

Collective Bargaining Agreement: Medical and Allied Industry

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80 of the Labour Act [Chapter 28:01], approved the Collective Bargaining Agreement set out in the Schedule, which was registered in terms of section 79 of the Labour Act [Chapter 28:01]: —

1. The Collective Bargaining Agreement may be cited as the Collective Bargaining Agreement: Medical and Allied Industry, 2019.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE MEDICAL AND ALLIED INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: MEDICAL AND ALLIED INDUSTRY

Made and entered into in accordance with the provisions of the Labour Act [Chapter 28:01], between the Medical and Allied Employers Association of Zimbabwe and the Health Employers Association of Zimbabwe (hereinafter referred to as (the “employers” or “the employers organisations”), of the one part, and the Medical Professional and Allied Workers Union of Zimbabwe and Medical and Allied Trades Workers Union of Zimbabwe (hereinafter 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.

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 amended by the parties as follows:

Wages

GRADE	CURRENT SALARY (\$)	PROPOSED DOLLAR VALUE (\$)	PROPOSED SALARY (\$)
A1	330,00	188,10	518,10
A2	353,00	201,21	554,21
A3	378,00	215,46	593,46

Collective Bargaining Agreement: Medical and Allied Industry

GRADE	CURRENT SALARY (\$)	PROPOSED DOLLAR VALUE (\$)	PROPOSED SALARY (\$)
B1	404,00	230,28	634,28
B2	433,00	246,81	679,81
B3	463,00	263,91	726,91
B4	495,00	282,15	777,15
B5	530,00	302,10	832,10
C1	567,00	323,19	890,19
C2	607,00	345,99	952,99
C3	649,00	369,93	1,018.93

Wages have been increased by fifty-seven percent (57%) with effect from the 1st July, 2019.

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 reason of this agreement, suffer any reduction in his or her wage or benefits.

Employers who are already paying above the stipulated grade minimums may consider awarding dollar value increase.

Transport allowance

Transport allowance with effect from 1st August, 2019, will be treated as a moving target in that it will be directly linked to prevailing fuel prices or transport fares.

- I. Transport allowance may be paid to an employee at a rate not less than the prevailing price of one litre of fuel per day;
or
- II. An equivalent of actual transport cost based on internal surveys carried out during that period.

Declaration

2. The trade union and the employers' organisations 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 September, 2019.

Dr B. RIGAVA,
for and on behalf of the Employers Association.

Dr. D. GWATIDZO,
for and on behalf of the Employers Association.

Ms. M. DZAUMA,
for and on behalf of the Trade Union.

Mr. D. CHITEDEGA,
for and on behalf of the Trade union.

Mr. M. DUBE,
NEC Chairman.

Mr. B. CHABUKA,
Secretary-General.

