

Statutory Instrument 13 of 2023

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Collective Bargaining Agreement: National Employment Council for Zimbabwe Schools Development Associations and Committees

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 as set out in the Schedule which was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR ZIMBABWE
SCHOOLS DEVELOPMENT ASSOCIATIONS AND
COMMITTEES

This further agreement made and entered into in accordance with provisions of the Labour Act [*Chapter 28:01*] between Zimbabwe Schools Development Associations and Committees (herein referred to as the “employers” or the “the employers association”), of the one party, and the National Education Union of Zimbabwe (herein referred to as the “employees” or the “the trade union”), of the other party, being parties to the National Employment Council for Zimbabwe Schools Development Associations and Committees in Government and Council run Schools.

1. This collective bargaining agreement is with effect from 1st of June, 2022.

2. Schools Development Associations/Committees employers with employees earning salaries above the minimum per grade stipulated in the tables below should not reduce salaries for their employees, however only when financial incapacity is established at the workplace, should they apply for exemption as per section 5.

3. Where employees are receiving more favourable wages and benefits than those specified in this agreement, these shall not be withdrawn.

4. Housing and transport allowance to be negotiated at Works Council level, where disputes arise, the disputes are to be referred to the NEC ZSDA/C.

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5. Schools Development Associations/Committees employers that are not able to award these increases should apply for exemption accompanied by the following requirements –

- (i) Must be a contributing member of the Employment Council.
- (ii) Application for Exemption Letter clearly stating number of enrolment, levies charged.
- (iii) Signed minutes (by all present) to the meeting where it was discussed with the workers the need for salary exemptions.
- (iv) The proposed salaries to be awarded per grade.
- (v) Period to be exempted.
- (vi) Summary bank statement for the past six months (or that is relevant for the exemption application).
- (vii) Financials: Proposed an actual budget with variances stated, income and expenditure account, audited final accounts, other financial statements (relevant to the exemption application).

6. The employer shall be responsible for deducting and remitting statutory dues to the respective accounts for –

- (i) Employment Council for Zimbabwe Schools Development Associations and Committees. (NEC ZSDA/C).
- (ii) National Education Union of Zimbabwe (NEUZ).
- (iii) Zimbabwe Schools Development Associations and Committees (ZSDA/C).

7. Interpretation of grades

Grade	Occupation
1	General Worker, Cleaner, Field Worker, Poultry Attendant
2	Swimming pool Attendant, Launderer, Leading Hand, Assistant Office Orderly, Water Attendant, Hostel Aid, Waiter
3	Driver (Class 3), Office Orderly, Clerk Class 1, Assistant Cook, Boiler Attendant, Child Minder, Welder Class 4, Tractor Driver, Nurse Aid

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Grade	Occupation
4	Driver (Class 4), Senior Office orderly, Clerk Class 2, Machine Operator, Security Guard, Senior Waiter, Handy Person, Welder Class 3
5	Telephone/Switchboard Operator, Receptionist/Clerk, Typist/Clerk Class 3, Tuck-shop Keeper, Welder Class 2, Driver Class 2, Head/Grounds Supervisor, Security Supervisor
6	Driver (Class1), Cook, Caretaker
7	Rehabilitation Assistant, Assistant House Keeper, Artroom Assistant
8	Housekeeper, Assistant Librarian, Laboratory Assistant, Mechanic, Plumber, Electrician, Welder Class 1, Builder, Carpenter, Painter, Head Cook/Chef
9	Secretary (Clerical), Farm Manager, Matron/Boarding Master
10	Accounts Clerk/Bookkeeper (Class 4)
11	Teacher/Trainer, Lecturer/Tutor/Coach/Journeyman/Librarian, ECD Teacher, Nurse
12	Bursar/Accounting Officer, Senior Bookkeeper, Administrator, Sports Director
13	Accountant (experienced), Occupational Therapist, Physio-Therapist, Speech Therapist

8. Interpretation of wage schedules

Schedule 1 “A” and “B” are for schools which are charging school levies \$10 000,00 and below.

Schedule 2 “A” and “B” are for schools which are charging school levies between \$10 000,01 and \$15 000,00.

Schedule 3 “A” and “B” are for schools which are charging school levies from \$15 000,01 and above.

Schedule 4 “A” and “B” are for Better Schools Program Zimbabwe (BSPZ) employees.

Schedule 1 “B”, 2 “B”, 3 “B”, 4 “B” are for employees with national diplomas/qualification recognised by the relevant Ministry.

SCHEDULE 1A							
Grade	1 – 4 years	Cost of Living allowance	Total		5 years plus	Cost of living allowance	Total
1	31 000	14 000	45 000		31 930	14 000	45 930

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SCHEDULE 1A						
Grade	1 – 4 years	Cost of Living allowance	Total	5 years plus	Cost of living allowance	Total
2	32 550	14 000	46 550	33 527	14 000	47 527
3	34 178	14 000	48 178	35 203	14 000	49 203
4	35 887	14 000	49 887	36 964	14 000	50 964
5	37 681	14 000	51 681	38 811	14 000	52 811
6	39 565	14 000	53 565	40 752	14 000	54 752
7	41 543	14 000	55 543	42 789	14 000	56 789
8	43 620	14 000	57 620	44 929	14 000	58 929
9	45 801	14 000	59 801	47 175	14 000	61 175
10	48 091	14 000	62 091	49 534	14 000	63 534
11	50 496	14 000	64 496	52 011	14 000	66 011
12	53 021	14 000	67 021	54 612	14 000	68 612
13	55 672	14 000	69 672	57 342	14 000	71 342

