

Collective Bargaining Agreement: National Employment Council
for Zimbabwe Schools Development Associations and Committees

IT is hereby notified, in terms of section 80 of the Labour Act [*Chapter 28:01*] that the Minister of Labour and Social Welfare has approved the publication of the Collective Bargaining Agreement registered in terms of section 79 of the Act, set out in the Schedule.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR ZIMBABWE SCHOOLS
DEVELOPMENT ASSOCIATIONS AND COMMITTEES

Further Agreement

This agreement made and entered into in accordance with provisions of the Labour Act [*Chapter 28:01*], between Zimbabwe Schools Development Associations and Committees (herein referred to as the “employers” or the “the employers association”), of the one party, and the National Education Union of Zimbabwe (herein referred to as the “employees” or the “the trade union”), of the other party, being parties to the National Employment Council for Zimbabwe Schools Development Associations and Committees in Government and Council run Schools.

1. This collective bargaining agreement is with effect from 1st of May, 2021.

2. Schools Development Associations/Committees employers with employees earning salaries above the minimum per grade stipulated in the tables below should not reduce salaries for their employees, however only when financial incapacity is established at the workplace, should they apply for exemption as per section 4.

3. Housing and transport allowance to be negotiated at Works Council level, where disputes arise, the disputes are to be referred to the NEC ZSDA/C.

4. Schools Development Associations/Committees employers that are not able to award these increases should apply for exemption accompanied by the following requirements:

- (i) Must be a contributing member of the Employment Council.

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- (ii) Application for Exemption Letter clearly stating number of enrolment, levies charged.
- (iii) Signed minutes (by all present) to the meeting where it was discussed with the workers the need for salary exemptions.
- (iv) The proposed salaries to be awarded per grade.
- (v) Period to be exempted.
- (vi) Summary bank statement for the past 6 months (or that is relevant for the exemption application).
- (vii) Financials: Proposed an actual budget with variances stated, income and expenditure account, audited final accounts, other financial statements (relevant to the exemption application).

5. The Employer shall be responsible for deducting and remitting statutory dues to the respective accounts for:

- (i) Employment Council for Zimbabwe Schools Development Associations and Committees. (NEC ZSDA/C).
- (ii) National Education Union of Zimbabwe (NEUZ).
- (iii) Zimbabwe Schools Development Associations and Committees (ZSDA/C).

6. Interpretation of grades.

<i>Grade</i>	<i>Occupation</i>
1	General Worker, Cleaner, Field Worker, Poultry Attendant
2	Swimming pool Attendant, Launderer, Leading Hand, Assistant Office Orderly, Water Attendant, Hostel Aid, Waiter
3	Driver (class 3), Office Orderly, Clerk Class 1, Assistant Cook, Boiler Attendant, Child Minder, Welder Class 4, Tractor Driver, Nurse Aid
4	Driver (class 4), Senior Office orderly, Clerk Class 2, Machine Operator, Security Guard, Senior Waiter, Handy Person, Welder Class 3

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<i>Grade</i>	<i>Occupation</i>
5	Telephone/Switchboard Operator, Receptionist/Clerk, Typist/Clerk Class 3, Tuck-shop Keeper, Welder Class2, Driver Class 2, Head/Grounds Supervisor, Security Supervisor
6	Driver (Class1), Cook, Caretaker
7	Rehabilitation Assistant, Assistant House Keeper, Artroom Assistant
8	Housekeeper, Assistant Librarian, Laboratory Assistant, Mechanic, Plumber, Electrician, Welder Class 1, Builder, Carpenter, Painter, Head Cook/Chef
9	Secretary (Clerical), Farm Manager, Matron/ Boarding Master
10	Accounts Clerk/Bookkeeper (Class 4)
11	Teacher/ Trainer, Lecturer/Tutor/Coach/Journeyman/ Librarian, ECD Teacher, Nurse
12	Bursar/Accounting Officer, Senior Bookkeeper, Administrator, Sports Director
13	Accountant (experienced), Occupational Therapist, Physio-Therapist, Speech Therapist

7. Interpretation of wage schedules

Schedule 1 “A” and “B” are for schools which are charging school levies \$2 000,00 and below.

