

Collective Bargaining Agreement: Chemicals, Fertilisers, Battery,
and Plastics Manufacturing Industries.

IT is hereby notified that in terms of section 80 of the Labour Act [*Chapter 28.01*], the Minister of Labour and Social Services has approved the publication of the Collective Bargaining Agreement set out in the Schedule which further amends the agreements published in Statutory Instrument 31 of 2011, 126 of 2012 and 107 of 2014.

SCHEDULE

EMPLOYMENT COUNCIL FOR THE CHEMICALS,
FERTILISERS, BATTERY, AND PLASTICS MANUFACTURING
INDUSTRIES

COLLECTIVE BARGAINING AGREEMENT: CHEMICALS,
FERTILISERS, BATTERY AND PLASTICS MANUFACTURING
INDUSTRIES

This further agreement made and entered into, in accordance with the provisions of the Labour Act [*Chapter 28.01*] between the Chemical and Fertiliser, Battery and Plastics Manufacturers Employers' Associations (hereinafter referred to as the "employers association"), of the one part, and the Zimbabwe Chemicals, Plastics and Allied Workers' Union (hereinafter referred to as "the trade union"), on the other part, being parties to the National Employment Council for Chemicals, Fertilisers, Battery and Plastics Manufacturing Industries (hereinafter the "employment council"), to further amend the Collective Bargaining Agreement: National Employment Council for Chemicals, Fertilisers, Battery and Plastics Manufacturing Industries, published in Statutory Instruments 31 of 2011, 126 of 2012 and 107 of 2014 (hereinafter referred to as "the principal agreement").

1. This agreement shall be deemed to have come into effect on 1st January, 2023 (hereinafter "the effective date") for the Chemicals, Fertilizers, Battery and Plastics Manufacturing Industries.

The First Schedule to the principal agreement is amended as follows—

Collective Bargaining Agreement: Chemicals, Fertilisers, Battery,
and Plastics Manufacturing Industries.

PHARMACEUTICAL MANUFACTURING SECTOR

GRADE	NEW MINIMUM 1st JAN - 30th JUNE IN USD	USD PAYMENT 40%	ZWL\$60%
1	275,60	110,24	paid at prevailing bank rate
2	314,18	125,67	paid at prevailing bank rate
3	358,17	143,27	paid at prevailing bank rate
4	408,31	163,33	paid at prevailing bank rate
5	465,48	186,19	paid at prevailing bank rate
6	530,64	212,26	paid at prevailing bank rate
7	604,93	241,97	paid at prevailing bank rate
8	689,63	275,85	paid at prevailing bank rate
9	786,17	314,47	paid at prevailing bank rate
10	896,24	358,49	paid at prevailing bank rate

1.1 Housing allowances

Housing allowance: USD75,00 per month payable at prevailing interbank rate or in USD or blended.

- (i) Where the employer is providing actual accommodation, the employee shall not be entitled to housing allowance.
- (ii) Where the employer is already paying housing allowance but below the NEC's stipulated figure, the employer shall pay top up.
- (iii) Where the employer is already paying housing allowance but at a higher figure, this shall be maintained.

1.2 Transport allowance

Transport allowance: USD70 per month based on an employee's work attendance payable at prevailing interbank rate or in USD or blended.

"Provided that employers already providing transport or meeting the costs thereof in excess of the above minimum entitlements shall continue with their current arrangements and the above is inapplicable to them."

NB: Employers who are able to pay Housing and Transport allowances in USD are encouraged to do so.

PHOSPHATES AND EXPLOSIVES MANUFACTURING SECTOR

Phosphates minimum basic wages for all employees falling under the scope of NEC shall be increased by 112.22%, subject to change based on inflation movement, for the period January to June, 2023.

