

Collective Bargaining Agreement: Catering Industry

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*], published the Collective Bargaining Agreement set out in the Schedule which further amends the agreement published in Statutory Instrument 167 of 1991 and is registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: CATERING
INDUSTRY

Further Agreement

This further agreement, made and entered into between the Catering Employers' Association of Zimbabwe (hereinafter referred to as "the employers" or "the employers' organisation"), of the one part, and the Zimbabwe Catering and Hotel Workers' Union (hereinafter referred to as "the employees" or the "trade union"), of the other part, being the parties to the National Employment Council for the Catering Industry of Zimbabwe shall be read as one with the principal agreement published in Statutory Instrument 167 of 1991 (hereinafter referred to as "the principal agreement"). In order to effect the wishes of the Council, the under-mentioned amendments to the principal agreement are required as indicated below—

Wages, grading and increments

Clause 10(1) of the principal agreement as read with Annexures A, B and C is hereby deleted, and the following inserted in place thereof—

“10. (1) (a) Every employer shall place each employee in the grade prescribed appropriate to his or her occupation and shall with effect from 1st January, 2022, to the 31st March, 2022, pay wages to such employee of at least the amount reflected there under for the employee's grade and class, and no employee shall accept wages amounting to less than the amount prescribed for him or her:

Provided that establishments that are trading in foreign currency and are able to pay remuneration in part or in full in foreign currency are encouraged to do so using the prevailing official exchange rate.”.

Transport allowance, housing allowance and meals

Clause 15(1) and (2) of the principal agreement are hereby deleted, and the following inserted in place thereof –

“15.(1) Every employer shall pay a transport allowance of Z\$10 400,00, per month to each employee for the period 1st January, 2022, to the 31st March, 2022, except—

- (i) where material transport is being provided free of charge by the employer to such employee;
- (ii) where free accommodation is provided within the premises of the employee’s place of work;
- (iii) where such accommodation is provided outside the premises but within a reasonable walkable distance from the employee’s place of work;
- (iv) where the employee resides within a reasonable walkable distance from his or her place of work:

Provided that establishments that are trading in foreign currency and are able to pay the allowance in part or in full in foreign currency are encouraged to do so using the prevailing official exchange rate.

Provided that where a dispute arises as to the interpretation of this provision, either party shall refer the matter to the Exemptions/Retrenchment Committee for consideration and determination in terms of clause 5 of the principal agreement.

(2) Every employer who does not provide free accommodation to his or her employee shall pay a minimum accommodation allowance of Z\$4 000,00, per month for the period 1st January 2022 to the 31st March, 2022:

Provided that establishments that are trading in foreign currency and are able to pay the allowance in part or in full in foreign currency are encouraged to do so using the prevailing official exchange rate.”.

Declaration

The employers' organisation and the trade union, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto:

Signed at Harare this 8th day of February, 2022.

M. MULEYA,
for and on behalf of the Employers' Organisation.

J. MUTSVANGA,
for and behalf of the Trade Union.

N. BORE,
Acting General Secretary.

N. MUKWEHWA,
Chairperson.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING
INDUSTRY

CLASS 2

1st January 2022—31st March 2022

ANNEXURE A

GRADE	1 TO 12 MONTHS		13 TO 36 MONTHS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	18 600,00	4 295,61	19 158,00	4 424,48
2	19 158,00	4 424,48	19 732,74	4 557,21
3	19 732,74	4 557,21	20 324,72	4 693,93
4	20 324,72	4 693,93	20 934,46	4 834,75
4A	20 934,46	4 834,75	21 562,50	4 979,79
5	21 562,50	4 979,79	22 209,37	5 129,19

Collective Bargaining Agreement: Catering Industry

6	22 209,37	5 129,19	22 875,65	5 283,06
7	22 875,65	5 283,06	23 561,92	5 441,55
8	23 561,92	5 441,55	24 268,78	5 604,80
9	24 268,78	5 604,80	24 996,84	5 772,94
10	24 996,84	5 772,94	25 746,75	5 946,13
11	26 246,69	6 061,59	27 034,09	6 243,44
12	27 559,02	6 364,67	28 385,79	6 555,61
13	28 936,97	6 682,90	29 805,08	6 883,39
14	30 383,82	7 017,05	31 295,34	7 227,56

