



ZIMBABWEAN

# GOVERNMENT GAZETTE

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Price RTGS\$220,00

General Notice 271 of 2022.

ZIMBABWE MEDIA COMMISSION (ZMC)

Invitation to Domestic Competitive Bidding

BIDS are invited from domestic reputable bidders registered with the Procurement Regulatory Authority of Zimbabwe for the following requirements:

*Tender number*

ZMC/ICT/01/2022. Supply and delivery of ICT equipment. Closing date: 18th March, 2022.

ZMC/F/01/2022. Supply and delivery of office furniture. Closing date: 18th March, 2022.

ZMC/W/01/2022. Office partitioning services. Compulsory site visit date: 22nd February, at 1100 hours. Closing date: 18th March, 2022.

ZMC/S/01/2022. Supply and install Solar system. Compulsory site visit date: 22nd February, at 1400 hours. Closing date: 18th March, 2022.

ZMC/INS/01/2022. Provision of insurance services. Closing date: 18th March, 2022.

ZMC/SEC/01/2022. Provision of security services. Compulsory site visit date: 22nd February, at 1530 hours. Closing date: 18th March, 2022.

ZMC/MVS/01/2022. Provision of motor vehicle service and repairs through framework agreements. Closing date: 18th March, 2022.

ZMC/ICT S/01/2022. Provision of ICT equipment maintenance through framework agreements. Compulsory site visit date: 22nd February, at 0930 hours. Closing date: 18th March, 2022.

Interested eligible suppliers may obtain bidding documents from the Zimbabwe Media Commission House, 108, Swan Drive, Alexandria Park, Harare, upon payment of a non-refundable fee of ZW\$5 000,00.

Bids must be in sealed envelopes addressed to the Chief Executive Officer, **attn:** Procurement Management Unit and endorsed on the outside with the advertised tender number.

Tenders must be deposited in the tender box at Zimbabwe Media Commission on or before 1000 hours on 18th March, 2022.

Any queries relating to the bidding process may be addressed to the Procurement Management Unit at the Zimbabwe Media Commission House, 108, Swan Drive, Harare, or email **richyhamu@gmail.com**

General Notice 272 of 2022.

MUREWA RURAL DISTRICT COUNCIL (MRDC)

Invitation to Domestic Competitive Bidding

BIDS are being invited from reputable companies for the supply of the following plant and equipment:

*Tender number*

MRDC.01/22. Supply and delivery of a new motorised grader.

MRDC.02/22. Supply and delivery of a new heavy-duty front and backhoe loader.

MRDC.03/22. Supply and delivery of a new trailer.

MRDC.04/22. Supply and delivery of 7 tonne truck.

Bids should be accompanied by certified copies of:

1. Valid Certificate of Incorporation.
2. Valid Tax Clearance.
3. Valid Registration with the Procurement Regulatory Authority of Zimbabwe (PRAZ).
4. Proof of payment for Bid document.
5. NSSA registration certificate.
  - A non-refundable fee of 1 500 RTGs shall be paid to acquire the tender document.
  - All bids should be in sealed envelopes clearly marked the category of supply.
  - Bids must be hand delivered at Council Offices, Murewa Centre from Monday to Friday during normal working hours from 0730 hours to 1630 hours on or before Thursday, 4th March, 2022, at 1000 hours.
  - Bidders must ensure that their bids are recorded by the Procurement Office before depositing into the tender box.
  - Bids will be opened on Thursday, 4th March, 2022, at 1000 hours soon after closing in the Council Boardroom in the presence of bidders or their representatives who may choose to attend.

Council does not bind itself to accept the lowest bid.

All enquiries should be directed to **murewardc@gmail.com**

Chief Executive Officer,  
Murewa Rural District Council,  
Private Bag 601, Murewa.  
Land line +263652122241  
Cell 0713891199

General Notice 273 of 2022.

MAZOWE RURAL DISTRICT COUNCIL

Invitation to Domestic Competitive Bidding

BIDS are invited from established reputable PRAZ registered suppliers for the supply and delivery of the following:

*Tender number*

MRDC.01/22. Supply and delivery of motor vehicles. Closing date and time: 1st March, 2022, at 1100 hours (CAT).

**Submission of bids**

Bids must be enclosed in sealed envelopes (two copies marked original and copy) endorsed on the outside with the



advertised tender number, the closing date and description of tender. Tenders must be dropped in the "TENDER BOX" at Mazowe Rural District Council Reception, P.O. Box 35, Concession, on or before 1100 hours on the closing date and time. Bidders can request for the bidding documents from [mazowepmu@gmail.com](mailto:mazowepmu@gmail.com). No payment is required for the tender documents.

**Note:** Bids, which are received after 1100 hours on the closing date whether by hand or post will be treated as late tenders and will be rejected.

Bidders are free to witness the opening of tenders on the closing date and time. Mazowe Rural District Council does not bind itself to accept the lowest tender and reserves the right to accept the whole or part of any tender after evaluation. The sealed envelopes with completed tenders to be addressed as follows:

**Attention:** The Chief Executive Officer,  
Mazowe Rural District Council,  
P.O. Box 35, Concession.

General Notice 274 of 2022.

#### GWANDA RURAL DISTRICT COUNCIL (GRDC)

##### Invitation to Domestic Tender (Competitive Bidding)

TENDERS are invited from reputable contractors registered with the Procurement Regulatory Authority of Zimbabwe for the tender listed below. Tenders must be enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, description, the closing date and must be posted in time to be sorted into P.O. Box 59, Gwanda, or hand delivered to the Procurement Management Unit, Gwanda Rural District Council, cnr Khoumton Street and 5th Avenue, Gwanda, before 1000 hours on the closing date.

##### *Tender number*

GRDC/WKS/01/22. Construction of F14 staff houses and Blair toilets for Seboza Primary School and Tshanyawugwe Clinic. (A compulsory site visit will be held on the 1st of March, 2022). Closing date and time: 9th March, 2022, at 1000 hours.

Tender documents are obtainable at the Gwanda Rural District Council Procurement Management Unit Office, cnr Khoumton Street and 5th Avenue, from the 18th of February, 2022, upon payment of a non-refundable fee of ZWL\$1 770,71. All bidders or their representatives may witness the opening of tenders immediately after the closing deadline.

General Notice 275 of 2022.

#### MIDLANDS STATE UNIVERSITY (MSU)

##### Tender Notices

##### Invitation to Competitive Bidding

MIDLANDS State University invites tenders from reputable and validly registered companies for the supply and delivery of the following:

##### *Tender number*

MSU/CBT/03/2022. Supply, delivery and installation of solar equipment for Midlands State University. Compulsory prebid de-brief meeting and site visit: 28th February, 2022, at 1100 hours. Venue: Seminar Room 2, Gweru Main Campus. Closing date: 22nd March, 2022.

MSU/CBT/04/2022. Provision of materials, quality control and laboratory testing services. Closing date: 22nd March, 2022.

MSU/CBT/05/2022. Removal of existing fence and construction of a durawall. Compulsory prebid de-brief meeting and site visit: 1st March, 2022, at 1100 hours. Venue: Seminar Room 2, Gweru Main Campus. Closing date: 22nd March, 2022.

Tender documents will be available from Tuesday, 22nd of February, 2022, at both Harare Campus located at No. 1, Kwame Nkrumah Avenue, Harare, and Gweru Main Campus at a non-refundable cost of ZWL\$1 000,00 (one thousand dollars) per document.

Deadline for submission is 1000 hours on Tuesday the 22nd of March 2022. Tender opening will be done on the same day at 1030 hours. Tenderers are free to witness tender opening. All submissions are to be deposited before the closing date and time into the tender box, in the Registrar's Office at Midlands State University, Senga Road, Gweru.

Contacts: The Procurement Management Unit,  
Midlands State University Bag 9055, Gweru.  
Tel. (054) 260416/7, (054) 260068  
Email: [tenders@staff.msu.ac.zw](mailto:tenders@staff.msu.ac.zw)

##### Notification of Awards for 2021 Tenders

MIDLANDS State University (MSU) advertised the following competitive bidding process, and duly evaluated the bids, in terms of section 50 of the PPDA Act as read with section 30 of the PPDA(General) Regulations, 2018 (Statutory Instrument 5 of 2018), and the following were the outcomes:

##### *Tender number*

MSU/CBT/07/2021. Date of tender advertisement: 6th June, 2021. Supply and delivery of ITS solar equipment for Midlands State University. Date of tender closing: 13th July, 2021. Winning bidder: Davis and Shirliff. Award amount (ZWL\$): \$1 304 181,33.

MSU/CBT/29/2021. Date of tender advertisement: 15th October, 2021. Revaluation of immovable, movable and biological assets for Midlands State University. Date of tender closing: 17th October, 2021. Winning bidder: Crusader Real Estate. Award amount (ZWL\$): \$1 700 000,00.

General Notice 276 of 2022.

#### PLANT BREEDERS' RIGHTS ACT [CHAPTER 18:16]

##### Application for Plant Breeders' Rights

It is hereby notified, in terms of section 12(1) of the Plant Breeders Rights Act [Chapter 18:16], that an application has been made to the Registrar for granting of plant breeders rights in respect of Strawberry and Citrus Mandarin plants, the names and particulars of which are specified in the Schedule.

Any person wishing to object to the granting of the plant breeders rights to the applicants must do so in writing to the Registrar of the Plant Breeders Rights, P.O. Box CY 550, Causeway, within three months from the date of publication of this notice.

C. MUJAJU,

18-2-2022. Registrar of Plant Breeders Rights.

##### SCHEDULE

##### APPLICATION NO. 2104

*Name of applicant:* Florida Foundation Seed Producers, Inc

*Date of application:* 09/09/2021

*Kind of plant:* Fragaria X ananassa Duchesne (Strawberry)

*Name or temporary designation:* FL 12 121 5

*Distinguishing characteristics:* FL 12 121 5 is distinguished by its compact growth habit; steady yield; fruit that are exceptionally and consistently well shaped, bright medium-red, and having an exceptional, balanced flavor when grown in areas that have a subtropical climate similar to that of west central Florida.

General Notice 277 of 2022.

#### GWANDA STATE UNIVERSITY (GSU)

##### Notice of Contract Award

NOTICE is hereby given in terms of section 68 of the Public Procurement and Disposal of Public Assets Act [Chapter 22:23], for contracts awarded by the agency during the year 2022.

##### *Tender number*

GSU/001/2022. Delivery and supply of building materials for the lecture block. Contractor: On – Course Supplies (Private) Limited. Contract value: ZWL6 821 381,00.



## General Notice 278 of 2022.

## GWANDA STATE UNIVERSITY (GSU)

## Notice of an Approved Shortlist

The following notice of a shortlist of consultant teams is hereby given by Gwanda State University in terms of the Public Procurement and Disposal of Public Assets Act [Chapter 22:23].

Reference Number	Shortlist of consultants teams:
GSU/EOI/008/2021.	Request For Expression of Interest for the Provision of Architectural and related Consultancy Services for Designing And Managing Gwanda State University (GSU) Construction Work
List of shortlisted consultant teams	Contract value
Studio Arts Incorporated	N/A
Gura and Associate Architects	N/A
Studio 5 (Private) Limited	N/A
JV between Mertamophosis Design and Project Management, TJ Associates Engineering Consultants and OCM Quantity Surveyors	N/A

## General Notice 279 of 2022.

## ZVISHAVANE TOWN COUNCIL (ZTC)

## Tender Notices

## Invitation to Domestic Tender

ZVISHAVANE Town Council invites interested and PRAZ registered suppliers to participate in the following tenders:

## Tender number

ZTC/DOM/ERRP2/22. Roads and storm water drainage construction including surfacing for selected roads in Zvishavane measuring 2km. Site visit date and time (Mandatory): 25th February, 2022, at 1000 hours. Closing date and time: 11th March, 2022, at 1000 hours.

ZTC/DOM/01/22. Supply and delivery of 2 x 12 ton refuse compactors. Closing date and time: 18th March, 2022, at 1000 hours.

ZTC/DOM/02/22. Supply and delivery of 8 000 ltr industrial sewer cleaning truck. Closing date and time: 18th March, 2022, at 1000 hours.

ZTC/DOM/03/22. Supply, install, test and commission of 2 raw water pumps. Site visit date and time (Mandatory): 25th February, 2022, at 1200 hours. Closing date and time: 11th March, 2022, at 1000 hours.

Tender documents can be obtained from the council reception upon payment of a non-refundable fee of RTGS\$1 500,00, between 0800 hours and 1500 hours from Monday to Friday. Bidders may formally request soft copies of the bidding document for free by sending details of their organisation, which include their address, name and contact details of the organisation's representative to [pmu@ztc.org.zw](mailto:pmu@ztc.org.zw)

Site visit for tender ZTC/DOM/03/22 will be at the Council's Ngezi Water Treatment Plant (Dadaya Road 12 km off Zvishavane – Bulawayo Highway).

Completed bids must be submitted in sealed envelopes with the tender number on the outside and dropped in the tender box at the Council's reception corner R.G. Mugabe Way and Goddard Road, Zvishavane. The bids must be addressed to: The Town Secretary Zvishavane Town Council, Att: Procurement Management Unit, P.O. Box 5, Zvishavane. The Council will not accept late or emailed bids. Bidders' representatives are free to attend the bid opening process in the Council Boardroom on the closing date and time.

## Notice of Tender Award

ZVISHAVANE Town Council in terms of section 68 of the Public Procurement and Disposal of Public Assets Act [Chapter 22:23] hereby publish outcome of the tender awarded in the last quarter of 2021 as follows:

## Tender

ZTC/DOM/06/21. Procurement of pre-owned or recently imported motor vehicles. Winning bidder: Croco Motors. Contract value: US\$12 000,00.

## General Notice 280 of 2022.

MINISTRY OF LANDS, AGRICULTURE, FISHERIES,  
WATER AND RURAL DEVELOPMENT

## Tender Notices

## Competitive Bids Requested

## Tender number

MLAWFRD/VETS/CB/35/21. Supply and delivery of ICT equipment. Re-tender. Closing date: 18th March, 2022.

MLAFWRR/VETS/CB/40/21. Supply and delivery of office furniture. Re-tender. Closing date: 18th March, 2022.

MLAFWRR/VETS/CB/22/21. Supply and delivery of camping materials. Re-tender. Closing date: 18th March, 2022.

MLAFWRD/MECH/CB/07/22. Supply and delivery of survey equipment for the Division of Soil Conservation and Post-Harvest. Closing date: 18th March, 2022.