SCHEDULE 2A						
Grade	1 – 4 years	Cost of Living allowance	Total	5 years plus	Cost of living allowance	Total
1	37 200	14 000	51 200	38 316	14 000	52 316
2	39 060	14 000	53 060	40 232	14 000	54 232
3	41 013	14 000	55 013	42 243	14 000	56 243
4	43 064	14 000	57 064	44 356	14 000	58 356
5	45 217	14 000	59 217	46 574	14 000	60 574
6	47 478	14 000	61 478	48 902	14 000	62 902
7	49 852	14 000	63 852	51 348	14 000	65 348
8	52 345	14 000	66 345	53 915	14 000	67 915
9	54 962	14 000	68 962	56 611	14 000	70 611
10	57 710	14 000	71 710	59 441	14 000	73 441
11	60 596	14 000	74 596	62 414	14 000	76 414
12	63 626	14 000	77 626	65 535	14 000	79 535
13	66 807	14 000	80 807	68 811	14 000	82 811

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SCHEDULE 3A						
Grade	1 – 4 years	Cost of Living allowance	Total	5 years plus	Cost of living allowance	Total
1	39 060	14 000	53 060	40 232	14 000	54 232
2	41 013	14 000	55 013	42 243	14 000	56 243
3	43 064	14 000	57 064	44 356	14 000	58 356
4	45 217	14 000	59 217	46574	14 000	60 574
5	47 478	14 000	61 478	48 902	14 000	62 902
6	49 852	14 000	63 852	51 348	14 000	65 348
7	52 345	14 000	66 345	53 915	14 000	67 915
8	54 962	14 000	68 962	56 811	14 000	70 811
9	57 710	14 000	71 710	59 441	14 000	73 441
10	60 596	14 000	74 596	62 414	14 000	76 414
11	63 626	14 000	77 626	65 535	14 000	79 535
12	66 807	14 000	80 807	68 811	14 000	82 811
13	70 147	14 000	84 147	72 251	14 000	86 251

SCHEDULE 4A						
Grade	1 – 4 years	Cost of living allowance	Total	5 years plus	Cost of living allowance	Total
1	37 200	14 000	51 200	38 316	14 000	52 316
2	39 060	14 000	53 060	40 232	14 000	54 232
3	41 013	14 000	55 013	42 243	14 000	56 243
4	43 064	14 000	57 064	44 356	14 000	58 356
5	45 217	14 000	59 217	46 574	14 000	60 574
6	47 478	14 000	61 478	48 902	14 000	62 902
7	49 852	14 000	63 852	51 348	14 000	65 348
8	52 345	14 000	66 345	53 915	14 000	67 915
9	54 962	14 000	68 962	56 611	14 000	70 611
10	57 710	14 000	71 710	59 441	14 000	73 441

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SCHEDULE 4A							
11	60 596	14 000	74 596		62 414	14 000	76 414
12	63 626	14 000	77 626		65 535	14 000	79 535
13	66 807	14 000	80 807		68 811	14 000	82 811

SCHEDULE B

Skilled workers with a National Diploma/professional qualification recognised by the relevant Ministry.

SCHEDULE 1B							
Grade	1 – 4 years	Cost of living allowance	Total		5 years plus	Cost of living allowance	Total
8	59 323	14 000	73 323		61 103	14 000	75 103
9	62 289	14 000	76 289		64 158	14 000	78 158
10	65 403	14 000	79 403		67 365	14 000	81 365
11	68 673	14 000	82 673		70 733	14 000	84 733
12	72 107	14 000	86 107		74 270	14 000	88 270
13	75 712	14 000	89 712		77 984	14 000	91 984

SCHEDULE 2B							
Grade	1 – 4 years	Cost of living allowance	Total		5 years plus	Cost of living allowance	Total
8	71 189	14 000	85 189		73 325	14 000	87 325
9	74 748	14 000	88 748		76 991	14 000	90 991
10	78 485	14 000	92 485		80 840	14 000	94 840
11	82 409	14 000	96 409		84 882	14 000	98 882
12	86 529	14 000	100 529		89 125	14 000	103 125
13	90 855	14 000	104 855		93 581	14 000	107 581

SCHEDULE 3B							
Grade	1 – 4 years	Cost of living allowance	Total		5 years plus	Cost of living allowance	Total
8	74 748	14 000	88 748		76 991	14 000	90 991

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SCHEDULE 3B						
Grade	1 – 4 years	Cost of living allowance	Total	5 years plus	Cost of living allowance	Total
9	78 485	14 000	92 485	80 840	14 000	94 840
10	82 409	14 000	96 409	84 882	14000	98 882
11	86 529	14 000	100 529	89 125	14000	103 125
12	90 855	14 000	104 855	93 581	14000	107 581
13	95 398	14 000	109 398	98 260	14000	112 260

SCHEDULE 4B						
Grade	1 – 4 years	Cost of living allowance	Total	5 years plus	Cost of living allowance	Total
8	71 189	14 000	85 189	73 325	14 000	87 325
9	74 748	14 000	88 748	76 991	14 000	90 991
10	78 485	14 000	92 485	80 840	14 000	94 840
11	82 409	14 000	96 409	84 882	14 000	98 882
12	86 529	14 000	100 529	89 125	14 000	103 125
13	90 855	14 000	104 855	93 581	14 000	107 581

Thus agreed and signed at Harare on this 23rd day of May, 2022.

C. MUTASA,
ZSDA/C President.

K. SHAMUYARIRA,
NEUZ General Secretary.

T. MUTSVAIRO,
NEC Acting General Secretary.

R. J. CHINYAMUNYAMU,
NEC Chairman.

