

Collective Bargaining Agreement: Tourism Industry

IT is hereby notified that the Minister of Public Services, 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 was registered in terms of section 79 of the Labour Act [Chapter 28:01].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE TOURISM INDUSTRY  
COLLECTIVE BARGAINING AGREEMENT: TOURISM INDUSTRY

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 organization”), of the one party, and the National Museums, Monuments, Travel, Tourism, Game Parks and Wildlife Workers Union of Zimbabwe and the Zimbabwe Tourism 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 the 1st of March, 2014, and is applicable up to the 28th of February, 2015.

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.

GRADING AND WAGES FOR SECTOR I

Grade	US\$
Grade 1 . . . . .	248,65
Grade 2 . . . . .	259,69
Grade 3 . . . . .	270,75
Grade 4 . . . . .	281,80
Grade 5 . . . . .	292,85
Grade 6 . . . . .	303,90
Grade 7 . . . . .	314,95
Grade 8 . . . . .	326,00
Grade 9 . . . . .	337,06
Grade 10 . . . . .	359,16
Grade 11 . . . . .	381,26
Grade 12 . . . . .	403,36

**Ruwa Local Board (Rent, Water, Service and Supplementary  
Charges) (Amendment) By-laws, 2014 (No. 14)**

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**GRADING AND WAGES FOR SECTOR II**

<b>Grade</b>	<b>US\$</b>
Grade 1 . . . . .	103,00
Grade 2 . . . . .	108,23
Grade 3 . . . . .	117,66
Grade 4 . . . . .	132,32
Grade 5 . . . . .	152,22
Grade 6 . . . . .	172,13
Grade 7 . . . . .	202,75
Grade 8 . . . . .	223,45
Grade 9 . . . . .	254,88

*Council dues*

Every employer shall each month make a deduction of council dues equivalent to 2,5% percent from basic wages of each of his or her employees for whom wages are prescribed in this agreement. To the amount so deducted, the employer shall contribute an equivalent amount and shall remit it to council before the sixteenth of the following month.

*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.

T. ZIMONDI,  
*for and on behalf of the*  
Employers Associations of the Tourism Industry.

A. WINDIMANI,  
*for and on behalf of the*  
Workers Unions of the Tourism Industry.

K. HOVE,  
General Secretary.