

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 12 of 2018, 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 12 of 2018.

This further agreement shall be deemed to have come into operation on the 1st of March, 2018, until the 28th of February, 2019.

The employer party and the employee party agreed on the following—

- (i) Sector I, 1B, II wages be increased by 5% across all grades.
- (ii) Housing allowance be increased from \$47,00 to \$50,00 across all sectors;
- (iii) Transport allowance be increased from \$37,00 to \$40,00 across all sectors;
- (iv) Other allowances for all sectors remain unchanged.

## Collective Bargaining Agreement: Tourism Industry

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### Sector 1 Wages

Grade	Old Minimum	New Minimum
1	259,62	273,00
2	270,88	285,00
3	282,17	296,00
4	293,44	308,00
5	304,71	320,00
6	315,98	332,00
7	327,25	343,00
8	338,52	356,00
9	349,80	368,00
10	372,34	391,00
11	394,89	415,00
12	417,42	438,00

### Sector 1B Wages

Grade	Old Minimum	New Minimum
1	211,00	222,00
2	217,00	228,00
3	223,00	234,00
4	230,00	242,00
5	243,00	255,00
6	250,00	263,00
7	256,00	269,00
8	264,00	277,00
9	272,00	286,00

### Sector II Wages

Grade	Old Minimum	New Minimum
1	121,64	128,00
2	127,05	133,00
3	136,81	144,00
4	152,00	160,00

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<b>Grade</b>	<b>Old Minimum</b>	<b>New Minimum</b>
5	172,60	182,00
6	195,23	205,00
7	224,91	236,00
8	246,34	258,00
9	278,88	293,00

Signed at Harare on the 9th of May, 2018.

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

C. MUKWASI,  
*for and on behalf of the Employers Organisations.*

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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