Interested bidders can obtain bid documents that consists the instructions and procurement requirements from the reception Accounts Section at the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development, Ngungunyana Building, 1, Borrowdale Road, Harare, upon payment of a non-refundable fee of RTGS1 000,00.

Your submission should reach the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development not later than the closing time and date. Late submissions either by post or hand delivery will not be accepted.

## Contract Award Notice

Ministry of Lands, Agriculture, Fisheries, Water and Rural Development (MLAFWRD) in terms of section 68 of the Public Procurement and Disposal of Public Assets Act [Chapter 22:23] do hereby publish the following contract awards.

MLAWRD/AGRITEX/CB/51/21. Supply and delivery of 4650 riding suits. Bidder: The Sales Arena. Bid amount USD: 2 087 850,00.

## General Notice 281 of 2022.

## RURAL ELECTRIFICATION FUND (REF)

## Invitation to Competitive Tenders

THE Rural Electrification Fund (REF) is inviting bids from reputable bidders for the following tenders:

## Tender number

REF/Inter/01/02/2022 [International tender]. Supply and delivery of Toyota Fortuner SUV 4x4 vehicles. Quantity: 3. Closing date and time: 25th February, 2022, at 1000 hours.

REF/Dom/01/02/2022 [Domestic tender]. Supply and delivery of various protective clothing items for staff. Quantity: 100. Closing date and time: 3rd March, 2022, at 1000 hours.

REF/Dom/02/02/2022 [Domestic tender]. Supply and delivery of various vehicle tyres. Quantity: 3. Closing date and time: 3rd March, 2022, at 1000 hours.

REF/Dom/03/02/2022 [Domestic tender]. Supply and delivery of a tractor for Hotspeck Enterprises. Quantity: 3. Closing date and time: 29th March, 2022, at 1000 hours.

REF/Dom/04/02/2022 [Domestic tender]. Supply and delivery of auto reclosers. Quantity: 2. Closing date and time: 15th March, 2022, at 1000 hours.



REF/Dom/05/02/2022 [Domestic tender]. Supply and delivery of servers. Quantity: 2. Closing date and time: 15th March, 2022, at 1000 hours.

REF/Dom/06/02/2022 [Domestic tender]. Supply and delivery of desktop computers and various laptops. Quantity: 63. Closing date and time: 25th February, 2022, at 1000 hours.

REF/Dom/07/02/2022 [Domestic tender]. Supply and delivery of various line materials. Closing date and time: 15th March, 2022, at 1000 hours.

#### **Tender documents**

In a bid to contain the spread of the COVID-19 pandemic, interested bidders shall download the Bid Documents from the Rural Electrification website. The website address is [www.rea.co.zw](http://www.rea.co.zw). The bid documents are found on the notice board page. It is also the responsibility of bidders to regularly check for any tender amendments/clarifications on the same website anytime before tender closing. Only bidders whose tender queries have not been responded to may call the Procurement Administrator on 0719409691.

#### **Bid submission**

Tenders must be enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, the description and closing date. The bids shall be dropped in the tender box located at Seventh Floor, REF Head Office, No. 44, Megawatt House, Samora Machel Avenue, Harare, by the closing date and time personally or by post.

Tenders whose description is for supply of goods or services to Hotspeck Enterprises shall be dropped in the tender box located at 106, Jotali Building, Herbert Chitepo Street, Mutare, by the closing date and time.

Upon bid submission, it is the bidder's responsibility to obtain a bid submission receipt as proof of bid acceptance in terms of the Law. Bidders are free to witness the opening of the tenders on the closing date and time.

Late bids shall be rejected.

General Notice 282 of 2022.

#### **HWEDZA RURAL DISTRICT COUNCIL (HRDC)**

##### **Invitation to Domestic Tenders**

#### **Tender number**

HRDC/02/2022. Repair of Sany grader. Start date and time: from 1000 hours, on 18th February, 2022. Closing date and time tender opening: 1000 hours, on 4th March, 2022.

HRDC/03/2022. Goto loop Road construction and rehabilitation. Start date and time: from 1000 hours, on 18th February, 2022. Closing date and time tender opening: 1000 hours, on 4th March, 2022.

HRDC/04/2022. Hwedza growth point construction and road surfacing. Start date and time: from 1000 hours, on 18th February, 2022. Closing date and time tender opening: 1000 hours, on 4th March, 2022.

HRDC/05/2022. Bridge road rehabilitation and widening. Start date and time: from 1000 hours, on 18th February, 2022. Closing date and time tender opening: 1000 hours, on 4th March, 2022.

HRDC/06/2022. Sabi west road rehabilitation and widening. Start date and time: from 1000 hours, on 18th February, 2022. Closing date and time tender opening: 1000 hours, on 4th March, 2022.

Hwedza Rural District Council is inviting registered bidders to participate in the listed domestic tenders.

Tender documents are obtained upon payment of a non-refundable fee of \$1 783,05, for each tender document. Bids in sealed envelopes clearly marked with tender number must be delivered or posted to the under-mentioned address by no later than 1000 hours on the 4th of March, 2022, and will be opened at 1030 hours on the same day in the presence of all interested bidders.

**Note:** Mandatory site visit 0900 hours, 25th February, 2022.

The Acting Chief Executive Officer,  
Hwedza Rural District Council,  
P.O. Box 15,  
Hwedza.

General Notice 283 of 2022.

#### **SCIENTIFIC AND INDUSTRIAL RESEARCH AND DEVELOPMENT CENTRE (SIRDC)**

##### **Invitation to Domestic Competitive Bidding**

TENDERS are invited from reputable companies registered with PRAZ. Bids must be enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, description, closing date and delivered by hand to The Procurement Management Unit, SIRDC, 1574, Alpes Road, Hatcliffe, Harare, before 1000 hours on the 4th March, 2022.

#### **Tender number**

SIRDC.01/2022. Provision of vehicle Insurance Cover Services to SIRDC. Closing date: 4th March, 2022.

SIRDC.02/2022. Supply, delivery and installation of anti-virus software system for SIRDC. Closing date: 4th March, 2022.

Tender documents are obtainable from the Procurement Management Unit, SIRDC, 1574, Alpes Road, Hatcliffe, Harare, upon a Formal Request done through email to: [purchasing@sirdc.ac.zw](mailto:purchasing@sirdc.ac.zw)

General Notice 284 of 2022.

#### **PEOPLE'S OWN SAVINGS BANK OF ZIMBABWE (POSB)**

##### **Invitation to Domestic Competitive Bidding**

TENDERS are invited from reputable suppliers and service providers registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) for the provision of the following:

#### **Tender number**

POSB.13/2022. Supply and delivery of office furniture. Closing date and time: 18th March, 2022, at 1000 hours.

POSB.14/2022. Supply and delivery of desktop computers. Closing date and time: 18th March, 2022, at 1000 hours.

POSB.17/2022. Supply, delivery, and installation of database monitoring software. Closing date and time: 18th March, 2022, at 1000 hours.

POSB.18/2022. Supply and delivery of office stationery and computer consumables. Closing date and time: 18th March, 2022, at 1000 hours.

Tender documents can be downloaded for free on the website address [www.posb.co.zw](http://www.posb.co.zw) or electronically distributed free of charge upon submission of a written request on a company letterhead using the following email address: [procurement@posb.co.zw](mailto:procurement@posb.co.zw)

Late bids shall not be accepted.

General Notice 285 of 2022.

#### **MUNICIPALITY OF BEITBRIDGE (MOB)**

##### **Invitation to Tenders**

THE Municipality of Beitbridge invites bidders for the following:

#### **Tender number**

03/MOB/2022. Makhado Road, Munyi Road and Lamola Road (5.17km). Road surface marking and supply of construction materials. Closing date: 4th March, 2022.

04/MOB/2022. Industrial link (1.61km). Road resealing, T-junction rehabilitation and supply of construction materials. Closing date: 4th March, 2022.

05/MOB/2022. Baobab Rd (0.84km). Road re-construction, surfacing and supply of construction materials. Closing date: 4th March, 2022.

06/MOB/2022. Limpopo view loop Road (0.991km). Road re-construction, surfacing and supply of construction material. Closing date: 4th March, 2022.

07/MOB/2022. Ramakgapola Road (1.33km). Road re-construction, surfacing and supply of construction materials. Closing date: 4th March, 2022.



08/MOB/2022. Gabara (Shuleshule-Rankin Extension Road) (0.35km). Road re-construction, surfacing and supply of construction materials. Closing date: 4th March, 2022.

09/MOB/2022. Hagelthorn Road phase 2 (1.86km). Supply road re-construction and surfacing equipment only. Closing date: 4th March, 2022.

10/MOB/2022. Hospital extension road (0.56km). Supply road re-construction and surfacing plant equipment only. Closing date: 4th March, 2022.

11/MOB/2022. Khohomela (Industry 24m) (1.31km). Road re-construction, surfacing and supply of construction materials. Closing date: 4th March, 2022.

Bidding documents may be obtained at Municipality of Beitbridge Offices during office hours (0800 hours to 0430 hours) as from the 22nd February, 2022. Complete bids in sealed envelopes clearly marked the tender number must be deposited in the Tender box of the Municipality's Town Clerk's Office, 290, Justicia Road, P.O. Box 164, Beitbridge, on or before 12 noon of the due dates.

Site visits are as follows: Tender 03-05/MOB/2022 (22/02/2022). Tender 06/MOB/2022 (23/02/2022). Tender 08-11/MOB/2022 (24/02/2022). Briefings will be done at Municipality Chambers at 0900 hours. Queries must be directed to [townclerk@beithbridgemun.co.zw](mailto:townclerk@beithbridgemun.co.zw) Tel: (+263)85, 23362, 23367, 0782 782 754

General Notice 286 of 2022.

#### SHURUGWI TOWN COUNCIL (STC)

##### Invitation to Domestic Competitive Bidding

SHURUGWI Town Council is inviting bids from reputable Companies and PRAZ registered suppliers for the following:

##### *Tender number*

STC/HSG.01/2022. Supply and delivery of TLB – backhoe loader. Closing date and time: 25th February, 2022, at 1100 hours.

Delivery place: Shurugwi Town Council, Town House, Procurement Office.

The bidding documents will be issued upon payment of non-refundable ZW\$2 000,00/USD10 or free for soft copy upon request on the following email: [procurement@stc.org.zw](mailto:procurement@stc.org.zw)

##### **Submission of bids**

Completed bidding documents must be enclosed in sealed envelope, endorsed on the outside with the advertised Procurement notice number and date, the closing date and description of work/specification. Bids must be deposited in a tender box at Shurugwi Town Council, Town House, addressed to the Town Secretary, Shurugwi Town Council, P.O. Box 125, Shurugwi, on or before 1100 hours on the closing date 25th February, 2022. Specification are found in the bidding document.

**Note:** Bidders are free to witness the opening of bids on the closing date and time. Late submission will not be accepted.

General Notice 287 of 2022.

#### RESERVE BANK OF ZIMBABWE (RBZ)

##### Tender Notices

##### Invitation to International and Domestic Competitive Bidding

BIDS are invited from reputable bidders registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) for the following requirements:

##### *Tender number*

RBZ/INT/002/2022. Supply and delivery of laptops and desktops (*international competitive bidding*). Closing date: 22nd April, 2022.

RBZ/DOM/007/2022. Supply and delivery of protective clothing. Closing date: 18th March, 2022.

RBZ/DOM/008/2022. Supply and delivery of 2 ply toilet tissue. Closing date: 18th March, 2022.

RBZ/DOM/009/2022. Supply and delivery of A4 bond paper. Closing date: 18th March, 2022.

RBZ/DOM/010/2022. Supply and delivery of lights and light fittings. Closing date: 18th March, 2022.

Issue date: 18th February, 2022.

Three hard copies of each tender, enclosed in sealed envelopes, addressed to Deputy Director Procurement Management Unit, endorsed on the outside with the advertised tender number, description and closing date, must be deposited in a tender box, at the Reserve Bank of Zimbabwe as specified below:

Reserve Bank of Zimbabwe,

80, Samora Machel Avenue,

Harare,

for tender numbers RBZ/DOM/007/2022 to RBZ/DOM/010/2022)

and

[tenders@rbz.co.zw](mailto:tenders@rbz.co.zw) for RBZ/INT/002/2022

before 1000 hours on the closing date.

Documents are obtainable upon production of proof of payment of a tender fee of ZW\$1 000,00, from the Banking Hall at the above given addresses or upon request (free of charge) via email on [mkangere@rbz.co.zw](mailto:mkangere@rbz.co.zw) and [kchiwetu@rbz.co.zw](mailto:kchiwetu@rbz.co.zw)

##### Notice of Contract Award

RBZ/DOM/012/2021. Supply and delivery of Axis cameras. Winning bidder: Success Industrial (Private) Limited. Contract value ZW\$: 4 454 176,68.

General Notice 288 of 2022.

#### TOBACCO INDUSTRY AND MARKETING BOARD (TIMB)

##### Invitation to Domestic Competitive Bidding

BIDS are invited from domestic reputable bidders registered with the Procurement Regulatory Authority of Zimbabwe for the following requirements:

##### *Tender number*

TIMB/SMS/02/2022. (Domestic Tender). Provision of bulk Short Messages Services (SMS). Closing date: 18th March, 2022.

Complete bids must be enclosed in sealed envelopes, addressed to the Procurement Management Unit and endorsed on the outside with the advertised tender number, the description, closing date and must be deposited in a tender box at the TIMB main reception on or before 1000 hours of the closing date. No faxed, e-mailed or late tenders will be accepted.

The documents shall be downloaded from TIMB website [www.timb.co.zw](http://www.timb.co.zw) at no cost. In a bid to maintain social distancing in light of the COVID-19 pandemic, please note that we will not be entertaining walk in visitors for the purposes of acquiring bidding documents.

Queries relating to this bidding process may be addressed to the Procurement Management Unit at TIMB on the above address or email [procurement@timb.co.zw](mailto:procurement@timb.co.zw) on or before 15th March, 2022.

General Notice 289 of 2022.

#### ZIMBABWE UNITED PASSENGER COMPANY (ZUPCO)

##### Invitation to Tender

BIDDERS are invited from reputable PRAZ registered companies for the following Expression of Interest:

##### *Tender number*

ZUPCO/EOI.02/2021. Expression of Interest for the provision of job evaluation, job grading and other HR related issues. Closing date: 21st March, 2022.

Interested companies should submit their bids together with the following documents. Before 1000 hours on the stated closing day:

Certificate of Incorporation, Valid tax clearance certificate, Company profile detailing the nature of business, Proof of



registration with (PRAZ), CR14 and CR06 forms and NSSA certificate.

