

Collective Bargaining Agreement: Textile Manufacturing Industry

IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule has been registered in terms of section 80 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR TEXTILE
MANUFACTURING INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: TEXTILE
MANUFACTURING INDUSTRY

This further agreement made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] as amended, between the Zimbabwe Textile Manufacturers Association (hereafter referred to as “the employer” or the “employers organisation”), of the one part, and the Zimbabwe Textile Workers Union (hereafter referred to as “the employee” or “the trade union”), of the other part, being parties to the National Employment Council for the Textile Manufacturing Industry, shall be read as one with the agreement published in Statutory Instrument 147 of 2018 as amended (hereafter referred to as “the principal agreement”).

1. Clause 9 of the principal agreement is amended by the deletion of the whole of subclause (3) and the substitution of—

“(3) The basic minimum wage/salary was increased from \$13 000,00, by 30.7692% across the board effective from the 25th of June, 2021, making the basic minimum of \$17 000,00, per month.

The basic minimum wage/salary was further increased from \$17 000,00, by 26% across the board effective from the 27th of October, 2021, bringing the new basic minimum wage/salary per month to \$21 420,00.

The basic minimum wage/salary is inclusive of Housing and Transport and the agreement shall be reviewed based on the changed circumstances.

The basic minimum wage/salary agreement is applicable as follows:

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	Basic minimum per month as at 24th June, 2021 \$	Basic minimum per week as at 25th June, 2021 \$	Basic minimum per month as at 25th June, 2021 \$	New basic minimum per week as at 27th October, 2021 \$	New basic minimum per month as at 27th October, 2021 \$
Level 1	13 000,00	3 923,08	17 000,00	4 943,08	21 420,00

Classification of Occupation

Beverage Maker
 Bobbin Stripper
 Canteen Server
 Folder
 Fusing Machine Operator
 General Worker
 Material Handler 1
 Packer 1
 Pairer 1
 Presser 1
 Thread Trimming Machine Operator
 Trimmer

	Basic minimum per month as at 24th June, 2021 \$	Basic minimum per week as at 25th June, 2021 \$	Basic minimum per month as at 25th June, 2021 \$	New basic minimum per week as at 27th October, 2021 \$	New basic minimum per month as at 27th October, 2021 \$
Level 2	13 823,86	4 171,70	18 077,35	5 256,34	22 777,46

Classification of Occupation

Automatic Zip Cutting Machine Operator
 Baling Press Operator
 Bottom Stop Machine Operator
 Box and Key Machine Operator
 Button Maker
 Creeler
 Cutting Machine Operator (Waste)
 Garnet Machine Operator's Assistant
 Hand Net Maker/Repairer

Hand Sewer 1
Hopper Feeder 11
Ironing/Waxing Machine Operator
Linking Machine Operator 1
Maintenance Worker 1
Material Handler 11
Mender 1
Pairer 11
Presser 11
Reacher-in
Slider Attacher
Sorter/Separator
Tracer 1
Wax Disc Maker
Zip Joiner

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Level 3	14 647,72	4 420,32	19 154,71	5 569,60	24 134,93

Classification of Occupation

Button Maker
Centrifugal Drying Machine Operator
Cutter 1
Doffer
Doubler
Drawer-in 1
Gapping Machine Operator
Hand Fringer
Mender 11
Open end Zip Welder
Painter 1
Plumbing Operative 1
Rolling and Polishing Machine Operator
Rubber Covering Machine Operator

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Stamper Operator
 Tester 1
 Top Stop Machine Operator
 Warping Sidesman
 Zip Chain Operator
 Zip Coiling Machine Operator

	Basic minimum per month as at 24th June, 2021 \$	Basic minimum per week as at 25th June, 2021 \$	Basic minimum per month as at 25th June, 2021 \$	New basic minimum per week as at 27th October, 2021 \$	New basic minimum per month as at 27th October, 2021 \$
Level 4	15 471,58	4 668,94	20 232,06	5 882,86	25 492,40

