

Collective Bargaining Agreement: Agricultural Industry
(Kapenta Sector)

IT is hereby notified that the Collective Bargaining Agreement as set out in the Schedule, which amends the agreement published in Statutory Instrument 116 of 2014, has been 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:
AGRICULTURAL INDUSTRY

(KAPENTA SECTOR WAGES EFFECTIVE 01 APRIL 2017)

Agreement

Made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Kapenta Producers Association (KPA) and Indigenous Kapenta Producers Association (IKPA), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Zimbabwe Agriculture Employers Organisation (ZAEO) and Commercial Farmers Union (CFU) (hereinafter referred to as “the employers”) as the one part, and the Kapenta Workers Union of Zimbabwe (KWUZ), General Agriculture Plantation Workers Union of Zimbabwe (GAPWUZ) and Horticulture General Agriculture Plantation Workers Union of Zimbabwe (HGAPWUZ) (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 wages for Kapenta Sector in the agriculture industry of Zimbabwe shall be as follows—

**Collective Bargaining Agreement: Agricultural Industry
(Kapenta Sector)**

The NEC Agriculture comprising the employees side and the employers side have agreed on wages of Kapenta Sector effective 1st April, 2017, as follows—

Kapenta Sector	New wage, with effect from 1st April, 2017
Grade—	USD
A1	143,00
A2	155,00
A3	167,00
B1	180,00
B2	194,00
B3	210,00
B4	227,00
B5	246,00
C1	265,00
C2	286,00

Exemptions

An employer can apply to the National Employment Council within 14 days for partial exemption from paying wages from the date of gazetting 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 thereto.

Signed at Harare this Thursday 6th day of April, 2017.

D. H. CHIMBWANDA,
Council Chairman, Employers Representative.

F. ZONDO,
Council Vice Chairman, Employees Representative.

S. JERA,
General Secretary (NEC Agriculture).