PHOSPHATES BASIC SALARY JANUARY TO JUNE 2023

NEC GRADE	MINIMUM BASIC SALARY SEP TO DEC 2022	DOLLAR VALUE	MINIMUM BASIC JAN TO JUNE 2023 ZWL
1	115 494,37	129 604,63	245 099,00
2	133 973,47	150 341,37	284 314,84
3	155 409,22	174 395,99	329 805,21
4	180 274,70	202 299,35	382 574,05
5	209 118,65	234 667,24	443 785,90
6	242 577,64	272 214,00	514 791,64
7	281 390,06	315 768,24	597 158,30
8	326 412,47	366 291,16	692 703,63
9	378 638,46	424 897,75	803 536,21
10	439 220,62	492 881,39	932 102,01
11	509 495,92	571 742,41	1 081 238,33

EXPLOSIVES BASIC SALARY JANUARY TO JUNE 2023

NEC GRADE	MINIMUM BASIC SALARY SEP TO DEC 2022	MINIMUM BASIC SALARY JAN TO JUNE 2023 USD
1	115 494,37	250,00
2	133 973,47	267,50
3	155 409,22	286,23
4	180 274,70	306,26
5	209 118,65	327,70
6	242 577,64	350,64

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NEC GRADE	MINIMUM BASIC SALARY SEPT TO DEC 2022	MINIMUM BASIC SALARY JAN TO JUNE 2023 USD
7	281 390,06	375,18
8	326 412,47	401,45
9	378 638,46	429,55
10	439 220,62	459,61
11	509 495,92	491,79

NB: Hardship allowance of USD100,00 shall remain as per Collective Bargaining Agreement of 1st August, 2020 and shall be applicable to Phosphates only.

INDUSTRIAL CHEMICAL MANUFACTURING SECTOR

The parties agreed to increase basic salary as follows —

GRADE	MINIMUM USD SEPTEMBER TO DECEMBER 2022	MINIMUM BASIC SALARY JAN TO APRIL 2023	
1	200,00	208,00	paid at prevailing bank rate
2	224,00	232,96	paid at prevailing bank rate
3	250,88	260,92	paid at prevailing bank rate
4	280,99	292,23	paid at prevailing bank rate
5	314,70	327,29	paid at prevailing bank rate
6	352,47	366,57	paid at prevailing bank rate
7	394,76	410,56	paid at prevailing bank rate
8	442,14	459,82	paid at prevailing bank rate
9	495,19	515,00	paid at prevailing bank rate
10	554,62	576,80	paid at prevailing bank rate

Monthly minimum wage is benchmarked in USD and payment is in ZWL in terms of the obtaining interbank rate for the month.

1.3 Housing allowance

Employers shall pay a minimum of USD100, per month, from January to April, 2023.

1.4 Transport allowance

Employers shall pay a minimum of USD100, per month, from January, to April, 2023.

“Provided that employers already providing transport or meeting the costs thereof in excess of the above minimum entitlements shall continue with their current arrangements and the above is inapplicable to them.”

BATTERY MANUFACTURING SECTOR

The parties agreed that—

Employers may pay (basic salary/wage) in USD or ZWL equivalent at prevailing interbank rate or pay in both USD and ZWL.

GRADES	SEP TO DECEMBER 2022 BASIC SALARY USD	JAN TO JUNE 2023 BASIC SALARY USD
1	125,00	200,00
2	137,50	220,00
3	151,25	242,00
4	166,38	266,20
5	183,01	292,82
6	201,31	322,10
7	221,45	354,31
8	243,59	389,74
9	267,95	428,72
10(a)	294,74	471,59
10(b)	324,22	518,75
10 (c)	356,64	570,62
10(d)	392,30	627,69
11.	431,53	690,45

1.5 Housing allowance

Central African Batteries—USD50

Chloride—USD70

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1.6 Transport Allowance

Central African Batteries – USD30

Chloride – USD60

“Provided that employers already providing transport or meeting the cost thereof in excess of the above minimum entitlements shall continue with their current arrangements and the above is inappropriate to them.”

