

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

IT is hereby notified that the Minister of Public Service, Labour and Social Services has, in terms of section 80 of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement as set out in the Schedule.

This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*]

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR ZIMBABWE
SCHOOLS DEVELOPMENT ASSOCIATIONS AND
COMMITTEES

This further 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 a Cost of Living allowance and is with effect from 1st of November, 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. Where employees are receiving more favourable wages and benefits than those specified in this agreement, these shall not be withdrawn.

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

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

| Grade | Occupation |
|-------|--|
| 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 |

| Grade | Occupation |
|-------|---|
| 4 | Driver (Class 4), Senior Office orderly, Clerk Class 2, Machine Operator, Security Guard, Senior Waiter, Handy Person, Welder Class 3 |
| 5 | Telephone/Switchboard Operator, Receptionist/ Clerk, Typist/Clerk Class 3, Tuck-shop Keeper, Welder Class 2, 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.

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

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

Schedule A

| Grade | 1-4 years | Cost of living allowance | Total | 5 years plus | Cost of living allowance | Total |
|-------|-----------|--------------------------|--------|--------------|--------------------------|--------|
| 1 | 10 000 | 14 000 | 24 000 | 10 300 | 14 000 | 24 300 |
| 2 | 10 300 | 14 000 | 24 300 | 10 609 | 14 000 | 24 609 |
| 3 | 10 609 | 14 000 | 24 609 | 10 927 | 14 000 | 24 927 |
| 4 | 10 927 | 14 000 | 24 927 | 11 255 | 14 000 | 25 255 |
| 5 | 11 255 | 14 000 | 25 255 | 11 593 | 14 000 | 25 593 |
| 6 | 11 593 | 14 000 | 25 593 | 11 941 | 14 000 | 25 941 |
| 7 | 11 941 | 14 000 | 25 941 | 12 299 | 14 000 | 26 299 |
| 8 | 12 299 | 14 000 | 26 299 | 12 668 | 14 000 | 26 669 |
| 9 | 12 669 | 14 000 | 26 669 | 13 048 | 14 000 | 27 408 |
| 10 | 13 408 | 14 000 | 27 408 | 13 439 | 14 000 | 27 439 |
| 11 | 13 439 | 14 000 | 27 439 | 13 482 | 14 000 | 27 842 |
| 12 | 13 842 | 14 000 | 27 842 | 14 257 | 14 000 | 28 257 |
| 13 | 14 257 | 14 000 | 28 257 | 14 684 | 14 000 | 28 684 |

Schedule 1A

Schedule 2A

| Grade | 1-4 years | Cost of living allowance | Total | 5 years plus | Cost of living allowance | Total |
|-------|-----------|--------------------------|--------|--------------|--------------------------|--------|
| 1 | 12 000 | 14 000 | 26 000 | 12 360 | 14 000 | 26 360 |
| 2 | 12 360 | 14 000 | 26 360 | 12 731 | 14 000 | 26 731 |
| 3 | 12 731 | 14 000 | 26 731 | 13 113 | 14 000 | 27 113 |
| 4 | 13 113 | 14 000 | 27 113 | 13 506 | 14 000 | 27 506 |

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| Grade | 1-4 years | Cost of living allowance | Total | 5 years plus | Cost of living allowance | Total |
|-------|--------------|--------------------------------|--------|-----------------|--------------------------------|--------|
| 5 | 13 506 | 14 000 | 27 506 | 13 911 | 14 000 | 27 911 |
| 6 | 13 911 | 14 000 | 27 911 | 14 329 | 14 000 | 28 329 |
| 7 | 14 329 | 14 000 | 28 329 | 14 759 | 14 000 | 28 759 |
| 8 | 14 759 | 14 000 | 28 759 | 15 201 | 14 000 | 29 201 |
| 9 | 15 201 | 14 000 | 29 201 | 15 657 | 14 000 | 29 657 |
| 10 | 15 657 | 14 000 | 29 657 | 16 126 | 14 000 | 30 126 |
| 11 | 16 126 | 14 000 | 30 126 | 16 610 | 14 000 | 30 610 |
| 12 | 16 610 | 14 000 | 30 610 | 17 108 | 14 000 | 31 108 |
| 13 | 17 108 | 14 000 | 31 108 | 17 621 | 14 000 | 31 621 |

Schedule 3A

| Grade | 1-4 years | Cost of living allowance | Total | 5 years plus | Cost of living allowance | Total |
|-------|--------------|--------------------------------|--------|-----------------|--------------------------------|--------|
| 1 | 12 600 | 14 000 | 26 600 | 12 978 | 14 000 | 26 978 |
| 2 | 12 978 | 14 000 | 26 978 | 13 367 | 14 000 | 27 367 |
| 3 | 13 367 | 14 000 | 27 367 | 13 768 | 14 000 | 27 768 |
| 4 | 13 768 | 14 000 | 27 768 | 14 181 | 14 000 | 28 181 |
| 5 | 14 181 | 14 000 | 28 181 | 14 606 | 14 000 | 28 606 |
| 6 | 14 606 | 14 000 | 28 606 | 15 044 | 14 000 | 29 044 |
| 7 | 15 044 | 14 000 | 29 044 | 15 495 | 14 000 | 29 495 |
| 8 | 15 495 | 14 000 | 29 495 | 15 960 | 14 000 | 29 960 |
| 9 | 15 960 | 14 000 | 29 960 | 16 439 | 14 000 | 30 439 |
| 10 | 16 439 | 14 000 | 30 439 | 16 932 | 14 000 | 30 932 |
| 11 | 16 932 | 14 000 | 30 932 | 17 440 | 14 000 | 31 440 |
| 12 | 17 440 | 14 000 | 31 440 | 17 963 | 14 000 | 31 963 |
| 13 | 17 963 | 14 000 | 31 963 | 18 502 | 14 000 | 32 502 |

