

Statutory Instrument 51 of 2023.

[CAP. 28:01

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 25 of 2022 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 parties to the National Employment Council for the Catering Industry of Zimbabwe shall read as one with the principal agreement published in Statutory Instrument 25 of 2022 (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

1. Clause 10(1) of the principal agreement as read with Annexures A, B and C is hereby repealed and the following substituted—

"10(1)(a) Every employer shall place each employee in the grade prescribed appropriate to his/her occupation and shall with effect from 1st April, 2022, to the 31st December, 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/her.

Collective Bargaining Agreement: Catering Industry

The wages are denominated in United States dollars and payable in local currency at the official prevailing interbank auction rate applicable on the date of payment.

Provided that establishments that are trading in foreign currency and are able to pay the remuneration in part or in full in foreign currency are encouraged to do so.

Employers that are unable to afford the new rates may seek exemption from Council in terms of the provisions of clause 5 of the Collective Bargaining Agreement: Catering Industry (General Conditions) Statutory Instrument 25 of 2022.”.

Transport allowance, housing allowance and meals

2. Clause 15(1) and (2) of the principal agreement are hereby repealed and the following substituted—

“15. (1) “Every employer shall pay a transport allowance of US\$70,00 per month to each employee for the period 1st April, 2022 to the 31st December, 2022, except—

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

The allowance is denominated in United States dollars and payable in local currency at the official prevailing interbank auction rate applicable on the date of payment. 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:

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 US\$25,00 per month for the period 1st April, 2022 to the 31st December, 2022.

The allowance is denominated in United States dollars and payable in local currency at the official prevailing interbank auction rate applicable on the date of payment. 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.”.

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 16th day of May, 2022.

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

F. NYAMUNDA,
for and behalf of the Trade Union

N. BORE,
Acting General Secretary.

N. MUKWEHWA,
Chairperson.

Collective Bargaining Agreement: Catering Industry

**NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING
INDUSTRY**

CLASS 2

1st April, 2022 – 31st December, 2022

ANNEXURE A

GRADE	1 to 12 Months		13 to 36 Months	
	MONTHLY \$	WEEKLY \$	MONTHLY \$	WEEKLY \$
1	200,00	46,19	206,00	47,58
2	206,00	47,58	212,18	49,00
3	212,18	49,00	218,55	50,47
4	218,55	50,47	225,10	51,99
4A	225,10	51,99	231,85	53,55
5	231,85	53,55	238,81	55,15
6	238,81	55,15	245,97	56,81
7	245,97	56,81	253,35	58,51
8	253,35	58,51	260,95	60,27
9	260,95	60,27	268,78	62,07
10	268,78	62,07	276,85	63,94
11	282,22	65,18	290,69	67,13
12	296,33	68,44	305,22	70,49
13	311,15	71,86	320,48	74,01
14	326,71	75,45	336,51	77,72

After 2 years of continuous service, refer to Annexure B

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

Class 2—Annexure B

1st April, 2022—31st December, 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	212,18	49,00	218,55	50,47	225,10	51,99	231,85	53,55	238,81	55,15
2	218,55	50,47	225,10	51,99	231,85	53,55	238,81	55,15	245,97	56,81
3	225,10	51,99	231,85	53,55	238,81	55,15	245,97	56,81	253,35	58,51
4	231,85	53,55	238,81	55,15	245,97	56,81	253,35	58,51	260,95	60,27
4A	238,81	55,15	245,97	56,81	253,35	58,51	260,95	60,27	268,78	62,07
5	245,97	56,81	253,35	58,51	260,95	60,27	268,78	62,07	276,85	63,94
6	253,35	58,51	260,95	60,27	268,78	62,07	276,85	63,94	285,15	65,86
7	260,95	60,27	268,78	62,07	276,85	63,94	285,15	65,86	293,71	67,83
8	268,78	62,07	276,85	63,94	285,15	65,86	293,71	67,83	302,52	69,87
9	276,85	63,94	285,15	65,86	293,71	67,83	302,52	69,87	311,59	71,96
10	285,15	65,86	293,71	67,83	302,52	69,87	311,59	71,96	320,94	74,12
11	299,41	69,15	308,39	71,22	317,64	73,36	327,17	75,56	336,99	77,83
12	314,38	72,61	323,81	74,78	333,53	77,03	343,53	79,34	353,84	81,72
13	330,10	76,24	340,00	78,52	350,20	80,88	360,71	83,30	371,53	85,80
14	346,60	80,05	357,00	82,45	367,71	84,92	378,74	87,47	390,11	90,09