After two years of continuous service, refer to Annexure B.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

CLASS 2—ANNEXURE B

1st January 2022 — 31st March 2022

GRADE	Scale "A" THREE YEARS SERVICE		Scale "B" SIX YEARS SERVICE		Scale "C" NINE YEARS SERVICE		Scale "D" TWELVE YEARS SERVICE		Scale "E" FIFTEEN YEARS SERVICE		
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	
1	19 732,74	4 557,21	20 324,72	4 693,93	20 934,46	4 834,75	21 562,50	4 979,79	22 209,37	22 875,65	5 129,19
2	20 324,72	4 693,93	20 934,46	4 834,75	21 562,50	4 979,79	22 209,37	5 129,19	22 875,65	23 561,92	5 441,55
3	20 934,46	4 834,75	21 562,50	4 979,79	22 209,37	5 129,19	22 875,65	5 283,06	23 561,92	24 268,78	5 604,80
4	21 562,50	4 979,79	22 209,37	5 129,19	22 875,65	5 283,06	23 561,92	5 441,55	24 268,78	24 996,84	5 772,94
4A	22 209,37	5 129,19	22 875,65	5 283,06	23 561,92	5 441,55	24 268,78	5 604,80	24 996,84	25 746,75	5 946,13
5	22 875,65	5 283,06	23 561,92	5 441,55	24 268,78	5 604,80	24 996,84	5 772,94	25 746,75	26 519,15	6 124,52
6	23 561,92	5 441,55	24 268,78	5 604,80	24 996,84	5 772,94	25 746,75	5 946,13	26 519,15	27 314,73	6 308,25
7	24 268,78	5 604,80	24 996,84	5 772,94	25 746,75	5 946,13	26 519,15	6 124,52	27 314,73	28 134,17	6 497,50
8	24 996,84	5 772,94	25 746,75	5 946,13	26 519,15	6 124,52	27 314,73	6 308,25	28 134,17	28 978,19	6 692,42
9	25 746,75	5 946,13	26 519,15	6 124,52	27 314,73	6 308,25	28 134,17	6 497,50	28 978,19	29 847,54	6 893,20
10	26 519,15	6 124,52	27 314,73	6 308,25	28 134,17	6 497,50	28 978,19	6 692,42	29 847,54	30 747,32	7 099,74
11	27 845,11	6 430,74	28 680,46	6 623,66	29 540,88	6 822,37	30 427,10	7 027,04	31 339,92	32 290,91	7 237,86
12	29 237,37	6 752,28	30 114,49	6 954,85	31 017,92	7 163,49	31 948,46	7 378,40	32 906,91	33 847,54	7 599,75
13	30 699,23	7 089,89	31 620,21	7 302,59	32 568,82	7 521,67	33 545,88	7 747,32	34 552,26	35 552,26	7 979,74
14	32 234,20	7 444,39	33 201,22	7 667,72	34 197,26	7 897,75	35 223,18	8 134,68	36 279,87	37 314,73	8 378,72

After 15 years of continuous service, refer to Annexure C.

