

Collective Bargaining Agreement: Harare Municipal Undertaking  
General Conditions of Service 2021 Salaries and Hygienic  
Allowance Agreement

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IT is hereby notified, in terms of section 80 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.

The agreement has been registered in terms of section 79 of the Act.

SCHEDULE

EMPLOYMENT COUNCIL FOR HARARE MUNICIPALITY  
COLLECTIVE BARGAINING AGREEMENT

*Further Agreement*

IT is hereby agreed that the parties to the above Collective Bargaining Agreement have entered into an agreement in accordance with the provisions of the Labour Act [*Chapter 28:01*] (hereinafter referred to as the “Act”) between the Harare Municipality, of the one part, and the employee party represented by the Harare Municipal Workers Union (HMWU), the Zimbabwe Urban Councils Workers Union (ZUCWU) (Harare Branch), the Water and Allied Workers Union of Zimbabwe (WAWUZ) and the Zimbabwe Allied Municipalities Workers Union (ZAMWU), of the other part, being parties to the Employment Council for the Harare Municipal Undertaking.

Parties hereby agreed to increase salaries and hygiene allowances as follows:

1. To effect 20% increment on basic salaries for the lowest grade, Grade 16. This will translate the basic salary for the lowest paid grade from \$11 710,88 to \$14 053,06.
2. The percentage increment shall be across the board.
3. To increase transport allowance from \$2 656,00 to \$3 719,43.
4. The housing allowance will remain at 25% of basic salary.
5. The effect of the above adjustments translate to a Gross Salary of \$24 000,00, for Grade 16, which is effective 1st May, 2021.

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6. Parties will meet to review the above on the 15th of July, 2021.

*Declaration*

The Harare Municipality and the Employees as represented by the trade unions (HMWU, ZUCWU, WAWUZ and ZAMWU), having reached agreement set forth herein, and the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures thereto.

Signed at Harare in the year of our Lord 2021.

CLLR. J. KUNASHE,  
Employer Party Representative,  
*for and on behalf* of Harare Municipality.

B. MATENGARUFU,  
Acting Human Capital Director,  
*for and on behalf* of Harare Municipality.

CLLR. L. GOMBA,  
Employer Party Representative,  
*for and on behalf* of Harare Municipality.

CLLR. P. T. MANGWIRO CHIKWAKA,  
Employer Party Representative,  
*for and on behalf* of Harare Municipality.

C. BUNGU,  
Employee Party Chairperson,  
*for and on behalf* of Harare Municipal Workers Union.

D. USINGARAWE,  
Zimbabwe Urban Councils Workers Union Chairman.

T. K. MUSARURWA,  
Water and Allied Workers Union of Zimbabwe President.

T. MURAMBATSVINA,  
Zimbabwe Allied Municipalities Workers Union President.

R. MATSIKIDZE,  
Employment Council for the Harare Municipal Undertaking,  
Chairman.

R. KATSANDE,  
Employment Council for the Harare Municipal Undertaking,  
Secretary General.

