

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

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IT is hereby notified in terms of section 80 of the Labour Act [*Chapter 28:01*], that the Minister 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 Labour Act [*Chapter 28:01*].

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 shall be deemed to have come into effect on 1st April, 2022, and is applicable up to 30th June, 2022.

Grade minimums have been agreed for the period and are reflected below. It has further been agreed by the Employment Council that the basic wage of an employee is an all-inclusive wage. The wages are denominated in US\$ and the Employment Council has agreed to maintain the US\$ wages that were obtaining between January and March 2022. All employers who have access to US\$ are encouraged to pay in US\$. Employers who do not have access to US\$ shall pay

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the US\$ wage equivalent using the official auction rate obtaining on the first Wednesday of the month. The NEC shall provide, in every month, schedules of the applicable wages rates in ZWL\$. In addition, it has been agreed by the Employment Council that this does not preclude Employers and Employees at Company level Works Council to improve on conditions of service.

GRADE		APRIL- JUNE 2022 US\$	MARCH 2022 ZWL\$ Equivalent (124.01890)	APRIL 2022 ZWL\$ Equivalent (145.87210)
1	1	391,00	48 491,3899	57 035,99
	2	397,00	49 235,5033	57 911,22
2	1	402,00	49 855,5978	58 640,58
	2	408,00	50 599,7112	59 515,82
3	1	414,00	51 343,8246	60 391,05
	2	420,00	52 087,938	61 266,28
4	1	426,00	52 832,0514	62 141,51
	2	432,00	53 576,1648	63 016,75
5	1	438,00	54 320,2782	63 891,98
	2	444,00	55 064,3916	64 767,21
6	1	450,00	55 808,505	65 642,45
	2	456,00	56 552,6184	66 517,68
7	1	462,00	57 296,7318	67 392,91
	2	467,00	57 916,8263	68 122,27
8	1	473,00	58 660,9397	68 997,50
	2	479,00	59 405,0531	69 872,74
9	1	485,00	60 149,1665	70 747,97
	2	491,00	60 893,2799	71 623,20
10	1	497,00	61 637,3933	72 498,43
	2	503,00	62 381,5067	73 373,67

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 6th day of April, 2022.

A. S. CHINYAVADA,  
Chairperson of the Employers Association.

E. MARIRO,  
General Secretary ZTIWU.

T. ZIMONDI,  
Chairman of the Council.