Collective Bargaining Agreement: Catering Industry

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

Class 2 – Annexure C

1st January 2022 – 31st March 2022

GRADE	Scale “F”			Scale “G”			Scale “H”			Scale “I”		
	EIGHTEEN YEARS SERVICE			TWENTY-ONE YEARS SERVICE			TWENTY-FOUR YEARS SERVICE			TWENTY-SEVEN YEARS SERVICE		
	MONTHLY	WEEKLY		MONTHLY	WEEKLY		MONTHLY	WEEKLY		MONTHLY	WEEKLY	
1	22 875,65	5 283,06		23 561,92	5 441,55		24 268,78	5 604,80		24 996,84	5 772,94	
2	23 561,92	5 441,55		24 268,78	5 604,80		24 996,84	5 772,94		25 746,75	5 946,13	
3	24 268,78	5 604,80		24 996,84	5 772,94		25 746,75	5 946,13		26 519,15	6 124,52	
4	24 996,84	5 772,94		25 746,75	5 946,13		26 519,15	6 124,52		27 314,73	6 308,25	
4A	25 746,75	5 946,13		26 519,15	6 124,52		27 314,73	6 308,25		28 134,17	6 497,50	
5	26 519,15	6 124,52		27 314,73	6 308,25		28 134,17	6 497,50		28 978,19	6 692,42	
6	27 314,73	6 308,25		28 134,17	6 497,50		28 978,19	6 692,42		29 847,54	6 893,20	
7	28 134,17	6 497,50		28 978,19	6 692,42		29 847,54	6 893,20		30 742,97	7 099,99	
8	28 978,19	6 692,42		29 847,54	6 893,20		30 742,97	7 099,99		31 665,25	7 312,99	
9	29 847,54	6 893,20		30 742,97	7 099,99		31 665,25	7 312,99		32 615,21	7 532,38	
10	30 742,97	7 099,99		31 665,25	7 312,99		32 615,21	7 532,38		33 593,67	7 758,35	
11	32 280,11	7 454,99		33 248,52	7 678,64		34 245,97	7 909,00		35 273,35	8 146,27	
12	33 894,12	7 827,74		34 910,94	8 062,57		35 958,27	8 304,45		37 037,02	8 553,58	
13	35 588,83	8 219,13		36 656,49	8 465,70		37 756,19	8 719,67		38 888,87	8 981,26	
14	37 368,27	8 630,08		38 489,32	8 888,99		39 643,99	9 155,66		40 833,31	9 430,33	

Transport and housing allowances have been reviewed to \$10 400,00, and \$4 000,00, per month, respectively.

M. MULEYA,
for and on behalf of the Catering Employers' Association of
Zimbabwe.

J. MUTSVANGA,
for and on behalf of the Zimbabwe Catering and Hotel Workers'
Union.

N. BORE,
Acting General Secretary of National Employment Council for the
Catering Industry.

N. MUKWEHWA,
Chairperson of National Employment Council for the Catering
Industry.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING
INDUSTRY

Class 1

1st January 2022—31st March 2022

ANNEXURE A

GRADE	1 TO 12 MONTHS		13 TO 36 MONTHS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	20 274,00	4 682,22	20 882,22	4 822,68
2	20 882,22	4 822,68	21 508,69	4 967,36
3	21 508,69	4 967,36	22 153,95	5 116,39
4	22 153,95	5 116,39	22 818,57	5 269,88
4A	22 818,57	5 269,88	23 503,12	5 427,97
5	23 503,12	5 427,97	24 208,22	5 590,81
6	24 208,22	5 590,81	24 934,46	5 758,54
7	24 934,46	5 758,54	25 682,50	5 931,29

Collective Bargaining Agreement: Catering Industry

8	25 682,50	5 931,29	26 452,97	6 109,23
9	26 452,97	6 109,23	27 246,56	6 292,51
10	27 246,56	6 292,51	28 063,96	6 481,28
11	28 608,89	6 607,13	29 467,16	6 805,35
12	30 039,33	6 937,49	30 940,51	7 145,62
13	31 541,30	7 284,36	32 487,54	7 502,90
14	33 118,36	7 648,58	34 111,92	7 878,04

After two years of continuous service, refer to Annexure B.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY
CLASS 1 — ANNEXURE B
1st January 2022 — 31st March 2022

