

*Declaration*

The employer and trade union having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at, and affix their signatures thereto.

Signed at Harare, on the 31st day of August, 2021.

S. DIMINGO,  
Acting Chairman.  
National Employment Council for Zimbabwe National Water  
Authority Undertaking.

ENG. A. MARE,  
*for and on behalf of* Zimbabwe National Water Authority.

P. SHOTERE,  
*for and on behalf of* Zimbabwe Water Trade Union.

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 registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE  
UNDERTAKING OF THE ZIMBABWE NATIONAL WATER  
AUTHORITY

COLLECTIVE BARGAINING AGREEMENT: ZIMBABWE  
NATIONAL WATER AUTHORITY UNDERTAKING  
(SALARIES AND ALLOWANCES)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Zimbabwe National Water Authority (herein referred to as “the employer”), of the one part, and the Zimbabwe Water Trade Union (herein referred to as “the employees” or “the trade union”), of the other part, being parties to the National Employment Council for the Undertaking of the Zimbabwe National Water Authority (herein after referred to as “the Council”).

1. Parties agreed to a taxable basic salary increment which converted the current COVID-19 allowance and essential service allowance to the basic salary and increased it by twenty-five per cent (25%) resulting in a minimum salary of ZWL\$21 237,00. Transport, housing, water and electricity allowances are to remain the same. The gross minimum salary is \$26 265,00 effective 1st March, 2021.

2. Parties further agreed to a twenty per cent (20%) increase on the 1st March, 2021, salary effective 1st June, 2021. The effective increase will bring the new basic salary to ZWL\$25 484,00. The gross salary will now increase to ZWL\$31 177,00.

3. Notwithstanding the date of registration and publication hereof, this agreement shall have deemed to come into effect on dates stated above.

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