

Collective Bargaining Agreement: Cleaning and Hygiene Sectors

IT is hereby notified, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], that the Minister of Public Service, Labour and Social Welfare, has approved the publication of Collective Bargaining Agreement registered in terms of section 79 of the Act set out in the Schedule.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR CLEANING AND
HYGIENE INDUSTRY OF ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT: CLEANING
AND HYGIENE SECTORS

Agreement

This agreement made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] between the Association of Cleaning Companies of Zimbabwe (hereinafter referred to as “the employers’ organisation”), on the one part, and Progressive Commercial Trades & Allied Workers Union of Zimbabwe, Fidelity Commercial Trades and Allied Workers Union of Zimbabwe and the Cleaning and Laundry Services Workers Union of Zimbabwe (hereinafter referred to as “the trade union”) on the other part, being parties of the National Employment Council for Cleaning and Hygiene Services Industry of Zimbabwe.

This agreement shall be deemed to have come into operation on 1st of November, 2023.

Grade	Old Minimums	New Minimums
1A	225,00	251,00
*1B	233,00	259,92
2	239,00	266,62
3	248,00	276,66
4	256,00	285,58
5	265,00	295,62
6	272,00	303,43
7	280,00	312,36
8	296,00	330,20

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Grade	Old Minimums	New Minimums
9	320,00	356,98
10	342,00	381,52
11	366,00	408,29
12	415,00	462,96

** Employees in grade 1(b) are employees who have completed two or more years of continuous service with the same employer as at 1st November, 2023.*

All percentage increases awarded to the employees from 1st of November, 2023, may be taken into account when implementing the new percentage on condition that, if the adjustment awarded falls short of the Collective Bargaining Agreement's specified percentage, the affected employees shall receive further increases in the form of the difference between the stipulated percentage increases and the percentage already awarded.

Declaration

The employer's association and the trade unions, having arrived at the agreement set forth above, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare this 2nd day of October, 2023.

J. MAWIRE,
Council Chairperson.

E. TARINGA,
Deputy Chairperson [*Employers*].

H. NHUNDU,
Vice Chairperson [*Workers Unions*].