

S.I.

ACT 28:01

Collective Bargaining Agreement: Brick Making and Clay Products Manufacturing Industry

It is hereby notified that in terms of section 80 of the Labour Act (Chapter 28:01), that the Minister of Public Service, Labour, and Social Welfare has approved the publication of the Collective Bargaining Agreement set out in the Schedule which further amends the agreement published in Statutory Instrument 156 of 2020, registered in terms of 79 of Labour Act (Chapter 28:01)

SCHEDULE

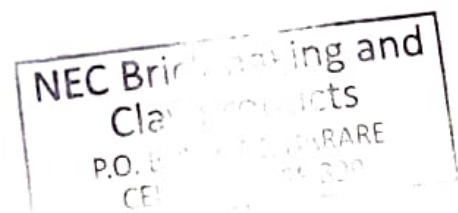
NATIONAL EMPLOYMENT COUNCIL FOR THE BRICK MAKING AND CLAY PRODUCTS MANUFACTURING INDUSTRY.

COLLECTIVE BARGAINING AGREEMENT: BRICKMAKING AND CLAY PRODUCTS MANUFACTURING INDUSTRY: EFFECTIVE 28th of JULY, 2023

This Collective Bargaining Agreement, made and entered in accordance with the Labour Act (Chapter 28:01) as amended from time to time between the Brickmaking and Clay Products Employers Association (hereinafter referred to as "the employers") of the one part, and the Brickmaking and Clay Products Workers Union (hereinafter referred to as "the employees") of the other part, being parties to the National Employment Council for the Brickmaking and Clay Products Industry to lay down minimum conditions of service for the Brickmaking and Clay Products Manufacturing industry of Zimbabwe.

Duration of fixed term contracts

A contract of fixed term duration shall be deemed to be a contract without limit of time upon the expiration of a continuous period of four (4) years for skilled workers, five (5) years for semi-skilled workers and five (5) years for workers in Grade A and B, provided that these employees are not employed as seasonal or casual employees, and are on fixed term contracts renewed from time to time without any break during industry shutdown. The provisions of this agreement shall not apply in retrospect. Continuous service shall be as stated in section 35(1) of Statutory Instrument 151 of 2020.



Declaration

The employers party and trade union party having arrived at the agreement set forth therein, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto

Signed at Harare this 28th day of July 2023




M. Nkomo

For: Brickmaking and Clay Products Employers Association of Zimbabwe



L. Daniel

For: Brickmaking and Clay Products Workers Union of Zimbabwe



A. Mdazizila

For: Chairperson, NEC Brickmaking and Clay Products Industry



T.T Makavani

General Secretary for NEC Brickmaking and Clay Products Sector of Zimbabwe.

NEC Brickmaking and
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