

Collective Bargaining Agreement: National Employment Council
for Zimbabwe Schools Development Associations and Committees

IT is hereby notified that the Minister of Public Service, Labour and Social Services has, in terms of section 80 of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement as set out in the Schedule.

This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*]

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR ZIMBABWE
SCHOOLS DEVELOPMENT ASSOCIATIONS AND
COMMITTEES

This further agreement, made and entered into in accordance with provisions of the Labour Act [*Chapter 28:01*], between Zimbabwe Schools Development Associations and Committees (herein referred to as the “employers” or the “the employers association”), of the one party, and the National Education Union of Zimbabwe (herein referred to as the “employees” or the “the trade union”), of the other party, being parties to the National Employment Council for Zimbabwe Schools Development Associations and Committees in Government and Council run schools.

1. This collective bargaining agreement is a Cost of Living allowance and is with effect from 1st of November, 2021.

2. Schools Development Associations/Committees employers with employees earning salaries above the minimum per grade stipulated in the tables below should not reduce salaries for their employees, however only when financial incapacity is established at the workplace, should they apply for exemption as per section 4.

3. Where employees are receiving more favourable wages and benefits than those specified in this agreement, these shall not be withdrawn.

4. Schools Development Associations/Committees employers that are not able to award these increases should apply for exemption accompanied by the following requirements:

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- (i) Must be a contributing member of the Employment Council.
- (ii) Application for Exemption Letter clearly stating number of enrolment, levies charged.
- (iii) Signed minutes (by all present) to the meeting where it was discussed with the workers the need for salary exemptions.
- (iv) The proposed salaries to be awarded per grade.
- (v) Period to be exempted.
- (vi) Summary bank statement for the past 6 months (or that is relevant for the exemption application).
- (vii) Financials: Proposed an actual budget with variances stated, income and expenditure account, audited final accounts, other financial statements (relevant to the exemption application).

5. The Employer shall be responsible for deducting and remitting statutory dues to the respective accounts for:

- (i) Employment Council for Zimbabwe Schools Development Associations and Committees. (NEC ZSDA/C).
- (ii) National Education Union of Zimbabwe (NEUZ).
- (iii) Zimbabwe Schools Development Associations and Committees (ZSDA/C).

6. Interpretation of grades

Grade	Occupation
1	General Worker, Cleaner, Field Worker, Poultry Attendant
2	Swimming pool Attendant, Launderer, Leading Hand, Assistant Office Orderly, Water Attendant, Hostel Aid, Waiter
3	Driver (Class 3), Office Orderly, Clerk Class 1, Assistant Cook, Boiler Attendant, Child Minder, Welder Class 4, Tractor Driver, Nurse Aid

Grade	Occupation
4	Driver (Class 4), Senior Office orderly, Clerk Class 2, Machine Operator, Security Guard, Senior Waiter, Handy Person, Welder Class 3
5	Telephone/Switchboard Operator, Receptionist/ Clerk, Typist/Clerk Class 3, Tuck-shop Keeper, Welder Class 2, Driver Class 2, Head/Grounds Supervisor, Security Supervisor
6	Driver (Class1), Cook, Caretaker
7	Rehabilitation Assistant, Assistant House Keeper, Artroom Assistant
8	Housekeeper, Assistant Librarian, Laboratory Assistant, Mechanic, Plumber, Electrician, Welder Class 1, Builder, Carpenter, Painter, Head Cook/Chef
9	Secretary (Clerical), Farm Manager, Matron/ Boarding Master
10	Accounts Clerk/ Bookkeeper (Class 4)
11	Teacher/Trainer, Lecturer/Tutor/Coach/Journeyman/ Librarian, ECD Teacher, Nurse
12	Bursar/Accounting Officer, Senior Bookkeeper, Administrator, Sports Director
13	Accountant (experienced), Occupational Therapist, Physio-Therapist, Speech Therapist

7. Interpretation of Wage Schedules

Schedule 1 “A” and “B” are for schools which are charging school levies \$2 000,00 and below.