GRADE	Scale "A"		Scale "B"		Scale "C"		Scale "D"		Scale "E"	
	THREE YEARS SERVICE	WEEKLY	SIX YEARS SERVICE	WEEKLY	NINE YEARS SERVICE	WEEKLY	TWELVE YEARS SERVICE	WEEKLY	FIFTEEN YEARS SERVICE	WEEKLY
1	21 508,69	4 967,36	22 153,95	5 116,39	22 818,57	5 269,88	23 503,12	5 427,97	24 208,22	5 590,81
2	22 153,95	5 116,39	22 818,57	5 269,88	23 503,12	5 427,97	24 208,22	5 590,81	24 934,46	5 758,54
3	22 818,57	5 269,88	23 503,12	5 427,97	24 208,22	5 590,81	24 934,46	5 758,54	25 682,50	5 931,29
4	23 503,12	5 427,97	24 208,22	5 590,81	24 934,46	5 758,54	25 682,50	5 931,29	26 452,97	6 109,23
4A	24 208,22	5 590,81	24 934,46	5 758,54	25 682,50	5 931,29	26 452,97	6 109,23	27 246,56	6 292,51
5	24 934,46	5 758,54	25 682,50	5 931,29	26 452,97	6 109,23	27 246,56	6 292,51	28 063,96	6 481,28
6	25 682,50	5 931,29	26 452,97	6 109,23	27 246,56	6 292,51	28 063,96	6 481,28	28 905,88	6 675,72
7	26 452,97	6 109,23	27 246,56	6 292,51	28 063,96	6 481,28	28 905,88	6 675,72	29 773,05	6 875,99
8	27 246,56	6 292,51	28 063,96	6 481,28	28 905,88	6 675,72	29 773,05	6 875,99	30 666,24	7 082,27
9	28 063,96	6 481,28	28 905,88	6 675,72	29 773,05	6 875,99	30 666,24	7 082,27	31 586,23	7 294,74
10	28 905,88	6 675,72	29 773,05	6 875,99	30 666,24	7 082,27	31 586,23	7 294,74	32 533,82	7 513,58
11	30 351,17	7 009,51	31 261,71	7 219,79	32 199,56	7 436,39	33 165,54	7 659,48	34 160,51	7 889,26
12	31 868,73	7 359,98	32 824,79	7 580,78	33 809,53	7 808,21	34 823,82	8 042,45	35 868,53	8 283,73
13	33 462,16	7 727,98	34 466,03	7 959,82	35 500,01	8 198,62	36 565,01	8 444,58	37 661,96	8 697,91
14	35 135,27	8 114,38	36 189,33	8 357,81	37 275,01	8 608,55	38 393,26	8 866,80	39 545,06	9 132,81

After 15 years of continuous service, refer to Annexure C.

Collective Bargaining Agreement: Catering Industry

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

Class 1 — Annexure C

1st January 2022 — 31st March 2022

GRADE	Scale "F" EIGHTEEN YEARS SERVICE		Scale "G" TWENTY-ONE YEARS SERVICE		Scale "H" TWENTY-FOUR YEARS SERVICE		Scale "I" TWENTY-SEVEN YEARS SERVICE	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	24 934,46	5 758,54	25 682,50	5 931,29	26 452,97	6 109,23	27 246,56	6 292,51
2	25 682,50	5 931,29	26 452,97	6 109,23	27 246,56	6 292,51	28 063,96	6 481,28
3	26 452,97	6 109,23	27 246,56	6 292,51	28 063,96	6 481,28	28 905,88	6 675,72
4	27 246,56	6 292,51	28 063,96	6 481,28	28 905,88	6 675,72	29 773,05	6 875,99
4A	28 063,96	6 481,28	28 905,88	6 675,72	29 773,05	6 875,99	30 666,24	7 082,27
5	28 905,88	6 675,72	29 773,05	6 875,99	30 666,24	7 082,27	31 586,23	7 294,74
6	29 773,05	6 875,99	30 666,24	7 082,27	31 586,23	7 294,74	32 533,82	7 513,58
7	30 666,24	7 082,27	31 586,23	7 294,74	32 533,82	7 513,58	33 509,83	7 738,99
8	31 586,23	7 294,74	32 533,82	7 513,58	33 509,83	7 738,99	34 515,13	7 971,16
9	32 533,82	7 513,58	33 509,83	7 738,99	34 515,13	7 971,16	35 550,58	8 210,30
10	33 509,83	7 738,99	34 515,13	7 971,16	35 550,58	8 210,30	36 617,10	8 456,60
11	35 185,32	8 125,94	36 240,88	8 369,72	37 328,11	8 620,81	38 447,95	8 879,44
12	36 944,59	8 532,24	38 052,93	8 788,21	39 194,52	9 051,85	40 370,35	9 323,41
13	38 791,82	8 958,85	39 955,57	9 227,62	41 154,24	9 504,44	42 388,87	9 789,58
14	40 731,41	9 406,79	41 953,35	9 689,00	43 211,95	9 979,67	44 508,31	10 279,06

Transport and housing allowances have been reviewed to \$10 400,00 and \$4 000,00, per month, respectively.

