

Collective Bargaining Agreement: Harare Municipal Undertaking
General Conditions of Service (COVID-19 Allowance)

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 28:01*], approved the publication of the Collective Bargaining Agreement set out in the Schedule which was registered in terms of section 79 of the Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE HARARE
MUNICIPALITY

COLLECTIVE BARGAINING AGREEMENT: HARARE
MUNICIPALITY (COVID-19 ALLOWANCE)

IT is hereby agreed that the parties to the above Collective Bargaining agreement have entered into an agreement in accordance with the provisions of the Labour Act [*Chapter 28:01*] (herein referred to as the “Act”) between 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 Municipalities Workers Union (ZAMWU), of the other part, being parties to the Employment Council for the Harare Municipal Undertaking.

Agreement

1. Parties hereby agreed that covid allowance of \$1 500 to be paid to all employees in grades 16–5.
2. The allowance to be paid to an employee who would have worked at least for two weeks.
3. The effective date to be 1st of August, 2021.

Declaration

The Harare Municipality and the employees as represented by the trade unions i.e. (HMWU, ZUCWU, WAWUZ and ZAMWU),

having reached an agreement set forth herein, and the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures thereto.

Signed at Harare on this 18th day of August, in the year of our Lord 2021.

CLLR. J. KUNASHE,
Employer Party Representatives,
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,
Zimbabwe Urban Councils Workers Union Chairman.

T. K. MUSARURWA,
Water and Allied Workers Union of Zimbabwe President.

T. MURAMBATSVINA,
Zimbabwe Allied Municipalities Workers Union President.

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

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