

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

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, which was registered in terms of section 79 of the Labour Act [*Chapter 28:01*]:—

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE TOBACCO
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: SALARIES AND
WAGES: TOBACCO (MISCELLANEOUS) SECTOR

Amendment to the Principal Agreement

This further agreement is made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] between the Tobacco (Miscellaneous) Industry Employers' Association (hereinafter referred to as "the employers"), of the one part, and the Zimbabwe Tobacco Industrial Workers' Union (hereinafter referred to as the "employees" or "trade union"), of the other part, being parties to the National Employment Council for the Tobacco Industry, to amend the Collective Bargaining Agreement for the Tobacco (Miscellaneous) Industry, published in Statutory Instrument 25 of 2018, as amended (hereinafter referred to as "the principal agreement") shall be read as one with the principal agreement.

Agreement

This further agreement shall be deemed to have come into effect on 1st July, 2022, and is applicable up to 31st December, 2022. Grade minimums have been agreed for the period and are reflected below. The wages are indexed to the US\$. All employers shall pay a minimum of 35% of the wage and all earnings provided for in the principal collective bargaining agreement which are linked to the wage in US\$. Employers who are paying more than 35% of the wage in US\$ are encouraged to continue doing so. The remainder thereof shall be converted from US\$ to ZWL\$ using the Willing Buyer Willing

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Seller Rate on the 15th of each month or on the Thursday before the 15th if the 15th is on a Friday or a weekend. 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 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 does not preclude Employers and Employees at Company level Works Council to improve on conditions of service.

Grade	US\$ Wage Rate	April 2022 ZWL\$ Equivalent (145.8721)	May 2022 ZWL\$ Equivalent (165.9942)	June 2022 ZWL\$ Equivalent (325.3314)	US\$ Wage Rate July to December 2022	July 2022 ZWL\$ Equivalent (391.5339)
1	286,00	41 719,42	47 474,34	93 044,78	301,00	117 851,70
2	296,86	43 303,60	49 277,05	96 577,91	312,43	122 326,81
3	301,70	44 009,98	50 080,87	98 153,31	317,53	124 322,23
4	308,24	44 963,94	51 166,42	100 280,87	324,41	127 017,03
5	309,42	45 135,82	51 362,02	100 664,22	325,65	127 502,58
6	321,70	46 926,80	53 400,04	104 658,54	338,57	132 561,84
7	340,13	49 616,09	56 460,30	110 656,33	357,97	140 158,71
8	411,76	60 064,03	68 349,47	133 957,87	433,35	169 672,75

Skilled Worker Engineering Trades/Motor Trades

Class 1	519,48	75 778,32	86 231,44	169 004,68	546,73	214 063,48
Class 2	416,90	60 814,36	69 203,30	135 631,28	438,77	171 792,31

Skilled Worker Building Trades

Class 1	340,13	49 616,09	56 460,30	110 656,33	357,97	140 158,71
Class 2	321,06	46 833,08	53 293,40	104 449,53	337,89	132 297,10

Nightshift allowance shall be calculated at 20% of the daily rate of a Grade 3 employee.

Declaration

The employers' 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 25th day of July, 2022.

K. PISIRAI,
Chairman of the Employers Association.

E. MARIRO,
General Secretary ZTIWU.

T. ZIMONDI,
Chairman of the Council.

