

Statutory Instrument 26 of 2024.

[CAP. 28.01

**Collective Bargaining Agreement: Harare Municipal Undertaking
General Conditions of Service**

IT is hereby notified, in terms of section 80 of the Labour Act [*Chapter 28:01*], that the Minister has approved the publication of the Collective Bargaining Agreement set out in the Schedule.

The agreement has been registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

**COLLECTIVE BARGAINING AGREEMENT: HARARE
MUNICIPAL UNDERTAKING GENERAL CONDITIONS OF
SERVICE**

**OCTOBER 2022 SALARY AND CUSHIONING ALLOWANCE
AGREEMENT**

Made and entered into in accordance with the provisions of the Labour Act, between the Harare Municipality, of the one part, and the Employee Party represented by the Municipal Workers Union of Zimbabwe (MWUZ), the Zimbabwe Urban Councils Workers Union (ZUCWU), (Harare Branch), the Water and Allied Workers Union of Zimbabwe (WAWUZ) and the Zimbabwe Allied Municipalities Workers Union (ZAMWU), of the other part, being parties to the Employment Council for the Harare Municipal Undertaking.

Parties hereby agreed as follows:

1. To increase the basic salary for the lowest paid grade from ZWL\$49,152.19 to ZWL\$74,760.09.
2. 50% of the cushioning allowance has been moved to the basic salary leaving 50% of the existing RTGS cushioning allowance.
3. To award an additional cushioning allowance of USD\$50 across the board.
4. All the other hygienic allowances to remain as is.
5. The effective date of the increase shall be 1st October, 2022.

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6. There will be an exercise to correct the grade differentials and salary scale will be made which will be signed for as an addendum to this CBA.
7. To have a periodic review starting on the first week of November 2022.
8. The employer shall put in place the logistics of paying the allowance mentioned in paragraph 3 above.

Declaration

The Harare Municipality and the employees as represented by the trade unions i.e. (MWUZ, ZUCWU, WAWUZ and ZAMWU), having reached an agreement set forth herein, and the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures thereto.

Signed at Harare on this 9th day of October in the year of our Lord, 2022.

CLLR. K. KADZOMBE,
Employer Party Representatives,
for and on behalf of: Harare Municipality.

MR. B. MATENGARUFU,
Acting Human Capital Director,
for and on behalf of: Harare Municipality.

CLLR. S. DHLIWAYO,
Employer Party Representative,
for and on behalf of: Harare Municipality.

CLLR. H. GOTORA,
Employer Party Representative,
for and on behalf of: Harare Municipality.

MR. G. MATONGERA,
Employee Party Chairperson,
for and on behalf of: Municipal Workers Union of Zimbabwe.

MR. C. MATSIKA,
Zimbabwe Urban Councils Workers Union Chairman.

MR T. K. MUSARURWA,
Water and Allied Workers Union of Zimbabwe President.

MR T. MURAMBATSVINA,
Zimbabwe Allied Municipalities Workers Union President.

MR R. MATSIKIDZE,
Employment Council for the Harare Municipal Undertaking,
Chairman.

DR. R. KATSANDE,
Employment Council for the Harare Municipal Undertaking,
Secretary-General.

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