

Collective Bargaining Agreement: Printing, Packaging and  
Newspaper Industry

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IT is hereby notified, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], that the Minister of Public Service, Labour and Social Welfare has, approved the publication of the Collective Bargaining Agreement set out in the Schedule which was registered in terms of section 79 of the Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE PRINTING,  
PACKAGING AND NEWSPAPER INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: PRINTING,  
PACKAGING AND NEWSPAPER INDUSTRY

This further agreement shall be read as one with the appendix on salary and wage schedule published as Statutory Instrument 174 of 2012, dated 9th November, 2012 (hereinafter referred to as “the principal agreement), in accordance with the provisions of the Labour Act [*Chapter 28:01*], made and entered into by and between the Federation of Printing, Packaging and Newspaper Proprietors of Zimbabwe (Federation of Master Printers) (hereinafter referred to as “the employers’ or employers’ organisation”), of the one part, and the Zimbabwe Graphical Workers’ Union (hereinafter referred to as “the employees” or the “trade union”), of the other part, being parties to the National Employment Council of the Printing, Packaging and Newspaper Industry.

**(1) WAGES/SALARY INCREASES**

All minimum wages as stipulated in the Collective Bargaining Agreement dated 12th October, 2021, have been increased.

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PART A – 1<sup>ST</sup> JANUARY 2022 – 31<sup>ST</sup> DECEMBER 2022

**TECHNICAL STAFF**

A	B	C	D
Grade	Current Minimum	Monthly Dollar Increase in ZWL\$	Monthly Salary 1st January 2022 to 31st December 2022
Artisan (SW1)	ZWL\$ 67 183,00	ZWL\$ 20 154,90	ZWL\$ 87 337,91
Artisan Exempted	ZWL\$ 51 038,01	ZWL\$ 15 311,41	ZWL\$ 66 349,43
Skilled Workers 2	ZWL\$ 48 166,42	ZWL\$ 14 449,93	ZWL\$ 62 616,37
Skilled Workers 3	ZWL\$ 47 167,59	ZWL\$ 14 150,27	ZWL\$ 61 317,86
Skilled Workers 4	ZWL\$ 46 135,16	ZWL\$ 13 840,55	ZWL\$ 59 975,71
Keyboard operator A	ZWL\$ 67 183,00	ZWL\$ 20 154,90	ZWL\$ 87 337,91
Keyboard operator B	ZWL 51 038,01	ZWL\$ 15 311,41	ZWL\$ 66 349,43
<b>Trainee Proof Readers</b>			
1st 3 months	ZWL\$ 38 600,00	ZWL\$ 11 580,00	ZWL\$ 50 180,00
2nd three months	ZWL\$ 40 990,04	ZWL\$ 12 297,01	ZWL\$ 53 287,05
3rd three months	ZWL\$ 44 339,59	ZWL\$ 13 301,88	ZWL\$ 57 641,48
4th three months	ZWL\$ 48 048,06	ZWL\$ 14 414,42	ZWL\$ 62 462,49
Storekeeping operative	ZWL\$ 46 134,23	ZWL\$ 13 840,27	ZWL\$ 59 974,51
Senior operative	ZWL\$ 42 306,18	ZWL\$ 12 691,86	ZWL\$ 54 998,04
Junior operative	ZWL\$ 40 033,74	ZWL\$ 12 010,13	ZWL\$ 52 043,88
Semi Skilled 1	ZWL\$ 39 794,29	ZWL\$ 11 938,29	ZWL\$ 51 732,57
Semi Skilled 2	ZWL\$ 39 675,73	ZWL\$ 11 902,72	ZWL\$ 51 578,44
Semi Skilled 3	ZWL\$ 38 600,00	ZWL\$ 11 580,00	ZWL\$ 50 180,00
<b>Year of Apprenticeship</b>			
First year	ZWL\$ 40 033,74	ZWL\$ 12 010,13	ZWL\$ 52 043,88
Second year	ZWL\$ 42 306,18	ZWL\$ 12 691,86	ZWL\$ 54 998,04
Third year	ZWL\$ 45 894,00	ZWL\$ 13 768,20	ZWL\$ 59 662,20
Fourth year	ZWL\$ 50 320,76	ZWL\$ 15 096,23	ZWL\$ 65 416,99

