

Collective Bargaining Agreement: Harare Municipal Undertaking
General Conditions of Service

IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule 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

JANUARY 2023 SALARY AGREEMENT

IT is hereby agreed that the parties to the above Collective Bargaining Agreement have entered into an agreement in accordance with the provisions of the Labour Act [*Chapter 28:01*], 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 of the Employment Council for the Harare Municipal Undertaking.

Parties hereby agreed as follows:

1. To increase the basic salary for the lowest paid grade by 35% which will translate an increment from ZWL\$74,760.09 to ZWL\$100,926.12 as basic salary.
2. To increase COVID-19 allowance from \$50USD to \$75USD paid in Nostro Accounts.
3. Housing allowance to remain as 25% of the basic salary.
4. Transport allowance to be paid as \$95USD at the prevailing bank rate.
5. Water allowance to be paid as \$15USD at the prevailing bank rate for January, 2023.

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6. Rates allowance to be paid as \$20USD at the prevailing bank rate for January, 2023.
7. The effective date of the increase of salaries and allowances in paragraphs 1 and 2 shall be 1st January, 2023. All arrears shall be paid by the 14th of February, 2023.
8. The rates and water amounting to USD35 currently being paid in ZWL shall be paid in Nostro accounts USD effective 1st February, 2023.
9. The Executive Committee members shall sit as Productivity Monitoring Committee including HCD and Finance Director when dealing with Productivity issues.
10. The Productivity Monitoring Committee shall meet between 10th and 14th of every month to review the productivity and income results.
11. The Employment Council levies shall be paid in ZWL for ZWL salary component and USD for the USD salary component. Arrears for both employees and employer part arising from the period of October to December, 2022 shall be paid by the employer. With effect from 1st January, 2023, each party (employer and employee) meet their own levy contributions.
12. The parties at Employment Council shall meet monthly for reviews.
13. For all salaries and allowances in USD and ZWL, they shall be paid as usual on or before the 28th of every month.

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 3rd day of February, in the year of our Lord, 2023.

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.

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

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

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