

Collective Bargaining Agreement: Chemicals, Fertilisers, Battery
and Plastics Manufacturing Industry

IT is hereby notified that, in terms of section 80 of the Labour Act [*Chapter 28:01*] that, the Minister of Labour and Social Services has approved the publication of the Collective Bargaining Agreement set out in the Schedule which further amends the agreement published in Statutory Instrument 31 of 2011, 126 of 2012 and 107 of 2014 registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

EMPLOYMENT COUNCIL FOR THE CHEMICALS,
FERTILISERS, BATTERY AND PLASTICS
MANUFACTURING INDUSTRY

COLLECTIVE BARGAINING AGREEMENT:
CHEMICALS, FERTILISERS, BATTERY AND PLASTICS
MANUFACTURING INDUSTRY

Further Agreement

This further agreement made and entered into, in accordance with the provisions of the Labour Act [*Chapter 28:01*] between the Chemical and Fertiliser, Battery and Plastics Manufacturers Employers' Associations (hereinafter referred to as the "employers association"), of the one part, and the Zimbabwe Chemicals, Plastics and Allied Workers' Union (hereinafter referred to as "the trade union"), on the other part, being parties to the National Employment Council for Chemicals, Fertilisers, Battery and Plastics Manufacturing Industry (hereinafter the "employment council"), to further amend the Collective Bargaining Agreement: National Employment Council for Chemicals, Fertilisers, Battery and Plastics Manufacturing Industry, published in Statutory Instruments 31 of 2011, 126 of 2012 and 107 of 2014 (hereinafter referred to as "the principal agreement").

CHEMICALS AND FERTILISERS MANUFACTURING
INDUSTRY

1. This agreement shall be deemed to have come into effect on 1st January, 2019 (hereinafter "the effective date").

2. The First Schedule of the of the principal agreement is amended as follows—

A. Phosphates and Explosives Sector

The following is the Collective Bargaining Agreement of the Phosphates and Explosives Sector made and entered into by the trade union and the employers association for implementation during the period January 2019–December 2019, subject to review in six months should there be a fundamental change in the economy:

1. The parties agreed that—

1(a) The minimum wages of all employees falling under the scope of the NEC shall be increased by 30%.

Grade	2018 Salary	Dollar Value	2019 Salary
11	1,043,30	312,99	1,356,29
10	899,39	269,82	1,169,21
9	775,34	232,60	1,007,94
8	668,40	200,52	868,92
7	576,20	172,86	749,06
6	496,72	149,02	645,74
5	428,21	128,46	556,67
4	369,15	110,75	479,90
3	318,23	95,47	413,70
2	274,34	82,30	356,64
1	236,50	70,95	307,45

1(b) The actual wages of all employees who earn above the grade minima shall remain as at December 2018 rates.

2. Service allowance

A monthly service allowance equivalent to 1% (one percent) of the grade minima shall be payable to every employee for each completed year of service for as long as one remains in continuous service.

This allowance shall be reflected separately on the payslip.

3. Minimum wage/salary

A grade minimum wage/salary differential of not less than 16% (sixteen percent) shall be applied between each grade from Grade 11 downwards to Grade 1.

4. Nec Levy

In terms of law and NEC Policy, employers shall remit to the NEC 2% (1% employer and 1% employee contribution) of their wage bill not later than the 7th of the month in respect of the preceding month.

B. Paints and Printing Inks Sector

The following is the Collective Bargaining Agreement of the Paints and Printing Inks Sector, made and entered into by the Trade Union and Employer Representatives for implementation during the period January–December, 2019.

The parties agreed that—

1. The minimum wages shall be increased by 32%. A hardship allowance of \$30,00, per month shall further be paid. This agreement is subject to review in 6 (six) months should there be a fundamental change in the economy.

