

Collective Bargaining Agreement: Sugar Milling Industry

IT is hereby notified that the Minister of Public Service Labour and Social Welfare has, in terms of section 80 of the Labour Act [Chapter 28:01], published the Collective Bargaining Agreement set out in the Schedule, which has been registered in terms of section 79 of the Labour Act [Chapter 28:01].

SCHEDULE

COLLECTIVE BARGAINING AGREEMENT: SUGAR MILLING INDUSTRY

Memorandum of Agreement is hereby made and entered into, in terms of section 79 of the Labour Act [Chapter 28:01], between the Zimbabwe Sugar Milling Industry Employers Association (hereinafter styled “the employers”), on the one hand, and Zimbabwe Sugar Milling Industry Workers’ Union (hereinafter styled “the employees” or “the trade union”), on the other hand:

Now, therefore, it is hereby agreed that the following is the agreement entered into by the employers and the employees.

Wage increase

That with effect from 1st April, 2017, through to 31st March, 2018, the wages of all employees whose grades are listed in the wage Schedule below be increased as per the arbitral award of 18th October, 2017, granted by Justice LG Smith (Retired) and upheld by Justice Tagu of the High Court on 14th March, 2018.

The new grade minima are set out in the First Schedule below—

FIRST SCHEDULE

Grade	Current Minimum Wage (US\$)	New Minimum Wage from 1st April 2017 (US\$)
A1	180,00	207,00
A2	197,98	227,68
A3	217,77	250,44
B1	272,16	292,57

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Grade	Current Minimum Wage (US\$)	New Minimum Wage from 1st April 2017 (US\$)
B2	299,50	321,96
B3	329,41	354,12
B4	411,84	442,73
B5	452,87	486,84

Actuals shall be increased by the same magnitude namely 15% for Band A and 7.5% for Band B employees.

House service charges

Housing service charges be as per the Fourth Schedule shown below—

FOURTH SCHEDULE

HIPPO VALLEY ESTATES

<i>House type</i>	US\$
AM 2 room	2,23
AMB/ AMG 3 rooms	2,48
BLD 3 rooms (semi- detached)	2,62
BLD (+) 2 rooms	2,99
BLD 4 rooms (semi-detached)	5,25
BLD (+) 3 rooms (semi- detached)	6,00
BLD (+) 4 rooms	8,68
BUB 5 rooms	10,86
BUB (+) 5 rooms	14,68
BUB (+) 5 rooms with geyser	19,16

TRIANGLE LIMITED AND MWENEZANA ESTATES

<i>House type</i>	US\$
AZ8	2,00
ASA	3,68
B2D	4,57
B2R (+)	6,82
B2D (+)	7,72
B3D	9,72
SA (+)	13,33
BUB (+)	16,09
B3T (+)	17,60

MKWASINE ESTATES

<i>House type</i>	US\$
2 roomed house	2,08
3 roomed house	2,48

<i>House type</i>	US\$
New "A" Band	4,26
B2B	5,25
B2BR (+)	7,72
2B (+)	8,68
BAS	12,05

ZIMBABWE SUGAR ASSOCIATION (EXPERIMENT STATION)

<i>House type</i>	US\$
ZAM 2 rooms (AM)	2,23
ZAM 3 rooms (AMB)	2,81
ZB2D + (SD/B2D + (D) (BLD-)	8,68
BSA (+) 4 rooms (BLD1-)	14,68
ZBUB (+) 5 rooms without geyser	14,68
ZBUB (+) 5 rooms with geyser	17,62

Travel and subsistence allowance

An employee travelling on the employers' business shall be entitled to a daily subsistence allowance at the rate of—

- (a) In the case of proved expenses, the employer shall pay for bed and breakfast expenses at a hotel approved by the employer.

In addition, the employer shall provide for out-of-pocket expenses to cover for lunch, dinner and incidentals where overnight stay is involved—

	<i>1st April, 2017</i>
(i) Bed & Breakfast	paid by employer
(ii) Lunch	6,91
(iii) Dinner	6,91
(iv) Incidentals	4,25

(where overnight stay is involved)

- (b) In the case of unproved expenses, i.e. where the employee opts not to take accommodation or arrangement made by the employer, the following rates shall be paid in respect of meals—

	<i>1st April 2017</i>
(i) Bed & Breakfast	paid by employer
(i) Breakfast	4,25
ii) Lunch	6,91
(iii) Dinner	6,91

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N.B:

Where meals have been provided in one way or the other, no allowance will be paid. Where an employee attending a course is provided with lunch, no lunch allowance will be paid.

Where the employer is unable to provide accommodation, an accommodation allowance of \$13,91 will be paid as from 1st April, 2017.

Provided that any such business travel is beyond a radius of 120 kilometres from the respective enterprise.

Declaration

The employers and the trade union have arrived at the agreement set forth therein, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed for and on behalf of the parties on this 23rd day of March, 2018.

LIVINGSTONE MABIKA,
Chairman: N.E.C for the Zimbabwe Sugar Milling Industry.

EPHRAIM GAVAZA,
Chairman: Zimbabwe Sugar Milling Industry Employers Association.

GODFREY KATERERE,
President: Zimbabwe Sugar Milling Industry Workers Union.

RETIRED CAPTAIN FASTER GONO,
Secretary General: Zimbabwe Sugar Milling Industry Workers Union.

CLEMENCE MUPARUTSA,
General Secretary: N.E.C for the Zimbabwe Sugar Milling Industry.