

Collective Bargaining Agreement: Harare Municipal Undertaking  
General Conditions of Service

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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

APRIL 2023 SALARY 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*], 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 increase the basic salary across the board by 40%, which will translate an increment from ZWL\$100,962.12 to ZWL\$141,926.57 for the lowest paid Grade 16.
2. To pay COVID-19 allowance of \$50USD in Nostro Accounts and \$108 USD at the prevailing bank rate. This constitutes the agreed \$110USD Nostro.
3. To maintain COVID-19 allowance of ZWL\$1,500.
4. Housing allowance to remain as 25% of the basic salary.
5. Transport allowance to remain as \$95USD at the prevailing bank rate.

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6. Water and rates to be paid as \$56,80 USD for the lowest paid grade 16 at the prevailing bank rate, cascading according to grades.
7. To pay electricity allowance as ZWL\$20 039,00
8. Education allowance to remain as ZWL\$15 000,00 per month.
9. The effective date of the increase shall be 1st April, 2023.
10. Negotiations shall resume on a monthly basis.

*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.

Signed at Harare on this 26th day of April, 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.