MINIMUM WAGE 01/01/19–31/12/19

A	B	C	D	E
Grade	2018 Salary	Hardship allowance	Dollar value	2019 Salary
1	229,54	30,00	73,45	302,99
2	257,08	30,00	82,27	339,35
3	287,93	30,00	92,14	380,07
4	322,49	30,00	103,20	425,69
5	361,18	30,00	115,58	476,76
6	404,52	30,00	129,45	533,97
7	453,08	30,00	144,99	598,07
8	507,43	30,00	162,38	669,81
9	568,33	30,00	181,87	750,20
10	636,53	30,00	203,69	840,22

2. Actual wages

The wages of those employees earning above the NEC minimum as of December 2018, shall be increased by not less than 32% plus hardship allowance of \$30,00, per month.

3. Service allowance

A monthly service allowance equivalent to 1% (one percent) of the grade minima shall be payable to every employee for each

Collective Bargaining Agreement: Chemicals, Fertilisers, Battery
and Plastics Manufacturing Industry

completed year of service for as long as one remains in continuous service. This allowance shall be reflected separately on the payslip.

4. Grade differentials/relativities

The grade differentials shall be 12% (twelve percent) for the purposes of this particular agreement.

5. Housing allowance

Employers shall pay a minimum of \$120,00 per month.

6. Transport Allowance

The Employer shall pay a transport allowance of at least US\$66,00 per month.

“Provided that employers already providing transport or meeting the costs thereof in excess of the above minimum entitlements shall continue with their current arrangements and the above is inapplicable to them.”

7. Nec levy

In terms of law and NEC Policy, employers shall remit to the NEC 2% (1% employer and 1% employee contribution) of their wage bill not later than seven (7) days after the end of each respective month.

C. Fertilizers and Agro-Chemicals Sector

The following is the Collective Bargaining Agreement of the Fertilizers and Agrochemicals Sector made and entered into by the Trade Union and the Employers Association for implementation during the period 1st of January 2019 to 31st December 2019, subject to review should there be a fundamental change in the economy.

1. The parties agreed that—

1(a) The minimum wages of all employees falling under the scope of the NEC shall be increased by 28% as tabulated below:

MINIMUM MONTHLY WAGE (\$)

FROM 01/01/19 TO 31/12/19

Grade	2018 Salary	Dollar value	2019 salary
1	197,86	55,40	253,26
2	227,55	63,71	291,26
3	261,68	73,27	334,95

Grade	2018 Salary	Dollar value	2019 salary
4	300,93	84,26	385,19
5	346,07	96,90	442,97
6	397,98	111,43	509,42
7	457,67	128,15	585,82
8	526,32	147,37	673,69
9	605,27	169,48	774,75
10	696,07	194,90	890,96

1(b) The wages of those employees that earn above the NEC minimums shall be increased by not less than 28% on the December 2018 levels, provided that the resultant figure shall not be less than the figures tabulated above for each respective grade.

2. Service allowance

A monthly service allowance equivalent to 1% (one percent) of the grade minima shall be payable to every employee for each completed year of service for as long as one remains in continuous service. This shall remain capped at December 2015 level. This allowance shall be reflected separately on the payslip.

3. Housing allowance increased by 33.33% as tabulated below

2018	Dollar value	2019
75,00	25,00	100,00

- (i) Where the employer is providing actual accommodation, the employee shall not be entitled to housing allowance.
 - (ii) Where the employer is already paying housing allowance but below the NEC's stipulated figure, the employer shall top up.
 - (iii) Where the employer is already paying housing allowance but at a higher figure, this shall be maintained.
4. Transport allowance increased by 50% as tabulated below

2018	Dollar value	2019
44,00	22,00	66,00

All employees shall be paid a transport allowance per month.

“Provided that employers already providing transport or meeting the cost thereof in excess of the above minimum entitlements

Collective Bargaining Agreement: Chemicals, Fertilisers, Battery
and Plastics Manufacturing Industry

shall continue with their current arrangements and the above is inapplicable to them."

5. Grade Differentials/Relativities

The grade differential (allowance) of not less than 15% (fifteen percent) shall be applied between each grade, starting at Grade 1 upwards to Grade 10.

6. Nec Levy

In terms of law and NEC Policy, employers shall remit to the NEC 2% (1% employer and 1% employee contribution) of their wage bill not later than seven (7) days after the end of each respective month.

