

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 which further amends the agreement published in Statutory Instrument 167 of 1991 and is registered in terms of section 79 of the Act.

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 part and the Zimbabwe Catering and Hotel Workers' Union (hereinafter referred to as "the employees" or the "trade union"), of the other part 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, B and C is hereby deleted, and the following inserted in place thereof—

"10. (1)(a) Every employer shall place each employee in the grade prescribed appropriate to his/her occupation and shall with effect from 1st November, 2020 to the 31st January, 2021, pay wages to such employee of at least the amount reflected thereunder for the employee's grade and class, and no employee shall accept wages amounting to less than the amount prescribed for him/her:

Provided that establishments that are trading in foreign currency and are able to pay remuneration in part or in full in foreign currency are encouraged to do so:

Provided, further that any party is free to seek review of this agreement if there are material changes in the economy.

## Collective Bargaining Agreement: Catering Industry

---

### *Transport allowance, Housing allowance and meals*

Clause 15 (1) and (2) of the principal agreement are hereby deleted, and the following inserted in place thereof—

“15. (1) Every employer shall pay a transport allowance of Z\$2 200,00, per month to each employee for the period 1st November, 2020, to 31st January, 2021 except—

- (a) where material transport is being provided free of charge by the employer to such employee;
- (b) where free accommodation is provided within the premises of the employee’s place of work;
- (c) where such accommodation is provided outside the premises but within a reasonable walk able distance from the employee’s place of work;
- (d) where the employee resides within a reasonable walk able distance from his or her place of work:

Provided that establishments that are trading in foreign currency and are able to pay the allowance in part or in full in foreign currency are encouraged to do so.

Provided, further that any party is free to seek review of this agreement if there are material changes in the economy.

Provided that where a dispute arises as to the interpretation of this provision, either party shall refer the matter to the Exemptions/Retrenchment Committee for consideration and determination in terms of clause 5 of the principal agreement.

15(2) “Every employer who does not provide free accommodation to his employee shall pay a minimum accommodation allowance of Z\$820,00, per month for the period 1st November, 2020, to 31st January, 2021.

Provided that establishments that are trading in foreign currency and are able to pay the allowance in part or in full in foreign currency are encouraged to do so:

Provided, further that any party is free to seek review of this agreement if there are material changes in the economy.

### *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 20th day of October, 2020.

M. MULEYA,  
*for and behalf of the Employers' Organisation.*

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

N. BORE,  
Acting General Secretary National Employment Council for  
Catering Industry.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY  
CLASS 2  
1st November 2020—31st January 2021  
ANNEXURE A

GRADE	1 TO 12 MONTHS		13 TO 36 MONTHS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	5,100.00	1,177.83	5,253.00	1,213.16
2	5,253.00	1,213.16	5,410.59	1,249.56
3	5,410.59	1,249.56	5,572.91	1,287.05
4	5,572.91	1,287.05	5,740.09	1,325.66
4A	5,740.09	1,325.66	5,912.30	1,365.43
5	5,912.30	1,365.43	6,089.67	1,406.39
6	6,089.67	1,406.39	6,272.36	1,448.58
7	6,272.36	1,448.58	6,460.53	1,492.04
8	6,460.53	1,492.04	6,654.34	1,536.80
9	6,654.34	1,536.80	6,853.97	1,582.90
10	6,853.97	1,582.90	7,059.59	1,630.39
11	7,196.67	1,662.05	7,412.57	1,711.91
12	7,556.51	1,745.15	7,783.20	1,797.51
13	7,934.33	1,832.41	8,172.36	1,887.38
14	8,331.05	1,924.03	8,580.98	1,981.75

