

Collective Bargaining Agreement: Tourism Industry, 2013

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

SCHEDULE

NATIONAL EMPLOYMENT AGREEMENT: TOURISM
INDUSTRY

SALARIES AND WAGES: SECTORS I AND II

This agreement made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] between the Employers Association for Tours and Safari Operators of the Tourism Industry and the Boating Association of Zimbabwe (hereinafter referred to as “the employer” or “the employers organisation”) of the one party and the National Museums, Monuments, Travel, Tourism, Game Parks and Wildlife Workers Union of Zimbabwe and the Zimbabwe Tourism and Allied Workers Union (hereinafter referred to as “the employees” or “the trade unions”) of the other party being parties to the National Employment Council for the Tourism Industry and shall be read as one with the Principal Collective Bargaining Agreement, Tourism Industry (General Conditions).

This Agreement is endorsed by the employers and employees in the spirit of good faith, and shall be deemed to have come into effect on 1st of March, 2013 and is applicable up to the 28th of February, 2014.

Grade minimums have been agreed for the period and are reflected below. It is further agreed by the National Employment Council that the basic wage of an employee will exclude any allowances that may be payable to an employee. In addition, it has been agreed by the National Employment Council that this does not preclude the employer and employees at company Works Council to improve on conditions of service.

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Notwithstanding the minimum set out below, no employee in receipt of a wage in excess of the minimum shall have his or her wage reduced.

PART I

RELATING TO SECTOR I –LEISURE SECTOR

The rates below are monthly wages and should be converted as stipulated in section 10 where applicable.

Grade 1	US\$235,69
Grade 2	US\$246,16
Grade 3	US\$256,64
Grade 4	US\$267,11
Grade 5	US\$277,59
Grade 6	US\$288,06
Grade 7	US\$298,54
Grade 8	US\$309,01
Grade 9	US\$319,49
Grade 10	US\$340,44
Grade 11	US\$361,39
Grade 12	US\$382,34

PART II

RELATING TO SECTOR II (CONSERVANCIES, SAFARI OPERATORS AND NATURAL RESOURCES PRESERVATION)

The rates below are monthly wages and should be converted as stipulated in section 10 where applicable—

Grade 1	US\$73,33
Grade 2	US\$78,56
Grade 3	US\$87,99
Grade 4	US\$102,66

Grade 5	US\$112,56
Grade 6	US\$142,56
Grade 7	US\$172,84
Grade 8	US\$193,79
Grade 9	US\$225,21

ALLOWANCES FOR SECTORS I AND II

A monthly lights allowance shall be \$10,48 per month.

A cooking fuel allowance shall be \$10,48 per month.

Transport allowance shall be \$36,66 per month where transport has not been provided.

Where accommodation is not provided directly, the monthly housing allowance shall be US\$47,14.

Declaration

The parties 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.

C. MUKWASI,
for and on behalf of the Employers Association for Tours and
Safari Operators of the Leisure Tourism Industry.

I. HARRIS,
for and on behalf of the Boating Association of Zimbabwe.

B. KOLOSA,
for and on behalf of the National Museums, Monuments, Travel,
Tourism, Game Parks and Wildlife Workers Union of Zimbabwe.

K. MHAZO,
for and on behalf of the Zimbabwe Tourism Allied Workers Union.

G. PANGETI,
Chairman of the Council.

K. HOVE,
General Secretary.

