

Collective Bargaining Agreement: Salaries and Wages: Tobacco  
(Miscellaneous) Sector

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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

NATIONAL EMPLOYMENT COUNCIL FOR THE TOBACCO  
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: SALARIES AND  
WAGES: TOBACCO (MISCELLANEOUS) SECTOR

*Amendment to the principal agreement*

This further agreement is made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Tobacco (Miscellaneous) Industry Employers' Association (hereinafter referred to as "the employers"), of the one part, and the Zimbabwe Tobacco Industrial Workers' Union (hereinafter referred to as the "employees" or "trade union"), of the other part, being parties to the National Employment Council for the Tobacco Industry, to amend the Collective Bargaining Agreement Tobacco (Miscellaneous) Industry, published in Statutory Instrument 25 of 2018, as amended (hereinafter referred to as "the principal agreement") shall be read as one with the principal agreement.

*Agreement*

This further agreement shall be deemed to have come into effect on 1st April, 2021, and is applicable up to 30th June, 2021. Grade minimums have been agreed for the period and are reflected below. In addition, it has been agreed by the Employment Council that the basic wage of an employee is an all-inclusive wage, inclusive of allowances, i.e. housing and transport. In addition, it has been agreed by the Employment Council that this does not preclude Employers and Employees at Company level Works Council to improve on conditions of service.

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Grade	Total Package 1st October – 31st December 2020	COLA 1st January – 31st March 2021	Total Package 1st April–30th June 2021
1	ZWL\$18 250,00	ZWL\$1 825,00	ZWL\$22 000,00
2	ZWL\$18 943,00	ZWL\$1 894,29	ZWL\$22 835,39
3	ZWL\$19 252,00	ZWL\$1 925,18	ZWL\$23 207,89
4	ZWL\$19 669,30	ZWL\$1 966,93	ZWL\$23 710,94
5	ZWL\$19 744,49	ZWL\$1 974,45	ZWL\$23 801,58
6	ZWL\$20 527,95	ZWL\$2 052,80	ZWL\$24 746,02
7	ZWL\$21 704,37	ZWL\$2 170,44	ZWL\$26 164,17
8	ZWL\$26 274,78	ZWL\$2 627,48	ZWL\$31 673,71

SKILLED WORKER BUILDING TRADES

Class 1	ZWL\$20 486,70	ZWL\$2 048,70	ZWL\$24 696,60
Class 2	ZWL\$21 704,37	ZWL\$2 170,44	ZWL\$26 164,17

SKILLED WORKER ENGINEERING TRADES/MOTOR TRADES

Class 1	ZWL\$26 603,01	ZWL\$2 660,30	ZWL\$32 069,38
Class 2	ZWL\$33 148,94	ZWL\$3 314,89	ZWL\$39 960,36

Nightshift allowance shall be calculated at 20% of the daily rate of a Grade 3 employee.

*Declaration*

The employers' association and the trade union, 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.

Signed at Harare this 21st day of April, 2021.

S. MUGUMISI,  
Chairman of the Employers Association.

E. MARIRO,  
General Secretary ZTIWU.

**T. ZIMONDI,**  
**Chairman of the Council.**