

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 THE  
AGRICULTURAL INDUSTRY OF ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT: AGRICULTURAL  
INDUSTRY

(KAPENTA SECTOR WAGES EFFECTIVE 1st FEBRUARY,  
2012)

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

Now, therefore, it is recorded that the agreed new wages for Kapenta sector in the agriculture industry of Zimbabwe shall be as follows:—

The NEC Agriculture comprising the social parties that is GAPWUZ, KWUZ on the employees side and ZAEÖ, ZCFU, ZFU, ALB, IKPA, KPA on the employers side have agreed on wages of Kapenta Sector effective 1st February, 2012 as follows—

**Kapenta Sector**

*New wage, with effect  
from 1st February, 2012*

<i>Grade-</i>	<i>US\$</i>
A1 . . . . .	105,00
A2 . . . . .	113,00
A3 . . . . .	122,00
B1 . . . . .	132,00
B2 . . . . .	143,00
B3 . . . . .	153,00
B4 . . . . .	166,00
B5 . . . . .	180,00
C1 . . . . .	194,00
C2 . . . . .	210,00

*Exemptions*

An employer can apply to the National Employment Council within 14 days for an exemption or partial 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 union having arrived at the agreement set forth herein, the undersigned officers of the Council hereby declare that the foregoing is the agreement arrived at, and affix their signatures hereto.

Signed at Harare this Tuesday, 1st February, 2012.

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M. MUNYANYI,  
Chairperson Employee Representative.

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D. H. CHIMBWANDA,  
Chairperson Employers Representative.

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S. JERA,  
General Secretary NEC-Agriculture Industry.