

Collective Bargaining Agreement: Agriculture Industry Kapenta Sector

IT is hereby notified that the Minister of Labour and Social Welfare, in terms of section 80 of the Labour Act [*Chapter 28:01*], has published the Collective Bargaining Agreement set out in the Schedule, which amends the agreement published in Statutory Instrument 116 of 2014.

The Collective Bargaining Agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY OF ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT: AGRICULTURE
INDUSTRY (KAPENTA WAGES EFFECTIVE 1ST JULY, 2014)

Made and entered into accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Zimbabwe Agricultural Employers' Organisation (ZAEO), Zimbabwe Commercial Farmers' Union (ZCFU), Zimbabwe Farmers' Union (ZFU), Kapenta Producers Association (KPA), Indigenous Kapenta Producers Association (IKPA) (hereinafter referred to as "the employers") as the one part, and the General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ), Kapenta Workers Union of Zimbabwe (KWUZ), as the other part (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 116 of 2014.

NOW, THEREFORE, it is recorded that:

The agreed new minimum wage for the Kapenta Sector in the Agricultural Industry of Zimbabwe as provided for in Statutory Instrument 116 of 2014, shall be as follows:—

The NEC Agriculture comprising the Social Parties that is ZAEO, KPA, ZCFU, IKPA and ZFU on the employers side and GAPWUZ and KWUZ on the employees side have agreed on wages of Kapenta Sector effective 1st July, 2014, as follows:

Collective Bargaining Agreement: Agriculture Industry Kapenta Sector

KAPENTA SECTOR	OLD WAGE	NEW WAGE EFFECTIVE 1ST JULY, 2014 (12,5%)
GRADE	USD	USD
A1	120,00	135,00
A2	130,00	146,00
A3	140,00	158,00
B1	151,00	170,00
B2	163,00	183,00
B3	176,00	198,00
B4	190,00	214,00
B5	206,00	232,00
C1	222,50	250,00
C2	240,00	270,00

NB: All amounts on new wages have been rounded off to the nearest dollar.

Exemptions

An employer can only 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 unions, having arrived at the agreement set forth herein, the undersigned officers of the council hereby declare that the foregoing agreement arrived at, affix their signatures hereto.

Signed at Harare this Friday 15th August, 2014.

D. H. CHIMBWANDA,
Chairperson.

M. MUNYAYI,
Vice Chairperson.

S. JERA,
General Secretary.

