

Collective Bargaining Agreement: Harare Municipal Undertaking
General Conditions of Service: 2022 Salaries and Hygienic
Allowance Agreement

IT is hereby notified, in terms of section 80 of the Labour Act [*Chapter 28:01*], that the Minister has approved the publication of the collective bargaining agreement set out in the Schedule. The agreement has been registered in terms of section 79 of the said Act.

SCHEDULE

COLLECTIVE BARGAINING AGREEMENT: HARARE
MUNICIPAL UNDERTAKING GENERAL CONDITIONS OF
SERVICE

Made and entered into 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) to effect 30% increment on basic salaries for the lowest grade, Grade 16. This will translate the Basic Salary for the lowest paid grade from \$22 033,44 to \$28 643,47;
- (2) the percentage increment shall be across the board;
- (3) to increase transport allowance to \$6 000,00;
- (4) to increase education allowance to \$15 000,00, per month or \$60 000,00, per term across the board;
- (5) rates allowance \$2 520,00;
- (6) water allowance \$1 992,00;
- (7) electricity allowance \$2 588,02;

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- (8) the housing allowance will remain at 25% of basic salary;
- (9) the effect of the above adjustments translate to a gross salary of \$65 404,36 for Grade 16, which is backdated to 1st January, 2022;
- (10) parties will meet to review the above on the 20th of March, 2022.

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 22nd day of February, 2022.

Cllr. J. K. KUNASHE,
Employer Party Representative,
for and on behalf of Harare Municipality.

B. MATENGARUFU,
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. USINGARAWA,
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.

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