## Collective Bargaining Agreement: Catering Industry

### NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

#### CLASS 2- ANNEXURE B

1st November 2020—31st January 2021

GRADE	Scale "A"		Scale "B"		Scale "C"		Scale "D"		Scale "E"	
	THREE YEARS		SIX YEARS		NINE YEARS		TWELVE YEARS		FIFTEEN YEARS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
	SERVICE		SERVICE		SERVICE		SERVICE		SERVICES	
1	5,410.59	1,249.56	5,572.91	1,287.05	5,740.09	1,325.66	5,912.30	1,365.43	6,089.67	1,406.39
2	5,572.91	1,287.05	5,740.09	1,325.66	5,912.30	1,365.43	6,089.67	1,406.39	6,272.36	1,448.58
3	5,740.09	1,325.66	5,912.30	1,365.43	6,089.67	1,406.39	6,272.36	1,448.58	6,460.53	1,492.04
4	5,912.30	1,365.43	6,089.67	1,406.39	6,272.36	1,448.58	6,460.53	1,492.04	6,654.34	1,536.80
4A	6,089.67	1,406.39	6,272.36	1,448.58	6,460.53	1,492.04	6,654.34	1,536.80	6,853.97	1,582.90
5	6,272.36	1,448.58	6,460.53	1,492.04	6,654.34	1,536.80	6,853.97	1,582.90	7,059.59	1,630.39
6	6,460.53	1,492.04	6,654.34	1,536.80	6,853.97	1,582.90	7,059.59	1,630.39	7,271.38	1,679.30
7	6,654.34	1,536.80	6,853.97	1,582.90	7,059.59	1,630.39	7,271.38	1,679.30	7,489.52	1,729.68
8	6,853.97	1,582.90	7,059.59	1,630.39	7,271.38	1,679.30	7,489.52	1,729.68	7,714.21	1,781.57
9	7,059.59	1,630.39	7,271.38	1,679.30	7,489.52	1,729.68	7,714.21	1,781.57	7,945.63	1,835.02
10	7,271.38	1,679.30	7,489.52	1,729.68	7,714.21	1,781.57	7,945.63	1,835.02	8,184.00	1,890.07
11	7,634.95	1,763.27	7,864.00	1,816.17	8,099.92	1,870.65	8,342.92	1,926.77	8,593.20	1,984.57
12	8,016.70	1,851.43	8,257.20	1,906.97	8,504.91	1,964.18	8,760.06	2,023.11	9,022.86	2,083.80
13	8,417.53	1,944.00	8,670.06	2,002.32	8,930.16	2,062.39	9,198.06	2,124.26	9,474.01	2,187.99
14	8,838.41	2,041.20	9,103.56	2,102.44	9,376.67	2,165.51	9,657.97	2,230.48	9,947.71	2,297.39

### NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

#### CLASS 2—ANNEXURE C

1st November 2020—31st January 2021

GRADE	Scale "F"		Scale "G"		Scale "H"		Scale "I"	
	EIGHTEEN YEARS		TWENTY ONE YEARS		TWENTY FOUR YEARS		TWENTY SEVEN YEARS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
	SERVICE		SERVICE		SERVICE		SERVICE	
1	6,272.36	1,448.58	6,460.53	1,492.04	6,654.34	1,536.80	6,853.97	1,582.90
2	6,460.53	1,492.04	6,654.34	1,536.80	6,853.97	1,582.90	7,059.59	1,630.39

## S.I. 31 of 2021

---

GRADE	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
3	6,654.34	1,536.80	6,853.97	1,582.90	7,059.59	1,630.39	7,271.38	1,679.30
4	6,853.97	1,582.90	7,059.59	1,630.39	7,271.38	1,679.30	7,489.52	1,729.68
4A	7,059.59	1,630.39	7,271.38	1,679.30	7,489.52	1,729.68	7,714.21	1,781.57
5	7,271.38	1,679.30	7,489.52	1,729.68	7,714.21	1,781.57	7,945.63	1,835.02
6	7,489.52	1,729.68	7,714.21	1,781.57	7,945.63	1,835.02	8,184.00	1,890.07
7	7,714.21	1,781.57	7,945.63	1,835.02	8,184.00	1,890.07	8,429.52	1,946.77
8	7,945.63	1,835.02	8,184.00	1,890.07	8,429.52	1,946.77	8,682.41	2,005.18
9	8,184.00	1,890.07	8,429.52	1,946.77	8,682.41	2,005.18	8,942.88	2,065.33
10	8,429.52	1,946.77	8,682.41	2,005.18	8,942.88	2,065.33	9,211.17	2,127.29
11	8,851.00	2,044.11	9,116.53	2,105.43	9,390.02	2,168.60	9,671.73	2,233.65
12	9,293.55	2,146.32	9,572.36	2,210.71	9,859.53	2,277.03	10,155.31	2,345.34
13	9,758.23	2,253.63	10,050.97	2,321.24	10,352.50	2,390.88	10,663.08	2,462.60
14	10,246.14	2,366.31	10,553.52	2,437.30	10,870.13	2,510.42	11,196.23	2,585.73