Employers who are able to pay Transport and Housing allowances in United States dollars are encouraged to do so.

PAINTS AND PRINTING INKS MANUFACTURING SECTOR

The parties agreed that—

1. Employers who can pay wages in United States Dollars (in part or in full) are encouraged to do so to cushion employees.
2. Minimum monthly wage is benchmarked in USD and paid at prevailing interbank ZWL rate at the time of processing of salaries.

Grades	JANUARY TO JUNE 2023- USD
1	229,00
2	255,79
3	285,72
4	319,15
5	356,49
6	398,20
7	444,79
8	496,83
9	554,96
10	619,89

Parties agreed on a COLA for the month of May and June, 2023, as follows:

1. A COLA of 32% above the prevailing interbank rate shall be paid by employers paying salaries in Zimbabwean dollar for the month of May and June, 2023.
2. COLA shall be reflected separately on the payslip.
3. For the month of May, 2023, the minimum Interbank rate to be used is ZWL\$1 404,80, as at 17th May, 2023.

1.7 Housing allowance

Employers shall pay a minimum of USD100,00, per month as cash.

1.8 Transport allowance

Employers shall pay a transport allowance of at least USD88,00, per month paid as cash.

“Provided that employers already providing transport or meeting the costs thereof in excess of the above minimum entitlements shall continue with their current arrangements and the above is inapplicable to them.”

FERTILIZERS AND AGRO-CHEMICALS MANUFACTURING SECTOR

The parties agreed to increase basic salary as follows:—

GRADES	SEP TO DECEMBER 2022 BASIC SALARY	JAN TO JUNE 2023 BASIC SALARY USD
1	102 000,00	173,69
2	115 770,00	197,14
3	131 398,95	223,75
4	149 137,81	253,96
5	169 271,41	288,24
6	192 123,05	327,16
7	218 059,67	371,32
8	247 497,72	421,45
9	280 909,91	478,35
10	318 832,75	542,92

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1.9 Housing allowance

Employers shall pay a minimum of USD62,00, per month paid at prevailing ZWL interbank rate.

- (i) Where the employer is providing actual accommodation, the employee shall not be entitled to housing allowance.
- (ii) Where the employer is already paying housing allowance but below the NEC's stipulated figure, the employer shall top up.
- (iii) Where the employer is already paying housing allowance but at a higher figure, this shall be maintained.

1.10 Transport allowance

All employees shall be paid transport allowance of USD60,00 per month paid at prevailing ZWL interbank rate.

“Provided that employers already providing transport or meeting the costs thereof in excess of the above minimum entitlements shall continue with their current arrangements and the above is inapplicable to them.”

PERSONALCAREAND HAIR MANUFACTURING SECTOR

The parties agreed that:—

GRADE	NEW MINIMUM 1st JAN-30th JUNE IN USD	USD PAYMENT 40%	ZWL\$60%
1	190,80	57,24	paid at prevailing bank rate
2	217,51	65,25	paid at prevailing bank rate
3	247,96	74,39	paid at prevailing bank rate
4	282,68	84,80	paid at prevailing bank rate
5	322,25	96,68	paid at prevailing bank rate
6	367,37	110,21	paid at prevailing bank rate
7	418,80	125,64	paid at prevailing bank rate
8	477,43	143,23	paid at prevailing bank rate
9	544,27	163,28	paid at prevailing bank rate
10	620,47	186,14	paid at prevailing bank rate

1.11 Housing allowance

Housing allowance USD70,00, per month payable at prevailing interbank rate.

- (i) Where the employer is providing actual accommodation, the employee shall not be entitled to housing allowance.
- (ii) Where the employer is already paying housing allowance but below the NEC’s stipulated figure, the employer shall top up.
- (iii) Where the employer is already paying housing allowance but at a higher figure, this shall be maintained.

1.12 Transport allowance

Transport allowance: USD70 per month based on an employee’s work attendance payable at prevailing interbank rate.

