

Head Office:
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Bulawayo Office:
 54 Josiah Tongogara
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 infoby@nectourismzw.org

All Correspondence to be addressed to the General Secretary

Statutory Instrumentof 2022
 [CAP: 28:01]

**National Employment Council for the Tourism Industry
 Memorandum of Agreement**

The Employer party (Tourism, Hospitality & Environment Employers Association of Zimbabwe and Employers Association of Tour & Safari Operators and Boating Association of Zimbabwe) and the Employee parties (National Union of Tourism, Wildlife, Leisure & Allied Works and Tourism and Conservation Workers Union of Zimbabwe and National Union of Safari Operators, Heritage, Leisure and Wildlife Conservation Workers of Zimbabwe) of the National Employment Council for the Tourism Industry have agreed on :

(A) USD WAGES

- i. Average of 2015 and 2018 basic salary across all sectors
- ii. Transport Allowance to be USD \$40
- iii. Housing Allowance to be USD \$50
- iv. Lights Allowance to be USD \$10
- v. Fuel allowance to be USD \$10
- vi. The increased USD wages to be reviewed after 6months (1st of April 2022 to the 30th of September 2022)

USD SALARY SCHEDULE - 01 APRIL 2022 - 30th SEPTEMBER 2022

SECTOR 1 - NEW

GR	BASIC	HSNG	TRNSPT	TOTAL
1	257.00	50.00	40.00	347.00
2	268.00	50.00	40.00	358.00
3	279.00	50.00	40.00	369.00
4	290.00	50.00	40.00	380.00

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5	302.00	50.00	40.00	392.00
6	313.00	50.00	40.00	403.00
7	324.00	50.00	40.00	414.00
8	336.00	50.00	40.00	426.00
9	347.00	50.00	40.00	437.00
10	354.00	50.00	40.00	444.00
11	392.00	50.00	40.00	482.00
12	414.00	50.00	40.00	504.00

SECTOR 1B - NEW

GR	BASIC	FUEL	LIGHTS	TOTAL
1	208.00	10.00	10.00	228.00
2	214.00	10.00	10.00	234.00
3	220.00	10.00	10.00	240.00
4	227.00	10.00	10.00	247.00
5	240.00	10.00	10.00	260.00
6	247.00	10.00	10.00	267.00
7	254.00	10.00	10.00	274.00
8	261.00	10.00	10.00	281.00
9	269.00	10.00	10.00	289.00

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SECTOR 2 - NEW

GR	BASIC	FUEL	LIGHTS	TOTAL
1	114.00	10.00	10.00	134.00
2	120.00	10.00	10.00	140.00
3	129.00	10.00	10.00	149.00
4	145.00	10.00	10.00	165.00
5	165.00	10.00	10.00	185.00
6	188.00	10.00	10.00	208.00
7	219.00	10.00	10.00	239.00
8	239.00	10.00	10.00	259.00
9	270.00	10.00	10.00	290.00

(B) RTGS WAGES

- i. 35% increment on basic salary and all allowances across the sectors;
- ii. The increased wages would start with effect from the 1st of April 2022 to the 31st of May 2022

NB: Computation of NEC & Union RTGS dues shall be deducted from both the basic salary and the Covid allowance

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RTGS SALARY SCHEDULE - 01 APRIL 2022 - 31 MAY 2022

SECTOR 1 - OLD

GR	BASIC	HSNG	TRNSPT	COVID ALLW	TOTAL	BASIC	HSNG	TRNSPT	COVID ALLW	TOTAL
1	17,087.98	4,174.55	3,757.11	9,654.23	34,673.86	23,068.78	5,635.64	5,072.10	13,033.21	46,809.72
2	17,942.39	4,174.55	3,757.11	10,136.95	36,011.00	24,222.23	5,635.64	5,072.10	13,684.88	48,614.84
3	18,839.49	4,174.55	3,757.11	10,643.78	37,414.92	25,433.31	5,635.64	5,072.10	14,369.10	50,510.14
4	19,781.47	4,174.55	3,757.11	11,175.97	38,889.09	26,704.98	5,635.64	5,072.10	15,087.56	52,500.27
5	20,770.57	4,174.55	3,757.11	11,734.78	40,437.00	28,040.26	5,635.64	5,072.10	15,841.96	54,589.95
6	21,809.09	4,174.55	3,757.11	12,321.52	42,062.27	29,442.27	5,635.64	5,072.10	16,634.05	56,784.06
7	22,899.52	4,174.55	3,757.11	12,937.58	43,768.75	30,914.35	5,635.64	5,072.10	17,465.73	59,087.81
8	24,044.48	4,174.55	3,757.11	13,584.45	45,560.58	32,460.04	5,635.64	5,072.10	18,339.01	61,506.79
9	25,380.33	4,174.55	3,757.11	14,339.17	47,651.16	34,263.45	5,635.64	5,072.10	19,357.88	64,329.06
10	26,509.06	4,174.55	3,757.11	14,976.87	49,417.59	35,787.23	5,635.64	5,072.10	20,218.78	66,713.74
11	27,834.53	4,174.55	3,757.11	15,725.72	51,491.91	37,576.62	5,635.64	5,072.10	21,229.73	69,514.08
12	29,226.26	4,174.55	3,757.11	16,512.01	53,669.92	39,455.45	5,635.64	5,072.10	22,291.21	72,454.39

