 3 614,51	ZWL\$ 12 484,12
Fourth year	ZWL\$ 9 725,14	ZWL\$ 3 963,15	ZWL\$ 13 688,29

S.I. 21 of 2021

PART B – 1st OCTOBER 2020 – 31st DECEMBER 2020

NON-TECHNICAL STAFF

A	B	C	D
<i>Grade</i>	<i>Current minimum</i>	<i>Monthly dollar increase in ZWL\$</i>	<i>Monthly salary 1st October, 2020, to 31st December, 2020</i>
1	ZWL\$ 7 459,95	ZWL\$ 3 040,05	ZWL\$ 10 500,00
2	ZWL\$ 7 482,77	ZWL\$ 3 049,35	ZWL\$ 10 532,12
3	ZWL\$ 7 505,88	ZWL\$ 3 058,77	ZWL\$ 10 564,65
4	ZWL\$ 7 545,88	ZWL\$ 3 075,07	ZWL\$ 10 620,95
5	ZWL\$ 7 598,28	ZWL\$ 3 096,42	ZWL\$ 10 694,70
6	ZWL\$ 7 667,85	ZWL\$ 3 124,77	ZWL\$ 10 792,62
7	ZWL\$ 7 829,52	ZWL\$ 3 190,65	ZWL\$ 11 020,17
8	ZWL\$ 8 014,60	ZWL\$ 3 266,08	ZWL\$ 11,280.68
9	ZWL\$ 8 450,86	ZWL\$ 3 443,86	ZWL\$ 11 894,72
10	ZWL\$ 8 453,78	ZWL\$ 3 445,05	ZWL\$ 11 898,83
11	ZWL\$ 9 123,71	ZWL\$ 3 718,06	ZWL\$ 12 841,77
12	ZWL\$ 9 863,76	ZWL\$ 4 019,64	ZWL\$ 13 883,40

2. The wage agreement is with effect from the 1st of October, 2020 and to be implemented pending registration.

3. Employers who are not in position to implement the new increase shall, within 22 working days from date of this agreement, apply for exemption as provided for in the industry's CBA, Statutory Instrument 174 of 2012.

4. The salary for every employee with at least two years service with the same employer shall be notched 3% per annum above the set minimum up to 10%. Notching is to be done on the anniversary of each eligible employee until his/her salary reaches 10% above the minimum.

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5. It is recommended that should employers who are paying wages/salaries above the minimums be in a position to award the percentage increase on actuals, they should do so. However, if they cannot afford to do so they must award not less than the dollar increase in column “C” of the wage notice.

6. This wage agreement is binding to all employers and employees in the Printing, Packaging and Newspaper Industry whether registered or not with the National Employment Council for the Printing, Packaging and Newspaper Industry.

Signed at Harare on the 15th day of June, 2020.

BENISON JUDAH NTINI,
for: F.M.P.Z

CLARENCE MUGARI,
for: Z.G.W.U

KUDAKWASHE M. SIBANDA,
NEC P.P.N.I,
Chief Executive Officer.

M. CHIMHUKA,
NEC P.P.N.I,
Chairperson.