

Collective Bargaining Agreement: The Medical and  
Allied Industry

---

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

NATIONAL EMPLOYMENT COUNCIL FOR THE  
MEDICAL AND ALLIED INDUSTRY

COLLECTIVE BARGAINING AGREEMENT

Made and entered into in accordance with provisions of the Labour Act [*Chapter 28:01*], between the Medical and Allied Employers Association of Zimbabwe (hereinafter referred to as the “employers” or “the employers’ organisation”), of the one part, and the Medical Professionals and Allied Workers Union of Zimbabwe and Medical and Allied Trades Workers Union of Zimbabwe (hereinafter jointly referred to as “the employees” or “the trade union”) of the other part, being parties to the National Employment Council for the Medical and Allied Industry. The following was agreed and adopted.

1. Section 10 (Grading, Wages and Allowances) of the Collective Bargaining Agreement for the Medical and Allied Industry published in Statutory Instrument 93 of 2019, is hereby amended by the parties as detailed below.

Following introduction of sector-based wage negotiations, the industry shall be divided into three distinct negotiating groups constituted as follows:

GROUP 1. Hospitals, Medical Aid Societies/Health Funders, Pharmaceutical Wholesalers and Laboratories.

GROUP 2: Imaging, Retail Pharmacies, Specialists, Ambulances and Optometry.

GROUP 3: Primary Care Physicians, Rehabilitation, Clinics, Counsellors, Psychologists and Dentists.

Collective Bargaining Agreement: The Medical and Allied Industry

---

*Interpretation of terms*

“clinic” for the purposes of this agreement a clinic refers to a predominantly outpatient facility where patients are treated and may have both outpatient and inpatient facilities provided that: the inpatient facility shall be limited to less than 10 beds only;

“hospital” for the purposes of this agreement a hospital refers to a predominantly inpatient facility where patients are treated and/or admitted provided that the institution has 10 or more beds.

**GROUP 1: Hospitals, Medical Aid Societies/Health Funders, Pharmaceutical Wholesalers and Laboratories**

The parties have agreed to extend the life of the Wages Agreement that applied in the 3rd and 4th Quarter of 2022 to cover the 1st Quarter of 2023 as follows:

Grade	Minimum wage (USD) 1st August to 31st December 2022	Minimum wage (USD) Effective 1st January to 31st March 2023
A1	291,58	291,58
A2	311,99	311,99
A3	333,83	333,83
B1	357,20	357,20
B2	382,20	382,20
B3	408,95	408,95
B4	437,58	437,58
B5	468,21	468,21
C1	500,98	500,98
C2	536,05	536,05
C3	573,57	573,57

Whereas wages remain indexed in United States dollars (USD), payment of such wages shall be a portion in hard currency United

States dollars, the quantum of which shall differ depending on agreed figures at respective institutions between individual employers and their employees. The remainder after such agreed hard currency USD payments shall be paid in Zimbabwe Dollars using the Reserve Bank of Zimbabwe auction rate that would have prevailed in the week preceding the week of payments done as salaries.

The agreement on USD payments so reached shall be registered with the Council.

**GROUP 2: Imaging, Retail Pharmacies, Specialists, Ambulances and Optometry**

The parties have agreed to extend the life of the Wages Agreement that applied in the 3rd and 4th Quarter of 2022 to cover the 1st Quarter of 2023 as follows:

Grade	Minimum wage (USD) 1st August to 31st December, 2022	Minimum wage (USD) Effective 1st January to 31st March, 2023
A1	300,00	300,00
A2	321,00	321,00
A3	343,47	343,47
B1	367,51	367,51
B2	393,24	393,24
B3	420,77	420,77
B4	450,22	450,22
B5	481,73	481,73
C1	515,45	515,45
C2	551,53	551,53
C3	590,14	590,14

Whereas wages remain indexed in United States dollars (USD), payment of such wages shall be made in either United States ‘dollars or in Zimbabwe dollars using the Reserve Bank of Zimbabwe auction rate that would have prevailed in the week preceding the week of payments.

Collective Bargaining Agreement: The Medical and  
Allied Industry

---

However, employers who have capacity to pay wholly or partly in United States dollars are requested to do so and register their agreement with the NEC.

**GROUP 3: Primary Care Physicians, Rehabilitation, Clinics, Counsellors, Psychologists and Dentists**

The parties have agreed to extend the life of the Wages Agreement that applied in the 3rd and 4th Quarter of 2022 to cover the 1st Quarter of 2023 as follows:

Grade	Minimum wage (USD) Effective 1st August to 31st December, 2022	Minimum wage (USD) Effective 1st January to 31st March, 2023
A1	287,50	287,50
A2	307,63	307,63
A3	329,16	329,16
B1	352,20	352,20
B2	376,85	376,85
B3	403,23	403,23
B4	431,46	431,46
B5	461,66	461,66
C1	493,98	493,98
C2	528,56	528,56
C3	565,56	565,56

Whereas wages remain indexed in United States dollars (USD), payment of such wages shall be made in either United States dollars or in Zimbabwe dollars using the Reserve Bank of Zimbabwe auction rate that would have prevailed in the week preceding the week of payments.

However, employers who have capacity to pay wholly or partly in United States Dollars are requested to do so and register their agreement with the NEC.

While these are general minimums for the sector, institutions with capacity and are in a position to negotiate more for the period covered by this agreement, are encouraged to do so.

The above are only minimums and employers who are already paying above stipulated minimums or those who can pay above the stated minimums may consider doing so depending on their capacity which position is advisable.

2. An employee, who, at the date of commencement of this agreement, is in receipt of a higher wage or more favourable benefits for his or her particular occupation than the wage prescribed in terms of this agreement and benefits thereof, shall not by any reason of this agreement, suffer any reduction in his or her wage or benefits.

3. Institutions with services that fall under one or more industry sectors as categorised above shall for purposes of determining the applicable wage rates be deemed to belong to the sector where their primary business is registered under.

4. Transport Allowance: Where transport is not provided for, the employer shall pay a daily transport allowance of 100% of the actual transport fares required by an employee to and from work on any given route within the town/ city where the business is located.

5. COVID-19 Risk Allowance: All employers are required to pay a COVID-19 Risk Allowance to all employees reporting for duty during the COVID-19 pandemic.

Rates and quantum of the allowance, which shall be paid on pro rata basis using the actual number of days worked, are to be agreed in-house based on affordability and sustainability.

6. NEC dues: NEC contributions remain at 3% by the employer and 2% by the employee respectively and should be remitted in relation to the currency of payment on a proportional basis.

#### *Declaration*

7. The Trade Union and the Employers' Organisation having arrived at the agreement set forth above, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Thus, done and signed at Harare on this 4th day of May, 2023.

Collective Bargaining Agreement: The Medical and  
Allied Industry

---

Mr A. MASARIREVHU,  
*For and on behalf of the Employers Association.*

Mr M. SAMBO,  
*For and on behalf of the Trade Union.*

Mr D. CHITEDEGA,  
*For and on behalf of the Trade Union.*

Mr B. CHABUKA,  
NEC Secretary General.

Dr B. RIGAVA,  
NEC Chairman.