

**Collective Bargaining Agreement: Brick Making and Clay Products Manufacturing Industry**

It is hereby notified that the Minister of Public Service, Labour and Social Welfare has in terms of Section 80 (1) of the Labour Act [Chapter 28:011], published the Collective Bargaining Agreement as set out in the Schedule, which further amends the agreement published in Statutory Instrument 247 of 2006. This agreement was registered in terms of section 79 the Labour Act [Chapter 28:01]

SCHEDULE

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

This agreement, shall be read with the agreement published in Statutory Instrument 156 of 2020 (hereinafter referred to as the "principal agreement"), and has been made in terms of the Labour Act [Chapter 28:01] between the **Brickmaking and Clay Products Employers Association of Zimbabwe** (herein referred to as 'the Employers') and the **Brickmaking and Clay Products Workers Union of Zimbabwe** (herein referred to as 'the Trade Union') being parties to the **National Employment Council for the Brick Making and Clay Products Manufacturing Industry** to amend the principal agreement.

The National Employment Council for the Brick Making and Clay Products Manufacturing Industry has agreed to endorse wage increase for the period October 2023 to March 2024 as follows.

- a) Minimum wage of **USD150** for Grade A1 or
- b) Minimum wage of 70% USD per grade and balance per grade in ZWL at prevailing interbank rate on the day of running payroll and
- c) A mandatory factor of 10% to be paid on the balance paid at interbank rate on the day of running payroll.
- b) Housing allowance of USD10 or equivalent at interbank rate on the day of running payroll.
- c) Transport Allowance at prevailing ZUPCO rates.
- d) Grade differentials maintained at 5%
- e) Next wage negotiations in April 2024
- f) minimum wage negotiations effective 1 October 2023 to 31 March 2024.

| Grade | 1 October 2023 to 31 March 2024 |
|-------|---------------------------------|
| A1    | USD 150                         |
| A2    | USD157.5                        |

|    |            |
|----|------------|
| A3 | USD 165.38 |
| B1 | USD 173.64 |
| B2 | USD 182.33 |
| B3 | USD 191.44 |
| B4 | USD 201.01 |
| B5 | USD 211.07 |
| C1 | USD 221.61 |
| C2 | USD 232.70 |
| C3 | USD 244.34 |
| C4 | USD 256.55 |

The NEC would like to remind all Employers to remit their NEC subscriptions in the currency used to pay employees not later than the 10<sup>th</sup> of every month.

**DECLARATION**

The Employers' Association and the Trade Union having agreed on the foregoing affix their signatures hereto.

Signed at HARARE this 06<sup>th</sup> October 2023.

  
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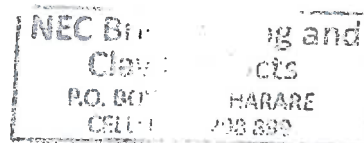
L. Daniel  
Trade Union

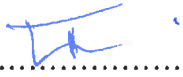
  
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A. Gambara  
Employers Association

  
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A. Kondo  
Chairman NEC Brickmaking and Clay Products Industry





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T.T MAKAVANI

General Secretary of the National Employment Council for the Brickmaking and Clay Products Industry