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 April, 2022 – 31st December, 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	245,97	56,81	253,35	58,51	260,95	60,27	268,78	62,07
2	253,35	58,51	260,95	60,27	268,78	62,07	276,85	63,94
3	260,95	60,27	268,78	62,07	276,85	63,94	285,15	65,86
4	268,78	62,07	276,85	63,94	285,15	65,86	293,71	67,83
4A	276,85	63,94	285,15	65,86	293,71	67,83	302,52	69,87
5	285,15	65,86	293,71	67,83	302,52	69,87	311,59	71,96
6	293,71	67,83	302,52	69,87	311,59	71,96	320,94	74,12
7	302,52	69,87	311,59	71,96	320,94	74,12	330,57	76,34
8	311,59	71,96	320,94	74,12	330,57	76,34	340,49	78,63
9	320,94	74,12	330,57	76,34	340,49	78,63	350,70	80,99
10	330,57	76,34	340,49	78,63	350,70	80,99	361,22	83,42
11	347,10	80,16	357,51	82,57	368,24	85,04	379,28	87,59
12	364,45	84,17	375,39	86,69	386,65	89,30	398,25	91,97
13	382,68	88,38	394,16	91,03	405,98	93,76	418,16	96,57
14	401,81	92,80	413,86	95,58	426,28	98,45	439,07	101,40

Transport and Housing allowances have been reviewed to US\$70,00 and US\$25,00 per month, respectively.

S.I. 51 of 2023

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

CLASS 1

1st April – 31st December, 2022

ANNEXURE A

Grade	1 to 12 Months		13 to 36 Months	
	Monthly \$	Weekly \$	Monthly \$	Weekly \$
1	218,00	50,35	224,54	51,86
2	224,54	51,86	231,28	53,41
3	23,28	53,41	238,21	55,01
4	238,21	55,01	245,36	56,67
4A	245,36	56,67	252,72	58,37
5	252,72	58,37	260,30	60,12
6	260,30	60,12	268,11	61,92
7	268,11	61,92	276,16	63,78
8	276,16	63,78	284,44	65,69
9	284,44	65,69	292,97	67,66
10	292,97	67,66	301,76	69,69
11	307,62	71,04	316,85	73,18
12	323,00	74,60	332,69	76,83
13	339,15	78,33	349,33	80,68
14	356,11	82,24	366,79	84,71

After 2 years of continuous service, refer to Annexure B

Collective Bargaining Agreement: Catering Industry

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

Class 1 - Annexure B

1st April, 2022 – 31st December, 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 Services	
	Monthly \$	Weekly \$	Monthly \$	Weekly \$	Monthly \$	Weekly \$	Monthly \$	Weekly \$	Monthly \$	Weekly \$
1	231,28	53,41	238,21	55,01	245,36	56,67	252,72	58,37	260,30	60,12
2	238,21	55,01	245,36	56,67	252,72	58,37	260,30	60,12	268,11	61,92
3	245,36	56,67	252,72	58,37	260,30	60,12	268,11	61,92	276,16	63,78
4	252,72	58,37	260,30	60,12	268,11	61,92	276,16	63,78	284,44	65,69
4A	260,30	60,12	268,11	61,92	276,16	63,78	284,44	65,69	292,97	67,66
5	268,11	61,92	276,16	63,78	284,44	65,69	292,97	67,66	301,76	69,69
6	276,16	63,78	284,44	65,69	292,97	67,66	301,76	69,69	310,82	71,78
7	284,44	65,69	292,97	67,66	301,76	69,69	310,82	71,78	320,14	73,94
8	292,97	67,66	301,76	69,69	310,82	71,78	320,14	73,94	329,74	76,15
9	301,76	69,69	310,82	71,78	320,14	73,94	329,74	76,15	339,64	78,44
10	310,82	71,78	320,14	73,94	329,74	76,15	339,64	78,44	349,83	80,79
11	326,36	75,37	336,15	77,63	346,23	79,96	356,62	82,36	367,32	84,83
12	342,67	79,14	352,95	81,51	363,54	83,96	374,45	86,48	385,68	89,07
13	359,81	83,10	370,60	85,59	381,72	88,16	393,17	90,80	404,97	93,53
14	377,80	87,25	389,13	89,87	400,81	92,57	412,83	95,34	425,22	98,20

After 15 years of continuous service, refer to Annexure C

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

Class 1—Annexure C

1st April 2022—31st December, 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	268,11	61,92	276,16	63,78	284,44	65,69	292,97	67,66
2	276,16	63,78	284,44	65,69	292,97	67,66	301,76	69,69
3	284,44	65,69	292,97	67,66	301,76	69,69	310,82	71,78
4	292,97	67,66	301,76	69,69	310,82	71,78	320,14	73,94
4A	301,76	69,69	310,82	71,78	320,14	73,94	329,74	76,15
5	310,82	71,78	320,14	73,94	329,74	76,15	339,64	78,44
6	320,14	73,94	329,74	76,15	339,64	78,44	349,83	80,79
7	329,74	76,15	339,64	78,44	349,83	80,79	360,32	83,21
8	339,64	78,44	349,83	80,79	360,32	83,21	371,13	85,71
9	349,83	80,79	360,32	83,21	371,13	85,71	382,26	88,28
10	360,32	83,21	371,13	85,71	382,26	88,28	393,73	90,93
11	378,34	87,38	389,69	90,00	401,38	92,70	413,42	95,48
12	397,25	91,74	409,17	94,50	421,45	97,33	434,09	100,25
13	417,12	96,33	429,63	99,22	442,52	102,20	455,79	105,26
14	437,97	101,15	451,11	104,18	464,64	107,31	478,58	110,53

Transport and housing allowances have been reviewed to US\$70,00 and US\$25,00 per month, respectively.

