

NATIONAL EMPLOYMENT COUNCIL FOR THE MEDICAL AND ALLIED INDUSTRY

COLLECTIVE BARGAINING AGREEMENT

Made and entered into in accordance with provisions of the Labour Act, [Chapter 28:01], between the Medical and Allied Employers Association of Zimbabwe (hereinafter referred to as the "employers" or "the employers' organization"), of the one part, and the Medical Professionals and Allied Workers Union of Zimbabwe and Medical and Allied Trades Workers Union of Zimbabwe (hereinafter jointly 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. The following was agreed and adopted.

1. 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 hereby amended by the parties as detailed below;

Wages/ Salaries

Minimum wages for the industry have been revised as tabulated below.

| Grade | Minimum wage (USD) 1st July 2020 to 31 st March 2021 | New Minimum wage (USD) 1st April to 30th June 2021 |
|-------|---|--|
| A1 | 130.00 | 203.00 |
| A2 | 139.10 | 217.21 |
| A3 | 148.84 | 232.41 |
| B1 | 159.26 | 248.68 |
| B2 | 170.41 | 266.09 |
| B3 | 182.34 | 284.72 |
| B4 | 195.10 | 304.65 |
| B5 | 208.76 | 325.98 |
| C1 | 223.37 | 348.80 |
| C2 | 239.01 | 373.22 |
| C3 | 255.74 | 399.35 |

The above changes are effective 1st of April 2021.

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Whereas Wages remain indexed in United States Dollars (USD) payment of such wages will be paid in Zimbabwe Dollars using the Reserve Bank of Zimbabwe exchange rate that would have prevailed in the last week of the preceding month.

Institutions that are receiving payment for services in foreign currencies and are permitted by law to make disbursements in foreign currency are allowed to pay wages/ salaries in foreign currency and also make appropriate remittances in foreign currency.

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

The above are only minimums and employers who are already paying above stipulated minimums or those who can pay above the stated minimums may consider doing so depending on their capacity which position is advisable.

2. The tenure of the July 2020 Wage Agreement was further extended to 31st March 2021 unaltered.
3. Transport Allowance, COVID-19 Allowance and NEC Dues provisions remain unchanged.
4. Declaration

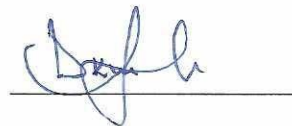
The Trade Union and the Employers' Organization having arrived at the agreement set forth above, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Thus done and signed at Harare on this 15th day of May 2021.


Dr B. Rigava
For and on behalf of the Employers Association



Mr. M. Sambo
For and on behalf of the Trade Union



Mr D. Chitedega
For and on behalf of the Trade Union



Mr B. Chabuka
NEC Secretary General



Mr M. Dube
NEC Chairman

