

Collective Bargaining Agreement: Salaries and Wages: Tobacco  
(Cigarette and Tobacco Manufacturing) Sector

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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. This agreement further amends the agreement published in Statutory Instrument 121 of 2013, which was registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE TOBACCO  
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: CIGARETTE  
AND TOBACCO MANUFACTURING INDUSTRY

SALARIES AND WAGES

*Amendment to the Principal Agreement*

This further agreement made and entered into in accordance with the provisions of the Labour Act [Chapter 28:01] between the Cigarette and Tobacco Manufacturing Employers' Association (hereinafter referred to as "the employers" or the "employers association"), of the one part, and the Zimbabwe Tobacco Industrial 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 Tobacco Industry, to amend the Collective Bargaining Agreement (General Conditions of Employment): Cigarette and Tobacco Manufacturing Industry, 2013, published in Statutory Instrument 121 of 2013, as amended (hereinafter referred to as "the principal agreement") shall be read as one with the principal agreement.

This agreement is endorsed by the Trade Union and Employers Association in the spirit of good faith, and shall be deemed to have come into effect on 1st October, 2021, and is applicable up to 31st December, 2021. If there are any changes of currency or macro-economic policies, parties will engage to review the impact of the changes.

Grade minimums have been agreed for the period and are reflected below. It has further been agreed by the Employment Council that

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the basic wage of an employee is an all-inclusive wage, inclusive of allowances i.e., housing and transport. In addition, it has been agreed by the Employment Council that this agreement does not preclude employers and employees at company level Works Council to improve on conditions of service.

GRADE		July to September 2021 Total ZWL\$	October to December 2021 Total ZWL\$
1	1	29 700,00	34 303,50
	2	30 107,54	34 774,20
2	1	30 516,12	35 246,12
	2	30 925,93	35 719,45
3	1	31 333,69	36 190,41
	2	31 741,40	36 661,32
4	1	32 152,10	37 135,67
	2	32 558,37	37 604,92
5	1	32 967,57	38 077,55
	2	33 376,16	38 549,46
6	1	33 783,87	39 020,37
	2	34 193,08	39 493,01
7	1	34 600,84	39 963,97
	2	35 010,04	40 436,60
8	1	35 419,17	40 909,14
	2	35 826,95	41 380,12
9	1	36 235,33	41 851,80
	2	36 643,08	42 322,76
10	1	37 052,23	42 795,33
	2	37 459,38	43 265,59

Night shift allowance will be calculated at 15% of the daily rate for the period actually worked on night shift.

*Declaration*

The employer's 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 9th day of November, 2021.

A. CHINYAVADA,  
Chairperson of the Employers Association.

E. MARIRO,  
General Secretary ZTIWU.

T. ZIMONDI,  
Chairman of the Council.

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