

Collective Bargaining Agreement: Agricultural Industry:  
Kapenta

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IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], approved the publication of the Collective Bargaining Agreement set out in the Schedule which further amends the agreement published in Statutory Instrument 116 of 2014, registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT:  
AGRICULTURAL INDUSTRY (KAPENTA)

Made and entered in accordance with the Labour Act [*Chapter 28:01*] as amended from time to time between the Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU), Kapenta Producers Association (KPA), Indigenous Kapenta Producers Association (IKPA) (herein referred to as “employers or employers’ organisations”) of the one part, and the General Agriculture and Plantation Workers’ Union of Zimbabwe (GAPWUZ); Horticulture, General Agriculture and Plantation Workers’ Union of Zimbabwe (HGAPWUZ), Kapenta Workers Union of Zimbabwe (KWUZ) as the other part (herein referred to as the “employees” or “the trade unions”) of the other party being parties to the National Employment Council for the Agricultural Industry of Zimbabwe to further amend the Collective Bargaining Agreement, published in Statutory Instrument 116 of 2014.

This further agreement shall be deemed to have to come into operation on the 1st of September, 2018.

The employer party and employee party agreed on the following:

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<b>KAPENTA SECTOR</b>	<b>OLD WAGE</b>	<b>NEW WAGE EFFECTIVE 1st SEPTEMBER, 2018 (7% Increase)</b>
<b>GRADE</b>	<b>USD</b>	<b>USD</b>
A1	143,00	153,00
A2	155,00	166,00
A3	167,00	179,00
B1	180,00	193,00
B2	194,00	208,00
B3	210,00	225,00
B4	227,00	243,00
B5	246,00	263,00
C1	265,00	284,00
C2	286,00	306,00

Signed at Harare on the 13th of September, 2018.

The agreement is binding on all companies within the Agriculture Industry.

**F. ZONDO,**  
Chairman— Employees' Representative.

**P. CHINGWE,**  
Vice Chairman— Employees' Representative.

**D. MADYAUSIKU,**  
Acting Chief Executive Officer—NEC Agriculture.