

Collective Bargaining Agreement: Tobacco (Miscellaneous Sector)  
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 as set out in the Schedule, which was registered in terms of section 79 of the Labour Act [*Chapter 28:01*]:—

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE TOBACCO  
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: GRATUITIES:  
TOBACCO (MISCELLANEOUS SECTOR) INDUSTRY

*Amendment to the Principal Agreement*

This further agreement is made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] between the Tobacco (Miscellaneous) Industry Employers' Association (hereinafter referred to as "the employers" of the one part, and the Zimbabwe Tobacco Industrial Workers' Union (hereinafter referred to as the "employees" or "trade union") of the other part, being parties to the National Employment Council for the Tobacco Industry, to amend the Collective Bargaining Agreement for the Tobacco (Miscellaneous Sector) Industry, published in Statutory Instrument 25 of 2018, as amended (hereinafter referred to as "the principal agreement") shall be read as one with the principal agreement.

*Agreement*

This further agreement shall be deemed to have come into effect on 1st July, 2021.

Clause 29 of the principal agreement is amended by the addition of the following sub-clause—

(2a) Gratuities for seasonal employees who are not offered employment in the following year will be calculated at the rate of pay applicable at the time the request for the gratuity is made.

Collective Bargaining Agreement: Tobacco (Miscellaneous Sector)  
Industry

---

Provided that—

- (a) if a request for gratuity is made more than one year after the date of gainful employment, the rate of pay to be used shall be the rate that was applicable one year after the last date of employment;
- (b) the provisions of this sub-clause shall not apply in the case of an employee who is dismissed and does not claim or receive his/her gratuity at the time of the dismissal.

*Declaration*

The employers' association and the trade union, having arrived at the agreement set forth above, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare this 6th day of July, 2021.

S. MUGUMISI,  
Chairman of the Employers Association.

E. MARIRO,  
General Secretary ZTIWU.

T. ZIMONDI,  
Chairman of the Council.