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Schedule 4A

| Grade | 1 – 4 years | Cost of living allowance | Total | 5 years plus | Cost of living allowance | Total |
|-------|----------------|--------------------------------|--------|-----------------|--------------------------------|--------|
| 1 | 12 000 | 14 000 | 26 000 | 12 360 | 14 000 | 26 360 |
| 2 | 12 360 | 14 000 | 26 360 | 12 731 | 14 000 | 26 731 |
| 3 | 12 731 | 14 000 | 26 731 | 13 113 | 14 000 | 27 113 |
| 4 | 13 113 | 14 000 | 27 113 | 13 506 | 14 000 | 27 506 |
| 5 | 13 506 | 14 000 | 27 506 | 13 911 | 14 000 | 27 911 |
| 6 | 13 911 | 14 000 | 27 911 | 14 329 | 14 000 | 28 329 |
| 7 | 14 329 | 14 000 | 28 329 | 14 759 | 14 000 | 28 759 |
| 8 | 14 759 | 14 000 | 28 759 | 15 201 | 14 000 | 29 201 |
| 9 | 15 201 | 14 000 | 29 201 | 15 657 | 14 000 | 29 657 |
| 10 | 15 657 | 14 000 | 29 657 | 16 126 | 14 000 | 30 126 |
| 11 | 16 126 | 14 000 | 30 126 | 16 610 | 14 000 | 30 610 |
| 12 | 16 610 | 14 000 | 30 610 | 17 108 | 14 000 | 31 108 |
| 13 | 17 108 | 14 000 | 31 108 | 17 621 | 14 000 | 31 621 |

Schedule B

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

Schedule 1B

| Grade | 1–4 years | Cost of living allowance | Total | 5 years plus | Cost of living allowance | Total |
|-------|--------------|--------------------------------|--------|-----------------|--------------------------------|--------|
| 8 | 16 727 | 14 000 | 30 727 | 17 229 | 14 000 | 31 229 |
| 9 | 17 229 | 14 000 | 31 229 | 17 746 | 14 000 | 31 746 |
| 10 | 17 746 | 14 000 | 31 746 | 18 278 | 14 000 | 32 278 |
| 11 | 18 278 | 14 000 | 32 278 | 18 826 | 14 000 | 32 826 |

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| Grade | 1-4 years | Cost of living allowance | Total | 5 years plus | Cost of living allowance | Total |
|-------|-----------|--------------------------|--------|--------------|--------------------------|--------|
| 12 | 18 826 | 14 000 | 32 826 | 19 391 | 14 000 | 33 391 |
| 13 | 19 391 | 14 000 | 33 391 | 19 973 | 14 000 | 33 973 |

Schedule 2B

| Grade | 1-4 years | Cost of living allowance | Total | 5 years plus | Cost of living allowance | Total |
|-------|-----------|--------------------------|--------|--------------|--------------------------|--------|
| 8 | 20 264 | 14 000 | 34 264 | 20 872 | 14 000 | 34 872 |
| 9 | 20 872 | 14 000 | 34 872 | 21 498 | 14 000 | 35 498 |
| 10 | 21 498 | 14 000 | 35 498 | 22 143 | 14 000 | 36 143 |
| 11 | 22 143 | 14 000 | 36 143 | 22 807 | 14 000 | 36 807 |
| 12 | 22 807 | 14 000 | 36 807 | 23 491 | 14 000 | 37 491 |
| 13 | 23 491 | 14 000 | 37 491 | 24 196 | 14 000 | 38 196 |

Schedule 3B

| Grade | 1-4 years | Cost of living allowance | Total | 5 years plus | Cost of living allowance | Total |
|-------|-----------|--------------------------|--------|--------------|--------------------------|--------|
| 8 | 24 548 | 14 000 | 38 548 | 25 284 | 14 000 | 39 284 |
| 9 | 25 284 | 14 000 | 39 284 | 26 043 | 14 000 | 40 043 |
| 10 | 26 043 | 14 000 | 40 043 | 26 824 | 14 000 | 40 824 |
| 11 | 26 824 | 14 000 | 40 824 | 27 629 | 14 000 | 41 629 |
| 12 | 27 629 | 14 000 | 41 629 | 28 458 | 14 000 | 42 458 |
| 13 | 28 458 | 14 000 | 42 458 | 29 312 | 14 000 | 43 312 |

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Schedule 4B

| Grade | 1-4 years | Cost of living allowance | Total | 5 years plus | Cost of living allowance | Total |
|-------|--------------|--------------------------------|--------|-----------------|--------------------------------|--------|
| 8 | 20 264 | 14 000 | 34 264 | 20 872 | 14 000 | 34 872 |
| 9 | 20 872 | 14 000 | 34 872 | 21 498 | 14 000 | 35 498 |
| 10 | 21 498 | 14 000 | 35 498 | 22 143 | 14 000 | 36 143 |
| 11 | 22 143 | 14 000 | 36 143 | 22 807 | 14 000 | 36 807 |
| 12 | 22 807 | 14 000 | 36 807 | 23 491 | 14 000 | 37 491 |
| 13 | 23 491 | 14 000 | 37 491 | 24 196 | 14 000 | 38 196 |

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 (herein referred to as “the employer” or “the employer’s association”), and the National Education Union of Zimbabwe (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 28th day of October, 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).

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).

