

Collective Bargaining Agreement: Salaries and Wages: Tobacco  
(Manufacturing) Sector

---

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

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE  
TOBACCO INDUSTRY

COLLECTIVE BARGAINING AGREEMENT:  
CIGARETTE AND TOBACCO

MANUFACTURING INDUSTRY SALARIES AND WAGES

*Amendment to the Principal Agreement*

This further agreement made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] between the Cigarette and Tobacco Manufacturing Employers' Association (hereinafter referred to as "the employers" or the "employers" association) of the one part, and the Zimbabwe Tobacco Industrial Workers' Union (hereinafter referred to as "the employees" or the "trade union") of the other part, being parties to the National Employment Council for the Tobacco Industry, to amend the Collective Bargaining Agreement (General Conditions of Employment) Cigarette and Tobacco Manufacturing Industry, 2013, published in Statutory Instrument 121 of 2013, as amended (hereinafter referred to as "the principal agreement") shall be read as one with the principal agreement.

This agreement shall be deemed to have come into effect on 1st of January, 2025, and is applicable up to 31st December, 2025.

*Agreement*

Council agreed to increase the Grade Minimums across the board by 7.5%. It has further been agreed by the Employment Council that the basic wage of an employee is an all-inclusive wage. The wages are denominated in US\$. At least seventy-five percent (75%) of the basic wage shall be paid in US\$ with effect from 1st January, 2025.

Collective Bargaining Agreement: Salaries and Wages: Tobacco  
(Manufacturing) Sector

---

The remainder of the US\$ wage shall be converted to ZWG using the Willing Buyer Willing Seller Rate obtaining on the date of payment or on the 15th of each month or the nearest working day close to that date, whichever is higher. The NEC shall provide, in every month, schedules of the minimum applicable wage rates in ZWL\$. Every employer shall pay at least 75% of the levies due to Council and Trade Union dues in US\$. In addition, the Employment Council encourages employers and employees at company level Works Council to improve on conditions of service. The parties have also agreed to reconvene and review the agreement should there be any fundamental changes in the economic environment.

GRADE		JANUARY – DECEMBER 2024 US\$	JANUARY – DECEMBER 2025 US\$
1	1	433.14	465.63
	2	439.78	472.76
2	1	445.32	478.72
	2	451.96	485.86
3	1	458.61	493.01
	2	465.26	500.15
4	1	471.90	507.29
	2	478.55	514.44
5	1	485.19	521.58
	2	491.84	528.73
6	1	498.49	535.88
	2	505.13	543.01
7	1	511.78	550.16
	2	517.32	556.12
8	1	523.97	563.27
	2	530.62	570.42
9	1	537.26	577.55
	2	543.91	584.70
10	1	550.56	591.85
	2	557.20	598.99

Night shift allowance will be calculated at 15% of the daily rate for the period actually worked on night shift.

*Declaration*

The employer's association and the trade union, 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.

Signed at Harare this 31st day of January, 2025.

A. S. CHINYAVADA,  
**Chairperson of the Employers Association.**

E. MARIRO,  
**General Secretary ZTIWU.**

T. ZIMONDI,  
**Chairman of the Council.**