“Provided that employers already providing transport or meeting the costs thereof in excess of the above minimum entitlements shall continue with their current arrangements and the above is inapplicable to them”.

PLASTIC MANUFACTURING SECTOR

The parties agreed that:

GRADE	MINIMUM BASIC SEPT-DEC 2022 USD	MINIMUM BASIC JAN-JUNE 2023
A1	130,00	150,00
A2	140,36	161,95
A3	150,99	174,22
B1	160,14	184,78
B2	169,04	195,05
B3	186,96	215,72

The set minimum wage may be converted to ZWL using the obtaining interbank rate of the second Tuesday of each month plus 5% premium.

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- 1.13. Housing and Transport Allowance amounting to USD120 shall be paid to all employees in the industry as follows;—
- i. USD100 being in hard currency.
 - ii. Balance of USD20 being converted at interbank rate plus a premium of 5%,

Please Note the following: -

- USD100,00, of hard currency shall be paid effective 1 March 2023.
 - Housing allowance of USD60 and transport allowance of USD60 shall be paid at prevailing interbank rate for the month of January and February, 2023.
 - Narration of the split allowance is at the discretion of the employer convenient to payroll in use if the full amount of the split is realized.
 - Employers who provide actual transport and actual accommodation are exempted from paying these allowances.
2. ACTUAL WAGES

The existence of this collective bargaining agreement does not preclude an employer and his employees from agreeing on higher rates of salaries/wages and allowances above the minimum which the parties have agreed to.

3. NEC LEVY

CHEMICALS, FERTILIZERS AND BATTERY
MANUFACTURING INDUSTRY

In terms of law and NEC Policy, employers shall remit to the NEC 2% (1% employer and 1% employee contribution) of their wage bill not later than seven (7) days after the end of each respective month.

4. NEC LEVY

PLASTICS MANUFACTURING INDUSTRY

In terms of law and NEC Policy, employers shall remit to the NEC (1,5% Employer and 1,5% Employee contribution) of their wage bill within 7 days of pay day.

5. SHIFT ALLOWANCE

PLASTIC MANUFACTURING INDUSTRY

A minimum shift allowance of 7% (seven per centum) of the basic actual wage is payable to every employee engaged in any shift work other than permanent day workers.

6. SERVICE ALLOWANCE

A monthly service allowance equivalent to 1% (One per cent) of the basic pay shall be payable to every employee for each completed year of service for as long as the employee remains in continuous service.

7. GRADE DIFFERENTIAL

- (a) Pharmaceutical sector—The grade differential of not less than 14% (fourteen per cent) shall be applied between each from grade 10 to 1. Employers who are able to pay more than the stipulated percentage are encouraged to do so.
- (b) Phosphates and Explosives sector—
 - (i) Phosphates The grade differential of not less than 16% (sixteen per cent) shall be applied between each grade from 11 to 1.
 - (ii) Explosives The grade differential of not less than 7% (seven per cent) shall be applied between each grade from 11 to 1.
- (c) Industrial Chemicals sector—The grade differential of not less than 12% (twelve per cent) shall be applied between each grade from 10 to 1.
- (d) Fertilizers and Agro-Chemical sector—The grade differential of not less than 13.5% (thirteen and a half) shall be applied between each grade from 10 to 1.
- (e) Battery sector—The grade differential of not less than 10% (ten per cent) shall be applied between each grade from 11 to 1.
- (f) Paints and Printing Inks sector—The grade differential of not less than 12% (twelve per cent) shall be applied between each grade from 10 to 1.

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and Plastics Manufacturing Industries.

Declaration

The Employers' Association and the Trade Union Representatives, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at, and affix their signatures thereto.

Agreed and signed this 22nd day of June, 2023.

L. CHAGWIZA,
for and on behalf of Employers

G. BIYA,
for and on behalf of the
Trade Union.

J. MASHIRINGWANI,
for and on behalf of the Employment Council.