

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 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 35 of 2017, 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 come into operation on the 1st of March, 2017, until the 28th of February 2018.

The employer party and employee party agreed on the following—

1. Sector I and 1B wages be increased by \$6,00 across all grades.
2. Sector II wages be increased by \$15,00 across all grades.
3. Allowances for all sectors remain unchanged.

Collective Bargaining Agreement: Tourism Industry

Sector 1 Wages

Grade	Old Minimum	New Minimum
	US\$	US\$
1	253,62	259,62
2	264,88	270,88
3	276,17	282,17
4	287,44	293,44
5	298,71	304,71
6	309,98	315,98
7	321,25	327,25
8	332,52	338,52
9	343,80	349,80
10	366,34	372,34
11	388,89	394,89
12	411,42	417,42

Sector 1 B Wages

Grade	Old Minimum	New Minimum
	US\$	US\$
1	205,00	211,00
2	211,00	217,00
3	217,00	223,00
4	224,00	230,00
5	237,00	243,00
6	244,00	250,00
7	251,00	256,00
8	258,00	264,00
9	266,00	272,00

Sector II Wages

Grade	Old Minimum	New Minimum
	US\$	US\$
1	106,64	121,64
2	112,05	127,05
3	121,81	136,81
4	137,00	152,00
5	157,60	172,60
6	180,23	195,23
7	209,91	224,91
8	231,34	246,34
9	263,88	278,88

Signed at Harare on the 23rd of May, 2017.

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.

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