

Collective Bargaining Agreement: Tourism Industry

IT is hereby notified, in terms of section 80 of the Labour Act [*Chapter 28:01*], that the Minister of Public Service, Labour and Social Welfare, has approved the publication of the Collective Bargaining Agreement set out in the Schedule which further amends the agreement published in Statutory Instrument 122 of 2015, 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 122 of 2015.

This further agreement shall be deemed to have to come into operation on the 1st of June, 2016 until the 28th of February, 2017.

The employer party and employee party agreed on the following—

- (i) housing allowances for sector II be increased from \$47,00 to \$50,00;
- (ii) Basic pay for sector II be increased by 1,5 per cent on all grades;
- (iii) basic pay and allowances for sector I and Ib remain unchanged.

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SECTOR II  
*Wages and salaries*

Grade	Old Minimum	New Minimum
	US\$	US\$
1	105,06	106,64
2	110,39	112,05
3	120,01	121,81
4	134,98	137,00
5	155,26	157,60
6	177,57	180,23
7	206,81	209,91
8	227,92	231,34
9	259,98	263,88

*Declaration*

Signed at Harare on the 7th of June, 2016

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

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.