

Collective Bargaining Agreement: National Employment Council
for Electronics Communications, Radio, TV Manufacturing and
Allied Industry

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 further amends the agreement published in Statutory Instrument 247 of 2006. This agreement was registered in terms of section 79 the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR ELECTRONICS
COMMUNICATIONS, RADIO, TV MANUFACTURING AND
ALLIED INDUSTRY
COLLECTIVE BARGAINING AGREEMENT:

Further Agreement

This further agreement, shall be read as one with the agreement published in Statutory Instrument 247 of 2006 (hereinafter referred to as the “principal agreement”), and has been made in terms of the Labour Act [*Chapter 28:01*] between the Electronics Communications, Radio, TV Manufacturing and Allied Industry Employers’ Association (herein referred to as “the employers”) and the Electronics Communications, Radio, TV Manufacturing and Allied Industry Workers’ Union (herein referred to as “the trade union”), being parties to the National Employment Council for Electronics Communications, Radio, TV Manufacturing and Allied Industry to amend the principal agreement.

The National Employment Council for the Electronics Communications, Radio, TV Manufacturing and Allied Industry has agreed to increase minimum Basic Salaries for the industry for the period 1st August, 2023 to 30th September, 2023 as follows:

| Grade | Total Salary USD | ZWL Component | USD Component |
|-------|---------------------|---------------|---------------|
| A1 | 190,00 | 685 710,00 | 100,00 |
| A2 | 199,00 | 719 424,08 | 105,00 |

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| Grade | Total Salary USD | ZWL Component | USD Component |
|-------|---------------------|---------------|---------------|
| A3 | 211,00 | 760 109,54 | 111,00 |
| B1 | 224,00 | 808 718,76 | 118,00 |
| B2 | 240,00 | 866 356,49 | 126,00 |
| B3 | 259,00 | 934 470,35 | 136,00 |
| B4 | 281,00 | 1 014 926,99 | 148,00 |
| C1 | 307,00 | 1 109 821,64 | 162,00 |
| C2 | 338,00 | 1 221 744,75 | 178,00 |
| C3 | 375,00 | 1,354,048.68 | 197,00 |
| C4 | 418,00 | 1,510,657.23 | 220,00 |

We hereby instruct all Employers to comply with the agreed Collective Bargaining Agreement. Where more favourable arrangements are already in place, this agreement shall not alter or affect such arrangements.

The NEC would like to remind all Employers to please pay their NEC subscriptions promptly and NEC dues should be remitted in the same manner that the company is paying its staff.

Declaration

The Employers' Association and the Trade Union having agreed that the foregoing is the correct state of affairs, the undersigned Officers of the Council affix signatures hereto.

Signed at Harare this 28th day of September, 2023.

MR. F. MANGOMA,
Chairman of the NEC for
Electronics Communications,
Radio, TV Manufacturing and
Allied Industry.

MR. E. H. SIBINDI,
Electronics Communications, Radio,
TV Manufacturing and Allied
Industry (Employers' Association).

MR. T. NDLOVU,
Electronics Communications, Radio,
TV Manufacturing and Allied
Industry (Employers' Association).

MR. D. GONDO,
Electronics Communications,
Radio, TV Manufacturing and
Allied Industry (Trade Union).

S.I. 63 of 2024

MS. P. KAVURU,
General Secretary of the
NEC for Electronics Communications, TV Manufacturing and Allied
Radio, TV Manufacturing and Allied Industry (Trade Union).
Industry.

MR. S. DHLIWAYO,
Electronics Communications, Radio,
TV Manufacturing and Allied Industry (Trade Union).

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