

Collective Bargaining Agreement: Water Institutions and Ice
Blocks Manufacturing 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*], approved the publication of the Collective Bargaining Agreement set out in the Schedule registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR WATER
INSTITUTIONS AND ICE BLOCKS MANUFACTURING
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: WATER
INSTITUTIONS AND ICE BLOCKS MANUFACTURING
INDUSTRY

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time between the Zimbabwe Water Institutions and Ice blocks Employers Association, of one part (herein referred to as “Employer” or the “employer organisation”), and the Zimbabwe Water Institutions and Ice Blocs Manufacturing Industry Workers Union (herein referred to as “the employees” or the “trade union”), of the other part, being parties to the National Employment Council for Water Institutions and Ice Blocks Manufacturing Industry. (hereinafter referred to as “the Council”).

1. Parties agreed to the following definitions

Sector Definitions and Interpretations

- (a) Borehole drilling—means extraction of ground water, getting water from underground for purposes of treatment, packaging and human consumption.
- (b) Water catchment service areas—means a catchment area or part of a catchment area of water gathering installation that is subject to the protection of water utility limitation.
- (c) Water sub-catchment service areas—means a part of a catchment area of water gathering installation that is subject to the protection of water utility limitation.

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- (d) Bulk Water Suppliers—means a source of water not bottled by its owner but which is transported *via* tanker truck or an equivalent method from one area to another for the purposes of treatment, packaging and human consumption and other purposes.
- (e) Ice-blocks and cubes manufacturing—means unflavored or flavored frozen water into blocks.

2. Minimum wage

This agreement is endorsed by the employers and employees amends the agreement published in Statutory Instrument 274 of 2020.

As a result of the new dispensations contained in the Reserve Bank’s Monetary Policy Statement it has been agreed by parties to set minimum salary for the industry in United States dollars. Please note the employment council is not stipulating that companies must pay in actual US dollars but it is the Council’s decision that using the US dollar figures be a basis for determining the fair value of remuneration taking account the prevailing official Reserve Bank of Zimbabwe rate.

The minimum wage has been agreed at two hundred and fifty United States Dollars (USD250,00) with effect from 1st October, 2021.

Transport and housing allowances

Council agreed to transport allowance of twenty United States Dollars (USD20,00) and housing allowance of thirty United States Dollars (USD30,00) per month with effect from 1st October, 2021.

Transport and housing allowances will not be payable where an employer is providing transport and housing.

3. Council dues

For the purpose of meeting expenses of the Council as referred in of the Councils constitution, every employer shall, with effect from the 1st July, 2020, deduct from the basic monthly wage/salary of each of his or her permanent, seasonal, casual and fixed term contract

employees, 1.5% per month and remit such deductions to NEC for Water Institutions and Ice Blocks Industry.

4. Gratuity

Every employee shall qualify for a gratuity of 15% of the salary/wage after completing five years of continuous service. Any employee above 5 years shall have an increment of 1% for every year served above five years.

5. Allowances

Night duty allowance

Where an employee is encouraged to work night duty work, shall be paid at least 2% of the salary per each day worked.

Travel and subsistence allowance

Travel and subsistence allowance should be paid to employees who work away from the place of employment or home on employer's assignment. These shall be as follows:

Breakfast: USD12,00

Lunch: USD12,00

Dinner: USD12,00

Inconvenience Allowance: USD20,00

Funeral allowance

The employer should be encouraged to assist in funeral expenses when the employee dies in the case of an employer who did not have a funeral group Scheme.

6. Payment of Statutory Benefits

The employer should conform to the payment of statutory benefits as required by the law of the land such as NEC, NSSA, AIDS Levy, Trade Union where a stop order form has been signed and pension contributions.

Declaration

The employer's organisation and the trade union 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:

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That's signed at Harare on the 30th of November, 2021.

Dr. C. MAKINA,
NEC. Chairman.

Rev. C. P. CHIVIRU,
NEC. Acting Secretary.

R. CHITAKATIRA,
President,
Zimbabwe Water Institutions Employers' Association.

J. CHIFAMBA,
President Zimbabwe Water Institutions and Ice-Blocks and Cubes
Manufacturing Workers Union.