



NATIONAL ASSOCIATION OF DAIRY FARMERS

NEWSFLASH - JANUARY 2 2011

Déjà Moo: The feeling that you've heard this bull before.

Dear Member, Stakeholder and Supplier

STABEX '95 VACCINE AND MARKETING PROGRAMME

The STABEX '95 Essential Vaccine Programme has all but come to an end and we believe NADF members did benefit from this intervention sponsored by the European Union. A total of 4 671 638 doses of vaccines will have been distributed when the last orders of vaccines are allocated. Approximately 2 675 people, comprising DVFS Staff, Farmers, Farmers' Staff and Union Personnel were trained during the programme.

At the time of writing, there is no indication that the NADF will receive funding to continue the programmes. In addition, there is unlikely to be a substantial carry-over of vaccines for 2011. The NADF will shortly brief traditional vaccine suppliers of this situation to give them time to plan their operation if they intend continuing supplying the market with vaccines.

LABOUR AFFAIRS

An excerpt from our CFU Calling bulletin sent out last week :

"Members are advised that we have been advised by our umbrella employer's representative organisation the Agricultural Labour Bureau (ALB) of a number of key points as follows:

NEC Dues SI 101 of 2010

The ALB have instructed their lawyers to take action against the Collective Bargaining Agreement (CBA) formulated and later published as a statutory instrument 101 of 2010. This will mean the dispute over the NEC dues will be placed before the Labour Court for its determination. Until this case is finalised the ALB have advised that members continue to not remit dues to the NEC. If members are deducting NEC dues from their employees they should ensure that these amounts are kept aside and properly accounted for and if possible deposited into special accounts or with their legal representatives.

We understand that the NEC will attempt to make reports to the Zimbabwe Republic Police of Contraventions of section of the Labour Act which is a criminal offence. However, the reasons for not adhering to the CBA of are bona fide and further this matter will be sub judicae before the Labour Court. It is therefore improper for a docket to be opened against an employer until the Labour Court determines the dispute and unlikely to be the case.

Legally Binding Nature of Collective Bargaining Agreements

The position as to wages is clear in terms of section 79 and 80 of the Labour Act CBA are only legally binding once they have been registered and published as a Statutory Instrument. The Statutory wages set are to be found in SI 12 of 2010 (US \$32) and SI 155 of 2010 (US \$ 50) for the General Agriculture and Agro and Horticulture sectors respectively.

It is the employer's discretion to implement an agreement that has not been registered or to implement when it is registered with back pays. BACK PAY IS YOUR DISCRETION.

Any Trade Union official, Workers committee member NEC designated Agent of Labour Officer who incites an illegal strike is guilty of a criminal offence in terms of section 109 of the Labour Act and is guilty of a criminal offence and is further personally liable for the pure economic loss you may suffer as a result of the strike."

LIVESTOCK INFORMATION

We have in stock and available at our offices at present :

Animal Foods of Central Africa Technical Handbook @ US\$10,00 each

Stock Registers @ US\$5,00 each

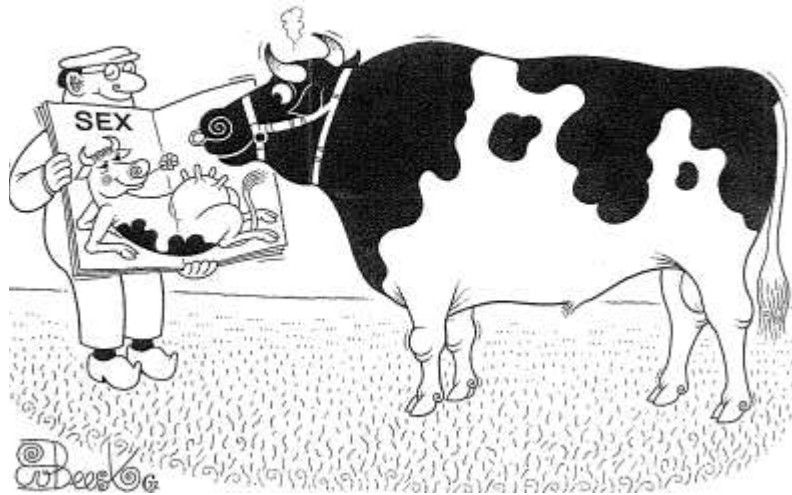
Recommended Guide to Good Dairy Farming Practices @ \$2.00 each

Dairy Handbooks @ US\$40,00 each

Cattle Producers' Association Beef Production Manual @ US\$40,00 each

Mastitis Mint @ \$10.00 per bottle

Should you be interested in purchasing any of the above, please call at Commercial Farmers Union, Agriculture House and see Debbie Mylroie.



**Two cows were standing next to each other in a field.
Daisy says to Dolly, "I was artificially inseminated this morning."
"I don't believe you," says Dolly.
"It's true; no bull!" exclaims Daisy.**

**AJS KIRK
CHAIRMAN
NATIONAL ASSOCIATION OF DAIRY FARMERS**