Schedule 2 “A” and “B” are for schools which are charging school levies between \$2 000,01 and \$4 000,00.

Schedule 3 “A” and “B” are for schools which are charging school levies from \$4 000,01 and above.

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Schedule 4 “A” and “B” are for Better Schools Program Zimbabwe (BSPZ) employees.

Schedule 1 “B”, 2 “B”, 3 “B”, 4 “B” are for employees with national diplomas/ qualification recognised by the relevant Ministry.

Schedule A

Grade	1–4 years	Cost of living allowance	Total	5 years plus	Cost of living allowance	Total
1	10 000	14 000	24 000	10 300	14 000	24 300
2	10 300	14 000	24 300	10 609	14 000	24 609
3	10 609	14 000	24 609	10 927	14 000	24 927
4	10 927	14 000	24 927	11 255	14 000	25 255
5	11 255	14 000	25 255	11 593	14 000	25 593
6	11 593	14 000	25 593	11 941	14 000	25 941
7	11 941	14 000	25 941	12 299	14 000	26 299
8	12 299	14 000	26 299	12 668	14 000	26 669
9	12 669	14 000	26 669	13 048	14 000	27 408
10	13 408	14 000	27 408	13 439	14 000	27 439
11	13 439	14 000	27 439	13 482	14 000	27 842
12	13 842	14 000	27 842	14 257	14 000	28 257
13	14 257	14 000	28 257	14 684	14 000	28 684

Schedule 1A

Schedule 2A

Grade	1–4 years	Cost of living allowance	Total	5 years plus	Cost of living allowance	Total
1	12 000	14 000	26 000	12 360	14 000	26 360
2	12 360	14 000	26 360	12 731	14 000	26 731
3	12 731	14 000	26 731	13 113	14 000	27 113
4	13 113	14 000	27 113	13 506	14 000	27 506

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Grade	1-4 years	Cost of living allowance	Total	5 years plus	Cost of living allowance	Total
5	13 506	14 000	27 506	13 911	14 000	27 911
6	13 911	14 000	27 911	14 329	14 000	28 329
7	14 329	14 000	28 329	14 759	14 000	28 759
8	14 759	14 000	28 759	15 201	14 000	29 201
9	15 201	14 000	29 201	15 657	14 000	29 657
10	15 657	14 000	29 657	16 126	14 000	30 126
11	16 126	14 000	30 126	16 610	14 000	30 610
12	16 610	14 000	30 610	17 108	14 000	31 108
13	17 108	14 000	31 108	17 621	14 000	31 621

Schedule 3A

Grade	1-4 years	Cost of living allowance	Total	5 years plus	Cost of living allowance	Total
1	12 600	14 000	26 600	12 978	14 000	26 978
2	12 978	14 000	26 978	13 367	14 000	27 367
3	13 367	14 000	27 367	13 768	14 000	27 768
4	13 768	14 000	27 768	14 181	14 000	28 181
5	14 181	14 000	28 181	14 606	14 000	28 606
6	14 606	14 000	28 606	15 044	14 000	29 044
7	15 044	14 000	29 044	15 495	14 000	29 495
8	15 495	14 000	29 495	15 960	14 000	29 960
9	15 960	14 000	29 960	16 439	14 000	30 439
10	16 439	14 000	30 439	16 932	14 000	30 932
11	16 932	14 000	30 932	17 440	14 000	31 440
12	17 440	14 000	31 440	17 963	14 000	31 963
13	17 963	14 000	31 963	18 502	14 000	32 502