M. MULEYA,
*for and on behalf of the Catering Employers' Association of
Zimbabwe.*

J. MUTSVANGA,
*for and on behalf of the Zimbabwe Catering and Hotel Workers'
Union.*

N. BORE,
Acting General Secretary of National Employment Council for the
Catering Industry.

N. MUKWEHWA,
Chairperson of National Employment Council for the Catering
Industry.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING
INDUSTRY

CLASS 1A

1st January 2022—31st March 2022

ANNEXURE A

GRADE	1 TO 12 MONTHS		13 TO 36 MONTHS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	22 098,66	5 103,62	22 761,62	5 256,73
2	22 761,62	5 256,73	23 444,47	5 414,43
3	23 444,47	5 414,43	24 147,80	5 576,86
4	24 147,80	5 576,86	24 872,24	5 744,17
4A	24 872,24	5 744,17	25 618,40	5 916,49
5	25 618,40	5 916,49	26 386,96	6 093,99
6	26 386,96	6 093,99	27 178,56	6 276,80
7	27 178,56	6 276,80	27 993,92	6 465,11
8	27 993,92	6 465,11	28 833,74	6 659,06
9	28 833,74	6 659,06	29 698,75	6 858,83
10	29 698,75	6 858,83	30 589,71	7 064,60
11	31 183,69	7 201,78	32 119,20	7 417,83
12	32 742,87	7 561,86	33 725,16	7 788,72
13	34 380,02	7 939,96	35 411,42	8 178,16
14	36 099,02	8 336,96	37 181,99	8 587,06

After two years of continuous service, refer to Annexure B.

Collective Bargaining Agreement: Catering Industry

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

CLASS 1A – ANNEXURE B

1st January 2022 – 31st March 2022

GRADE	Scale "A"		Scale "B"		Scale "C"		Scale "D"		Scale "E"	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	23 444,47	5 414,43	24 147,80	5 576,86	24 872,24	5 744,17	25 618,40	5 916,49	26 386,96	6 093,99
2	24 147,80	5 576,86	24 872,24	5 744,17	25 618,40	5 916,49	26 386,96	6 093,99	27 178,56	6 276,80
3	24 872,24	5 744,17	25 618,40	5 916,49	26 386,96	6 093,99	27 178,56	6 276,80	27 993,92	6 465,11
4	25 618,40	5 916,49	26 386,96	6 093,99	27 178,56	6 276,80	27 993,92	6 465,11	28 833,74	6 659,06
4A	26 386,96	6 093,99	27 178,56	6 276,80	27 993,92	6 465,11	28 833,74	6 659,06	29 698,75	6 858,83
5	27 178,56	6 276,80	27 993,92	6 465,11	28 833,74	6 659,06	29 698,75	6 858,83	30 589,71	7 064,60
6	27 993,92	6 465,11	28 833,74	6 659,06	29 698,75	6 858,83	30 589,71	7 064,60	31 507,41	7 276,54
7	28 833,74	6 659,06	29 698,75	6 858,83	30 589,71	7 064,60	31 507,41	7 276,54	32 452,63	7 494,83
8	29 698,75	6 858,83	30 589,71	7 064,60	31 507,41	7 276,54	32 452,63	7 494,83	33 426,21	7 719,68
9	30 589,71	7 064,60	31 507,41	7 276,54	32 452,63	7 494,83	33 426,21	7 719,68	34 428,99	7 951,27
10	31 507,41	7 276,54	32 452,63	7 494,83	33 426,21	7 719,68	34 428,99	7 951,27	35 461,86	8 189,81
11	33 082,78	7 640,36	34 075,26	7 869,57	35 097,52	8 105,66	36 150,44	8 348,83	37 234,96	8 599,30
12	34 736,91	8 022,38	35 779,02	8 263,05	36 852,39	8 510,95	37 957,96	8 766,27	39 096,70	9 029,26
13	36 473,76	8 423,50	37 567,97	8 676,21	38 695,01	8 936,49	39 855,86	9 204,59	41 051,54	9 480,72
14	38 297,45	8 844,68	39 446,37	9 110,02	40 629,76	9 383,32	41 848,66	9 664,82	43 104,11	9 954,76

