

**(CAP. 28:01)**

**COLLECTIVE BARGAINING AGREEMENT AGRICULTURAL INDUSTRY**

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IT is hereby notified that the *Collective Bargaining Agreement* set out in the Schedule, which further amends the agreement published in Statutory Instrument 323 of 1993, has been registered in terms of section 79 of the Labour Relations Act (Chapter 28:01)

**SCHEDULE**

NATIONAL EMPLOYMENT COUNCIL FOR THE AGRICULTURAL INDUSTRY OF ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT  
AGRICULTURAL INDUSTRY

(CLASSIFICATION OF OCCUPATIONS AND WAGES)

Made and entered into in accordance with the provisions of the Labour Bureau Act (Chapter 28:01), between the Agricultural Bureau (hereinafter referred to as 'the employers), of the one part, and the General Agriculture and Plantation Workers Union of Zimbabwe (hereinafter referred to as "the employees" or "the trade union"), of the other part, being parties to the National Employment Council for the Agricultural Industry to amend the principal agreement, Statutory Instrument 323 of 1993.

**WHEREAS** the trade union and employers have reached agreement regarding classification of occupations in grades including the corresponding minimum monthly wages for the period 1<sup>st</sup> September, 1999 to 31<sup>st</sup> August 2000.

**NOW, THEREFORE**, it is recorded that with effect from 1<sup>st</sup> September, 1999: -

1. This Statutory Instrument repeals the First Schedule of the principal agreement and Statutory Instrument 37 of 1999:
2. Both parties have made an agreement regarding classification of occupations in grades with effect from 1<sup>st</sup> September, 1999: -
3. Every employer shall with effect from 1<sup>st</sup> September, 1999, increase the wages of each of his employees upon whom the principal agreement is binding by 31% of his/her actual basic wage/salary:
4. An employee, who, as at 1<sup>st</sup> September 1999, is in receipt of a higher wage for his particular occupation than the rate prescribed in this Statutory Instrument, shall not, by reason of this agreement, suffer any reduction in his wage.
5. Section 5 of the principal regulation is amended by the repeal of subsection (4) and the substitution of: -4 subject to the provisions of subsection (5), an employee who is required to perform work in a higher grade than that in which he is normally employed, for a continuous period of not less than 26 working days, shall be paid a wage adjustment from the date he would have started working in a higher grade such that his daily wage is not less than the wage applicable to such a grade."
6. Section 7 subsection (1) of the principal agreement is amended by the addition of " irrigation hand " and "milker)

**CLASSIFICATION OF OCCUPATIONS IN GRADES AND W AGES**

The new classification of occupations in grades including the corresponding minimum monthly wage for the period 1<sup>st</sup> September, 1999 to 31<sup>st</sup> August 2000 are as follows:-

<b>GRADE A1</b>	
<b>JOB TITLE</b>	
Ablution /Sanitation Worker	Mortal Collector
Baler	Net Repairer
Box Maker/Folder	Nursery Hand
Building Maintenance Hand (Timber)	Nursery Hand (Timber)
Canteens /Beer Halls Hand	Offal Cleaner
Carcass Washer	Ostrich Feed Attendant
Cleaner	Packer (Without Grading)
Coal Lasher	Plantation Hand
Cold Room Attendant	Ration Order Assembler
Cold Room Cleaner	Resin Hand
Compound Village Worker	Saw Milling Hand
Crop Attendant	Scraper
Crop Guard /Watchman	Silk Cocoons Reeler
Debarking Hand	Silk Worm Rearer
Drum Cleaner	Slime Dam Cleaner
Drying Rack Attendant	Strapper
Egg Collector	Suckering Hand
Extraction Hand	Silk cocoons reeler
Farm Tidy Hand	Teaman
Fencing Attendant	Thinning Hand
Gardener	Timber Building Hand
General Hand –Chainhand	Timber Handling Hand
General Worker-Cane Cutter	Timber Loading Hand
Herdsmen	Timber Sorting Hand
Hidesman	Vineyard Attendant
Hoist Operator	Waste Peel Attendant
Injector	Watchman
Laundry Hand/Scullery Hand	Wattle Extraction Hand (Timber )
Livestock Receiver /Collector	Winery Attendant
Log Deck Hand	Workshops Hand ( Timber)
Manure Bagger	Meat Handler