Tender documents for the above tenders are obtainable from the Finance Department, Zimbabwe United Passenger Company, Ground Floor, 109, Belvedere Road, Harare, upon proof of payment of a non-refundable fee of ZW\$1 000,00 RTGS. Tenders must be in sealed envelopes and endorsed on the outside with the advertised tender number, the description and closing date. Tenders must be deposited into the tender box at the ZUPCO Head Office which is at 109, Belvedere Road, Reception area, Harare, before 1000 hours on the closing date.

General Notice 290 of 2022.

#### HELEN MCGHIE PRIMARY SCHOOL (HMcG)

##### Invitation to Domestic Tender for Supply and Delivery of a New Double Cab Motor Vehicle

###### *Tender number*

HMcG/01/2022. Helen McGhie Primary School hereby invites bids for supply and delivery of a new double cab motor vehicle.

Tender documents with full details of the specifications can be obtained from the School, located along Robert Mugabe Way (Mutare Road), opposite Zimuto Police Camp, Masvingo, upon payment of a non-refundable fee of ZWL1 000,00, during working hours from Monday to Friday or send a request for a free soft copy on [helenmcghieschool@gmail.com](mailto:helenmcghieschool@gmail.com)

Tender documents in sealed envelopes clearly marked "HMcG/01/2022 SUPPLY AND DELIVERY OF A NEW DOUBLE CAB MOTOR VEHICLE" must be deposited in the tender box, at the School Reception, on or before 11th March, 2022, by 1000 hours and bids will be opened on the same day at 1010 hours.

Late bids shall not be accepted.

S. DEVE School Head,  
Helen McGhie Primary School,  
P.O. Box 322,  
Masvingo.

R. MURIMOGA,  
SDC-Chairperson.

General Notice 291 of 2022.

#### NETONE CELLULAR (PRIVATE) LIMITED

##### Invitation to Request for Expressions of Interest for the Selection of Consultancy Services

###### *Tender number*

NET/COM/07/02/22/02. For the selection of a consultant/firm for NetOne brand health check survey. Closing date: 14th March, 2022, at 1000 hours.

Tenders must be submitted in sealed envelopes and endorsed on the outside with the advertised tender number, the description, closing date and hand delivered to: The Procurement Management Unit, NetOne Cellular (Private) Limited, P.O. Box CY 579, Causeway, or 1, Jason Moyo Avenue, Ground Floor, Kopje Plaza Building (Main Entrance), Harare, not later than the prescribed date above.

Bidders are required to request for the bidding document free of charge using the following email: [procurement@netone.co.zw](mailto:procurement@netone.co.zw) Bidders are free to witness the tender opening process on the closing date.

General Notice 292 of 2022.

#### SILO FOOD INDUSTRIES (SFI) LIMITED

##### Invitation to Competitive Bidding

SILO Food Industries (SFI) Limited is inviting reputable and eligible bidders for the following:

###### *Tender number*

SFI/INFO/CB/10/02/2022. Provision of short term business insurance services for SFI Limited. Closing date and time: 3rd March, 2022, at 1000 hours.

SFI/INFO/CB/11/02/2022. Provision of motor fleet insurance services for SFI Limited. Closing date and time: 3rd March, 2022, at 1000 hours.

Tenders must be hand delivered and deposited in a sealed envelope into the competitive box located at Silo Food Industries, clearly endorsed on the outside with the advertised tender number, description and closing date and time, addressed to the Managing Director, Silo Food Industries Limited, 14, Wimbledon Crescent, Eastlea, Harare, Zimbabwe. Cutoff date and time for tender document request shall be on 22nd February, 2022. Any request submitted afterwards will not be responded to.

Interested bidders are required to obtain the tender document that consists of the instructions and scope of work upon sending their requests to [pmu@sfi.co.zw](mailto:pmu@sfi.co.zw) SFI reserves the right to award the tender or part thereof to any bidder after evaluation.

General Notice 293 of 2022.

#### TELONE (PRIVATE) LIMITED

##### Invitation to Competitive Bidding Tenders

##### Competitive Bidding Tender Domestic (CBTD)

###### *Tender number*

CBTD.39-22. Provision of real estate agent services for disposal of TelOne Properties. Closing date and time: 24th March, 2022, at 1100 hours.

CBTD.40-22. Provision of a contractor for the construction of a palisade fence and car shade. Closing date and time: 24th March, 2022, at 1100 hours.

CBTD.41-22. Provision of a shop designer for Hillside, Victoria Falls and Masvingo client services. Closing date and time: 24th February, 2022, at 1100 hours

CBTD.42-22. Provision of Veeam backup system. Closing date and time: 24th March, 2022, at 1100 hours.

CBTD.43-22. Supply and delivery of Wi-Fi devices. Closing date and time: 24th March, 2022, at 1100 hours.

Tenders must be enclosed in sealed envelopes and endorsed on the outside with the Advertised tender number, the description, the closing date and must be posted in time to be sorted into P.O. Box CY 264, Causeway, or delivered by hand to:

The Procurement Head, Tel-One Office 8S4, Runhare House, 107, Kwame Nkrumah Avenue, Harare, before 1100 hours (ZIM Time) on or before the specified closing date.

Documents for the tenders are obtainable upon request on the following email: [procurement@telone.co.zw](mailto:procurement@telone.co.zw)

General Notice 294 of 2022.

#### MINERALS MARKETING CORPORATION OF ZIMBABWE (MMCZ)

##### Invitation to Competitive Bidding-Domestic

INTERESTED and qualified companies are invited to bid on the below listed tenders. Tenders must be enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, the tender description and tender closing date. Tenders must be received at MMCZ on or before the closing date or delivered by hand to the tender box to the **attention** of the Procurement Management Unit, Minerals Marketing Corporation of Zimbabwe, 90, Mutare Road, Msasa, Harare, Zimbabwe, on or before 1000 hours on the closing date.

###### *Tender number*

MMCZ DOM.06/2022. Supply and delivery of a 61-65 seater staff bus. Closing date: Monday, 28th February, 2022, at 1000 hours.

MMCZ DOM.07/2022. Supply, delivery, installation and commissioning of tape library at MMCZ Head Office. Closing date: Tuesday, 22nd March, 2022, at 1000 hours.

MMCZ DOM.08/2022. Supply, delivery, installation and commissioning of a full video conferencing system at MMCZ Head Office. Closing date: Tuesday, 22nd March, 2022, at 1000 hours.



MMCZ DOM.09/2022. ZITF stand design and construction. Compulsory pre-bid meeting: Tuesday, 8th March, 2022, at 1000 hours. Closing date: Friday, 18th March, 2022, at 1000 hours.  
The Standard Bidding Documents can be downloaded from MMCZ website <https://www.mmcz.co.zw> or they can be requested through email on [proc@mmcz.co.zw](mailto:proc@mmcz.co.zw)

General Notice 295 of 2022.

#### PARIRENYATWA GROUP OF HOSPITALS (PGH)

##### Invitation to Domestic Competitive Tenders

##### *Tender number*

PGH.04/2022. Supply and delivery of hospital equipment. Compulsory sample viewing and site visit date: 4th March, 2022, at 1100 hours.

PGH.05/2022. Supply and delivery of blood bank reagents.

PGH.06/2022. Supply and fixing of 7 pressure release valves. Compulsory sample viewing and site visit date: 4th March, 2022, at 1100 hours.

PGH.07/2022. Supply and delivery of kitchen equipment. Compulsory sample viewing and site visit date: 4th March, 2022, at 1100 hours.

PGH.08/2022. Supply and delivery of vegetables.

PGH.09/2022. Supply and delivery of groceries.

PGH.10/2022. Supply, installation and commissioning of SF6 vacuum circuit breakers for PC2 substation. Compulsory sample viewing and site visit date: 4th March, 2022, at 1100 hours.

PGH.11/2022. Supply and delivery of I.C.T hardware.

PGH.12/2022. Supply and delivery of printing stationery.

PGH.13/2022. Supply and delivery of cleaning consumables.

PGH.14/2022. Supply, installation and maintenance of payroll system. Compulsory sample viewing and site visit date: 4th March, 2022, at 1100 hours.

PGH.15/2022. Repair, maintenance and service of hospital coldrooms and air conditioners. Compulsory sample viewing and site visit date: 4th March, 2022, at 1100 hours.

PGH.16/2022. Leasing of rental space. Compulsory sample viewing and site visit date: 4th March, 2022, at 1100 hours.

Closing date for the above tender is 18th March, 2022, at 1000 hours. Tender documents can be inspected and are obtainable from Parirenyatwa Group of Hospitals, Procurement Management Unit upon payment of a non-refundable fee of USD10,00, or equivalent at a prevailing auction rate per copy in the Accounts Department.

**NB:** All bidders shall be requested to submit a soft copy of the bid documents after the bidding period.

General Notice 296 of 2022.

#### CITY OF VICTORIA FALLS (VFCC)

##### Addendum No. 1/2022 for the Tender Document

##### *Tender number*

VFCC/CA/TBV/02/2022. Supply and delivery of motor vehicles.

The tender document for the "Supply and delivery of Motor Vehicles" published in the Government *Gazette* dated 11th February, 2022, is hereby withdrawn from publication. The tender will now be processed under restrictive bidding method.

City of Victoria Falls,  
Livingstone Way,  
Victoria Falls.  
Tel. 083-43531-3/44210

RONNIE DUBE,  
Town Clerk.

General Notice 297 of 2022.

#### DEPOSIT PROTECTION CORPORATION (DPC)

##### Invitation to Domestic Competitive Bidding

THE Deposit Protection Corporation (DPC) invites reputable service providers registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) to participate in the below tender:

##### *Tender number*

DPC DCB.01/22. Supply and delivery of a motor vehicle (Nissan Navara double cab). Closing date and time: 22nd March, 2022, at 1000 hours.

Interested and eligible bidders may obtain further information from DPC Procurement Management Unit, Evelyn House, Procurement Office, 26, Leonid Brezhnev Street, Harare, Zimbabwe, Telephone: +263 242 250 900/1; E-mail: [procurement@dpcorp.co.zw](mailto:procurement@dpcorp.co.zw)

Details of the tender shall be contained in the bidding document obtainable by interested bidders for free upon request via email: [procurement@dpcorp.co.zw](mailto:procurement@dpcorp.co.zw)

For any enquiries regarding the advertised tender, you can contact the Procurement Management Unit via email on [procurement@dpcorp.co.zw](mailto:procurement@dpcorp.co.zw)

Bids must be enclosed in a sealed envelope and endorsed on the outside with the advertised tender number, tender description and closing date. Bids must be delivered and deposited in a tender box situated at Evelyn House, 26, Leonid Brezhnev Street/cnr Blakiston Street, Harare, addressed to:

The Accounting Officer,  
Deposit Protection Corporation,  
Evelyn House, 26, Leonid Brezhnev Street/cnr Blakiston Street,  
Harare, Zimbabwe.

Bids will be opened in the presence of representatives of the bidders who choose to attend the bid opening on the date and time of tender closing at the above mentioned offices.

Tenders, which are not received by 1000 hours on the closing date, whether by hand or post, will be treated as late tenders and will be rejected.

General Notice 298 of 2022.

#### MINISTRY OF HEALTH AND CHILD CARE

##### GWERU PROVINCIAL HOSPITAL

##### Invitation to Competitive Tender

TENDERS are invited from reputable companies registered with Procurement Regulatory Authority of Zimbabwe and appear in the current Zimbabwe Government *Gazette* under the required category on the table below and must accept government payment methods.

##### *Tender number*

GPH-CT.01/2022. Provision for security. Closing date: 2nd March, 2022, at 1200 hours.

Tender documents are obtained at Gweru Provincial Hospital Accounts Office upon payment of a non-refundable fee of ZWL\$1 500,00. Bids should be clearly labelled with tender number in a sealed envelope and to be deposited into the marked tender box at Gweru Provincial Hospital on or before 2nd March, 2022, at 1200 hours.

General Notice 299 of 2022.

#### NATIONAL PHARMACEUTICAL COMPANY (NatPharm)

##### Tender Notices

##### Invitation to Competitive Tender

THE National Pharmaceutical Company (NatPharm) is a parastatal under the Ministry of Health and Child Care (MoHCC) assigned with the mandate of procuring, warehousing and distributing medicines and medical supplies. The company is inviting eligible suppliers of the following goods:

##### *Tender number*

DOMESTIC NAT/CB/WB.09/2022. Provision of whistle blowing services. Closing date: 18th March, 2022, at 1000 hours (Zimbabwean Time).

DOMESTIC NAT/CB/ME/10/2022. Manufacture and embodiment of fully insulated loading box on Euro cargo vehicle. Compulsory site visit: 4th March, 2022, at 1100 hours. Closing date: 18th March, 2022, at 1000 hours (Zimbabwean Time).

DOMESTIC NAT FMWK/GRC/11/2022. Supply and delivery of groceries and toiletries. Closing date: 18th March, 2022, at 1000 hours (Zimbabwean Time).



DOMESTIC NAT FMWK/STN/12/2022. Supply and delivery of stationery and ICT consumables. Closing date: 18th March, 2022, at 1000 hours (Zimbabwean Time).

INTERNATIONAL NAT FMWK/MED/13/2022. Supply and delivery of medicines and medical sundries. Closing date: 11th March, 2022, at 1000 hours (Zimbabwean Time).

DOMESTIC NAT FMWK/PPE/14/2022. Supply and delivery of personal protective equipment, disinfectants and COVID-19 case management items. Closing date: 25th February, 2022, at 1000 hours (Zimbabwean Time).

DOMESTIC NAT CB/15/8TT/2022. Supply and delivery of 8 tonne delivery trucks. Closing date: 18th March, 2022, at 1000 hours (Zimbabwean Time).

DOMESTIC NAT FMWK/MED/16/2022. Supply and delivery of medicines. Closing date: 25th February, 2022, at 1000 hours (Zimbabwean Time).

#### Cancelled procurements

DOMESTIC NAT ITCB.27/2021. Manufacture and embodiment of fully insulated loading box on Euro cargo vehicle. Closing date: 8th October, 2021.

DOMESTIC NAT ITCB.32/2021. Supply and delivery of 40 ft shipping containers high cube. Closing date: 4th November, 2021.

Interested bidders should contact NatPharm Procurement Management Unit, [procurement@natpharm.co.zw](mailto:procurement@natpharm.co.zw) 0242 621991-5. Soft copy tender documents are obtainable free of charge upon request on the above stated email address.

Bids must be enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, the description, the closing date and time delivered by hand to: The Procurement Manager, NatPharm Company, No. 14, Lobengula Road, Southerton, Harare, before 1000 hours on the closing date.

General Notice 300 of 2022.