SECTOR 1 - NEW

SECTOR 1B - OLD

GR	BASIC	FUEL	LIGHTS	COVID ALL	TOTAL	BASIC	FUEL	LIGHTS	COVID ALL	TOTAL
1	16,319.00	2,087.29	2,087.29	9,219.77	29,713.35	22,030.65	2,817.84	2,817.84	12,446.69	40,113.03
2	17,134.94	2,087.29	2,087.29	9,680.76	30,990.28	23,132.17	2,817.84	2,817.84	13,069.02	41,836.87
3	17,991.69	2,087.29	2,087.29	10,164.80	32,331.07	24,288.78	2,817.84	2,817.84	13,722.47	43,646.94
4	18,891.25	2,087.29	2,087.29	10,673.02	33,738.86	25,503.19	2,817.84	2,817.84	14,408.58	45,547.46
5	19,835.83	2,087.29	2,087.29	11,206.69	35,217.10	26,778.38	2,817.84	2,817.84	15,129.03	47,543.09
6	20,827.61	2,087.29	2,087.29	11,767.01	36,769.20	28,117.27	2,817.84	2,817.84	15,885.46	49,638.42
7	21,869.01	2,087.29	2,087.29	12,355.37	38,398.96	29,523.16	2,817.84	2,817.84	16,679.75	51,838.59
8	22,962.44	2,087.29	2,087.29	12,973.13	40,110.15	30,999.29	2,817.84	2,817.84	17,513.72	54,148.70
9	24,110.57	2,087.29	2,087.29	13,621.79	41,906.94	32,549.27	2,817.84	2,817.84	18,389.42	56,574.37

SECTOR 1B - NEW

SECTOR 2 - OLD

GR	BASIC	FUEL	LIGHTS	COVID ALL	TOTAL	BASIC	FUEL	LIGHTS	COVID ALL	TOTAL
1	14,901.62	2,087.29	2,087.29	8,419.00	27,495.20	20,117.19	2,817.84	2,817.84	11,365.64	37,118.52
2	15,646.66	2,087.29	2,087.29	8,839.92	28,661.17	21,122.99	2,817.84	2,817.84	11,933.89	38,692.58
3	16,428.97	2,087.29	2,087.29	9,281.91	29,885.46	22,179.11	2,817.84	2,817.84	12,530.57	40,345.37
4	17,250.39	2,087.29	2,087.29	9,745.98	31,170.95	23,288.02	2,817.84	2,817.84	13,157.08	42,080.79
5	18,112.92	2,087.29	2,087.29	10,233.29	32,520.79	24,452.44	2,817.84	2,817.84	13,814.94	43,903.06
6	19,018.56	2,087.29	2,087.29	10,744.95	33,938.09	25,675.05	2,817.84	2,817.84	14,505.68	45,816.42
7	19,969.49	2,087.29	2,087.29	11,282.20	35,426.27	26,958.81	2,817.84	2,817.84	15,230.96	47,825.46
8	20,967.97	2,087.29	2,087.29	11,846.31	36,988.87	28,306.76	2,817.84	2,817.84	15,992.52	49,934.97
9	22,016.35	2,087.29	2,087.29	12,438.62	38,629.55	29,722.07	2,817.84	2,817.84	16,792.13	52,149.89

SECTOR 2 - NEW

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NB: (For Both USD & RTGS wages)

- (a) Every employer who does not provide free transport or accommodation on or off the property, to his employee shall pay a transport allowance
- (b) Where accommodation has been made available to an employee on site and at the choice of the employee, he/she does not choose to stay in such accommodation; the employer shall not be liable to pay any such transport or accommodation allowances.
- (c) An employer who does not provide free accommodation to his employee shall pay an accommodation allowance (Housing) as prescribed in annexure B and C.
- (d) Where an employer provides accommodation and no lighting is supplied, the employer shall pay a monthly Light allowance.
- (e) Where no cooking fuel or other cooking facilities are provided, the employer shall pay a monthly Fuel Allowance
- (f) An operator using either of the currencies shall not switch to the other currency during the lifespan of the agreement.

Signed at Harare on the 14th of April 2022

Barbara Murasiranwa

For and On behalf of the Employer Associations in the Tourism Industry

Peter Mpofu

For and On behalf of the Trade Unions in the Tourism Industry

Precious Mhaka
CHAIRPERSON

Nomore Nhema
GENERAL SECRETARY

**NATIONAL EMPLOYMENT COUNCIL
TOURISM INDUSTRY**

14 APR 2022

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