

Statutory Instrument 38 of 2023.

[CAP. 28:01

Collective Bargaining Agreement: Tourism 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*], approved the publication of the Collective Bargaining Agreement set out in the Schedule registered in terms of section 79 of the Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE TOURISM
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: TOURISM
INDUSTRY

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time between the Zimbabwe Parks and Wildlife Management Authority (hereinafter referred to as the “employers”), of the one part, and National Union of Tourism, Wildlife, Leisure and Allied Works, and Tourism and Conservation Workers Union of Zimbabwe and National Union of Safari Operators, Heritage, Leisure and Wildlife Conservation Workers of Zimbabwe and Parks and Wildlife Management Workers Union of Zimbabwe (hereinafter referred to as the “employees”), of the other part, being parties to the National Employment Council for the Tourism Industry.

The Employers Association of the Tourism Industry met on the 28th July, 2022, and agreed to review minimum basic wages for the sector by 52% from 1st April, 2022 to 31st May, 2022, starting from 1st June, 2022 to 31st July, 2022 on ZWL salary, housing allowances and transport allowance and to all employees payable in the Tourism industry respectively. The employer party and the employee party agreed on the following:—

1. 50% increment on basic salary.
2. Housing allowance to remain at 20% of basic.
3. 100% increment on transport allowance;
4. 100% increment on electricity and water allowance.
5. USD25 to be paid through NOSTRO and RTGS COLA remain unchanged.

Collective Bargaining Agreement: Tourism Industry

6. Maintain the COVID-19 allowance of USD75 paid through NOSTRO.

Sector	USD Minimum	% ZWL Increase	ZWL Minimum	New ZWL and USD Minimum	Effective Date
Zimparks	USD75	52%	55 491.00	55 491.00 and USD75	1st April, 2022 to 31st May, 2022
Zimparks	USD75	50%	78 399.00	78 399.00 and USD100	1st June, 2022 to 31st July, 2022

Signed at Harare, on behalf of the employees and employers on this 28th day of July, 2022.

P. MHAKA
for and on behalf of Zimbabwe Parks and Wildlife Management Authority.

T. MUYEMAYEMA

M. NYAKUDYA

F. MUGABE

G. SITIMA

W. MOLIFE

for and on behalf of the Trade Unions in the Tourism Industry

P. MPOFU,
Chairperson.

N. NHEMA,
General Secretary.