

Collective Bargaining Agreement: Brick Making and Clay
Products Manufacturing Industry

It is hereby notified, in terms of section 80 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 amends the agreement published.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE BRICK
MAKING AND CLAY PRODUCTS MANUFACTURING
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: BRICKMAKING
AND CLAY PRODUCTS MANUFACTURING INDUSTRY

Made and entered in accordance with the Labour Act [*Chapter 28:01*] as amended from time to time between the Brickmaking and Clay Products Employers Association (hereinafter referred to as the “employers”), of the one part, and the Brickmaking and Clay Products Workers Union (referred to as the employees), of the other part, being parties to the National Employment Council for the Brickmaking and Clay Products Industry.

The Collective Bargaining Agreement for the Brickmaking and Clay Products Industries, published in Statutory Instrument 156 of 2020, is amended by parties as follows —

The Brickmaking and Clay Products Employers Association and the Brickmaking and Clay Products Workers Union met on the 18th of March, 2022, and agreed on the following:

- (a) Minimum wage to be increased to \$21 675,00, for Grade A1.
- (b) Housing allowance of \$1 340,00.
- (c) Transport allowance of \$4 160,00.
- (d) Grade differentials maintained at 5%.
- (e) Next wage negotiations in May, 2022.
- (f) Minimum wage increment effective 1st March, 2022 to 30th April, 2022.

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| Grade | Minimum wage Effective 01/04/2021 | Minimum wage Effective 01/09/2021 | Minimum wage Effective 01/03/2022 |
|-------|---|---|---|
| A1 | 7 800,00 | 13 700,00 | 21 675,00 |
| A2 | 8 190,00 | 14 385,00 | 22 758,75 |
| A3 | 8 599,50 | 15 104,25 | 23 896,69 |
| B1 | 9 029,48 | 15 859,46 | 25 091,52 |
| B2 | 9 480,95 | 16 652,43 | 26 346,10 |
| B3 | 9 954,99 | 17 485,05 | 27 663,04 |
| B4 | 10 452,74 | 18 359,30 | 29 046,57 |
| B5 | 10 975,37 | 19 277,23 | 30 498,90 |
| C1 | 11 524,14 | 20 241,09 | 32 023,85 |
| C2 | 12 100,35 | 21 253,14 | 33 625,04 |
| C3 | 12 705,38 | 22 315,80 | 35 306,29 |
| C4 | 13 340,64 | 23 431,59 | 37 071,61 |

Signed at Harare on this 18th day of March, 2022.

L. DANIEL,
Trade Union.

A. KONDO,
Employers Association.

P. MANYEMWE,
Chairman, NEC Brickmaking and Clay Products Industry.

T. T. MAKAVANI,
General Secretary of the National Employment Council for the
Brickmaking and Clay Products Industry.