

Collective Bargaining Agreement: Harare Municipal Undertaking:
Levy Deduction Agreement

IT is hereby notified, in terms of section 80 of the Labour Act [*Chapter 28:01*], that the Minister has approved the publication of the Collective Bargaining Agreement set out in the Schedule. The agreement has been registered in terms of section 79 of the said Act.

SCHEDULE

COLLECTIVE BARGAINING AGREEMENT: HARARE
MUNICIPAL UNDERTAKING LEVY DEDUCTION
AGREEMENT

1. It is hereby agreed that the parties to the above arbitration agreement have entered into an agreement in accordance with the provisions of the Employment Council for Harare Municipality Constitution (herein referred to as the “ Constitution”) which binds the Harare Municipality, of the one part, and the employee party represented by the Harare Municipal Workers Union (HMWU), the Zimbabwe Urban Councils Workers Union (ZUCWU), (Harare Branch), the Water and Allied Workers Union of Zimbabwe (WAWUZ) and the Zimbabwe Allied Municipal Workers Union (ZAMWU), of the other part, being parties to the Employment Council for the Harare Municipal Undertaking.

2. Parties have agreed to the following:

- (i) to decrease the levy deduction percentage from 2.5% to 2%, per employee with the employer paying the same for every employee in the Harare Municipal Undertaking;
- (ii) the above levy deduction percentage shall be effected on the gross salary inclusive of all allowances payable for every employee with effect from 1st March, 2022.

Declaration

The Harare Municipality and the employees as represented by the trade unions i.e. (HMWU, ZUCWU, WAWUZ and ZAMWU), having reached agreement set forth herein, and the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures thereto.

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Levy Deduction Agreement

Signed at Harare on this 23rd day of February, 2022.

Cllr. J. K. KUNASHE,
Employer Party Representative,
for and on behalf of Harare Municipality.

B. MATENGARUFU,
Acting Human Capital Director,
for and on behalf of Harare Municipality.

Cllr. L. GOMBA,
Employer Party Representative,
for and on behalf of Harare Municipality.

Cllr. P. T. MANGWIRO CHIKWAKA,
Employer Party Representative,
for and on behalf of Harare Municipality.

G. MATONGERA,
Employee Party Chairperson,
for and on behalf of Harare Municipal Workers Union.

D. USINGARAWA,
Employee Party Representative,
for and on behalf of Zimbabwe Urban Councils Workers Union

T. K. MUSARURWA,
Employee Party Representative,
*for and on behalf of Water and Allied Workers Union of
Zimbabwe.*

T. MURAMBATSVINA,
Employee Party Representative,
for and on behalf of Zimbabwe Allied Municipalities Workers
Union.

R. MATSIKIDZE,
Employment Council for the Harare Municipal Undertaking,
Chairman.

R. KATSANDE,
Employment Council for the Harare Municipal Undertaking,
Secretary General.

*Supplement to the Zimbabwean Government Gazette dated the 13th May, 2022.
Printed by the Government Printer, Harare.*