7.—

The existence of this collective bargaining agreement does not preclude an employer and his or her employees from agreeing on higher rates of salaries/wages and allowances above the minimum which the parties have agreed to.

D. Industrial chemicals sector

The following is the Collective Bargaining Agreement of the Industrial Chemicals Sector, made and entered into by the Trade Union and Employer Representatives for implementation during the period January 2019 to December 2019.

1. The parties agreed that—

1. The minimum wages shall be increased by 30% subject to review should there be a fundamental change in the economy.

MINIMUM MONTHLY WAGE 01/01/19–31/12/19

Grade	Salary 2018	Dollar Value	Salary 2019
1	213,73	64,12	277,85
2	239,37	71,81	311,18
3	268,10	80,43	348,53
4	300,27	90,08	390,35
5	336,30	100,89	437,19
6	376,65	113,00	489,65
7	421,85	126,56	548,41
8	472,47	141,74	614,21
9	529,17	158,75	687,92
10	592,67	177,80	770,47

2. Actual wages

The wages of those employees earning above the NEC minimum as of December 2018, shall be increased by not less than 30%.

3. Service allowance

A monthly service allowance equivalent to 1% (one percent) of the grade minima shall be payable to every employee for each completed year of service for as long as one remains in continuous service. This allowance shall be reflected separately on the payslip.

4. Grade differentials/relativities

The grade differentials shall be 12% (twelve percent) for the purposes of this particular agreement.

5. Housing allowance

Employers shall pay a minimum of \$120,00, per month.

6. Transport Allowance

The Employer shall pay a transport allowance of at least \$44,00, per month.

“Provided that employers already providing transport or meeting the costs thereof in excess of the above minimum entitlements shall continue with their current arrangements and the above is inapplicable to them.”

E. Pharmaceuticals sector

The following is the Collective Bargaining Agreement of the Pharmaceutical Sector, made and entered into by the trade union and employer representatives for implementation during the period of 1st January to 31st December, 2019.

1. The parties agreed that—

1. The minimum wages shall be increased by 30% subject to review should there be a fundamental change in the economy.

Collective Bargaining Agreement: Chemicals, Fertilisers, Battery
and Plastics Manufacturing Industry

Grade	Salary 2018	Dollar Value	Salary 2019
1	294,57	88,37	382,94
2	335,80	100,74	436,54
3	382,82	114,85	497,67
4	436,41	130,92	567,33
5	497,50	149,25	646,75
6	567,15	170,15	737,30
7	646,56	193,97	840,53
8	737,08	221,74	958,20
9	840,27	252,08	1,092,35
10	957,90	287,37	1,245,27

2. Actual wages

The wages of those employees that earn above the NEC minimums shall be increased by not less than 30% on the December 2018 levels for the period January to December 2019.

3. Service allowance

A monthly service allowance equivalent to 1% (one percent) of the actual wage shall be payable to every employee for each completed year of service for as long as one remains in continuous service. This allowance shall be reflected separately on the payslip.

4. Housing allowance:

Employers shall pay a minimum of \$100,00 per employee per month, provided that:

- (i) Where the employer is providing actual accommodation, the employee shall not be entitled to housing allowance.
- (ii) Where the employer is already paying housing allowance but below the NEC stipulated figure, the employer shall top up.
- (iii) Where the employer is already paying housing allowance but at a higher figure, this shall be maintained.

5. Transport allowance

All employees shall be paid a transport allowance amounting to at least \$66,00 per month, based on an employee's work attendance.

“Provided that employers already providing transport or meeting the cost thereof in excess of the above minimum entitlements

shall continue with their current arrangements and the above is inapplicable to them.”

6. Grade differentials/relativities

The grade differentials shall be 14% (fourteen percent) for the purposes of this particular agreement.

7.—

Employers who are able to pay more than the stipulated rates are encouraged to do so.

F. Battery manufacturing industry

The following is the Collective Bargaining Agreement made and entered into by the Trade Union and the Battery Manufacturers Association for implementation during the period January 2019 to 31 December 2019.

