

Collective Bargaining Agreement: National Employment Council
for Pulp and Paper Manufacturing Industry

IT is 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 further amends the agreement published in Statutory Instrument 28 of 2017. This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR PULP AND
PAPER MANUFACTURING INDUSTRY

This further agreement shall be read as one with the appendix on wages schedule published as Statutory Instrument 28 of 2017, dated 24th February, 2017 (hereinafter referred to as “the principal agreement”), in accordance with the provisions of the Labour Act made and entered into between the Pulp and Paper Manufacturing Employers Association, (hereinafter referred to as “the employer or (“employer organisation”), of the one part, and the Zimbabwe Pulp and Paper Workers Union (hereinafter referred to as “the employees” or the “trade union”), of the other part, being parties to the National Employment Council for the Pulp and Paper Manufacturing Industry.

The agreement shall be read as one with the Statutory Instrument 28 of 2017.

Period of operation of agreement

This agreement shall come into operation on the date of endorsement by parties to this agreement and shall upon its registration remain in force until such time when it has been placed by another negotiated agreement.

Wages increases

All minimum wage and allowances as stipulated in Collective Bargaining Agreement published and dated 3rd February, 2020, are increased for the period 1st January, 2021 to 31st January, 2021.

Housing and transport allowances

Housing and transport allowances as stipulated in Collective Bargaining Agreement dated 3rd of February, 2020, have been increased as hereunder for the period 1st January, 2021, to 31st January, 2021.

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Housing Z\$ 1 000,00 per month Transport Z\$ 1 000,00 per month

<i>NEC Patterson Grade</i>	<i>Negotiated minimums in RTGS dollars with effect from 1st April, 2020 to 31st December, 2020</i>	<i>Percentage Increase – 215.8%</i>	<i>Negotiated minimum in RTGS dollars with effect from 1st January, 2021 to 31st January 2021.</i>
A2	2 549,10	2950,90	5 500,00
A3	3 295,26	3 815,91	7 111,17
B1	3 558,89	4 121,19	7 680,08
B2	3 843,60	4 450,88	8 294,48
B3	4 151,05	4 806,91	8 957,96
B4	4 481,93	5 190,07	9 672,00
B5	4 841,88	5 606,89	10 448,77
C1	5 229,18	6 055,39	11 284,57
C2	5 647,55	6 539,86	12 187,41
C3	6 099,41	7 063,11	13 162,52
C4	6 587,48	7 628,30	14 215,78
C5	7 114,37	8 238,44	15 352,81

1. The dollar value for each grade shall apply to those above these minimums.
2. Transport and housing allowances are to be applied across the board to all NEC grades.
3. Transport and housing allowances will not apply where an employer is providing assistance with transport and housing.
4. Employers with capacity to pay above these minimum are encouraged to do so.
5. The above minimum shall be reviewed after 31st January, 2021, as per agreement, however any party may call for a review if the need arise.

The parties having arrived at the agreement set forth herein, the undersigned officers of the National Employment Council (NEC) of the Pulp and Paper Manufacturing Industry hereby declare that a foregoing is the agreement arrived and affix their signatures hereto.

L. MUTAKWA,
President, Zimbabwe Pulp and Paper Workers Union.

G. CHARUMA,
Chairman, Pulp and Paper Manufacturing Employers Association.

J. NGIRAZI,
National Employment Council for Pulp and Paper Manufacturing
Industry.