#### PETROZIM LINE (PRIVATE) LIMITED (PLZ)

##### Invitation to Tenders

THE Deposit Protection Corporation (DPC) invites reputable Service providers registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) to participate in the below tender:

##### Tender number

PZL/FLOAT ROOF/F.2022. Invitation to international competitive bidding for the supply, delivery, installation and commissioning of internal floating roof for tank 26 at Feruka for Petrozim Line (Private) Limited. Closing date: 10th March, 2022, at 1000 CAT.

PZL/SWITCH GEA AND TRANSF/F.2022. Invitation to international competitive bidding for the supply, delivery, installation and commissioning of switchgear and transformers at Feruka for Petrozim Line (Private) Limited. Closing date: 10th March, 2022, at 1400 CAT.

PZL/TRANS AND GUAGE/F.2022. Invitation for international competitive bidding for the supply and delivery of pressure transmitters and gauges at Feruka for Petrozim Line (Private) Limited. Closing date: 18th March, 2022, at 1000 CAT.

PZL/SITE GLASS/F.2022. Invitation for international competitive bidding for the supply and delivery of site glasses at Feruka for Petrozim Line (Private) Limited. Closing date: 22nd March, 2022, at 1000 CAT.

PZL/TANK VENT NOZ ADE STUDY/FM.2022. Invitation for international competitive bidding for the consultancy services for the tank venting nozzle adequacy study at Feruka and Msasa for Petrozim Line (Private) Limited. Site visit/pore-bid meeting: Yes, on the 16th of March, 2022. Closing date: 31st March, 2022, at 1000 CAT.

Bids must be submitted in soft copy PDF format, to [procurement@petrozim.co.zw](mailto:procurement@petrozim.co.zw) not later than the prescribed date above.

Each Bid document set is obtainable for free from the company website [www.petrozim.co.zw](http://www.petrozim.co.zw). Bidders are required to complete a bid register attached on each tender document and submit it the same day they have access to our tender document.

For compulsory site visit on the 16th of March, 2022, the bidder must request for GPSI clearance to gain entry into Petrozim Line's premisses and must fill in the request for GPSI clearance form and attach vetted fingerprints for personnel attending compulsory site visit and submit to: [procurement@petrozim.co.zw](mailto:procurement@petrozim.co.zw) before or on the 10th of March, 2022.

Bid opening results will be published to all bidders that have submitted their tender documents.

General Notice 301 of 2022.

#### UMGUZA RURAL DISTRICT COUNCIL (URDC)

##### Invitation to Tender

UMGUZA Rural District Council invites bids from Procurement Regulatory Authority of Zimbabwe (PRAZ) registered companies for the following:

##### Tender number

ENG.02 OF 2022. Road construction and surfacing works in Umguzo District. Closing date: 18th March, 2022.

Tenders must be enclosed in sealed envelopes, endorsed on the outside with the advertised tender number, description, closing date and must be delivered in time to Umguzo Rural District Offices, John Landa Avenue and Maria Msika Avenue, Jason Moyo Street, Bulawayo, before 1000 hours on the 18th of March, 2022.

Tender documents with specifications are obtained upon payment of a non-refundable tender fee of \$800,00, from the Council offices during working hours (0800 hours to 1645 hours).

Umguzo Rural District Council is not obliged to accept the lowest bid, or any bid. Tenders will not be considered unless they comply fully with the specifications.

Any questions relating to the above may be addressed to:

The Chief Executive Officer,  
Umguzo Rural District Council,  
P.O. Box 749,  
Bulawayo.  
Email: [umguzarde@yahoo.com](mailto:umguzarde@yahoo.com)  
Tel: 0292 65820 029266813

General Notice 302 of 2022.

#### UMGUZA RURAL DISTRICT COUNCIL (URDC)

##### Invitation to Tender

UMGUZA Rural District Council invites bids from Procurement Regulatory Authority of Zimbabwe (PRAZ) registered companies for the following:

##### Tender number

ENG.03 OF 2022. Ntabazinduna Sewer Rehabilitation works. Closing date: 18th March, 2022.

Tenders must be enclosed in sealed envelopes, endorsed on the outside with the advertised tender number, description, closing date and must be delivered in time to Umguzo Rural District Offices, John Landa Avenue and Maria Msika Avenue, Jason Moyo Street, Bulawayo, before 1000 hours on the 18th of March, 2022.

Tender documents with specifications are obtained upon payment of a non-refundable tender fee of \$800,00, from the Council offices during working hours (0800 hours to 1645 hours).

Umguzo Rural District Council is not obliged to accept the lowest bid, or any bid. Tenders will not be considered unless they comply fully with the specifications.

Any questions relating to the above may be addressed to:

The Chief Executive Officer,  
Umguzo Rural District Council,  
P.O. Box 749,  
Bulawayo.  
Email: [umguzarde@yahoo.com](mailto:umguzarde@yahoo.com)  
Tel: 0292 65820 029266813



## General Notice 303 of 2022.

## UMGUZA RURAL DISTRICT COUNCIL (URDC)

## Request for Expressions of Interest for Development of a Commercial Centre in Douglasdale

UMGUZA Rural District Council invites bids from Procurement Regulatory Authority of Zimbabwe (PRAZ) registered companies for the following:

Proposal reference Number: DC01/0222

Subject: Development of Douglasdale Commercial Centre in Douglasdale: Umguza District

Brief Description: Umguza Rural District Council wishes to engage property developers, finance institution or insurances for the partnership in the development of Douglasdale Commercial Centre. The Commercial Centre development includes parking bays for vehicles and superstructure development to create a state of art Shopping Mall. The developers shall produce proposals in soft and hard copy.

Umguza Rural District Council now invites eligible Developers/firms to indicate their interest in developing Douglasdale Commercial Centre. Interested Developers should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The short-listing criteria shall be as follows:

1. The Developers/firms must be a registered entity with Procurement Regulatory Authority of Zimbabwe (PRAZ).
2. The expression of interests should contain the following documents in support of the information provided:
  - Detailed company profile and copies of all company registration documents.
  - Proof of funding.
  - Summary of firm experience in similar works together with names and contacts of references (A minimum of three traceable references).

Only short-listed firms will be invited to submit detailed technical and financial proposals. Developers may associate with other firms in the form of a joint venture or a sub-consultancy to enhance their qualification.

This opportunity is open to all Developers who meet the criteria for eligibility. The method of selection will be a Quality and Capacity Based Selection.

A Developer may submit only one expression of interest. The expression of interest must be submitted in a clearly marked envelope and deposited in the tender box to the address below or before 18th March, 2022, by 1000 hours in local time, clearly labelled "DC 01/0222". Late expression of interests will be rejected.

The Chief Executive Officer,  
Umguza Rural District Council, 56, Jason Moyo, Bulawayo.  
Tel: (+263 0292) 65820/266813  
E-mail: [umguzardc@yahoo.com](mailto:umguzardc@yahoo.com)

## General Notice 304 of 2022.

## ZIMBABWE NATIONAL STATISTICS AGENCY (ZIMSTAT)

## Invitation to Domestic Competitive Bidding

THE Zimbabwe National Statistics Agency (ZIMSTAT) is inviting suitably qualified and reputable bidders to participate in the following tenders:

*Tender number*

DOMESTIC/FMWK/ZIMSTAT/01/2022. The provision of billboard hiring services to ZIMSTAT. Closing date and time: 24th February, 2022, at 1000 hours.

Tenders must be in sealed envelopes and endorsed on the outside, with the advertised tender number, description and closing date. The bids shall be dropped in the tender box at the ZIMSTAT Reception in the Twentieth Floor, Kaguvi Building, cnr Simon Vengai Muzenda Street and Ahmed Ben Bella Avenue, Harare, before the closing date and time.

Standard Binding Documents (SDBs) are to be sent electronically to all interested bidders upon request by the

bidder through our following email address: [pmu@zimstat.co.zw](mailto:pmu@zimstat.co.zw) or call procurement using contact details on the letterhead or access it through our website: [www.zimstat.co.zw](http://www.zimstat.co.zw)

## General Notice 305 of 2022.

## BEITBRIDGE RURAL DISTRICT COUNCIL (BBRDC)

## Invitation to Competitive Bidding (Domestic)

BEITBRIDGE Rural District Council invites reputable suppliers registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) to participate for the supply and delivery of the following:

*Tender number*

BBRDC DEV.01/22. Roofing material. Closing date: 25th February, 2022.

BBRDC DEV.02/22. Ceiling material. Closing date: 25th February, 2022.

Tender documents are available from Beitbridge Rural District Council Offices at 275, Hagelthorn Road, Beitbridge, upon payment of a non-refundable fee of RTGS\$2 000,00, paid during working hours between 0900 hours and 1400 hours.

Tenders are to be deposited in sealed envelopes endorsed with "TENDER NUMBER AND DESCRIPTION" and thereafter tenders shall be opened in the presence of the bidders or their representatives who choose to attend. Tenders received after 1100 hours on the closing day will be treated as late tenders and will be rejected.

Tenders submission closes at 1100 hours on the 25th of February, 2022.

All enquiries to be sent to:  
The Chief Executive Officer,  
Beitbridge Rural District Council,  
P.O. Box 32,  
Beitbridge.  
[ceo@bbrdc.co.zw](mailto:ceo@bbrdc.co.zw)

## General Notice 306 of 2022.

## NATIONAL RAILWAYS OF ZIMBABWE (NRZ)

## Invitation to Competitive Bidding

TENDERS are invited from registered and reputable suppliers for the supply of materials and services to the National Railways of Zimbabwe against the underlisted tender enquiries.

*Tender number*

6850:5243. Vehicle mounted borehole rig. Closing date: 4th March, 2022.

6549:5777. Bull dozer D8 crawler. Closing date: 4th March, 2022.

6866:5249. Cleaning, realigning and calibration of bulk fuel tanks.  
NB: Site visit details are contained in the bidding document.  
Closing date: 18th March, 2022.

Interested eligible bidders may obtain further information from NRZ Procurement Management Unit via Email: [tendersecretary@nrz.co.zw](mailto:tendersecretary@nrz.co.zw) or [tenders@nrz.co.zw](mailto:tenders@nrz.co.zw)

A complete set of bidding documents may be obtained in soft copies via email free of charge upon request email addresses: [tendersecretary@nrz.co.zw](mailto:tendersecretary@nrz.co.zw) or [tenders@nrz.co.zw](mailto:tenders@nrz.co.zw) or in hard copies upon payment of a non-refundable fee of ZWL\$2 000,00, per set from the Procurement Management Unit, National Railways of Zimbabwe, Room 203, Second Floor, Area Headquarters, opposite Main Railway Station, Bulawayo: contact numbers (0292) 362191 and (0292) 362179.

Tenders must be submitted enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, the description, the closing date and must be deposited into the tender box on the Second Floor, Area Headquarters, Opposite Main Railway Station, Bulawayo or hand delivered or couriered to the Procurement Management Unit, Room 203, Second Floor, Area Headquarters, opposite Main Railway Station, Metcalfe Square, Bulawayo, before 1000 hours on the advertised closing date.

NB: Late tenders will not be accepted.



General Notice 307 of 2022.

## TSHOLOTSO RURAL DISTRICT COUNCIL (TRDC)

## Invitation to Competitive Bidding

*Tender number*

TRDC/01/2022. Supply, delivery and installation of fiscal devices. Location for services required: Tsholotsho. Closing date: 25th February, 2022.

TRDC/02/2022. Design, supply, delivery and installation of branding of devolution banners. Location for services required: Tsholotsho. Closing date: 25th February, 2022.

**Compulsory requirements**

Certified copies of the following:

- Proof of Registration with the Procurement Regulatory Authority of Zimbabwe
- Company profile.
- CR6 and CR14.
- Tax Clearance Certificate.
- Certificate of Incorporation.
- NSSA certificate.

Interested bidders for the above-mentioned items should obtain bidding documents with complete specifications upon payment of a non-refundable fee of RTGS\$2 000,00, for each copy of the invitation to tender from the Tsholotsho Rural District Council's Offices. Completed bidding documents in sealed envelopes and endorsed on the outside with the procurement reference number and title of tender should be addressed and submitted to "The Procurement Management Unit, Tsholotsho Rural District Council, P.O. Box 40, Tsholotsho". Submission of tenders is strictly by hand delivery and must be in triplicate with the original copy being clearly marked "Original" and the other two copies clearly marked "Copy 1 and Copy 2".

Closing date: 18th of February, 2022, at 1100 hours. Tenders which are received after 1100 hours on the 18th of February, 2022, will be treated as late tenders and will be rejected. All bids will be opened in public on the 18th of February, 2022, at 1200 hours at Tsholotsho Rural District Council boardroom.

Tsholotsho Rural District Council does not bind itself to award the lowest tender on any bid and reserves the right to accept the whole or part of any tender.

General Notice 308 of 2022.

## VUNGU RURAL DISTRICT COUNCIL (VRDC)

## Invitation to Domestic Competitive Tender

TENDERS must be enclosed in a sealed envelope and endorsed on the outside with the tender number and description.

*Tender number*

VRDC/2022/37. Supply and delivery of mobile clinic vehicle. Closing date: 25th February, 2022.

Tender documents can be obtained from the council offices upon payment of a non-refundable fee of RTGS2 000,00, at the address below during working hours from 0745 hours–1630 hours (Monday to Friday) or be requested from PMU on the email address: [vungurdcpmu@gmail.com](mailto:vungurdcpmu@gmail.com)

Please note that tender documents requested online will be free of charge.

Sealed bids, clearly marked with the bidder's name, address procurement reference number and Procurement description are to be deposited in the marked bid box addressed to:

The Chief Executive Officer,  
Vungu Rural District Council,  
P.O. Box 936,  
19, Lincoln Light Industrial Site,  
Gweru.  
Email: [vungurdcpmu@gmail.com](mailto:vungurdcpmu@gmail.com)

General Notice 309 of 2022.

## CITY OF GWERU (COG)

## Invitation to Domestic Tenders

TENDERS are invited from registered and reputable suppliers to participate in the following competitive bidding process:

*Tender number*

COG/EOI/01/02/2022. Request for Expression of Interest for the provision of water consultancy services. Closing date: 7th March, 2022.

COG/01/02/2022. Supply and construction of Mtapu Market. Closing date: 18th March, 2022. Site visit date: 4th March, 2022.