Classification of Occupation

Auto Sewer Machine Operator's Assistant
 Balling Machine Operator
 Bar Filler
 Batching Machine Operator
 Blending Line Operator
 Braiding and Rope Machine Operator
 Building Operative 1
 Calendar/Can Dryer Operator
 Carding Machine Operator (including non-woven cards)
 Carpet Re-roller Operator
 Coating Line Operator
 Cook
 Colour Kitchen Hand
 Compressive/Shrinking Machine Operator
 Condenser Card Operator
 Drawer-in 11
 Dyeing Operator's Assistant 1
 Examiner 1
 Extrusion and Tape Line Operator's Assistant
 Fabric Layer
 Flat Screen Hand Printer 1
 Flock Machine Operator
 Hand Sewer 11
 Hot Flue Machine operator

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Hanking Machine Operator
 Knitting (Hand Operated Machine)
 Knitting Machine Operator 1
 Latex Stenter Section Operator
 Linking Machine Operator 11
 Messenger
 Pad Mangle Operator
 Printing Assistant
 Polymerising Machine Operator
 Recycling Machine Operator
 Rug Hand Looper
 Scutcher Machine Operator
 Sewing Machinist 1
 Sizing Assistant
 Slitting Machine Operator
 Spinning Machine Operator
 Stenter Machine-end Operator
 Tearing Machine Operator
 Tracer 11
 Unifil Operator
 Valve Sackline Operator's Assistant
 Volkman Machine Operator
 Washing Range Operator
 Weighman
 Winding Machine Operator

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Level 5	16 307,85	4 921,30	21 325,06	6 200,67	26 869,58

Classification of Occupation

Auto Sewer Machine Operator
 Beam Gaiter
 Canteen Attendant
 Caustic Soda Plant Attendant
 Clerk "A"

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Cutter 11
 Dying Operators Assistant 11
 Dye/Chemical Recipe Weigher 1
 Embroidery Machinist
 Flat Screen Maker
 Flat Screen Hand Printer 11
 Fire Fighter
 Knitting Machine Operator 11
 Latex Coating Section Operator
 Maintenance Worker 11
 Mercerising Machine Operator
 Needlefelt Machine Operator
 Packer 11
 Pattern Marker
 Quilting Machine Operator
 Raising Machine Operator
 Recovery Yarn Recorder
 Sample Room Attendant
 Security Guard
 Senior Messenger
 Sewing Machinist 11
 Singeing Machine Operator
 Storeman
 Transfer Printing Machine Operator
 Tufting Machine Operator
 Warping Machine Operator
 Warp Knotting Machine Operator
 Weaver 1
 Welding Operator 1
 Woodworker 1

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Level 6	17 144,22	5 173,70	22 419,36	6 518,86	28 248,39

Classification of Occupation

Boiler Attendant
 Building Operative 11
 Carousel Hand Printer
 Data Entry Clerk
 Examiner 11
 Exhaust Dyeing Machine Operator 1 (auto)
 Extrusion and Tape Line Machine Operator
 Knitting Machine Operator 111
 Leading Hand 1
 Painter 11
 Pattern Size Adjuster
 Plumbing Operative 11
 Sewing Machinist 111
 Screen Preparer's Assistant
 Sizing Machine Operator
 Valve Machine Operator
 Water Treatment Attendant
 Weaver 11

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<i>Level 7</i>	17 980,54	5 426,08	23 513,01	6 836,86	29 626,39

Classification of Occupation

Boiler Maintenance Attendant
 Carpet Fitter
 Circular Weaving Machine Operator
 Copy Artist
 Dyehouse Recipe Clerk
 Knitter IV
 Motor Driver 1
 Potato Printer
 Printing Machine Operator

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Security Corporal
 Stenter Operator (front)
 Telex Operator
 Tester 11
 Tracer 111
 Typist
 Warp Knitting Machine Operator
 Weaver 111

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Level 8	18 816,85	5 678,46	24 606,64	7 154,85	31 004,37