After 15 years of continuous service, refer to Annexure C.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY
CLASS 1A — Annexure C
1st January 2022 — 31st March 2022

GRADE	Scale "F" EIGHTEEN-YEARS SERVICE			Scale "G" TWENTY-ONE YEARS SERVICE			Scale "H" TWENTY-FOUR YEARS SERVICE			Scale "I" TWENTY-SEVEN YEARS SERVICE			
	MONTHLY	WEEKLY	MONTHLY	MONTHLY	WEEKLY	MONTHLY	MONTHLY	WEEKLY	MONTHLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	27 178,56	6 276,80	27 993,92	27 993,92	6 465,11	28 833,74	28 833,74	6 659,06	29 698,75	29 698,75	6 858,83	29 698,75	6 858,83
2	27 993,92	6 465,11	28 833,74	28 833,74	6 659,06	29 698,75	29 698,75	6 858,83	30 589,71	30 589,71	7 064,60	30 589,71	7 064,60
3	28 833,74	6 659,06	29 698,75	29 698,75	6 858,83	30 589,71	30 589,71	7 064,60	31 507,41	31 507,41	7 276,54	31 507,41	7 276,54
4	29 698,75	6 858,83	30 589,71	30 589,71	7 064,60	31 507,41	31 507,41	7 276,54	32 452,63	32 452,63	7 494,83	32 452,63	7 494,83
4A	30 589,71	7 064,60	31 507,41	31 507,41	7 276,54	33 426,21	33 426,21	7 494,83	34 428,99	34 428,99	7 719,68	34 428,99	7 719,68
5	31 507,41	7 276,54	32 452,63	32 452,63	7 494,83	33 426,21	33 426,21	7 719,68	34 428,99	34 428,99	7 951,27	34 428,99	7 951,27
6	32 452,63	7 494,83	33 426,21	33 426,21	7 719,68	34 428,99	34 428,99	7 951,27	35 461,86	35 461,86	8 189,81	35 461,86	8 189,81
7	33 426,21	7 719,68	34 428,99	34 428,99	7 951,27	35 461,86	35 461,86	8 189,81	36 525,72	36 525,72	8 435,50	36 525,72	8 435,50
8	34 428,99	7 951,27	35 461,86	35 461,86	8 189,81	36 525,72	36 525,72	8 435,50	37 621,49	37 621,49	8 688,57	37 621,49	8 688,57
9	35 461,86	8 189,81	36 525,72	36 525,72	8 435,50	37 621,49	37 621,49	8 688,57	38 750,13	38 750,13	8 949,22	38 750,13	8 949,22
10	36 525,72	8 435,50	37 621,49	37 621,49	8 688,57	38 750,13	38 750,13	8 949,22	40 687,64	40 687,64	9 396,68	40 687,64	9 396,68
11	38 352,00	8 857,28	39 502,56	39 502,56	9 122,99	41 477,69	41 477,69	9 579,14	42 722,02	42 722,02	9 866,52	42 722,02	9 866,52
12	40 269,60	9 300,14	41 477,69	41 477,69	9 579,14	43 551,58	43 551,58	10 058,10	44 858,12	44 858,12	10 359,84	44 858,12	10 359,84
13	42 283,08	9 765,15	43 551,58	43 551,58	10 058,10	45 729,16	45 729,16	10 561,01	47 101,03	47 101,03	10 877,84	47 101,03	10 877,84
14	44 397,24	10 253,40	45 729,16	45 729,16	10 561,01	47 101,03	47 101,03	10 877,84	48 514,06	48 514,06	11 204,17	48 514,06	11 204,17

Transport and housing allowances have been reviewed to \$10 400,00 and \$4 000,00, per month, respectively.

Collective Bargaining Agreement: Catering Industry

M. MULEYA,
for and on behalf of the Catering Employers' Association of
Zimbabwe.

J. MUTSVANGA,
for and on behalf of the Zimbabwe Catering and Hotel Workers'
Union.

N. BORE,
Acting General Secretary of National Employment Council for the
Catering Industry.

N. MUKWEHWA,
Chairperson of National Employment Council for the Catering
Industry.

