

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.

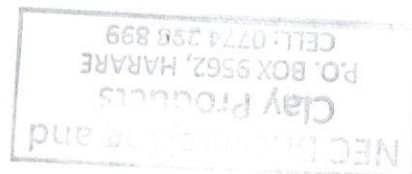
COLLECTIVE BARGAINING AGREEMENT: BRICKMAKING AND CLAY PRODUCTS MANUFACTURING INDUSTRY.

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 (referred to as the employees) of the other part, being parties to the National Employment Council for the Brickmaking and Clay Products Industry.

The Collective Bargaining Agreement for the Brickmaking and Clay Products Industries, published in Statutory Instrument 156 of 2020, is amended by parties as follows-

1. The Brickmaking and Clay Products Employers Association of Zimbabwe and the Brickmaking and Clay Products Workers Union of Zimbabwe met on the 6th of May 2022 and agreed on minimum wage review of 38.4 % as follows:

- a) Minimum wage to be increased to \$30 000.00 for Grade A1.
- b) Housing allowance of \$2 164.00
- c) Transport Allowance of \$4160.00
- d) Grade differentials maintained at 5%.
- e) Next wage negotiations in July 2022.



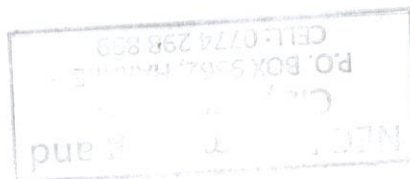
f) Minimum wage increment effective 1 May 2022 to 30 June 2022.

| Grade | Minimum wage Effective 01/ 09/2021 | Minimum wage Effective 01/03/2022 | Minimum wage Effective 01/05/2022 |
|-------|---------------------------------------|--------------------------------------|--------------------------------------|
| A1 | 13 700.00 | 21 675.00 | 30 000.00 |
| A2 | 14 385.00 | 22 758.75 | 31 500.00 |
| A3 | 15 104.25 | 23 896.69 | 33 075.00 |
| B1 | 15 859.46 | 25 091.52 | 34 728.75 |
| B2 | 16 652.43 | 26 346.10 | 36 465.19 |
| B3 | 17 485.05 | 27 663.04 | 38 288.45 |
| B4 | 18 359.30 | 29 046.57 | 40 202.87 |
| B5 | 19 277.23 | 30 498.90 | 42 213.01 |
| C1 | 20 241.09 | 32 023.85 | 44 232.76 |
| C2 | 21 253.14 | 33 625.04 | 46 539.85 |
| C3 | 22 315.80 | 35 306.29 | 48 866.84 |
| C4 | 23 431.59 | 37 071.61 | 51 310.18 |

Signed at Harare on this 06th day of May 2022.

L. Daniel
Trade Union

A. Kondo
Employers Association





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P Manyemwe
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.

NEC Brickmaking and
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