Tender documents containing bidding instructions and the scope of work are obtained in hard copy at City of Gweru Townhouse (PMU), Third Floor, during office working hours (0830 hours to 1600 hours) upon payment of a non-refundable fee of RTGS\$2 000,00, or free of charge in electronic form upon the interested bidder's request on email to: [gwerucity08@gmail.com](mailto:gwerucity08@gmail.com)

Tenders must be enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, the closing date and the description of the tender. Completed bids must be deposited at City of Gweru, Third Floor, Civic Centre/ Town House, cnr 8th Street and R.G. Mugabe Way, in the tender box on or before 1000 hours on specified closing date and will be opened at 1030 hours on the same day in the presence of all interested bidders.

For any further details, please contact:

The Procurement Management Unit,  
on +263542224320 or on email: [gwerucity08@gmail.com](mailto:gwerucity08@gmail.com)  
V. D. Chikwekwe,  
The Acting Town Clerk, City of Gweru,  
Third Floor Civic Centre/Town House,  
cnr RG Mugabe/8th Street, Gweru.

General Notice 310 of 2022.

## URBAN COUNCILS ACT [CHAPTER 19:13]

## Notice of Appointment of a Commission to Assess Epworth Local Board's Readiness for Town Status

It is hereby notified, in terms of section 14 of the Urban Councils Act [Chapter 29:15], that pursuant to the application for town status by Epworth Local Board, the Minister of Local government and Public Works has appointed the persons in the Schedule as members of the commission to assess the Town Council's state of readiness for town status.

The Commission's terms of reference shall be regulated by the First Schedule to the Urban Councils Act [Chapter 29:15].

Any person who wishes to make representations relating to the application is being invited to lodge such representations in writing with the Commission at Epworth Local Board or post them to No. 1038, Chiremba Road, P.O. Box EP 180, Epworth, within 30 days and to state whether he or she wishes to appear in support of such representations at any accreditation proceedings.

HON. J. G. MOYO,

18-2-2022. Minister of Local Government and Public Works.

## SCHEDULE

1. C. Kampila	Director Local Governance	(Chairperson)
2. M. Mazanhi	Spatial Planning	(Member)
3. L. Sebele	Financial Director	(Member)
4. M. Mtetwa	Public Works Civil Engineering	(Member)
5. C. Zhakata	Urban Local Authorities	(Member)

General Notice 311 of 2022.

POSTAL AND TELECOMMUNICATIONS REGULATORY  
AUTHORITY OF ZIMBABWE (POTRAZ)

## Invitation to Competitive Bidding

THE Postal and Telecommunications Regulatory Authority of Zimbabwe (POTRAZ) is inviting suitably qualified, registered,



eligible and reputable companies to participate in the following competitive bidding processes:

**Tender number**

POTRAZ/FRAM/03/02/2022. Provision of travel agency and air ticketing services. Closing date and time: 8th March, 2022, at 1000 hours.

POTRAZ/DOM/04/02/2022. Supply and delivery of promotional materials. Closing date and time: 22nd March, 2022, at 1000 hours.

POTRAZ/DOM/05/02/2022. Supply and delivery of school furniture. Closing date and time: 22nd March, 2022, at 1000 hours.

POTRAZ/DOM/06/02/2022. Supply and delivery of t-shirts, hats and caps. Closing date and time: 22nd March, 2022, at 1000 hours.

POTRAZ/DOM/07/02/2022. Design and construction of ZITF stand. Closing date and time: 22nd March, 2022, at 1000 hours.

Bidding documents can be downloaded from the POTRAZ website on [www.potraz.gov.zw](http://www.potraz.gov.zw) under the tenders section. Those that would have downloaded the bidding document from the website are required to send their company details on the email address availed above to enable compilation of a register.

In a bid to maintain social distancing in light of the COVID-19 pandemic, please note that we will not be entertaining walk-in visitors for the purposes of acquiring bidding documents. Please note that no payments are required for these tenders.

For any enquiries regarding the advertised tender, you can contact the Procurement Management Unit on: 0242-333032 or through email on [pmu@potraz.gov.zw](mailto:pmu@potraz.gov.zw)

General Notice 312 of 2022.

MINISTRY OF YOUTH, SPORT, ARTS AND RECREATION  
(MYSAR)

Invitation to Competitive Bidding

THE Ministry of Youth, Sport, Arts and Recreation invites reputable firms/companies registered with Procurement Regulatory Authority of Zimbabwe (PRAZ) (or equivalent for International Bidders) for the following procurement requirements:

**Tender number**

MYSAR/INT.001/2022. Refurbishment of water reticulation system at the Zimbabwe National Sports Stadium. Pre-bid meeting/site visit (compulsory): 3rd March, 2022. Closing date and time: 29th April, 2022, at 1000 hours.

MYSAR/DOM.002/2022. Supply and delivery of office furniture. Closing date and time: 22nd March, 2022, at 1000 hours.

MYSAR/DOM.003/2022. Supply and delivery of institutional signage. Closing date and time: 22nd March, 2022, at 1000 hours.

**Bidders must:**

- (1) Be Registered with PRAZ for 2022 (where applicable).
- (2) Be N SSA Compliant.
- (3) Be Tax Compliant.

Tender documents are obtainable from the Procurement Management Unit, First Floor, Chinengundu Mashayamombe House (formerly Quality International Hotel), corner Nelson Mandela Avenue/Simon Vengai Muzenda Street, Harare, between 0900 hours to 1500 hours during work days.

General Notice 313 of 2022.

UMGUZA RURAL DISTRICT COUNCIL (URDC)

Invitation to Tender

UMGUZA Rural District Council invites bids from Procurement Regulatory Authority of Zimbabwe (PRAZ) registered companies for the following:

**Tender number**

ENG 01 OF 2022. Supply and delivery of an iron roller and an excavator. Closing date: 18th March, 2022.

Tenders must be enclosed in sealed envelopes, endorsed on the outside with the advertised tender number, description,

closing date and must be delivered in time to Umguza Rural District Offices John Landa Nkomo Avenue and Maria Msika Avenues, Jason Moyo Street, Bulawayo, before 1000 hours on the 18th March, 2022.

Tender documents with specifications are obtained upon payment of a non-refundable tender fee of \$800,00, from the Council offices during working hours (0800 hours to 1645 hours).

Umguza Rural District Council is not obliged to accept the lowest bid, or any bid. Tenders will not be considered unless they comply fully with the specifications.

Any questions relating to the above may be addressed to:

The Chief Executive Officer,  
Umguza Rural District Council,  
P.O. Box 749,  
Bulawayo.  
Email: [umguzarde@yahoo.com](mailto:umguzarde@yahoo.com)  
Tel: 0292 65820; 0292 66813

General Notice 314 of 2022.

CIVIL AVIATION AUTHORITY OF ZIMBABWE (CAAZ)

Invitation to Local Competitive Tenders

INTERESTED and qualified companies are invited to bid for the below listed tenders. Bids must be enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, the description and the closing date. Bids must be deposited in the tender box at the Civil Aviation Authority of Zimbabwe Reception, 2nd Level, Domestic Terminal Building, Robert Gabriel Mugabe International Airport, Harare, before 1000 hours on the closing date.

Tenders must be addressed to:

The Head Procurement Management Unit,  
Civil Aviation Authority of Zimbabwe,  
2nd Level, Domestic Terminal Building,  
Robert Gabriel Mugabe International Airport,  
(P.O. Box CY 7716,  
Causeway),  
Harare.

**Tender number**

CAAZ/ICT/LOCAL/01/2022. Provision and installation of Bandwidth. Closing date: 18th March, 2022.

CAAZ/ICT/LOCAL/02/2022. Supply, delivery and installation of servers. Closing date: 18th March, 2022.

CAAZ/ICT/LOCAL/03/2022. Supply and delivery of computer hardware. Closing date: 18th March, 2022.

ATAZ/ICT/LOCAL/01/2022. Supply and delivery of computer hardware. Closing date: 18th March, 2022.

Your submission should reach the Civil Aviation Authority of Zimbabwe not later than the closing date at 1000 hours.

**Note:**

Tender Documents are available on the website address <https://www.caaz.co.zw/procurement> for download or upon request on [purchasing@caaz.co.zw](mailto:purchasing@caaz.co.zw) Hard copies are obtainable from the Civil Aviation Authority of Zimbabwe Purchasing Office, Second Floor, Domestic Terminal Building, Robert Gabriel Mugabe International Airport, upon payment of a non-refundable fee of ZWL2 000,00.

General Notice 315 of 2022.

CIVIL AVIATION AUTHORITY OF ZIMBABWE (CAAZ)

Request for Proposals

INTERESTED and qualified Auctioneers are invited to submit their proposals for the provision of Auctioneering services for disposing seven aircraft. Proposals must be enclosed in sealed envelopes and clearly marked on the outside with the advertised RFP number, the description and the closing date. RFPs must be deposited in the tender box at the Civil Aviation Authority of Zimbabwe Reception, 2nd Level, Domestic Terminal Building, Robert Gabriel Mugabe International Airport Harare, before 1000 hours on the closing date.

Tenders must be addressed to:



The Head Procurement Management Unit,  
Civil Aviation Authority of Zimbabwe,  
3rd Level, International Terminal Building,  
Robert Gabriel Mugabe International Airport,  
(P.O. Box CY 7716,  
Causeway),  
Harare.

#### *Tender number*

CAAZ/DFSS/RFP/01/2022: Request for Proposals for the provision of auctioneering services.

Your submission should reach the Civil Aviation Authority of Zimbabwe not later than the closing date of 18th March, 2022, at 1000 hours.

Deposited in the tender box at the PMU Reception, Second Floor, Domestic Terminal Building, Robert Gabriel Mugabe International Airport, Harare,

before 1000 hours on the closing date.

The bidding document is downloadable on the CAAZ website [www.caaaz.co.zw](http://www.caaaz.co.zw) or on request on the following email address: [purchasing@caaaz.co.zw](mailto:purchasing@caaaz.co.zw)

#### General Notice 316 of 2022.

### INFRASTRUCTURE DEVELOPMENT BANK OF ZIMBABWE (IDBZ)

#### Request for Expressions of Interest for Provision of Consulting Services (Firms Selection)

THE Infrastructure Development Bank of Zimbabwe (IDBZ) invites PRAZ duly registered prospective consulting firms to participate in the following tender:

**Project name:** Provision of Consulting Services for an Organisational Climate Survey.

**Description of services:** Expression of Interest for Engagement of a Consulting Firm for an Organisational Climate Survey.

**Type of competition:** National Competitive Bidding.

**Tender number:** IDBZ 96 of 2022.

**Issuance date:** 18th February, 2022.

**Closing deadline for submission of Expressions of Interest:** 14th March, 2022, at 1000 hours CAT.

**Letter for submission of expression of interest:** Must be submitted with the application, signed and unaltered.

Bidding documents will be available electronically free of charge upon a written request to [procurement@idbz.co.zw](mailto:procurement@idbz.co.zw). The IDBZ shall strictly not permit walk-in customers for the purposes of acquiring tender documents due to COVID-19 regulations. Bidders must specify the tender number(s) indicated in table(s) above when requesting for bidding documents.

Acting Head—Procurement Management Unit,  
IDBZ House,  
99, Gamal Abdel Nasser Road,  
Harare, Zimbabwe.

E-mail: [procurement@idbz.co.zw](mailto:procurement@idbz.co.zw)

This opportunity is open to Zimbabwean companies only. Bidders are not required to pay administration fees payable by bidders to the Procurement Regulatory Authority of Zimbabwe (PRAZ) in terms of section 54 of the Public Procurement and Disposal of Public Assets Act [Chapter 22:23] and Part IV of the Fifth Schedule to the Public Procurement and Disposal of Public Assets Regulations, 2018 (Statutory Instrument 5 of 2018).

Late bids shall be rejected without further consideration.

#### General Notice 317 of 2022.

### INFRASTRUCTURE DEVELOPMENT BANK OF ZIMBABWE (IDBZ)

#### Request for Expressions of Interest for Provision of Consulting Services (Firms Selection)

THE Infrastructure Development Bank of Zimbabwe (IDBZ) invites PRAZ duly registered prospective consulting firms to participate in the following tender:

**Project name:** External Quality Assessment Review of Internal Audit Unit.

**Description of services:** Expression of Interest for the provision of consulting services for the External Quality Assessment Review of Internal Audit Unit.

**Type of competition:** National Competitive Bidding

**Tender number:** IDBZ 107 of 2022.

**Issuance date:** 18th February, 2022.

**Closing deadline for submission of Expressions of Interest:** 10th March, 2022, at 1000 hours CAT.

**Letter for submission of expression of interest:** Must be submitted with the application, signed and unaltered.

Bidding documents will be available electronically free of charge upon a written request to [procurement@idbz.co.zw](mailto:procurement@idbz.co.zw). The IDBZ shall strictly not permit walk-in customers for the purposes of acquiring tender documents due to COVID-19 regulations. Bidders must specify the tender number(s) indicated in table(s) above when requesting for bidding documents.

Acting Head—Procurement Management Unit,  
IDBZ House,  
99, Gamal Abdel Nasser Road,  
Harare, Zimbabwe.

E-mail: [procurement@idbz.co.zw](mailto:procurement@idbz.co.zw)

This opportunity is open to Zimbabwean companies only. Bidders are not required to pay administration fees payable by bidders to the Procurement Regulatory Authority of Zimbabwe (PRAZ) in terms of section 54 of the Public Procurement and Disposal of Public Assets Act [Chapter 22:23] and Part IV of the Fifth Schedule to the Public Procurement and Disposal of Public Assets Regulations, 2018 (Statutory Instrument 5 of 2018).

Late bids shall be rejected without further consideration.

#### General Notice 318 of 2022.

### INFRASTRUCTURE DEVELOPMENT BANK OF ZIMBABWE (IDBZ)

#### Request for Expressions of Interest for Provision of Consulting Services (Firms Selection)

THE Infrastructure Development Bank of Zimbabwe (IDBZ) invites PRAZ duly registered prospective service providers to participate in the following tender:

**Project name:** Provision of a homeowners insurance policy cover.

**Description of services:** Expression of Interest for engagement of an insurance company for provision of a homeowners insurance policy cover.

**Type of competition:** National Competitive Bidding.

**Tender number:** IDBZ 199 of 2022.

**Issuance date:** 18th February, 2022.

**Closing deadline for submission of Expressions of Interest:** 15th March, 2022, at 1000 hours CAT.

**Letter for submission of expression of interest:** Must be submitted with the application, signed and unaltered.

Bidding documents will be available electronically free of charge upon a written request to [procurement@idbz.co.zw](mailto:procurement@idbz.co.zw). The IDBZ shall strictly not permit walk-in customers for the purposes of acquiring tender documents due to COVID-19 regulations. Bidders must specify the tender number(s) indicated in table(s) above when requesting for bidding documents.