Transport and Housing allowances have been reviewed to \$2 200,00 and \$820,00 per months respectively.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY  
CLASS 1  
1st November 2020—31st January 2021  
ANNEXURE A

GRADE	1 TO 12 MONTHS		13 TO 36 MONTHS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	5,559.00	1,283.83	5,725.77	1,322.35
2	5,725.77	1,322.35	5,897.54	1,362.02
3	5,897.54	1,362.02	6,074.47	1,402.88
4	6,074.47	1,402.88	6,256.70	1,444.97
4A	6,256.70	1,444.97	6,444.40	1,488.32
5	6,444.40	1,488.32	6,637.74	1,532.96
6	6,637.74	1,532.96	6,836.87	1,578.95
7	6,836.87	1,578.95	7,041.97	1,626.32
8	7,041.97	1,626.32	7,253.23	1,675.11
9	7,253.23	1,675.11	7,470.83	1,725.37
10	7,470.83	1,725.37	7,694.96	1,777.13

## Collective Bargaining Agreement: Catering Industry

GRADE	MONTHLY	WEEKLY	MONTHLY	WEEKLY
11	7,844.37	1,811.63	8,079.70	1,865.98
12	8,236.59	1,902.22	8,483.69	1,959.28
13	8,648.42	1,997.33	8,907.87	2,057.25
14	9,080.84	2,097.19	9,353.27	2,160.11

### NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

#### CLASS 2- ANNEXURE B

1st November 2020—31st January 2021

GRADE	Scale "A"		Scale "B"		Scale "C"		Scale "D"		Scale "E"	
	THREE YEARS		SIX YEARS		NINE YEARS		TWELVE YEARS		FIFTEEN YEARS	
	SERVICE		SERVICE		SERVICE		SERVICE		SERVICES	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	5,897.54	1,362.02	6,074.47	1,402.88	6,256.70	1,444.97	6,444.40	1,488.32	6,637.74	1,532.96
2	6,074.47	1,402.88	6,256.70	1,444.97	6,444.40	1,488.32	6,637.74	1,532.96	6,836.87	1,578.95
3	6,256.70	1,444.97	6,444.40	1,488.32	6,637.74	1,532.96	6,836.87	1,578.95	7,041.97	1,626.32
4	6,444.40	1,488.32	6,637.74	1,532.96	6,836.87	1,578.95	7,041.97	1,626.32	7,253.23	1,675.11
4A	6,637.74	1,532.96	6,836.87	1,578.95	7,041.97	1,626.32	7,253.23	1,675.11	7,470.83	1,725.37
5	6,836.87	1,578.95	7,041.97	1,626.32	7,253.23	1,675.11	7,470.83	1,725.37	7,694.96	1,777.13
6	7,041.97	1,626.32	7,253.23	1,675.11	7,470.83	1,725.37	7,694.96	1,777.13	7,925.80	1,830.44
7	7,253.23	1,675.11	7,470.83	1,725.37	7,694.96	1,777.13	7,925.80	1,830.44	8,163.58	1,885.35
8	7,470.83	1,725.37	7,694.96	1,777.13	7,925.80	1,830.44	8,163.58	1,885.35	8,408.49	1,941.91
9	7,694.96	1,777.13	7,925.80	1,830.44	8,163.58	1,885.35	8,408.49	1,941.91	8,660.74	2,000.17
10	7,925.80	1,830.44	8,163.58	1,885.35	8,408.49	1,941.91	8,660.74	2,000.17	8,920.56	2,060.18
11	8,322.10	1,921.96	8,571.76	1,979.62	8,828.91	2,039.01	9,093.78	2,100.18	9,366.59	2,163.19
12	8,738.20	2,018.06	9,000.35	2,078.60	9,270.36	2,140.96	9,548.47	2,205.19	9,834.92	2,271.34
13	9,175.11	2,118.96	9,450.36	2,182.53	9,733.87	2,248.01	10,025.89	2,315.45	10,326.67	2,384.91
14	9,633.87	2,224.91	9,922.88	2,291.66	10,220.57	2,360.41	10,527.18	2,431.22	10,843.00	2,504.16