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Schedule 4A

Grade	1 – 4 years	Cost of living allowance	Total	5 years plus	Cost of living allowance	Total
1	12 000	14 000	26 000	12 360	14 000	26 360
2	12 360	14 000	26 360	12 731	14 000	26 731
3	12 731	14 000	26 731	13 113	14 000	27 113
4	13 113	14 000	27 113	13 506	14 000	27 506
5	13 506	14 000	27 506	13 911	14 000	27 911
6	13 911	14 000	27 911	14 329	14 000	28 329
7	14 329	14 000	28 329	14 759	14 000	28 759
8	14 759	14 000	28 759	15 201	14 000	29 201
9	15 201	14 000	29 201	15 657	14 000	29 657
10	15 657	14 000	29 657	16 126	14 000	30 126
11	16 126	14 000	30 126	16 610	14 000	30 610
12	16 610	14 000	30 610	17 108	14 000	31 108
13	17 108	14 000	31 108	17 621	14 000	31 621

Schedule B

Skilled workers with a National Diploma/professional qualification
recognized by the relevant Ministry.

Schedule 1B

Grade	1–4 years	Cost of living allowance	Total	5 years plus	Cost of living allowance	Total
8	16 727	14 000	30 727	17 229	14 000	31 229
9	17 229	14 000	31 229	17 746	14 000	31 746
10	17 746	14 000	31 746	18 278	14 000	32 278
11	18 278	14 000	32 278	18 826	14 000	32 826

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Grade	1-4 years	Cost of living allowance	Total	5 years plus	Cost of living allowance	Total
12	18 826	14 000	32 826	19 391	14 000	33 391
13	19 391	14 000	33 391	19 973	14 000	33 973

Schedule 2B

Grade	1-4 years	Cost of living allowance	Total	5 years plus	Cost of living allowance	Total
8	20 264	14 000	34 264	20 872	14 000	34 872
9	20 872	14 000	34 872	21 498	14 000	35 498
10	21 498	14 000	35 498	22 143	14 000	36 143
11	22 143	14 000	36 143	22 807	14 000	36 807
12	22 807	14 000	36 807	23 491	14 000	37 491
13	23 491	14 000	37 491	24 196	14 000	38 196

Schedule 3B

Grade	1-4 years	Cost of living allowance	Total	5 years plus	Cost of living allowance	Total
8	24 548	14 000	38 548	25 284	14 000	39 284
9	25 284	14 000	39 284	26 043	14 000	40 043
10	26 043	14 000	40 043	26 824	14 000	40 824
11	26 824	14 000	40 824	27 629	14 000	41 629
12	27 629	14 000	41 629	28 458	14 000	42 458
13	28 458	14 000	42 458	29 312	14 000	43 312

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Schedule 4B

Grade	1-4 years	Cost of living allowance	Total	5 years plus	Cost of living allowance	Total
8	20 264	14 000	34 264	20 872	14 000	34 872
9	20 872	14 000	34 872	21 498	14 000	35 498
10	21 498	14 000	35 498	22 143	14 000	36 143
11	22 143	14 000	36 143	22 807	14 000	36 807
12	22 807	14 000	36 807	23 491	14 000	37 491
13	23 491	14 000	37 491	24 196	14 000	38 196

Declaration

Memorandum of Agreement for the Collective Bargaining Agreement made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], of 1996, between Zimbabwe Schools Development Associations and Committees (herein referred to as “the employer” or “the employer’s association”), and the National Education Union of Zimbabwe (herein referred to as “the employees” or “the trade union”), having arrived at the agreement set forth herein the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures therein.

Signed at Harare on behalf of the parties this 28th day of October, 2021.

CLAUDIO MUTASA,
ZSDA/C President,
*On behalf of Zimbabwe Schools Development Associations
and Committees (ZSDA/C).*

CDE KENNIAS SHAMUYARIRA,
NEUZ General Secretary,
On behalf of National Education Union of Zimbabwe (NEUZ).

TAWANDA MUTSVAIRO,
NEC Acting General Secretary,
On behalf of NEC for Zimbabwe School Development
Associations and Committees for Government and
Council run Schools (NEC ZSDA/C).

RASTON JOHN CHINYAMUNYAMU,
NEC Chairman,
On behalf of NEC for Zimbabwe School Development
Associations and Committees for Government and
Council run Schools (NEC ZSDA/C).