Acting Head—Procurement Management Unit,  
IDBZ House,  
99, Gamal Abdel Nasser Road,  
Harare, Zimbabwe.

E-mail: [procurement@idbz.co.zw](mailto:procurement@idbz.co.zw)

This opportunity is open to Zimbabwean companies only. Bidders are not required to pay administration fees payable by bidders to the Procurement Regulatory Authority of Zimbabwe (PRAZ) in terms of section 54 of the Public Procurement and Disposal of Public Assets Act [Chapter 22:23] and Part IV of the Fifth Schedule to the Public Procurement and Disposal of Public Assets Regulations, 2018 (Statutory Instrument 5 of 2018).

Late bids shall be rejected without further consideration.



General Notice 319 of 2022.

INFRASTRUCTURE DEVELOPMENT BANK OF  
ZIMBABWE (IDBZ)

Request for Expressions of Interest for Provision of Consulting  
Services (Firms Selection)

THE Infrastructure Development Bank of Zimbabwe (IDBZ) invites PRAZ duly registered prospective consulting firms to participate in the following tender:

**Project name:** Supply and delivery of an audit management system.

**Description of services:** Expression of Interest for engagement of a consulting firm to supply and deliver an audit management system.

**Type of competition:** National competitive bidding.

**Tender number:** IDBZ 88 of 2022.

**Issuance date:** 18th February, 2022.

**Closing deadline for submission of Expressions of Interest:** 11th March, 2022, at 1000 hours CAT.

**Letter for submission of expression of interest:** Must be submitted with the application, signed and unaltered.

Bidding documents will be available electronically free of charge upon a written request to [procurement@idbz.co.zw](mailto:procurement@idbz.co.zw). The IDBZ shall strictly not permit walk-in customers for the purposes of acquiring tender documents due to COVID-19 regulations. Bidders must specify the tender number(s) indicated in table(s) above when requesting for bidding documents.

Acting Head—Procurement Management Unit,  
IDBZ House,  
99, Gamal Abdel Nasser Road,  
Harare, Zimbabwe.

E-mail: [procurement@idbz.co.zw](mailto:procurement@idbz.co.zw)

This opportunity is open to Zimbabwean companies only. Bidders are not required to pay administration fees payable by bidders to the Procurement Regulatory Authority of Zimbabwe (PRAZ) in terms of section 54 of the Public Procurement and Disposal of Public Assets Act [Chapter 22:23] and Part IV of the Fifth Schedule to the Public Procurement and Disposal of Public Assets Regulations, 2018 (Statutory Instrument 5 of 2018).

Late bids shall be rejected without further consideration.

General Notice 320 of 2022.

INFRASTRUCTURE DEVELOPMENT BANK OF  
ZIMBABWE (IDBZ)

Invitation to Tender (ITT)

THE Infrastructure Development Bank of Zimbabwe (IDBZ) invites prospective contractors to participate in the following tenders:

**Project name:** Marimba Phase 2 Remedial Works.

**Description of services:** Re-construction of surfaced roads and storm water drainage.

**Type of competition:** National competitive bidding.

**Tender number:** IDBZ 43(b) of 2022.

**Issuance date:** 18th February, 2022.

**Closing deadline for Requests for Clarification:** 3rd March, 2022.

**Closing deadline for submission of bids:** 17th March, 2022, at 1000 hours CAT.

**Bid security:** Submit completed and duly signed Bid Securing Declaration.

**Compulsory site visit meeting:** Date: 1st March, 2022. Location: Location is described in the bidding document.

**Payment of Administration fees payable by bidders for bids subject to review in terms of section 54 of PPDA Act:** A must requirement.

Amount payable to PRAZ: ZWL30 000,00.

Payment of bid fees and bid establishment fees may be done through the PRAZ portal.

Account name: Procurement Regulatory Authority of Zimbabwe

Bank Name: Commercial Bank of Zimbabwe

Branch: Kwame Nkrumah

Domestic Transfers (Local)

Account Number: 10721064850020

Purpose: Registrations, bid establishment fees; training fees; and admin fees (Contract, SPOC and Other Admin Fees).

**Registration with PRAZ for 2022:** A must requirement.

Bidding Documents will be available electronically and free of charge upon a written request to [procurement@idbz.co.zw](mailto:procurement@idbz.co.zw). Bidders must specify the tender number(s) indicated in table(s) above when requesting for bidding documents. Bids shall be valid for a bid period of sixty (60) working days.

Acting Head—Procurement Management Unit,  
IDBZ House,  
99, Gamal Abdel Nasser Road,  
Harare, Zimbabwe. Tel: +263-242-2750171/8  
E-mail: [procurement@idbz.co.zw](mailto:procurement@idbz.co.zw)

Bids must be submitted by email to [procurement@idbz.co.zw](mailto:procurement@idbz.co.zw) before or by the closing deadline stipulated above. Bids will be opened in an online meeting immediately after the closing deadline for submission.

Late bids shall be rejected without further consideration.

Award of contract will be made to the bidder offering the lowest priced responsive quotation.

General Notice 321 of 2022.

MINISTRY OF TRANSPORT AND INFRASTRUCTURAL  
DEVELOPMENT (MOTID)

Invitation to Domestic Tenders

THE Ministry of Transport and Infrastructural Development of the Republic of Zimbabwe is inviting prospective registered bidders to participate in the following tenders.

Tenders must be enclosed in sealed envelopes and endorsed on the outside with the correct reference number, the description, the closing date and must be delivered by hand to Ministry of Transport and Infrastructural Development, Office No. 14/41, Fourteenth Floor, Kaguvi Building, cnr. Simon Vengai Muzenda Street and Ahmed Ben Bella, Avenue, Harare, on or before 1100 hours on the closing date. No faxed, e-mailed or late tenders will be considered.

**Tender number**

MOTID/ERRP2/07 OF 2022 LOT 1–3: Emergency Road Rehabilitation Programme 2:

**Lot 1:** Nyika – Zaka

**Lot 2:** Mutare – Masvingo

**Lot 3:** Nandi-Matsvange

Registration: Ministry of Local Government and Public Works, CIFOZ and or ZBCA under *Category A* Civil Contractors only. Compulsory site visit: 24th February, 2022:

Venue: Nyika Growth Point. 210 km peg Petrotrade Central Service Station, Mutare–Masvingo Road, at 1000 hours.

Nyika Growth Point. 210 km peg Petrotrade Service Station, along Mutare–Masvingo Road, at 1330 hours.

Makuvaza Business Centre 20km along Zaka–Nyika Road, at 1530 hours.

Closing date: 10th March, 2022.

MOTID/ERRP2/16 OF 2022. Rehabilitation of Godfrey–Henly Road 3.7 Km.

Registration: Ministry of Local Government and Public Works, CIFOZ and or ZBCA under *Category A* Civil Contractors only. Compulsory site visit: 23rd February, 2022.

Venue: Chop Chop, Zindoga Shopping Centre Waterfall Harare, at 1000 hours. Closing date: 2nd March, 2022.

MOTID/ERRP2/20 OF 2022. Emergency road rehabilitation Programme 2:

**Lot 1:** Binga Bumi 2 10km regravelling

**Lot 2:** Gache Gache 10km regravelling

**Lot 3:** Kadoma 1 (Nyambo and Parirenyatwa) surfacing



**Lot 4:** Kadoma 2 surfacing (Buffalo, Kirk, Maranda)

Registration: Ministry of Local Government and Public Works, CIFOZ and or ZBCA under *Category B* Civil Contractors Only. Compulsory site visit: 28th February, 2022.

Venue: Siakobvu Business Centre, at 1400 hours, on 1st March, 2022.

Venue: Sanyati Bridge at 100km peg Karoi-Binga Road, at 1200 hours: 23rd February, 2022.

Venue: Waverly Bus Terminus at 1000 hours: 23rd February, 2022.

Closing date: 11th March, 2022.

MOTID/ERRP2/21 OF 2022. Emergency Road Rehabilitation Programme 2:

**Lot 1:** Golden Valley Sanyati 10Km Construction

**Lot 2:** Karoi Binga 10km Construction

**Lot 3:** Norton (Aterial Road) Construction

**Lot 4:** Banket Raffingora Construction

**Lot 5:** Alaska Copper Queen 2 Construction

Registration: Ministry of Local Government and Public Works, CIFOZ and or ZBCA under *Category A* Civil Contractors Only. Compulsory site visit: 25th February, 2022.

Venue: Nyimo Business Centre, at Golden Valley Sanyati Road, at 1100 hours: 28th February, 2022.

Venue: Magororo Shops at 86km peg Karoi Binga Road, at 1100 hours: 22nd February, 2022.

Venue: Karina Service Centre, at 1100 hours: 24th February, 2022.

Venue: Raffingora Shops, at 1100 hours: 24th February, 2022.

Venue: Alaska turnoff at Chinhoyi Caves, at 1400 hours: Closing date: 14th March, 2022.

**Documents**

Tender documents are obtainable from the Procurement Management Unit Office, Ministry of Transport and Infrastructural Development, Room 41, Fourteenth Floor, Kaguvi Building, corner Simon Vengai Muzenda Street and Ahmed Ben Bella Avenue, Harare, between 0745 hours and 1445 hours during week days.

**NB:** Documents will be issued upon payment of a non-refundable fee of two thousand five hundred dollars (ZWL\$ 2 500,00) only per tender.

General Notice 322 of 2022.

ALLIED TIMBERS ZIMBABWE (PRIVATE) LIMITED (ATZ)

**Invitation to Domestic Tenders****Tender number**

ATZ.022/2022. Supply and delivery of oils and lubricants. Closing date: 18th March, 2022.

ATZ.023/2022. Supply and delivery of a 5.5kw compressor. Closing date: 18th March, 2022.

Allied Timbers Zimbabwe is inviting reputable companies or individuals for the supply and delivery of the above-mentioned goods and services.

Tenders must be closed and sealed in envelopes and indorsed outside with the advertised tender number, tender description, the closing date and must be delivered by hand or post to the attention of The Head-Procurement Management Unit, Allied Timbers Zimbabwe, No. 125A, Borgward Road, Msasa, Harare, on the dates specified above before 1000 hours Local time.

Tender documents are available from No. 125A, Borgward Road, Msasa, Harare, and will be issued to interested bidders at no charges at Allied Timbers Zimbabwe.

Tenders received after 1000 hours on the closing date whether by hand or post will be treated as late tenders and will not be accepted.

General Notice 323 of 2022.

**ELECTORAL ACT [CHAPTER 2:13]****Appointment of Senator**

IT is hereby notified to the public, in terms of section 39(7)(a) of the Electoral Act [Chapter 2:13], that Nicholas Nkomo, a registered voter in Zamadube Village, Headman Namate, Chief Bidi, Ward 9 of Matobo Rural District Council, who was nominated by the Zimbabwe African National Union Patriotic Front ZANU (PF) party to fill the vacancy in the Senate that occurred following the death of Simon Khaya Moyo, has been appointed as a Senator with effect from the date of publication of this notice.

P. M. CHIGUMBA,  
Chairperson,

18-2-2022.

Zimbabwe Electoral Commission.

General Notice 324 of 2022.

**ELECTORAL ACT [CHAPTER 2:13]****Appointment of Member of the National Assembly**

IT is hereby notified to the public, in terms of section 39(7)(a) of the Electoral Act [Chapter 2:13], that Moreblessing Tembo, a registered voter of House Number 7926/16, Sizinda, Ward 21, Bulawayo Municipality, who was nominated by the Movement for Democratic Change Tsvangirai (MDC-T) party to fill the vacancy in the National Assembly that occurred following the appointment as ambassador of Priscilla Misihairambwi, has been appointed as a Member of the National Assembly with effect from the date of publication of this notice.

P. M. CHIGUMBA,  
Chairperson,

18-2-2022.

Zimbabwe Electoral Commission.

General Notice 325 of 2022.

**ELECTORAL ACT [CHAPTER 2:13]****Notice of Vacancies Among the Party-list Members of National Assembly**

IT is hereby notified, in terms of section 39(4)(a) of the Electoral Act [Chapter 2:13], of vacancies that have occurred among the party-list members in the National Assembly following the recall, on the 7th of February, 2022, of Honourable Thokozani Khupe and Honourable Nomvula Mguni who were members of the National Assembly for Bulawayo Metropolitan province by virtue of section 124(1)(b) of the Constitution.

P. M. CHIGUMBA,  
Chairperson,

18-2-2022.

Zimbabwe Electoral Commission.

**CHANGE OF NAME**

TAKE notice that, on the 2nd day of February, 2022, before me, Joseph Nemaia, a legal practitioner and notary public, came and appeared Patrick Kutuya (born on 12th July, 1981), in his personal capacity and the appearer Patrick Kutuya changed his name to Patrick Samanyayi. — Joseph Nemaia, c/o Manyurureni and Company Legal Practitioners, Morgan House, 27, George Silundika Avenue, Harare. 444413f

**CHANGE OF NAME**

NOTICE is hereby given that, by notarial deed MA 194.2022, executed before me, Decent Bhosopo, a legal practitioner and notary public, at Harare, on the 13th day of January, 2022, Isabel Chirapura, appeared and changed her surname from Chirapura to Chilapula and the appearer shall henceforth be known on all occasions by the name Isabel Chilapula.

Dated at Harare this 8th day of February, 2022. — Decent Bhosopo, applicant, c/o T. Pfigu Attorneys, No. 1, Bates Street, Milton Park, Harare. 444124f



## CHANGE OF NAME

TAKE notice that, on the 1st day of February, 2022, before me, Maphios Mtlongwa, a legal practitioner and notary public, at Harare, personally came and appeared, Mashoko Oriah Taurayi (born on 1st January, 1945) (ID 63-207708 E 18) in his capacity as the father and legal guardian of Matthew Taurayi (born on 28th August, 2015) (ID 85-2011290 C 18) and Ernest Taurayi (born on 16th July, 2010) (ID 85-2000640 B 18) and Violet Taurayi (born on 25th February, 2004) (ID 63-2379641 Z 18) and changed his name and those of the minor children as follows: Mashoko Oriah Taurayi to Oriah Taurayi Mashoko, Matthew Taurayi to Matthew Mashoko, Ernest Taurayi to Ernest Mashoko and Violet Taurayi to Violet Mashoko, respectively, which names shall be used in all documents, records and other writings as well as in dealings and transactions of whatsoever nature. —Maphios Mtlongwa, c/o Mangezi, Nleya & Partners Legal Practitioners, Third Floor, Eastwing, Club Chambers, Nelson Mandela Avenue/Patrice Lumumba Street, Harare. 444222f

## CHANGE OF NAME

TAKE notice that, on the 2nd day of February, 2022, before me, Joseph Nemaisha, a legal practitioner and notary public, came and appeared Makwinje Phiri (born on 27th June, 1970) in his personal capacity and the appearer Makwinje Phiri changed his name to Makwinje Soma-Phiri. —Joseph Nemaisha, c/o Manyurureni and Company Legal Practitioners, Morgan House, 27, George Silundika Avenue, Harare. 444215f

## CHANGE OF NAME

TAKE notice that, on the 2nd day of February, 2022, before me, Joseph Nemaisha, a legal practitioner and notary public, came and appeared Ahyaan Christiano Phiri (born on 23rd June, 2019) in his personal capacity and the appearer Ahyaan Christiano Phiri changed his name to Ahyaan Christiano Soma-Phiri. —Joseph Nemaisha, c/o Manyurureni and Company Legal Practitioners, Morgan House, 27, George Silundika Avenue, Harare. 444216f

## CHANGE OF NAME

NOTICE is hereby given that, on the 27th day of January, 2022, Rosemary Kuonameso appeared before me, Sheperd Huni, a legal practitioner and notary public, at Bulawayo, and did abandon the surname Kuonameso and assume in its place and stead the surname Randen, so that, she shall henceforth be known and referred to as Rosemary Randen on all occasions and in all records.