S.I. 31 of 2021

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY  
CLASS 2—ANNEXURE C  
1st November 2020—31st January 2021

GRADE	Scale "F" EIGHTEEN YEARS SERVICE		Scale "G" TWENTY ONE YEARS SERVICE		Scale "H" TWENTY FOUR YEARS SERVICE		Scale "I" TWENTY SEVEN YEARS SERVICE	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
	1	6,836.87	1,578.95	7,041.97	1,626.32	7,253.23	1,675.11	7,470.83
2	7,041.97	1,626.32	7,253.23	1,675.11	7,470.83	1,725.37	7,694.96	1,777.13
3	7,253.23	1,675.11	7,470.83	1,725.37	7,694.96	1,777.13	7,925.80	1,830.44
4	7,470.83	1,725.37	7,694.96	1,777.13	7,925.80	1,830.44	8,163.58	1,885.35
4A	7,694.96	1,777.13	7,925.80	1,830.44	8,163.58	1,885.35	8,408.49	1,941.91
5	7,925.80	1,830.44	8,163.58	1,885.35	8,408.49	1,941.91	8,660.74	2,000.17
6	8,163.58	1,885.35	8,408.49	1,941.91	8,660.74	2,000.17	8,920.56	2,060.18
7	8,408.49	1,941.91	8,660.74	2,000.17	8,920.56	2,060.18	9,188.18	2,121.98
8	8,660.74	2,000.17	8,920.56	2,060.18	9,188.18	2,121.98	9,463.83	2,185.64
9	8,920.56	2,060.18	9,188.18	2,121.98	9,463.83	2,185.64	9,747.74	2,251.21
10	9,188.18	2,121.98	9,463.83	2,185.64	9,747.74	2,251.21	10,040.17	2,318.75
11	9,647.59	2,228.08	9,937.02	2,294.92	10,235.13	2,363.77	10,542.18	2,434.68
12	10,129.97	2,339.48	10,433.87	2,409.67	10,746.88	2,481.96	11,069.29	2,556.42
13	10,636.47	2,456.46	10,955.56	2,530.15	11,284.23	2,606.06	11,622.75	2,684.24
14	11,168.29	2,579.28	11,503.34	2,656.66	11,848.44	2,736.36	12,203.89	2,818.45

Transport and Housing allowances have been reviewed to \$2 200,00 and \$820,00 per months respectively.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY  
CLASS 1A  
1st November 2020—31st January 2021  
ANNEXURE A

GRADE	1 TO 12 MONTHS		13 TO 36 MONTHS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	6,059.31	1,399.38	6,241.09	1,441.36
2	6,241.09	1,441.36	6,428.32	1,484.60
3	6,428.32	1,484.60	6,621.17	1,529.14

## Collective Bargaining Agreement: Catering Industry

---

GRADE	MONTHLY	WEEKLY	MONTHLY	WEEKLY
4	6,621.17	1,529.14	6,819.81	1,575.01
4A	6,819.81	1,575.01	7,024.40	1,622.26
5	7,024.40	1,622.26	7,235.13	1,670.93
6	7,235.13	1,670.93	7,452.19	1,721.06
7	7,452.19	1,721.06	7,675.75	1,772.69
8	7,675.75	1,772.69	7,906.03	1,825.87
9	7,906.03	1,825.87	8,143.21	1,880.65
10	8,143.21	1,880.65	8,387.50	1,937.07
11	8,550.37	1,974.68	8,806.88	2,033.92
12	8,977.88	2,073.41	9,247.22	2,135.62
13	9,426.78	2,177.09	9,709.58	2,242.40
14	9,898.12	2,285.94	10,195.06	2,354.52

### NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

#### CLASS 1A Annexure B

1st November 2020—31st January 2021

GRADE	Scale "A"		Scale "B"		Scale "C"		Scale "D"		Scale "E"	
	THREE YEARS		SIX YEARS		NINE YEARS		TWELVE YEARS		FIFTEEN YEARS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	6,428.32	1,484.60	6,621.17	1,529.14	6,819.81	1,575.01	7,024.40	1,622.26	7,235.13	1,670.93
2	6,621.17	1,529.14	6,819.81	1,575.01	7,024.40	1,622.26	7,235.13	1,670.93	7,452.19	1,721.06
3	6,819.81	1,575.01	7,024.40	1,622.26	7,235.13	1,670.93	7,452.19	1,721.06	7,675.75	1,772.69
4	7,024.40	1,622.26	7,235.13	1,670.93	7,452.19	1,721.06	7,675.75	1,772.69	7,906.03	1,825.87
4A	7,235.13	1,670.93	7,452.19	1,721.06	7,675.75	1,772.69	7,906.03	1,825.87	8,143.21	1,880.65
5	7,452.19	1,721.06	7,675.75	1,772.69	7,906.03	1,825.87	8,143.21	1,880.65	8,387.50	1,937.07
6	7,675.75	1,772.69	7,906.03	1,825.87	8,143.21	1,880.65	8,387.50	1,937.07	8,639.13	1,995.18
7	7,906.03	1,825.87	8,143.21	1,880.65	8,387.50	1,937.07	8,639.13	1,995.18	8,898.30	2,055.03
8	8,143.21	1,880.65	8,387.50	1,937.07	8,639.13	1,995.18	8,898.30	2,055.03	9,165.25	2,116.69
9	8,387.50	1,937.07	8,639.13	1,995.18	8,898.30	2,055.03	9,165.25	2,116.69	9,440.21	2,180.19
10	8,639.13	1,995.18	8,898.30	2,055.03	9,165.25	2,116.69	9,440.21	2,180.19	9,723.41	2,245.59

## S.I. 31 of 2021

---

GRADE	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
11	9,071.08	2,094.94	9,343.22	2,157.79	9,623.51	2,222.52	9,912.22	2,289.20	10,209.58	2,357.87
12	9,524.64	2,199.69	9,810.38	2,265.68	10,104.69	2,333.65	10,407.83	2,403.66	10,720.06	2,475.77
13	10,000.87	2,309.67	10,300.90	2,378.96	10,609.92	2,450.33	10,928.22	2,523.84	11,256.07	2,599.55
14	10,500.91	2,425.15	10,815.94	2,497.91	11,140.42	2,572.84	11,474.63	2,650.03	11,818.87	2,729.53

### NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY CLASS 1A ANNEXURE C

1st November 2020—31st January 2021

GRADE	Scale "F"		Scale "G"		Scale "H"		Scale "I"	
	EIGHTEEN YEARS		TWENTY ONE YEARS		TWENTY FOUR YEARS		TWENTY SEVEN YEARS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	7,452.19	1,721.06	7,675.75	1,772.69	7,906.03	1,825.87	8,143.21	1,880.65
2	7,675.75	1,772.69	7,906.03	1,825.87	8,143.21	1,880.65	8,387.50	1,937.07
3	7,906.03	1,825.87	8,143.21	1,880.65	8,387.50	1,937.07	8,639.13	1,995.18
4	8,143.21	1,880.65	8,387.50	1,937.07	8,639.13	1,995.18	8,898.30	2,055.03
4A	8,387.50	1,937.07	8,639.13	1,995.18	8,898.30	2,055.03	9,165.25	2,116.69
5	8,639.13	1,995.18	8,898.30	2,055.03	9,165.25	2,116.69	9,440.21	2,180.19
6	8,898.30	2,055.03	9,165.25	2,116.69	9,440.21	2,180.19	9,723.41	2,245.59
7	9,165.25	2,116.69	9,440.21	2,180.19	9,723.41	2,245.59	10,015.12	2,312.96
8	9,440.21	2,180.19	9,723.41	2,245.59	10,015.12	2,312.96	10,315.57	2,382.35
9	9,723.41	2,245.59	10,015.12	2,312.96	10,315.57	2,382.35	10,625.04	2,453.82
10	10,015.12	2,312.96	10,315.57	2,382.35	10,625.04	2,453.82	10,943.79	2,527.43
11	10,515.87	2,428.61	10,831.35	2,501.47	11,156.29	2,576.51	11,490.98	2,653.81
12	11,041.67	2,550.04	11,372.92	2,626.54	11,714.10	2,705.34	12,065.53	2,786.50
13	11,593.75	2,677.54	11,941.56	2,757.87	12,299.81	2,840.60	12,668.80	2,925.82
14	12,173.44	2,811.42	12,538.64	2,895.76	12,914.80	2,982.63	13,302.24	3,072.11

Transport and Housing allowances have been reviewed to \$2 200,00 and \$820,00 per months respectively.