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<b>GRADE A2</b>	
<b><u>JOB TITLE</u></b>	
Artisan Assistant	Grader
Assistant To Bee-Keeper	Grader /Picker
Augerman –Delivery Hand	Groom 1
Bag Sealer	Guard
Basket Carrier	Hatchery Worker
Birds Washer	Heat Sealer
Bleeder	Hogger Minder ( Timber)
Boiler House Worker	Housekeeper
Brisket Cutter	Iceman
Budder	Irrigation Hand (Sprinklers)
Calf Attendant	Kiln Assistant
Carcass Cutter /Offal Drawer	Laboratory Assistant (Timber)
Chainsaw Mechanic Assistant	Leg and Wig Folder
Charcoal Attendant	Loader /Header /Feeds /Worker /Bag Carrier
Check Recorder	Lorry /Van Assistant
Chicken Cutter	Maintenance Hand
Chicken Handler	Meat Cutter
Chicken Hanger	Messenger
Chicken Trimmer	Milker
Chicken /Chick Grader	Mushroom Cutter
Child Minder Or Disabled/Aged Minder (With Or Without Domestic Duties)	Mushroom Picker
Coffee Grader	Offal Collector
Commis /Learner Cook	Office Orderly
Commis /Leaner Waiter	Petfood Handler
Compost Worker	Plucker
Conveyer Attendant	Plumber Assistant
Cooker Operator Assistant	Portion Dresser
Counter	Premixer's Assistant
Crocodile Meat Packer /Handler	Premixer's Attendant
Crop Remover	Pump Attendant
Cutter	Ranger
Defoliation Hand	Receiver
Disinfector	Sausage Maker
Dispatch Assistant	Sawshop Assistant
Dispatcher –Egg Handler	Scale Assistant
Domestic Cook	Skinner Flayer
Dough Maker	Spinchiller Attendant
Dubber	Scale Assistant
Egg Picker /Collector	Skinner /Flayer
Egg Receiver	Spinchiller Attendant
Eviscerator	Sprayer
Factory Worker	Squeezing Hand
Feathermeal Bagger	Staff Cook
Feather Pinner	Stock Attendant
Feather Meal Cooker /Loader	Stunner
Fish Receiver	Table Handler
Food Handler	Toe Cutter
Gate Attendant	Trailer /Tailend Assistant
GIBLETS Stuffer	Vaccinator /Debeaker
	Water Pockets Checker

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**GRADE A3**

<b>JOB TITLE</b>	
Assistant Saw- Machine Operator (Timber):- -Board Edger -Chipper Canter -Framesaw	Pelleting /Press Operator Pinboner /Deboner Plantation Marker Profile Operator
Bedroom Hand	Pulp Wash Attendant /Switchboard Operator
Bicycle Repairer	Puplman /Egg Pulper
Boiler Assistant /Attendant (Timber )	Quality Checker /Leaf Checker /Green Leaf Checker
Brush Cutter Operator	Scale /Weigher Operator
Canning Plant Attendant	School Janitor
Canteen Attendant	Scrapping Machine Operator
Chainsaw Operator Crosscutting	Security Guard (Timber)
Check Grader /Quality Checker	Seed Cleaner
Chemical Mixer	Silk Spinner
Chipper Panel Operator	Slicer
Clerk 1 `0	Stockfeed Mixer
Compound Police	Storeman Assistant
Concrete Mix Operator	Stores Issue Clerk (Timber)
Cook	Tally Checker
Crocodile Hides Scraper	Tally Clerk (Timber)
Crocodile Pen Attendant	Trimming Table Operator
Crocodile Breeder Attendant	Tyre Fitter
De-Stacker Operator	Village Health Worker (Timber)
Dispatch Assistant (Timber)	Waiter /Cook
Drier Attendant /Stoker	Water Quality Checker Assistant
Filleting Machine Operator	Weighbridge Clerk
Fingerjoint Press Operator	Wetmill Tally Clerk (Timber)
Finisher Operator	Workshop Assistant and Fuel Issue Clerk (Timber)
Fish Handler/Sexer	
Fish Reaper /Harvester	
Forest Guard	
Fryman /Trout Attendant	
Game Scout	
Glue Applicator	
Glue Room Attendant	
Groom 2	
Hammermill Operator /Soya Cooker Attendant	
Hot Box Attendant	
Houseman	
Irrigation Hand (Centre Pivot And Drip Irrigation)	
Labeller	
Log Market /Timber Measurer	
Log Infeed Controller	
Machine Minder (Pony Sizer)	
Machine Minder	
Mincer Operator	
Mixing Tank Attendant	
Mushroom Quality Checker	
Net Maker	
Office Orderly Photocopying And Duplicating (Timber)	
Order Assembler	
Ostrich Breeder Attendant	
Pasturiser Attendant	

