

Collective Bargaining Agreement: Harare Municipal Undertaking
General Conditions of Service (Salaries and Hygienic Allowance)

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 [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE HARARE
MUNICIPALITY

COLLECTIVE BARGAINING AGREEMENT: HARARE
MUNICIPALITY (SALARIES AND HYGIENIC ALLOWANCE)

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*] (herein referred to as the “Act”) between the Harare Municipality, of the one part, and the employee party represented by the Harare Municipal Workers Union (HMWU), 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.

Agreement

Parties hereby agreed to increase salaries and hygiene allowances as follows:

1. The lowest paid basic salary for Grade 16 shall be ZWL22033,44, translating to 11% increment effective 1st November, 2021.
2. The parties agreed also to increase transport and education allowances as per the attached salary scale.
3. The total gross pay for the lowest grade shall be ZWL40 576,32 effective 1st November, 2021.
4. The employer shall pay November salary and bonus based on October, 2021 salary by 28th November, 2021.

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5. The employer shall pay the November increase and December salary by the 28th December, 2021, including the bonus arrears based on the new 1st November, 2021 salaries.
6. The above shall be fulfilled based on the following conditions—
 - (a) employer will deal with the corruption issue drastically;
 - (b) the employer will set performance targets which will be met every month and will be measured through monthly trackers;
 - (c) employer will institute a performance management culture and the Accounting Officers will be accountable for results in their areas.

Declaration

The Harare Municipality and the employees as represented by the trade unions i.e. (HMWU, ZUCWU, WAWUZ and ZAMWU), having reached 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 31st day of October, in the year of our Lord 2021.

CLLR. J. KUNASHE,
Employer Party Representatives
for and on behalf of Harare Municipality.

J. DUVE,
Acting Human Capital Director
for and on behalf of Harare Municipality.

CLLR. L. GOMBA,
Employer Party Representative
for and on behalf of Harare Municipality.

CLLR. P. T. MANGWIRO CHIKWAKA,
Employer Party Representative
for and on behalf of Harare Municipality.

G. MATONGERA,
Employee Party Chairperson
for and on behalf of Harare Municipal Workers Union.

D. USINGARAWE,
Zimbabwe Urban Councils Workers Union Chairman.

T. K. MUSARURWA,
Water and Allied Workers Union of Zimbabwe President.

T. MURAMBATSVINA,
Zimbabwe Allied Municipalities Workers Union President.

R. MATSIKIDZE,
Employment Council for the Harare Municipal Undertaking
Chairman.

R. KATSANDE,
Employment Council for the Harare Municipal Undertaking
Secretary General.