Dated at Bulawayo on this 27th day of February, 2022. —Sheperd Huni, c/o Coghlan & Welsh, legal practitioners, First Capital Bank Building, Liberation Legacy Avenue/JMN Nkomo Street, Bulawayo. 444147f

## CHANGE OF NAME

TAKE notice that, on the 4th day of February, 2022, before me, Abel Ndlovu, a legal practitioner and notary public, appeared Lydia Ntuli (sole legal guardian) of the minor children Funeka Chisale (born on 17th July, 2004), and changed her name to Funeka Chislin Ntuli, so that, henceforth, for all purposes and occasions she shall be known by the name Funeka Chislin Ntuli. —Abel Ndlovu, c/o Dube & Associates, applicant's legal practitioners, 50, Dasson House, Queen Lozikeyi Road, between Nelson Kutshwekhaya Ndlovu Road and John Landa Nkomo Avenue, Bulawayo. 444148f

## CHANGE OF NAME

TAKE notice that, on the 13th day of January, 2022, Wayne Kudakwashe Moyo appeared before me, Moses Nkomo, a legal practitioner and notary public, and changed his name from Wayne Kudakwashe Moyo to Wayne Kudakwashe Dube.

Dated at Harare on this 13th day of January, 2022. —Moses Nkomo, DNM Attorneys, 2, Westminister Avenue, Avondale West, Harare. 444275f

## CHANGE OF NAME

TAKE notice that, on the 13th day of January, 2022, Brandon Simbarashe Moyo appeared before me, Moses Nkomo, a legal practitioner and notary public, and changed his name from Brandon Simbarashe Moyo to Brandon Simbarashe Dube.

Dated at Harare on this 13th day of January, 2022. —Moses Nkomo, DNM Attorneys, 2, Westminister Avenue, Avondale West, Harare. 444276f

## CHANGE OF NAME

TAKE notice that, on the 13th day of January, 2022, Gift Moyo appeared before me, Moses Nkomo, a legal practitioner and notary public, and changed his name from Gift Moyo to Gift Dube.

Dated at Harare on this 13th day of January, 2022. —Moses Nkomo, DNM Attorneys, 2, Westminister Avenue, Avondale West, Harare. 444277f

## CHANGE OF NAME

NOTICE is hereby given that, on the 9th day of February, 2022, Lambert Karombe (born on 22nd October, 1983) (ID 63-1180048 T 32) appeared before me, Paidamoyo Mukumbiri, a legal practitioner, and changed to Lambert Jonga.

Dated at Harare on this 9th day of February, 2022. —Paidamoyo Mukumbiri, c/o Rubaya-Chinuwo Law Chambers, legal practitioners, Second Floor, Club Chambers, cnr Nelson Mandela Avenue and Patrice Lumumba Street, Harare. 444278f

## CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Tapiwa Gerald Muguwe, a legal practitioner and notary public, appeared Ratidzai Zuze (born on 24th September, 1990) and in her own capacity changed her name from Ratidzai Zuze to Ttyra Ratidzai Zuze Jackson, so that, henceforth, for all purposes and occasions she shall be known by the name Ttyra Ratidzai Zuze Jackson.

Dated at Harare this 31st day of January, 2022. —Tapiwa Gerald Muguwe, c/o Muronda Malinga Legal Practice, Suite 8, Second Floor, Masca House, 119, Kwame Nkrumah Avenue, Harare. 444292f

## CHANGE OF NAME

NOTICE is hereby given that, by notarial deed of change of name executed before me, Petronella Nyamapfene, a notary public and legal practitioner, at Harare, on the 26th day of January, 2022, Tariro Hope Hlamiti appeared in her personal capacity and changed her name to Minka Peniel Robert, so that, henceforth, she shall be known on all occasions by the name Minka Peniel Robert.

Dated at Harare this 11th day of February, 2022. —Petronella Nyamapfene, legal practitioner, 4, Edmonds Avenue, Belvedere, Harare. 444320f

## CHANGE OF NAME

TAKE notice that, on this 7th day of February, 2022, Creshious Mukusa (born on 20th July, 1983) (ID 14-161980 F 27) appeared before me, Phillip Hamunakwadi, a legal practitioner and notary public, at Harare, and the said appeared in his own capacity and changed his name from Creshious Mukusa to Craig Wasiyenyika. —Phillip Hamunakwadi, c/o Hamunakwadi and Nyandoro Legal Practitioners, Harare. 444357f

## CHANGE OF NAME

TAKE notice that, on the 14th day of February, 2022, Liam Munashe Angelo (born on 16th January, 1990) appeared before me, Richard Manwick Dhaka, a legal practitioner and notary public, and, by notarial deed of change of name, the appearer changed his name to Liam Angelo, and henceforth he shall be referred to in all records, deeds, documents, transactions and for all purposes as Liam Angelo.

Dated at Harare this 18th day of February, 2022. —Richard Manwick Dhaka, c/o Matizandzo & Warhurst Legal Practitioners, 8, Downie Avenue, Alexandra Park, Harare. 444358f

## LOST CERTIFICATES OF REGISTRATION

NOTICE is hereby given that the under-mentioned certificates of registration, issued in the name of Ishmael Manomano, have been lost or mislaid and that application will be made to the Provincial



Mining Director, Mashonaland Central Province, Shamva, at the expiration of 30 days from the date of publication of the notice, for the issue of duplicates thereof.

<i>Registration number</i>	<i>Name of block</i>	
17604	Norje	
19451	Okello 15	
—Ishmael Manomano, applicant.		444335f

#### LOST DEED OF GRANT

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Grant 15761/56, dated 10th August, 1956, made in favour of Chemplex Corporation Limited, whereby certain piece of land situate in the district of Matobo being Khami Magazine Site, measuring 360,389 9 hectares, was conveyed.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice. —Messrs Wintertons, applicant's legal practitioners, Beverley Place, John Landa Nkomo Avenue, Harare. 444317f

#### LOST DEED OF GRANT

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Grant 126/78, dated 6th January, 1978, whereby certain piece of land situate in the district of Goromonzi called 998 Seki Township, measuring 360 square metres, was conveyed in the name of Agnes Murefu.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registries Office, at Harare, within 14 days from the date of publication of this notice. —V.S Nyangulu & Associates, legal practitioners, Eighth Floor, Hurudza House, 14–16, Nelson Mandela Avenue, Harare. 444318f

#### LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for a certified copy of Deed of Transfer 143/2006, made in favour of Chiborenga Willard Runzonza, whereby certain piece of land situate in the district of Salisbury called Stand 5297 Glen Norah Township of Glen Norah, measuring 214 square metres, was conveyed.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days from the date of publication of this notice.

Dated at Harare this 15th day of February, 2022. —Chatsanga & Partners, legal practitioners, Eleventh Floor, Causeway Building, cnr Ahmed Ben Bella Avenue/Patrice Lumumba Street, Harare. 444414f

#### LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 3925/92, dated 7th July, 1992, made in favour of Whitton Properties (Private) Limited, whereby certain piece of land situate in the district of Salisbury called Lot 3 of Lot 6A of Rietfontein, measuring 4 047 square metres, was conveyed.

All persons having any objections to the issue of such certified copy of Deed of Transfer 3925/92, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days from the date of publication of this notice. —Dhlakama B. Attorneys, applicant's legal practitioners, 22, Broadlands Road, Emerald Hill, Harare. 444418f

#### LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 5449/2014, dated 4th November, 2014, passed in favour of Karl Desmond Snater (born on 13th August, 1969) and Nicole Elizabeth Snater (born on 22nd April, 1976), whereby certain piece of land situate in the district of Salisbury called Lot 1 of Subdivision A of Subdivision A of Lot 36 Block B of Avondale, measuring 3 965 square metres, was conveyed.

All persons claiming to have any objections to, or wishing to make any representations in connexion with, the issue of such copy, are

hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice.

Dated at Harare this 11th day of February, 2022. —Matsika Legal Practitioners, No. 3, Vale Close, Kensington, Harare. 444334f

#### LOST DEED OF TRANSFER

NOTICE is hereby given that application will be made for a certified copy of Deed of Transfer 1473/2011, dated 5th April, 2011, made in favour of Kiliana Bangure (born on 19th September, 1961), whereby certain piece of land situate in the district of Salisbury called Stand 416 Chikurubi Township of Manresa, measuring 5 100 square metres, was conveyed.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days of the publication of this notice.

Dated at Harare this 11th day of February, 2022. —Musunga and Associates, legal practitioners, c/o Musunga Law Chambers, 203, Leonid Brezhnev Street/Tenth Street, Harare. 444356f

#### LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 1944/80, dated the 5th August, 1980, made in favour of Chemplex Corporation Limited, whereby certain piece of land situate in the district of Que Que being Lot 8A Sherwood Block, measuring 1 292,080 3 hectares, was conveyed.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice. —Messrs Wintertons, applicant's legal practitioners, Beverley Place, John Landa Nkomo Avenue, Harare. 444316f

#### LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for the issue of a certified copy, in lieu of the original, of Deed of Transfer 10635/99, registered in the names of Total Zimbabwe (Private) Limited, in respect of certain piece of land situate in the district of Salisbury Township called Stand 13726 Salisbury Township of 13755A Salisbury Township, measuring 2 058 square metres.

All persons having any right or title in or to the said deed of transfer, which has been lost or destroyed, are hereby required to lodge their objections or representations, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice. —Chikwangwani Tapi Attorneys, Fifth Floor, Greenbridge, Eastgate, Harare. 444331f

#### LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for the issue of a certified copy, in lieu of the original, of Deed of Transfer 6324/2007, registered in the names of Dialogue Kubvoruno and Getrude Kubvoruno, in respect of certain piece of land situate in the district of Hartley, called Stand 5128 Norton Township of Knowe, measuring 2 250 square metres.

All persons having any right or title in or to the said deed of transfer, which has been lost or destroyed, are hereby required to lodge their objections or representations, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice. —Chikwangwani Tapi Attorneys, Fifth Floor, Greenbridge, Eastgate, Harare. 444330f

#### LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 4219/2009, dated 6th October, 2009, passed in favour of Garikai Matenga (born on 6th July, 1979) and Olivia Gopo (born on 6th March, 1981), whereby certain piece of land situate in the district of Salisbury called Stand 563 Good Hope Township of Lot 6 of Good Hope, measuring 1 998 square metres.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice. —Gill, Godlonton & Gerrans, applicant's legal practitioners, Harare. 444267f



### LOST DEED OF TRANSFER

NOTICE is hereby given that application will be made for a certified copy, in lieu of the original, of Deed of Transfer 4509/2007, made in favour of Morris Maxwell and Fatima Chakupamambo Maxwell, whereby certain piece of land situate in the district of Goromonzi, being Stand 14533 Ruwa Township of Lot 1 of Inverangus of Sebastopol, measuring 300 square metres, was conveyed.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice.

Dated at Harare this 10th day of February, 2022. —Julajulah Law Chambers, First Floor, Construction House, 108–110, Leopold Takawira Street, Harare. 444274f

### LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for an original copy of Deed of Transfer 2383/2004, dated 31st March, 2004, whereby certain piece of land situate in the district of Salisbury called Stand 289 Adylinn Township of Lot 2A Bluff Hill, measuring 1 000 square metres, was conveyed to Unitime Investments (Private) Limited (Registration No. 10297/2002).

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days of the date of publication of this notice. —Muvirimi Law Chambers, 3, Bayswater Road, Highlands, Harare. 444143f

### LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 1472/95, made in favour of Debora Moyo (born on 9th August, 1965) and Ray Moyo (born on 10th March, 1952) in respect of an undivided 5,98% share being Share No. 15 in certain piece of land situate in the district of Bulawayo being Stand 13921 Bulawayo Township, measuring 2 082 square metres.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Bulawayo, within 14 days from the date of publication of this notice. —Lazarus & Sarif, legal practitioners, P.O. Box 484, Bulawayo. 444144f

### LOST DEED OF TRANSFER

NOTICE is hereby given that application will be made to the Registrar of Deeds, Bulawayo, for a replacement copy of Deed of Transfer 1609/76, dated the 31st August, 1976, made in favour of Russell Michael Noach (born on 28th June, 1935) in respect of Subdivision H of Craigless, situate in the district of Bulawayo, measuring 118,988 0 hectares.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Bulawayo, within 14 days from the date of publication of this notice. —Moyo & Nyoni Legal Practitioners, Suite 101, First Floor, Pioneer House, cnr Liberation Legacy Avenue/Queen Lozikeyi Street, Bulawayo. 444145f

### LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 5211/2020, dated 11th November, 2020, in favour of Cleverhill Investments (Private) Limited, whereby an undivided 0,00712% share being Share No.10530 in certain piece of land situate in the district of Salisbury called Crowhill Estate, measuring 1 785,113 5 hectares, was conveyed.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days from the date of publication of this notice.

Dated at Harare this 8th day of February, 2022 —Moyo, Chikono & Gumiro Legal Practitioners, First Floor, Fidelity Life Tower, Harare. 444217f

### LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 3737/2005, dated 14th December, 2005, made in favour of Mzansi Trust in respect of certain piece of land situate in the district of Bulawayo being The Remaining Extent of Stands 184 and 185 Hillside of Napier's Lease, measuring 3 965 square metres.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Bulawayo, within 14 days from the date of publication of this notice. —Ncube and Partners, legal practitioners, 123A, Josiah Tongogara Street, corner Clement Muchachi Road, Bulawayo. 444146f

### LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy, in lieu of the original, of Deed of Transfer 1522/88, dated 11th March, 1988, passed in favour of Fay Wah Lee (born on 19th September, 1943), whereby certain piece of land situate in the district of Salisbury called Stand 3893 Salisbury Township of Estermans Plot, measuring 789 square metres, was conveyed.