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<b>GRADE B1</b>	
<b>JOB TITLE</b>	
Baker (Timber)	Plastering
Bandsaw Operator	Plumbing /Drainlaying
Bee- Keeper	Scale Fitting
Blockman	Shop Fitting
Boiler Attendant	Spray Painting /Panel Beating
Butter Maker	Stone Masonry
Cane Supervisor 1	Terrazzo And Mechanic Walling And Floor Tiling
Cardex Clerk (Timber)	Tinsmith /Sheet Metal Work
Chainsaw Serviceman/Assistant Chainsaw Mechanic	Welding /Plating
Check Weigher	Woodmaching
Cheese Maker	Maintenance Clerk
Clerk 2	Planned Maintenance Clerk Timber
Clerk /Typist (Timber)	Planning Assistant
Coffee Scout	Plantation Chargehand (Timber): - <i>Agriculture, Communications, Fire Protection, Nursery, Resin, Silviculture, Thinning, Veneer Harvesting</i>
Counter Hand	Pole Grader
Crane /Gantry Operator	Receptionist /Telephonist
Crèche Attendant	Sawmill Charge hands:- <i>Depot, Dispatch, Loading, Log Deck Handling, Stackyard, Trimming Table, Warehouse</i>
Crop Scout	Sawmill Machine Operator: - <i>Bandsaw, Board Edger, Circular Saw, Crosscut Saw, Debarker, Finger Jointer, Hogger, Re-Saw, Ripsaw, Traverse Machine, Trimming Machine</i>
Curer	Senior Chokeman
Curioshop Attendant	Sign Writer
Dispatch Clerk (Timber)	Skyline /Highlead Operator/Chokeman
Drilling Machine Operator	Stores Clerk Cardex/Orderly ( Timber)
Drystore Clerk	Tailor /Seamstress
Extract Multi Operator	Tele Sales Person
Farm Health Worker	Telelogger Operator
Fire Tower Attendant	Telephone Operator
First Aid /Nurse Aid (Timber)	Timber Grader
Fish Processor /Smoker	Timber Quality Checker
Fisherman	Time Keeper
Fork-Lift/Slide Loader Driver	Towed Grader Operator
Front -End Loader /Dragline Operator	Tractor Driver (Timber)
Groom 3/Work Rider	Trading Storekeeper
Guest House Cook	TRU Grader Operator (Timber)
Handyman	Tyre Serviceman (Timber)
Hatching Machine Operator	Water Quality Checker
Kiln Operator	Wetmill Clerk (Timber)
Lance Corporal	
Maintenance Operative 1: Untested Or Unclassified But With House Skills: - Auto Electrical, Blacksmithing, Boiler Maker Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floomlaying , Glazing, Lift Mechanical, Machine	Light Vehicle Driver (Timber)
Mastic Asphaltng	Log Carriage Operator
Mechanical	Senior Laboratory assistant (?timber)
Mechanical (Instrumentation)	Tructor driver (trailer work)
Painting /Decorating	