1. The parties agreed that—

1. The minimum wages of all employees falling under the scope of the NEC shall be increased by 23%, subject to review should there be a fundamental change in the economy. The salary increases shall be effective from 1st January, 2019 as follows:

MINIMUM WAGE

A	B	C	D	E
Grade	Salary 2018	Dollar Value	Gradedifference	Salary 2019
1	239,01	54,97	—	293,98
2	260,52	59,92	2,61	323,04
3	283,96	65,31	2,84	352,11
4	309,52	71,19	3,10	383,80
5	337,38	77,60	3,37	418,35
6	367,75	84,58	3,68	456,01
7	400,84	92,19	4,01	497,04
8	436,91	100,49	4,37	541,77
9	476,24	109,54	4,76	590,54
10(a)	519,1	119,39	5,19	643,68
10(b)	530,78	122,08	5,31	658,17
10(c)	542,47	124,77	5,42	672,66
10(d)	554,15	127,45	5,54	687,15
11	565,82	130,14	5,66	701,62

Collective Bargaining Agreement: Chemicals, Fertilisers, Battery
and Plastics Manufacturing Industry

2. Actual wages

The actual wage of all employees falling under the scope of the NEC shall not be less than the prescribed minimums effective 1st January 2019.

3. Housing Allowance

2018	Dollar value	2019
47,50	17,50	65,00

4. Transport allowance

Transport allowance shall be \$22,00, per month for CAB employees and \$88,00, per month for Chloride employees.

5. Service allowance

A monthly service allowance of 1% (one percent) of the grade minima rates shall be payable to every employee for each completed year of service for as long as one remains in continuous service. This allowance shall be reflected separately on the payslip.

6. Grade differentials

The grade differentials shall be 10% (ten percent).

7.—

The existence of this collective bargaining agreement does not preclude an employer and his or her employees from agreeing on higher rates of salaries/wages above the minimum which the parties have agreed to.

G. Plastics manufacturing industry

The following is the Collective Bargaining Agreement made and entered into by the Trade Union and the Plastics Manufacturers Association for implementation during the period February 2019 to 31st July 2019.

The parties agreed that—

1. Minimum wages

The minimum wages for all employees falling under the scope of the NEC shall be increased by 20% effective 1st February 2019, as tabulated below.

MINIMUM MONTHLY WAGE - 01/02/19 TO 31/07/19

A	B	C	D
Grade	2018	Dollar Value Increase	2019
A1	203,94	40,79	244,73
A2	209,09	41,82	250,91
A3	224,54	44,91	269,45
B1	236,9	47,38	284,28
B2	248,23	49,65	297,88
B3	269,86	53,97	323,83

2. Actual wages

The wages of all employees who earn above the grade minima shall be increased by the dollar amount of the increase granted to the minimum wage level on a grade by grade basis.

3. Allowances

The Employer shall pay \$50,00, towards transport costs and \$80,00, towards accommodation costs. However those employers who provide actual transport and actual accommodation are exempted from paying these allowances.

4. **NB:** Those companies that have effected any form of payment to employees before this agreement may maintain or adjust their pay structure in line with this agreement.

5. Shift allowance

A minimum shift allowance of 7% (seven percent) of basic actual wage is payable to every employee engaged in any shift work other than permanent day workers.

6. Service allowance

A monthly service allowance equivalent to 1% (one per cent) of the above quoted grade minima shall be payable to every employee for each completed year of service up to a maximum of (30) thirty years. The allowance shall be paid weekly/quarterly/monthly/yearly at the employer's discretion.

7. Nec levy

In terms of law and NEC Policy, employers shall remit to the NEC (1,5% employer and 1,5% employee contribution) of their wage bill within seven days of pay day.

Collective Bargaining Agreement: Chemicals, Fertilisers, Battery
and Plastics Manufacturing Industry

Declaration

The employers' association and the trade union representatives, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at, and affix their signatures thereto.

Agreed and signed this 5th day of April, 2019.

D. NGADZE,
for and on behalf of the Employers Association.

S. NYATHI,
for and on behalf of the Trade Union.

J. MASHIRINGWANI,
for and on behalf of the Employment Council.