

Collective Bargaining Agreement: Tourism Industry
(General Conditions)

IT is hereby notified, in terms of section 80 of the Labour Act [*Chapter 28:01*], that the Minister of Labour and Social Services has approved the publication of the Collective Bargaining Agreement set out in the Schedule which further amends the agreement published in Statutory Instrument 124 of 2013, registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE TOURISM
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: TOURISM
INDUSTRY

Made and entered in accordance with Labour Act [*Chapter 28:01*] as amended from time to time between the Employers Association for Tours and Safari Operators and Boating Association of Zimbabwe for the Tourism Industry (herein referred to as “employers or 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 (herein referred to as “the employees” or the “trade unions”) of the other party being parties to the National Employment Council for the Tourism Industry in Zimbabwe to further amend the Collective Bargaining Agreement, published in Statutory Instrument 124 of 2013 (hereinafter referred to as “the principal agreement”).

This further agreement shall be deemed to have to come into operation on the 16th of December, 2015.

1. Section 6 of Statutory Instrument 124 of 2013 is hereby amended by the addition of new section 6(2)(b) which shall read “a fixed term contract of employment shall be deemed to be a contract of employment without limit of time upon the expiry of four years of continuous service;”.

2. Section 6 of Statutory Instrument 124 of 2013 is hereby amended by the addition of section 6(2)(c) which shall read “continuous service shall be deemed to be broken only by death, resignation, retirement or discharge of the employee concerned:

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Provided that—

- (i) a seasonal employee who is re-engaged by the same employer within two years shall be deemed not to have broken his or her continuous service; and
- (ii) a fixed term contract employee who is re-engaged by the same employer within two months shall be deemed not to have broken his or her continuous service.”.

Signed at Harare on the 16th of December, 2015.

The agreement is binding on all companies within the Tourism Industry.

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C. MUKWASI,
for and on behalf of the Employers Organisation.

B. KOLOSA,
for and on behalf of the Trade Unions for the Tourism Industry.

G. PANGETI,
Chairman of the Council.

K. HOVE,
General Secretary of the Council.