Schedule 2 “A” and “B” are for schools which are charging school levies between \$2 000,01 and \$4 000,00.

Schedule 3 “A” and “B” are for schools which are charging school levies from \$4 000,01 and above.

Schedule 4 “A” and “B” are for Better Schools Program Zimbabwe (BSPZ) employees.

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Schedule 1 “B”, 2 “B”, 3 “B”, 4 “B” are for employees with national diplomas/ qualification recognised by the relevant Ministry.

SCHEDULE A

Grade	Schedule 1A		Schedule 2A		Schedule 3A		Schedule 4A	
	1-4 years	5 years plus	1-4 years	5 years plus	1-4 years	5 years plus	1-4 years	5 years plus
	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$
1	10,000	10,300	12,000	12,360	12,600	12,978	12,000	12,360
2	10,300	10,609	12,360	12,731	12,978	13,367	12,360	12,731
3	10,609	10,927	12,731	13,113	13,367	13,768	12,731	13,113
4	10,927	11,255	13,113	13,506	13,768	14,181	13,113	13,506
5	11,255	11,593	13,506	13,911	14,181	14,606	13,506	13,911
6	11,593	11,941	13,911	14,329	14,606	15,044	13,911	14,329
7	11,941	12,299	14,329	14,759	15,044	15,495	14,329	14,759
8	12,299	12,668	14,759	15,201	15,495	15,960	14,759	15,201
9	12,669	13,048	15,201	15,657	15,960	16,439	15,201	15,657
10	13,048	13,439	15,657	16,126	16,439	16,932	15,657	16,126
11	13,439	13,842	16,126	16,610	16,932	17,440	16,126	16,610
12	13,842	14,257	16,610	17,108	17,440	17,963	16,610	17,108
13	14,257	14,684	17,108	17,621	17,963	18,502	17,108	17,621

SCHEDULE B

Skilled workers with a National Diploma/professional qualification recognised by the relevant Ministry.

Grade	Schedule 1B		Schedule 2B		Schedule 3B		Schedule 4B	
	1-4 years	5 years plus	1-4 years	5 years plus	1-4 years	5 years plus	1-4 years	5 years plus
	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$
8	16,727	17,229	20,264	20,872	24,548	25,284	20,264	20,872
9	17,229	17,746	20,872	21,498	25,284	26,043	20,872	21,498

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Grade	Schedule 1B		Schedule 2B		Schedule 3B		Schedule 4B	
	1-4 years	5 years plus	1-4 years	5 years plus	1-4 years	5 years plus	1-4 years	5 years plus
	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$
10	17,746	18,278	21,498	22,143	26,043	26,824	21,498	22,143
11	18,278	18,826	22,143	22,807	26,824	27,629	22,143	22,807
12	18,826	19,391	22,807	23,491	27,629	28,458	22,807	23,491
13	19,391	19,973	23,491	24,196	28,458	29,312	23,491	24,196

Declaration

Memorandum of Agreement for the Collective Bargaining Agreement made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] of 1996 between Zimbabwe Schools Development Associations and Committees (ZSDA/C) (herein referred to as “the employer” or “the employer’s organisation”), and the National Education Union of Zimbabwe (NEUZ) (herein referred to as “the employees” or “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 therein.

Signed at Harare, on behalf of the parties this 4th day of March, 2021.

CLAUDIO MUTASA,
ZSDA/C President.
on behalf of Zimbabwe Schools Development
Associations and Committees (ZSDA/C).

CDE KENNIAS SHAMUYARIRA,
NEUZ General Secretary.
on behalf of National Education Union of Zimbabwe (NEUZ).

TAWANDA MUTSVAIRO,
NEC Acting General Secretary.
on behalf of NEC for Zimbabwe School Development Associations
and Committees for Government and Council run Schools (NEC
ZSDA/C).

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RASTON JOHN CHINYAMUNYAMU,
NEC Chairman.
on behalf of NEC for Zimbabwe School Development Associations
and Committees for Government and Council run Schools (NEC
ZSDA/C).