

Collective Bargaining Agreement: Catering 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. The agreement has been registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: CATERING INDUSTRY

Further Agreement

This further agreement, made and entered into between the Catering Employers' Association of Zimbabwe (hereinafter referred to as "the employers" or "the employers organisation"), of the one party, and the Zimbabwe Catering and Hotel Workers' Union (hereinafter referred to as "the employees" or "the trade union"), of the other party being the parties to the National Employment Council for the Catering Industry of Zimbabwe, shall be read as one with the principal agreement published in Statutory Instrument 167 of 1991 (hereinafter referred to as "the principal agreement"). In order to effect the wishes of the Council, the under mentioned amendments to the principal agreement are required as indicated below—

Wages, Grading and Increments

Clause 10(1) of the principal agreement as read with Annexures A and B is hereby amended by the insertion of the following—

"In addition to the wages paid in accordance with the agreement applicable from 1st May, 2019 to 31st December, 2019, every employer shall pay a cost of living allowance to every employee as follows—

- (i) Class 2, \$304,00
- (ii) Class 1, \$342,61
- (iii) Class 1A, \$384,69.

Provided that no deductions in respect of pension and levy contributions shall be made from the cost of living allowance".

This agreement is valid for the period 1st September, to 31st December, 2019. The parties will review the agreement should there be fundamental changes in the economy.

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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, this 3rd day of October, 2020.

E. NYAKURERWA,
for and behalf of the Employers' Organisation.

F. NYAMUNDA,
for and behalf of the Trade Union.

M. A. MASUNDA,
Chairman of the Council.

J. NDEBELE,
General Secretary.