PART B – 1<sup>ST</sup> JANUARY 2022 – 31<sup>ST</sup> DECEMBER 2022**NON-TECHNICAL STAFF**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>Grade</b>	<b>Current Minimum</b>	<b>Monthly Dollar Increase in ZWL\$</b>	<b>Monthly Salary 1st January 2022 to 31st December 2022</b>
1	ZWL\$ 38 600,00	ZWL\$ 11 580,00	ZWL 50 180,00
2	ZWL\$ 38 718,07	ZWL\$ 11 615,42	ZWL\$ 50 333,50
3	ZWL\$ 38 837,67	ZWL\$ 11 651,30	ZWL\$ 50 488,97
4	ZWL\$ 39 044,64	ZWL\$ 11 713,39	ZWL\$ 50 758,03
5	ZWL\$ 39 315,76	ZWL 11 794,73	ZWL\$ 51 110,48
6	ZWL\$ 39 675,73	ZWL\$ 11 902,72	ZWL\$ 51 578,44
7	ZWL\$ 40 512,23	ZWL\$ 12 153,67	ZWL\$ 52 665,92
8	ZWL\$ 41 469,93	ZWL\$ 12 440,98	ZWL\$ 53 910,91
9	ZWL\$ 43 727,26	ZWL\$ 13 118,18	ZWL\$ 56 845,43
10	ZWL\$ 43 742,35	ZWL\$ 13 122,71	ZWL\$ 56 865,08
11	ZWL\$ 47 208,80	ZWL\$ 14 162,64	ZWL\$ 61 371,43
12	ZWL\$ 51 038.01	ZWL\$ 15 311,41	ZWL\$ 66 349,43

- (2) The wage agreement is with effect from the 1st of January, 2022, and to be implemented pending registration.
- (3) This increase has been agreed to between the federation of printing, packaging and newspaper proprietors of Zimbabwe (Federation of Master Printers) representing the employers and the Zimbabwe Graphical Workers' Union representing the workers for the printing, packaging and newspaper industry.

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- (4) Employers who can pay in United States dollars are encouraged to do so.
- (5) Employers who are not in a position to implement the new increase shall, within 22 working days from date of this agreement, apply for exemption as provided for in the industry's Collective Bargaining Agreement which is Statutory Instrument 174 of 2012.
- (6) The salary for every employee with at least two (2) years service with the same employer shall be notched 3% per annum above the set minimum up to 10%. Notching is to be done on the anniversary of each eligible employee until his/her salary reaches 10% above the minimum.
- (7) It is recommended that should employers who are paying wages/salaries above the stipulated minimums be in a position to award the percentage increase on actuals, they should do so. However, if they cannot afford to do so they must award not less than the dollar increase in column "c" of the wage notice.
- (8)
  - (a) For the purposes of general fund contributions, deductions are based on gross earnings. Such NEC contributions are to be paid no later than the tenth (10th) day of each month following that in which the deductions were made from the employees' wages.
  - (b) Employers who are paying salaries in United States dollars are encouraged to remit contributions in the same currency.
- (9) This wage agreement is binding to all employers and employees in the Printing, Packaging and Newspaper Industry whether registered or not with the National Employment Council for the Printing, Packaging and Newspaper Industry.

Signed at Harare on the 21st day of January, 2022.

ENOS MBOFANA,  
*for: F.M.P.Z.*

CLARENCE MUGARI,  
*for: Z.G.W.U.*

KUDAKWASHE. M. SIBANDA,  
NEC P.P.N.I  
CHIEF EXECUTIVE OFFICER.

BENISON J. NTINI,  
NEC P.P.N.I  
CHAIRPERSON.

