

Collective Bargaining Agreement: Agricultural Industry

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IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule, which amends the agreement published in Statutory Instrument 323 of 1993, has been registered in terms of section 79 of the Labour Relations Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR AGRICULTURAL INDUSTRY OF ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT: AGRICULTURAL INDUSTRY (WAGES FOR THE TIMBER SECTOR EFFECTIVE 1 SEPTEMBER 2009 TO 30 SEPTEMBER 2010)

Made and entered in accordance with the provisions of the Labour Relations Act [*Chapter 28:01*], between the Zimbabwe Agricultural Employers Organisation, Zimbabwe Commercial Farmers' Union, Zimbabwe Farmers' Union as the one part, and the General Agricultural and Plantation Worker's Union of Zimbabwe (hereinafter referred to as "the employees" or "trade union") and Horticultural General Agricultural Plantation Workers' Union of Zimbabwe as the other part, being parties to the National Employment Council for the Agricultural Industry to amend the principal agreement Statutory Instrument 323 of 1993.

*Wages/salary increases*

NOW, THEREFORE, it is recorded that the awarded new minimum wages for the Timber Sector in the Agricultural Industry of Zimbabwe as provided for in Statutory Instrument 323 of 1993 shall be as follows:

The NEC Agriculture comprising the social parties that is GAPWUZ, HGAPWUZ, on the one side and ZAEO, ZCFU and ZFU on the other, have agreed on wages of the Timber Sector effective 1<sup>st</sup> September, 2009 to 30<sup>th</sup> September, 2010 as follows:

| TIMBER SECTOR | AUG 2009 | SEP 2009 | OCT 2009 | NOV 2009 | DEC 2009 | JAN 2010 | FEB 2010 | MAR 2010 | APR 2010 | MAY 2010 | JUNE 2010 | JULY 2010 | AUG 2010 | SEPT 2010 |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|----------|-----------|
| GRADE         | USD      | USD      | USD      | USD      | USD      | USD      | USD      | USD      | USD      | USD      | USD       | USD       | USD      | USD       |
| A1            | 75.00    | 75.00    | 75.00    | 75.00    | 75.00    | 75.00    | 75.00    | 75.00    | 75.00    | 75.00    | 87.00     | 87.00     | 87.00    | 87.00     |
| A2            | 81.00    | 81.00    | 81.00    | 81.00    | 81.00    | 81.00    | 81.00    | 81.00    | 81.00    | 81.00    | 93.96     | 93.96     | 93.96    | 93.96     |
| A3            | 87.48    | 87.48    | 87.48    | 87.48    | 87.48    | 87.48    | 87.48    | 87.48    | 87.48    | 87.48    | 101.48    | 101.48    | 101.48   | 101.48    |
| B1            | 94.48    | 94.48    | 94.48    | 94.48    | 94.48    | 94.48    | 94.48    | 04.48    | 94.48    | 94.48    | 109.60    | 109.60    | 109.60   | 109.60    |
| B2            | 102.04   | 102.04   | 102.04   | 102.04   | 102.04   | 102.04   | 102.04   | 102.04   | 102.04   | 102.04   | 118.37    | 118.37    | 118.37   | 118.37    |
| B3            | 110.20   | 110.20   | 110.20   | 110.20   | 110.20   | 110.20   | 110.20   | 110.20   | 110.20   | 110.20   | 127.83    | 127.83    | 127.83   | 127.83    |
| B4            | 119.02   | 119.02   | 119.02   | 119.02   | 119.02   | 119.02   | 119.02   | 119.02   | 119.02   | 119.02   | 138.06    | 138.06    | 138.06   | 138.06    |
| B5            | 128.54   | 128.54   | 128.54   | 128.54   | 128.54   | 128.54   | 128.54   | 128.54   | 128.54   | 128.54   | 149.11    | 149.11    | 149.11   | 149.11    |
| C1            | 138.82   | 138.82   | 138.82   | 138.82   | 138.82   | 138.82   | 138.82   | 138.82   | 138.82   | 138.82   | 161.03    | 161.03    | 161.03   | 161.03    |
| C2            | 149.02   | 149.02   | 149.02   | 149.02   | 149.02   | 149.02   | 159.02   | 149.02   | 149.02   | 149.02   | 172.86    | 172.86    | 172.86   | 172.86    |

### ***Exemptions***

An employer can apply to the National Employment Council within 14 days for an exemption from paying wages as set up in the above schedule, stating the reasons why that application should be considered.

### ***Declaration***

The employers and the trade Unions, having arrived at the agreement set forth herein, the undersigned officers of the Council hereby declare the foregoing is the agreement arrived at, and affix their signatures hereto.

Signed at Harare this Tuesday, 2<sup>nd</sup> November, 2010.

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M. MUNYANYI,  
*Chairman Employees  
Representative*

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D. H. CHIMBWANDA  
*Chairman Employers  
Representative*

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S. JERERA,  
*General Secretary – NEC Agriculture*