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<b>GRADE B2</b>	
<b><u>JOB TITLE</u></b>	
Boat Driver /Transporter	
Cane Supervisor 2	
Chargehand /Junior Foreman /Leading Hand	
Chief Skinner	
Chipper Canter Operator	
Clerk 3	
Corporal	
Corporal ( Scouting And Tracking )	
Crocodile Incubator Attendant	
Debarking Chargehand	
Driver (Light Vehicle)	
Drying Rack Head /Factory Chargehand	
Framesaw Operator	
Gang /Team Leader	
Head Fisherman	
Head Groom	
Head Guard /Corporal	
Heavy Vehicle /Heavy Duty Truck Driver (Timber)	
Kiosk Attendant /Retail	
Laboratory Assistant	
Leading Hand /Change Hand /Junior Foreman	
Maintenance Operative 2 Or All Trades Tested (Class 4)	
Master Blender	
Moulder Operator	
Ostrich Incubator Attendant	
Production Clerk ( Timber)	
Production Clerk- Harvesting And Veneer (Timber)	
Rendering Cooker Operator	
Section Leader	
Servceman	
Shop Attendant	
Taxidermy Skinner/Trophy Handler	
Tractor Driver (Pulls Farm Implements)	
Transport Clerk (Timber )	
Typist /Receptionist	
Welfare Attendant	
Junior foreman	



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<b>GRADE B4</b>	
<b><u>JOB TITLE</u></b>	
Boarding Master	
Boarding Matron	
Bulldozer Driver /Operator	
Butchery Foreman	
Cane Supervisor 5	
Cashier (Timber)	
Chainsaw Mechanic	
Chief Clerk (Timber)	
Class 3 Semi Skilled Worker /Handman (Timber):- Auto Electrician, Boiler Fitter, Electrician, Fitter, Mechanic, Plumber, Saw Doctor, Turner, Welder	
<b>Clerk 5</b>	
Combine Harvester Driver	
Confidential Secretary	
Driver (Heavy Duty)	
Factory Foreman	
Foreman	
Guide ( Unlicenced )	
Maintenance Foreman	
Maintenance Operative 4 Or All Trades Tested (Class 2)	
Meat Grader	
Plant Operator	
Plantation Supervisor (Timber):- Boiler Supervisor, Cilvilculture Supervisor, Drymill, Drystore Supervisor, Kiln Supervisor, Harvesting, Extraction Supervisor, Resin Supervisor, Sawmill Supervisor (Timber), Skyline Extraction, Wetmill Supervisor	
Sawmill Training Instructor	
Secretary	
Security Sergeant /Supervisor (Timber)	
Sergeant	
Seargeant (Scouting and Tracking)	
Stores Supervisor	
Timber Grading Supervisor (Timber)	
Trading Store (Timber)	
Workshop Clerk Stores Supervisor (Timber)	



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<b>GRADE B5</b>	
<b><u>JOB TITLE</u></b>	
Cane Supervisor 5	
Cashier	
Class 2 Semi Skilled Worker /Handyman (Timber);- <i>Auto Electrician</i> <i>Boiler Fitter</i> <i>Electrician</i> <i>Fitter</i> <i>Mechanic</i> <i>Plumber</i> <i>Saw Doctor</i> <i>Turner</i> <i>Welder</i>	
Coffee Pulper Supervisor	
Estate Secretary (Timber)	
Factory Supervisor	
Field Supervisor	
Lake Supervisor	
Meat Inspector	
Quality Controller	
Section Head	
Senior Sergeant	
Silk Weaver	
Supervisor /Senior Foreman	

<b>GRADE C1</b>	
<b><u>JOB TITLE</u></b>	
Building Supervisor	
Laboratory Supervisor	
Security Supervisor	
Sergeant Supervisor	
Transport Supervisor	
Estate Head Clerk	
Maintenance Operative 5 Or All Trades Tested (Class1)	
Senior Maintenance Operative	

<b>GRADE C2</b>	
<b><u>JOB TITLE</u></b>	
Estate Head Clerk	
Maintenance Operative 5 Or All Trades Tested	
Senior Maintenance Operative	