Collective Bargaining Agreement: Catering Industry

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING
INDUSTRY

CLASS 1A

1st April, 2022—31st December, 2022

ANNEXURE A

Grade	1 to 12 Months		13 to 36 Months	
	Monthly \$	Weekly \$	Monthly \$	Weekly \$
1	237,62	54,88	244,75	56,52
2	244,75	56,52	252,09	58,22
3	252,09	58,22	259,65	59,97
4	259,65	59,97	267,44	61,77
4A	267,44	61,77	275,47	63,62
5	275,47	63,62	283,73	65,53
6	283,73	65,53	292,24	67,49
7	292,24	67,49	301,01	69,52
8	301,01	69,52	310,04	71,60
9	310,04	71,60	319,34	73,75
10	319,34	73,75	328,92	75,96
11	335,31	77,44	345,37	79,76
12	352,07	81,31	362,64	83,75
13	369,68	85,38	380,77	87,94
14	388,16	89,64	399,81	92,33

After 2 years of continuous service, refer to Annexure B

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY
 CLASS 1A
 ANNEXURE B

1st April, 2022 – 31st December, 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	252,09	58,22	259,65	59,97	267,44	61,77	275,47	63,62	283,73	65,53
2	259,65	59,97	267,44	61,77	275,47	63,62	283,73	65,53	292,24	\$67,49
3	267,44	61,77	275,47	63,62	283,73	65,53	292,24	67,49	301,01	69,52
4	275,47	63,62	283,73	65,53	292,24	67,49	301,01	69,52	310,04	71,60
4A	283,73	65,53	292,24	67,49	301,01	69,52	310,04	71,60	319,34	73,75
5	292,24	67,49	301,01	69,52	310,04	71,60	319,34	73,75	328,92	75,96
6	301,01	69,52	310,04	71,60	319,34	73,75	328,92	75,96	338,79	78,24
7	310,04	71,60	319,34	73,75	328,92	75,96	338,79	78,24	348,95	80,59
8	319,34	73,75	328,92	75,96	338,79	78,24	348,95	80,59	359,42	83,01
9	328,92	75,96	338,79	78,24	348,95	80,59	359,42	83,01	370,20	85,50
10	338,79	78,24	348,95	80,59	359,42	83,01	370,20	85,50	381,31	88,06
11	355,73	82,15	366,40	84,62	377,39	87,16	388,71	89,77	400,38	92,47
12	373,52	86,26	384,72	88,85	396,26	91,52	408,15	94,26	420,39	97,09
13	392,19	90,58	403,96	93,29	416,08	96,09	428,56	98,97	441,41	101,94
14	411,80	95,10	424,15	97,96	436,88	100,90	449,99	103,92	463,49	107,04

After 15 years of continuous service, refer to Annexure C

Collective Bargaining Agreement: Catering Industry

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY
 CLASS 1A
 ANNEXURE C
 1st April, 2022 – 31st December, 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	292,24	67,49	301,01	69,52	310,04	71,60	319,34	73,75
2	301,01	69,52	310,04	71,60	319,34	73,75	328,92	75,96
3	310,04	71,60	319,34	73,75	328,92	75,96	338,79	78,24
4	319,34	73,75	328,92	75,96	338,79	78,24	348,95	80,59
4A	328,92	75,96	338,79	78,24	348,95	80,59	359,42	83,01
5	338,79	78,24	348,95	80,59	359,42	83,01	370,20	85,50
6	348,95	80,59	359,42	83,01	370,20	85,50	381,31	88,06
7	359,42	83,01	370,20	85,50	381,31	88,06	392,75	90,70
8	370,20	85,50	381,31	88,06	392,75	90,70	404,53	93,43
9	381,31	88,06	392,75	90,70	404,53	93,43	416,67	96,23
10	392,75	90,70	404,53	93,43	416,67	96,23	429,17	99,12

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 \$
11	412,39	95,24	424,76	98,10	437,50	101,04	450,63	104,07
12	433,01	100,00	446,00	103,00	459,38	106,09	473,16	109,27
13	454,66	105,00	468,30	108,15	482,35	111,40	496,82	114,74
14	477,39	110,25	491,71	113,56	506,46	116,97	521,66	\$120,47

Transport and Housing allowances have been reviewed to US\$70,00 and US\$25,00 per month, respectively.

