

**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 is hereby amended by the parties as detailed below.

The industry is divided into three distinct negotiating groups constituted as follows:

GROUP 1. Hospitals, Medical Aid Societies/ Health Funders, Pharmaceutical Wholesalers, Distributors and Manufacturers and Laboratories

GROUP 2: Imaging, Retail Pharmacies, Specialists, Ambulances and Optometry

GROUP 3: Primary Care Physicians, Rehabilitation, Clinics, Counsellors, Psychologists and Dentists.

Interpretation of terms

"Clinic" for the purposes of this agreement a clinic refers to a predominantly outpatient facility where patients are treated and may have both outpatient and inpatient facilities provided that: the inpatient facility shall be limited to less than 10 beds only.

"hospital" for the purposes of this agreement a hospital refers to a predominantly inpatient facility where patients are treated and/or admitted provided that the institution has 10 or more beds.

GROUP 1: Hospitals, Medical Aid Societies/Health Funders, Pharmaceutical Wholesalers and Laboratories

The parties have agreed to increase the minimum wage by 3% effective 1 July 2024 to 28 February 2025 as follows:

Grade	Minimum wage (USD) 1 July 2024 to 28 February 2025	United States Dollar (USD) Component		Zimbabwe Dollar (ZWL) Component	
		%	Actual	%	Actual
A1	300.33	53.27	159.99	46.73	140.34
A2	321.35	53.27	171.19	46.73	150.16
A3	343.85	53.27	183.17	46.73	160.68
B1	367.92	53.27	195.19	46.73	171.92
B2	393.67	53.27	209.71	46.73	183.96

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B3	421.23	53.27	224.39	46.73	196.83
B4	450.71	53.27	240.10	46.73	210.61
B5	482.26	53.27	256.91	46.73	225.36
C1	516.02	53.27	274.89	46.73	241.13
C2	552.14	53.27	294.14	46.73	258.01
C3	590.79	53.27	314.72	46.73	276.07

Whereas Wages remain indexed in United States Dollars (USD), at least 53.27% of such wages shall be paid in actual United States Dollars and the balance paid in Zimbabwe Dollars using the Reserve Bank of Zimbabwe rate applicable on the date of payment

Employers who have capacity to pay wholly in United States Dollars are encouraged to do so.

GROUP 2: Imaging, Retail Pharmacies, Specialists, Ambulances and Optometry

The parties have agreed to the following minimum wages effective 1 July 2024 to 28 February 2025 as follows:

Grade	Minimum wage (USD) 1 July to 28 February 2025	United States Dollar (USD) Component		Zimbabwe Dollar (ZWL) Component	
		%	Actual	%	Actual
A1	300.00	46.667	140.00	53.333	160.00
A2	321.00	46.667	149.80	53.333	171.20
A3	343.47	46.667	160.29	53.333	183.08
B1	367.51	46.667	171.51	53.333	196.01
B2	393.24	46.667	183.51	53.333	209.73
B3	420.77	46.667	196.36	53.333	224.41
B4	450.22	46.667	210.10	53.333	240.12
B5	481.73	46.667	224.81	53.333	256.93
C1	515.45	46.667	240.55	53.333	343.63
C2	551.53	46.667	257.38	53.333	367.68
C3	590.14	46.667	275.40	53.333	393.42

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Whereas Wages remain indexed in United States Dollars (USD), at least 46.667% of such wages shall be paid in actual United States Dollars and the balance paid in Zimbabwe Dollars using the Reserve Bank of Zimbabwe rate applicable on the date of payment.

Employers who have capacity to pay wholly in United States Dollars are encouraged to do so.

GROUP 3: Primary Care Physicians, Rehabilitation, Clinics, Counsellors, Psychologists and Dentists

The parties have agreed to the following minimum wages effective 1 July 2024 to 28 February 2025 as follows:

Grade	Minimum wage (USD) 1 July 2024 to 28 February 2025	Minimum United States Dollar (USD) Component effective 1 July 2024 to 28 February 2025	Zimbabwe Dollar (ZWL) Component effective 1 July 2024 to 28 February 2025
A1	287.50	150.00	137.50
A2	307.63	150.00	147.13
A3	329.16	150.00	157.42
B1	352.20	150.00	168.44
B2	376.85	150.00	180.23
B3	403.23	150.00	192.85
B4	431.46	150.00	206.35
B5	461.66	150.00	220.79
C1	493.98	150.00	236.25
C2	528.56	150.00	252.79
C3	565.56	150.00	270.48

Whereas Wages remain indexed in United States Dollars (USD), at least USD150.00 of such wages shall be paid in United States Dollars and the balance paid in Zimbabwe Dollars using the Reserve Bank of Zimbabwe rate applicable on the date of payment.

Employers who have capacity to pay wholly in United States Dollars are encouraged to do so.

2. The Wage Agreement for the period 1 June 2023 to 31 December 2023 was extended by a further six (6) months to 30 June 2024.
3. The above are only minimums and employers who are already paying above stipulated minimums or those who can pay above the stated minimums may do so which position is advisable.

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4. All the above agreements are renewable in cases of any unforeseen economic exigencies that may occur during the stated period of the agreements. In this case, either party can give a seven (7) days' notice to the NEC for a meeting.
5. 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.
6. Institutions with services that fall under one or more industry sectors as categorised above shall for purposes of determining the applicable wage rates be deemed to belong to the sector where their primary business is registered under.
7. **Transport Allowance:** Where transport is not provided for, the employer shall pay a daily transport allowance of 100% of the actual transport fares required by an employee to and from work on any given route within the town/ city where the business is located.
8. **COVID-19 Risk Allowance:** All employers are required to pay Covid-19 Risk Allowance to all employees reporting for duty during the COVID-19 pandemic.

Rates and quantum of the allowance, which shall be paid on pro-rata basis using the actual days worked, are to be agreed in-house based on affordability and sustainability."

9. **NEC dues:** NEC contributions remain at 3% by the employer and 2% by the employee and **should** be remitted in relation to the currency of payment on a proportional basis.

10. 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 6th Day of July 2024.

Mrs. L. Gaga
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

Dr B. Rigava
NEC Chairman

The image shows four handwritten signatures, each written over a horizontal line. From top to bottom: 1. A large, stylized signature with the initials 'PP' to its left and 'A MASHAKI RICHY' to its right. 2. A signature that appears to be 'Dumb'. 3. A signature that appears to be 'D/H/g'. 4. A signature that appears to be 'Bnigs'.