

Collective Bargaining Agreement: National Employment Council
for the Air Transport Industry (NECATI)

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 was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

COLLECTIVE BARGAINING AGREEMENT:
NATIONAL EMPLOYMENT COUNCIL FOR THE AIR
TRANSPORT INDUSTRY

This further agreement, made and entered into, in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Employers' Association for the Air Transport Industry (hereinafter referred to as the "employers"), of the one part, and the trade unions comprising of National Airways Workers Union (NAWU), Zimbabwe Aircraft Maintenance Engineers Association (ZAMEA) and Air Transport Union (ATU) (hereinafter referred to as the "employees"), of the other part, both being parties to the National Employment Council for the Air Transport Industry (NECATI) empowered to negotiate and agree to conditions of service in the Air Transport Industry.

The agreement shall be read together with Statutory Instruments 55 of 1992, 240 of 1992, 217 of 1994, 61 of 2015, 81 of 2017, 118 of 2017, 26 of 2019 and 244 of 2020.

Notwithstanding the date of signature and registration thereof, this agreement shall be deemed to have come into operation as tabulated below:

Effective 1st January, 2021 to 28th February, 2021

Wage item	Old minimum	% Increase	New minimum
Minimum basic	ZWL5 013,00	0	ZWL5 013,00
Housing allowance	ZWL3 600,00	0	ZWL3 600,00
Transport allowance	ZWL1 600,00	100	ZWL3 200,00
Gross salary	ZWL10 213,00	15.6	ZWL11 813,00

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Effective 1st March, 2021 to 30th April, 2021

Wage item	Old minimum	% Increase	New minimum
Minimum basic	ZWL5 013,00	20	ZWL6 016,00
Housing allowance	ZWL3 600,00	11	ZWL4 000,00
Transport allowance	ZWL3 200,00	0	ZWL3 200,00
Gross salary	ZWL11 813,00	11.87	ZWL13 216,00

Effective 1st May, 2021 to 31st July, 2021

Wage item	Old minimum	% Increase	New minimum
Minimum basic	ZWL6 016,00	65	ZWL9 926,40
Housing allowance	ZWL4 000,00	0	ZWL4 000,00
Transport allowance	ZWL3 200,00	0	ZWL3 200,00
Gross salary	ZWL13 216,00	29.58	ZWL17 126,40

Effective 1st August, 2021

Wage item	Old minimum	% Increase	New minimum
Minimum basic	ZWL9 926,40	55.4	ZWL15 425,00
Housing allowance	ZWL4 000,00	25	ZWL5 000,00
Transport allowance	ZWL3 200,00	0	ZWL3 200,00
COVID-19 allowance	ZWL6 375,00	0	ZWL6 375,00
Gross salary	ZWL23 501,40	27.65	ZWL30 000,00

The employers' association and the employees' association having arrived at the agreement set forth, the undersigned hereby declare the foregoing is the agreement and affix their signatures hereto.

Signed at Harare this 5th day of August, 2021.

S. MAZINEFU,
Employees' Association Representative,
Air Transport Union (ATU).

F. CHAHUFA,
National Airways Workers Union (NAWU).

J. MUPANDI,
Zimbabwe Aircraft Maintenance Engineers Association (ZAMEA).

P. MANDEYA,
Employers' Association Representative.

E. CHANDAKASARIRA,
NEC General Secretary.

