

Collective Bargaining Agreement: Medical and Allied Industry

IT is hereby notified, in terms of section 80 of the Labour Act [*Chapter 28:01*] that the Minister of Labour and Social Welfare has approved the publication of the Collective Bargaining Agreement registered in terms of section 79 of the Act, set out in the Schedule.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE MEDICAL
AND ALLIED INDUSTRYCOLLECTIVE BARGAINING AGREEMENT: MEDICAL AND
ALLIED INDUSTRY

Made and entered into in accordance with provisions of the Labour Act [*Chapter 28:01*], between the Medical and Allied Employers Association of Zimbabwe (hereinafter referred to as the “employers” or “the employers’ organisation”), of the one part, and the Medical Professionals and Allied Workers Union of Zimbabwe and Medical and Allied Trades Workers Union of Zimbabwe (hereinafter jointly referred to as “the employees” or “the trade union”), of the other part, being parties to the National Employment Council for the Medical and Allied Industry. The following was agreed and adopted:—

1. Section 10 (Grading, Wages and Allowances) of the Collective Bargaining Agreement for the Medical and Allied Industry published in Statutory Instrument 93 of 2019 is hereby amended by the parties as detailed below—

Wages/Salaries

Minimum wages for the industry have been revised as tabulated below:

Grade	Minimum wage (USD) 1st April to 30th September, 2021	New Minimum wage (USD) effective 1st October to 31st December, 2021
A1	203,00	222,50
A2	217,21	238,08
A3	232,41	254,75
B1	248,68	272,58

Grade	Minimum wage (USD) 1st April to 30th September, 2021	New Minimum wage (USD) effective 1st October to 31st December, 2021
B2	266,09	291,66
B3	284,72	312,08
B4	304,65	333,93
B5	325,98	357,31
C1	348,80	382,32
C2	373,22	409,08
C3	399,35	437,72

Whereas Wages remain indexed in United States Dollars (USD) payment of such wages will be paid in Zimbabwe Dollars using the Reserve Bank of Zimbabwe exchange rate that would have prevailed in the last week of the preceding month.

Institutions that are receiving payment for services in foreign currencies and are permitted by law to make disbursements in foreign currency are allowed to pay wages/salaries in foreign currency and also make appropriate remittances in foreign currency.

An employee, who, at the date of commencement of this agreement, is in receipt of a higher wage or more favourable benefits for his or her particular occupation than the wage prescribed in terms of this agreement and benefits thereof, shall not by any reason of this agreement, suffer any reduction in his or her wage or benefits.

The above are only minimums and employers who are already paying above stipulated minimums or those who can pay above the stated minimums may consider doing so depending on their capacity which position is advisable.

2. The parties agreed to extend the tenure of the 2nd Quarter, April to June, 2021, agreement to cover the 3rd Quarter, July to September, 2021.

3. Transport Allowance, COVID-19 Allowance and NEC dues provisions remain unchanged.

Declaration

The trade union and the employers' organisation having arrived at the agreement set forth above, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Thus done and signed at Harare on this 17th day of September, 2021.

Dr B. RIGAVA,
for and on behalf of the Employers Association.

M. SAMBO,
for and on behalf of the Trade Union.

D. CHITEDEGA,
for and on behalf of the Trade Union.

B. CHABUKA,
NEC Secretary General.

M. DUBE,
NEC Chairman.