

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

MAY 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*] (herein referred to as the “Act”) 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 to the Employment Council for the Harare Municipal Undertaking.

Parties hereby agreed as follows:

1. The basic salary to be rebased as per January, 2023, salary which translate to \$143 USD payable at the prevailing bank rate for the lowest paid Grade 16.
2. To pay COVID-19 allowance of \$50 USD in Nostro Accounts, and \$120 USD at the prevailing bank rate.
3. To maintain a COVID-19 allowance of ZWL\$1,500.
4. Housing allowance to remain as 25% of the basic salary.
5. Transport allowance to remain as USD95 at the prevailing bank rate.
6. Water and Rates to remain at \$56.80 USD for the lowest Grade 16, at the prevailing bank rate, cascading according to grades.

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7. To pay the equivalence of 300 units as electricity allowance per month.
8. Education allowance to be increased from ZWL\$60 000,00 per term to \$200 USD which will be paid once off per term at prevailing bank rate.
9. The effective date of the agreement shall be 1st of May, 2023.
10. All adjustments to be paid by the 9th of June, 2023, and for the USD equivalent components, payment would be done using the rate obtaining on Tuesday of that week.

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 26th day of May, 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.

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

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

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

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