

Collective Bargaining Agreement: Insurance Industry

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IT is hereby notified, that the Minister of Labour and Social Welfare has, in terms of section 80 of the Labour Act [*Chapter 28:01*], approved the publication of the Collective Bargaining Agreement set out in the Schedule which amends the agreement published in Statutory Instrument 146 of 2016.

The agreement has been registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE INSURANCE  
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: INSURANCE  
INDUSTRY

**For the period 1st January, 2019 to 30th June, 2019**

This agreement is made in terms of the Labour Act [*Chapter 28:01*] between the Insurance Employers Association of Zimbabwe (IEAZ) (the “employers association”), on the one hand, and the Insurance Employees Union of Zimbabwe (ZIEU) (the “trade union”), on the other hand, being parties to the National Employment Council for the Insurance Industry (NECII).

This supplementary agreement is made in terms of the National Employment Council for the Insurance Industry Principal Agreement (Statutory Instrument 146 of 2016) and the arbitral award issued on 17th April, 2019.

Should there be any disagreement on interpretation of this agreement the arbitration award shall supersede this agreement.

Pursuant to the Interim Collective Bargaining Agreement for 2019 which awarded a transport allowance of \$132,00, per month grossed up for tax purposes, the parties continued with the negotiations for basic pay and housing allowance which was resolved at arbitration as follows:

1. That with effect from 1st January, 2019, Companies/Employers in the Insurance Industry award a basic minimum pay of \$690,00, per month for the lowest grade A1.

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2. That with effect from 1st January, 2019, Companies/Employers in the Insurance Industry award a housing allowance of \$85,00, per month across the grades A1 to C3.

3. That this award on basic pay and housing allowance is awarded over and above the already awarded transport allowance of \$132,00, per month grossed up for tax purposes across the grades A1 to C3.

4. That this award shall be reviewed for the period 1st July, 2019, to 31st December, 2019.

5. Companies/Employers that are not able to award these increases should apply for exemption to the Exemption Committee within a month from the date of this agreement. Such applications should be accompanied by appropriate and relevant financial statements and other documents.

6. Companies/Employers that are able to pay more are encouraged to do so and to advise the National Employment Council of such awards.

7. Companies/Employers are reminded to remit all National Employment Council levies as required by the law.

### **Table of minimums**

| <b>Grade</b> | <b>Grade differential</b> | <b>Basic Pay<br/>Effective 1st January, 2019</b> |
|--------------|---------------------------|--|
| A1           | 2%                        | \$690,00   |
| A2           | 2%                        | \$703,80   |
| A3           | 2%                        | \$717,88   |
| B1           | 5%                        | \$753,77   |
| B2           | 3%                        | \$776,36   |
| B3           | 3%                        | \$799,67   |
| B4           | 6%                        | \$847,65   |
| B5           | 10%                       | \$932,42   |
| C1           | 10%                       | \$1 025,66                                       |
| C2           | 10%                       | \$1 128,23                                       |
| C3           | 10%                       | \$1 241,05                                       |

Parties having arrived at the Agreement on 2nd May, 2019, set forth herein, the undersigned officers of the National Employment Council for the Insurance Industry (NECII) hereby declare that the forgoing is the Agreement arrived at and affix their signatures hereto.

P. T. BVUMBE,  
Council Chairperson.

C. MASUKUME,  
*for*: Insurance Employers Association of Zimbabwe (IEAZ).

M. HUNGA,  
*for*: Insurance Employees Union of Zimbabwe (ZIEU).

P. ZINDOVA,  
Council Secretary.