Classification of Occupation

Clerk B
 Costing Clerk
 Electrical Worker 1
 Exhaust Dying Machine Operator 11 (non auto)
 Film Copier
 Leading Hand 11
 Maintenance Worker 111
 Motor Driver 11
 P.C.B. Repairer
 Production Clerk
 Receptionist
 Receiving Clerk
 Screen Preparer (photo)
 Step and Repeat Machine Operator
 Storekeeper
 Textile Mechanic's Assistant
 Tufting Gun Operator
 Vehicle Mechanic 1

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Level 9	19 765,36	5 964,69	25 847,00	7 515,51	32 567,22

Classification of Occupation

Clerk C (or clerk B after 5 years service)
 Dye/Chemical Recipe Weigher 11
 Dye recipe Preparer
 Examiner 111
 Jacquard Card Puncher
 Jacquard Design Copyist
 Laboratory Assistant
 Plumbing Operative 111
 Quality Assurance Controller
 Textile Mechanic 1
 Roller Grinder
 Security Sergeant
 Stores Supervisor (sales)
 Stores Supervisor (internal goods control)
 Welding Operator 11
 Workshop Machine Operator 1
 Work Study Clerk

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Level 10	20 713,88	6 250,93	27 087,38	7 876,18	34 130,10

Classification of Occupation

Computer Operator
 Data Entry Supervisor

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Electrical Worker 11
 Instructor
 Progress Chaser
 Pattern Demonstrator
 Slasher
 Water Treatment Analyst
 Woodworker 11

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Level 11	21 662,39	6 537,17	28 327,73	8 236,83	35 692,94

Classification of Occupation

Garnet Pattern Maker
 Software Operator
 Stores Supervisor (general consumables)
 Supervisor 1
 Textile Mechanic 11

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Level 12	22 610,90	6 823,45	29 568,29	8 597,55	37 256,05

Classification of Occupation

Building Operative 111
 Buyer
 Senior Computer Operator
 Supervisor 11
 Textile Mechanic 111
 Vehicle Mechanic 11
 Workshop Machine Operator 11

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Level 13	24 069,26	7 263,50	31 475,18	9 152,01	39 658,73

Classification of Occupation

Clerk D
 Laboratory Controller (physical)
 Personnel Officer
 Quality Control Officer
 Salesperson
 Work Study Officer

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Level 14	25 527,61	7 703,60	33 382,25	9 706,53	42 061,64

Classification of Occupation

Administration Officer
 Clerk E
 Laboratory Controller (chemical)
 Senior Mechanic
 Senior Laboratory Controller (physical)
 Shift Controller
 Texturising Quality Controller

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Level 15	26 985,97	8 143,69	35 289,34	10 261,05	44 464,57

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Classification of Occupation

Print Designer
Training Officer

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Level 16	28 444,33	8 583,79	37 196,42	10 815,57	46 867,49

Classification of Occupation

Quality Controller

Skilled worker category

Skilled workers as defined in this agreement shall be graded as per the prevailing parent industry agreement.

Learners

- On promotion within the company Not less than the wage earned prior to the promotion
- On first employment from outside Not less than the wage applicable to the level immediately below the Classification of the job being learned

In addition to the foregoing rates of pay, Alternating-shift workers shall be paid a premium of not less than 4 *per centum* above the current minimum specified for their occupation. It should be noted that all employees currently receiving wage/salary above the minimum for their level should maintain their actual dollar difference.

Notwithstanding the above requirements, employers may apply the new increase on the actual weekly or monthly basic earnings of the individual employee, and the provisions of Clause 3 of the principal agreement shall, *mutatis mutandis*, apply throughout the life of this agreement.

Declaration

2. The employers and the employees, having arrived at the agreement set forth herein, the undersigned hereby declare that the forgoing is the agreement arrived at, and affix their signatures hereto.

Signed at Bulawayo this 29th day of October, 2021.

B. MANGENA,
Chairman.

B. MBEVE,
Vice Chairman.

W. CHAREHWA,
Council Secretary.

*Supplement to the Zimbabwean Government Gazette dated the 4th February, 2022.
Printed by the Government Printer, Harare.*