

Collective Bargaining Agreement: Harare Municipal Undertaking
General Conditions of Service

IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule has been registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

COLLECTIVE BARGAINING AGREEMENT: HARARE
MUNICIPAL UNDERTAKING GENERAL CONDITIONS OF
SERVICE

MARCH 2023 CUSHIONING ALLOWANCE AGREEMENT

IT is hereby agreed that the parties to the above Collective Bargaining Agreement have entered into an agreement in accordance with the provisions of the Labour Act [*Chapter 28:01*] (herein referred to as the “Act”) between the Harare Municipality, of the one part, and the Employee Party represented by the Municipal Workers Union of Zimbabwe (MWUZ), the Zimbabwe Urban Councils Workers Union (ZUCWU), (Harare Branch), the Water and Allied Workers Union of Zimbabwe (WAWUZ) and the Zimbabwe Allied Municipalities Workers Union (ZAMWU), of the other part, being parties to the Employment Council for the Harare Municipal Undertaking.

Parties hereby agreed as follows:

1. To award a cushioning allowance of \$30 900 for the lowest paid Grade 16 and to cascade to Grade 5.
2. The effective date of cushioning allowance shall be 1st March, 2023.

Declaration

The Harare Municipality and the employees as represented by the trade unions i.e. (MWUZ, ZUCWU, WAWUZ and ZAMWU), having reached an agreement set forth herein, and the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures thereto.

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Signed at Harare on this 28th day of March, in the year of our
Lord, 2023.

CLLR. K. KADZOMBE,
Employer Party Representatives,
for and on behalf of: Harare Municipality.

MR. B. MATENGARUFU,
Acting Human Capital Director,
for and on behalf of: Harare Municipality.

CLLR. S. DHLIWAYO,
Employer Party Representative,
for and on behalf of: Harare Municipality.

CLLR. H. GOTORA,
Employer Party Representative,
for and on behalf of: Harare Municipality.

MR. G. MATONGERA,
Employee Party Chairperson,
for and on behalf of: Municipal Workers Union of Zimbabwe.

MR C. MATSIKA,
Zimbabwe Urban Councils Workers Union Chairman.

MR T. K. MUSARURWA,
Water and Allied Workers Union of Zimbabwe President.

MR T. MURAMBATSVINA,
Zimbabwe Allied Municipalities Workers Union President.

MR R. MATSIKIDZE,
Employment Council for the Harare Municipal Undertaking
Chairman.

MRS. R. KATSANDE,
Employment Council for the Harare Municipal Undertaking
Secretary-General.

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