

Statutory Instrument 52 of 2023.

[CAP. 28:01

Collective Bargaining Agreement for NEC: Security 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 Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE SECURITY
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: SECURITY
INDUSTRY

Made and entered in accordance with Labour Act [*Chapter 28:01*], to amend the Collective Bargaining Agreement: Security Industry, published in Statutory Instrument 121 of 2021, shall be read as one with principal agreement between the Security Association of Zimbabwe and Zimbabwe National Security Association (herein referred to as “employers or employers’ organisations”), of the one part, and the Zimbabwe Security Guards Union and Private Security Workers Union (hereafter referred to as “employees” or the “trade unions”), of the other part, being parties to the National Employment Council for the Security Industry of Zimbabwe.

1. Notwithstanding the date of signature or publication hereof, this agreement shall be deemed to have to come into operation on the 1st of April, 2022.

2. Every employer shall, with effect from 1st of April, 2022, pay to each employee a wage not less than the appropriate amount specified in the Second Schedule.

3. Every employer shall, with effect from 1st April, 2022, pay to each employee an allowance not less than the appropriate amount specified in the Third Schedule.

4. The Second and Third Schedules to Statutory Instrument 152 of 2019, are substituted with the following:

Collective Bargaining Agreement for NEC: Security Industry

SECOND SCHEDULE

	Classification of Occupation	Old as at 31/03/2021 ZWL\$	New as from 01/04/2021 ZWL\$
1	(a) Guard/General Hand	18 500,00	23 000,00
	(b) Senior Guard 1 year experience	19 104,70	23 751,79
	(c) Guard Specialised training + experience	19 709,00	24 504,16
	(d) Senior Guard, specialized training (5 years+)	19 969,20	24 826,57
2	Lance Corporal	20 314,98	25 256,46
	Driver Class (3)	20 314,98	25 256,46
3	Corporal	21 179,38	26 331,12
	Driver Class (4)	21 179,38	26 331,12
4	Sergeant	22 821,90	28 373,17
	Driver Class (2)	22 821,90	28 373,17
5	Sergeant Major	24 032,18	29 877,84
	Driver Class (1)	24 032,18	29 877,84
6	Assistant Inspector	25 501,76	31 704,89
7	Inspector	27 835,78	34 606,64
8	Chief Inspector	29 910,56	37 186,10
9	Security Officer	34 405,77	44 017,98
10	Chief Security Officer	36 912,18	45 890,82

THIRD SCHEDULE

1	Dog Handler's Allowance per shift	125,00	125,00
2	Firearm/gun Handler's Allowance per shift	150,00	150,00
3	Cash in transit Allowance per shift	150,00	150,00
4	Cycle Allowance per shift	200,00	200,00
5	Housing Allowance	3 500,00	7 000,00
6	Transport Allowance	3 000,00	5 000,00
7	Unproved Expenses:		
	(a) Where neither accommodation nor food is provided	1 260,00	2 520,00
	(b) Where food is provided	840,00	1 680,00
	(c) Where accommodation is provided	420,00	840,00

Amendment of section 32(4) of S. I. 76 of 2012

With effect from 1st April, 2022, employers shall deduct 0.325% from the basic salary of each security guard per grade and the employer shall contribute a similar and shall forward the total to NEC Security Industry as Council Dues.

The Security Industry Negotiators have arrived at a settlement.

Effective date of implementation of the new wages is 1st April, 2021.

The agreement shall be in force from 1st April, 2021 to 30th June, 2022.

The agreement is binding on all companies within the Security Industry.

Signed at Harare on the 8th of April, 2022.

L. MGAYA,
President, Security Association of Zimbabwe.

S. ZVARIVADZA,
President, Zimbabwe National Security Association.

S. MUCHINI,
President, Zimbabwe Security Guards Union,

G. ZHOU,
President, Private Security Workers Union.

J. MAHLAULE,
General Secretary, National Employment Council for the Security
Industry of Zimbabwe.

