

3. Hardship allowance is only payable to applicable stations.

4. Every employer or operator and its employees operating in the ZIMRA Undertaking shall with effect from the 1st of October, 2020, abide by the wages and allowances set herein.

Declaration

The employer 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 hereto.

Signed at Harare on this 29th day of January, 2021.

J. SHUMBAMHINI,
for and on behalf of ZIMRA.

V. CHIKOSI,
for and on behalf of ZIMRATU.

A. SWARRES,
Chairperson of the Council.

V. MUKOMBWE,
Chairperson of the Council.

K MATIZA,
Acting General Secretary.

Collective Bargaining Agreement: Zimbabwe Revenue Authority
Undertaking (Wages and Allowances)

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 which was registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE ZIMBABWE
REVENUE AUTHORITY UNDERTAKING

COLLECTIVE BARGAINING AGREEMENT: WAGES AND
ALLOWANCES

This further agreement, made and entered into, in accordance with the provisions of the Labour Act [*Chapter 28:01*], between Zimbabwe Revenue Authority (ZIMRA) (name of employer) and Zimbabwe Revenue and Allied Workers Trade Union (ZIMRATU) (name of trade union), being parties to the National Employment Council for the ZIMRA Undertaking.

1. Notwithstanding the date of signature and registration thereof, this agreement shall be deemed to have come into operation on the 1st of October, 2020.

2. The parties have agreed that the wages and allowances for the industry for non-managerial employees, be increased as indicated in the Schedule below:

Grade	Minimum Basic	GLA %	Housing Allowance	Transport Allowance	Hardship Allowance
9	82 911,00	25 702,41	7 033,29	7 901,59	8 291,10
10	72 096,00	22 349,76	7 033,29	7 901,59	7 209,60
11	62 693,00	19 434,83	7 033,29	7 901,59	6 269,30
12	54 516,00	16 899,96	7 033,29	7 901,59	5 451,60
13	47 406,00	14 695,86	7 033,29	7 901,59	4 740,60
14	41 221,00	12 778,51	7 033,29	7 901,59	4 122,10
15	35 845,00	11 111,95	7 033,29	7 901,59	3 584,50
16	31 170,00	9 662,70	6 545,45	7 353,54	3 117,00

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