All persons claiming to have any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days of the publication of this notice. —Tim Tanser Consultancy, applicant's legal practitioners, 16, Fleetwood Road, Alexandra Park, Harare. 444121f

### LOST DEED OF TRANSFER

NOTICE is hereby given that, we intend to apply for a certified copy of Deed of Transfer 3508/96, dated 21st May, 1996, passed in favour of Stable Properties (Private) Limited, being Remaining Extent of Subdivision D of Subdivision B of Subdivision D of N'thaba of Glen Lome, measuring 28,409 9 hectares, was conveyed.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice.

Dated at Harare this 10th day of February, 2021. —Mabundu & Ndlovu, Third Floor, Causeway Building, Harare. 444314f

### LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 631/2012, dated 15th February, 2012, made in favour of Landkres Services (Private) Limited, whereby certain piece of land situate in the district of Salisbury called Stand 481 Vainona Township of Stand 469 Vainona Township, measuring 3 691 square metres, was conveyed.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days of the date of publication of this notice.

Dated at Harare this 9th day of February, 2022. —Whatman & Stewart Lawfirm, 7, Shannon Road, Alexandra Park, Harare. 444315f

### CANCELLATION OF MORTGAGE BONDS

NOTICE is hereby given that we intend to apply for cancellation of the following of mortgage bonds—

- (1) Mortgage Bond 381/2002, dated 1st February, 2002, for the sum of \$237 600,00;
- (2) Mortgage Bond 1626/2002, dated 4th June, 2002, for the sum of \$237 947,00;
- (3) Mortgage Bond 687/2003, dated 14th March, 2003, for the sum of \$1 123 158,00;
- (4) Mortgage Bond 6823/2004, dated 26th August, 2004, for the sum of \$41 971 056,00;
- (5) Mortgage Bond 9806/2004, dated 12th November, 2004, for the sum of \$19 404 335,00;
- (6) Mortgage Bond 3261/2005, dated 11th October, 2005, for the sum of \$122 804 119,00;



passed by Hlonipani Dube (born on 27th June, 1976) (ID 08-747809 M39) in favour of Central Africa Building Society over certain piece of land situate in the district of Bulawayo being Stand 3009712 Bulawayo Township of Bulawayo Township Lands, measuring 162 square metres, held under Deeds of Transfer 224/2002, dated 1st February, 2002.

All persons having any objections to, or wishing to make any representations in connexion with, the cancellation of the said mortgage bonds, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice.—Danziger & Partners, legal practitioners, Third Floor, Finsure House, cnr Kwame Nkrumah Avenue and Sam Nujoma Street, Harare. 444131f

#### CANCELLATION OF MORTGAGE BOND

NOTICE is hereby given that ZB Bank Limited intends to apply for cancellation of Mortgage Bond 12282/2004, dated 25th November, 2004, for ZW\$15 000 000,00, passed by Shantaben Dullabh (born on 2nd December, 1926) in favour of ZB Bank Limited, hypothecating certain piece of land situate in the district of Salisbury called Stand 3019 Salisbury Township of Stand 3110 Salisbury Township, measuring 1 403 square metres, held under Deed of Transfer 1317/67.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days after the date of publication of this notice.

Dated at Harare on this 8th day of February, 2022.—Sawyer & Mkushi, Eleventh Floor, SSC House, Sam Nujoma Street/Julius Nyerere Way, P.O. Box 3312, Harare. 444266f

Case H.C.726/21

#### IN THE HIGH COURT OF ZIMBABWE

Held at Harare.

In the matter between Mengezi Mkwanzani, plaintiff, and Zimazile Nokulunga Sibonginkosi Mkwanzani (née Ncube), defendant.

To: Zimazile Nokulunga Sibonginkosi Mkwanzani (née Ncube).

WHEREAS the plaintiff has instituted action against you for a decree of divorce.

AND the High Court granted leave to the plaintiff to serve the summons on you by publication of a shortened form of the summons in *The Herald* newspaper (Zimbabwe):

NOW, THEREFORE, take notice that if you wish to defend the matter you are required to cause an appearance to be entered in the High Court at Harare within twenty-one (21) days from the date of publication of this notice giving an address for service within five (5) kilometres of the afore-said Court.

FURTHER take notice that in default of your appearance the plaintiff's claim for a decree of divorce will be heard and adjudicated upon by the said Court without further notice to you on any Thursday at 1000 hours or soon thereafter as the matter may be heard.

Copies of the summons and plaintiff's declaration in the action can be obtained on request from the plaintiff's legal practitioners who are Mubangwa and Partners Legal Practitioners, No. 5, Zororo Duri Avenue, Eastlea, Harare, Zimbabwe, email address [info@mubangwaandpartners.co.zw](mailto:info@mubangwaandpartners.co.zw) Cell 0773 429 980

Dated at Harare this 15th day of February, 2022.

REGISTRAR,  
High Court of Zimbabwe.  
444408f

Case J.C.04/12

#### IN THE CHILDREN'S COURT

FOR THE PROVINCE OF MATABELELAND SOUTH

Held at Plumtree.

WHEREAS application has been made to the Children's Court, Plumtree, for the appointment of Nomathemba Dube (ID 56-084935 K 56) as the guardian of Siyabonga Andiswa Ndlovu (born on 3rd March, 2009), a minor person alleged to have no guardian or tutor testamentary.

Notice is hereby given that the said application will be heard by the said court at 0830 hours on the 30th day of March, 2022, at the Plumtree Magistrates' Court.

Any person having an interest or wishing to make representation in the matter may appear at the hearing of the application.—Clerk of Children's Court, Plumtree. 444149f

Case G.01/22

#### IN THE CHILDREN'S COURT

FOR THE PROVINCE OF MASHONALAND

Held at Goromonzi.

In the matter between Annatolia Rusike, applicant, for her appointment as the legal guardian of a minor child Takunda Kudzai Rusike (born on 12th March, 2005).

TAKE notice that, in terms of section 9(3) of the Guardianship of Minors Act [Chapter 5:08] an application shall be made before this honourable court on the 22nd day of February, 2021, at 0800 hours or soon thereafter as the matter may be heard.

Further take notice that the applicant's affidavit and other documents shall be used in support hereof.

Dated at Goromonzi this 8th day of February, 2022.—Annatolia Rusike, applicant, Chimani Village, Ward 18, Rusike, Goromonzi. 444268f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Tabex Tsakare Business Centre, Mt Darwin, trading as Majority Bottle Store, for Prudence Gwese.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022.—Prudence Gwese, applicant, 123, Kandeya Township, Mt Darwin. 444068f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Night Club Liquor Licence in respect of premises situate at Joel Business Centre, Zhombe, trading as Estate Blues Night Club, for Edwin Musengezi.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022.—Edwin Musengezi, applicant, 1526, Joel Business Centre, Zhombe. 444066f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Wholesale Liquor Licence in respect of premises situate at Stand 83, Cotto Road, Banket, trading as Samaeta Wholesale, for Boroma Dambakushamba.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022.—Boroma Dambakushamba, applicant, Stand 524, Ridgview 1, Mt Darwin. 444333f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Stand 3, Mupfure River Business Centre, Mt Darwin, trading as Riverside Bar, for Richard Munyaradzi Ndombo.



All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. —Richard Munyaradzi Ndombo, applicant, Mupfure Heights, Mt Darwin. 444332f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Stand 15, Hippovale Township, Chegutu, trading as Last Page Liquor Centre, for Tawanda Kangai.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. —Tawanda Kangai, applicant, Stand 15, Hippovale Township, Chegutu. 444067f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Wholesale Liquor Licence in respect of premises situate at Divide Business Centre, Guinea Fowl, Gweru, trading as D.S Enterprises, for Merjury Sabola.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. —Merjury Sabola, applicant, 81, Doddergrey, Athlone, Gweru. 416796f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Restaurant Liquor Licence in respect of premises situate at Stand 1146, No. 7, Oliver Tambo Avenue, Harare, trading as Mwana's Drink and Grill, for Eliar Mwanandimai.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. —Eliar Mwanandimai, applicant, Stand 1146, No. 7, Oliver Tambo Avenue, Harare. 444359f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at No. 15, Ruwangwe Growth Point, Nyanga, trading as Rakabopa Cash n' Carry Bottle Store, for David Rakabopa.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. —David Rakabopa, applicant, No. 15, Ruwangwe Growth Point, Nyanga. 444360f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at 625, Sudan Street, Gwanda, trading as Pick "n" Pay Gwanda, for TM Supermarkets.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. —Pick "n" Pay, 194, Mutare Road, Msasa, Harare. 444361f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Hamudikuwanda Business Centre, Honde Valley, trading as Ndezvashe Soko Mukanya, for Crispin Mukombero.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. —Crispin Mukombero, applicant, Chitsare Store, P.O. Box 3431, Hauna. 444362f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Vhunjere Business Centre, Gutu, trading as Wunganai Pamasunda Bottle Store, for Jemisai Nyandoro.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. —Jemisai Nyandoro, applicant, Vhunjere School, P.O. Box 901, Gutu. 444363f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Wholesale Liquor Licence in respect of premises situate at 124, King Street, Chegutu, trading as TK Liquor Wholesalers, for Tinashe Kambudzi.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. —Tinashe Kambudzi, applicant, House 23780, Kaguvi, Chegutu. 444364f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Stand 18–19, Dhirihori Business Centre, Marondera, trading as Baby Shower Bottle Store, for Caston Madzure.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. —Caston Madzure, applicant, P.O. Box 900, Marondera. 444063f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Restaurant (Special) Liquor Licence, in respect of premises situate at 31460, Makoni Shopping Centre, Seke, Chitungwiza, trading as Vintage Restaurant, for Donald Mandipaza.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. —Donald Mandipaza, applicant, 31460, Makoni Shopping Centre, Seke, Chitungwiza. 444365f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence



in respect of premises situate at Stand 545, Pomona Industrial Centre, Pomona, Harare, trading as Village Liquors, for Glen Bruk Jackson.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. — Glen Bruk Jackson, applicant, Stand 545, Pomona Industrial Centre, Pomona, Harare. 444122f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Dunira G. Mall, 4475, Victoria Ranch, Masvingo, trading as Gondo Bottle Store, for Mercy Gondo.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. — Mercy Gondo, applicant, House 1971, Fourth Street, Mucheke, Masvingo. 444123f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Stand 2375, Salisbury Township Lands, 52, Robert Mugabe Road, Harare, trading as Elixir Express, for Wine and Brews Inco. (Private) Limited.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. — Wine and Brews Inco. (Private) Limited, 37, Fidel Castro Road, Harare. 444060f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Wholesale Liquor Licence in respect of premises situate at Stand 1455, Maphisa, Kezi, trading as Savemore Liquor Wholesale, for Siyatsha Trading (Private) Limited.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. — Siyatsha Trading (Private) Limited, c/o Nothani Jiyane, Stand 704, Maphisa, Kezi. 444257f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at 23, Denny's Farm, Gwanda, trading as Jasper Mosendame, trading as Refresh Africa, for Jasper Mosendame.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. — Jasper Mosendame, applicant 23, Denny's Farm, Gwanda. 444258f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Stand 1057, New Magwegwe, Bulawayo, trading as Sandie Mart Supermarket, for Need-It Investments (Promise Khumalo).

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. — Need-It Investments (Promise Khumalo), 6455, Nkulumane, Bulawayo. 444259f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Stand No.1, Mtetengwe Business Centre, Beitbridge Rural District Council, Beitbridge, trading as Walala Wasala Sidibeni, for Elvis Dube.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. — Elvis Dube, applicant, Stand No.1, Mtetengwe Business Centre, Beitbridge Rural District Council, Beitbridge. 444150f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Gwidza Business Centre, Rusape, trading as Tindos Fortune Bottle Store, for Joseph Tendai Zenda.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. — Joseph T. Zenda, applicant, Nyabadza Village, Chief Makoni, Rusape. 444311f

#### LIQUOR ACT [CHAPTER 14:12]

##### Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Stand 3056, Torwood, Redcliff, trading as Kinganne Bar, for Elton Tatenda Kasiyandima.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 25th February, 2022. — Elton Tatenda Kasiyandima, applicant, 3842, Simbi Park, Redcliff. 444319f

#### INLAND WATERS SHIPPING ACT [CHAPTER 13:06]

##### Application for an Ordinary Permit to Provide a Shipping Service

NOTICE is hereby given that Bewildered Safaris (Private) Limited, has made an application to the Inland Waters Shipping Services Board, in terms of section 37 of the Inland Waters Shipping Act [Chapter 13:06], for an ordinary permit, for a period of three years, to offer shipping services with boat hire at Lake Kariba.

Any objections to this application, made in terms of section 40 of the Inland Waters Shipping Act [Chapter 13:06], must be made in the manner prescribed in section 156 of the Inland Waters Shipping Regulations, 1971, and within 28 days after the date of publication in this *Gazette*, of this notice. — Blessed Chakafa, for: Bewildered Safaris (Private) Limited. 444220f

#### ADMINISTRATION OF ESTATE

In the estate of the late Malcom Harry Chadbourne (DR1728/21), who died in South Africa, on the 4th October, 2015.

NOTICE is hereby given that Jonathan Brian Muskat intends to apply to the Master of the High Court of Zimbabwe for the resealing and countersignature of letters of executorship issued in his favour by the Master of the Republic of South Africa, on the 2nd November, 2016.

Any person having any objections to such countersignature or having any claims against the estate, are requested to provide details of such objections or claims to the undersigned within 21 days of



this notice.—Gloria Mawarire of MawereSibanda Commercial Lawyers, Tenth Floor, Chiyedza House, cnr First Street Mall and George Silundika Avenue, Harare. 444279f

#### CEMETERIES ACT [CHAPTER 5:04]

##### Notice of an Application for the Exhumation and Repatriation of Human Remains in terms of section 38 of the Act

NOTICE is hereby given, in terms of section 38 of the Act that Doves Funeral Services is making an application to Harare City Council to undertake the exhumation and repatriation of the late Christopher John Morgan from Warren Hills cemetery to the United Kingdom as per family request.

Any person claiming to have any obligations to the approval of such an application is hereby required to lodge same, in writing, with the Director of Housing and Community Services, at Fourth Floor, Rowen Martin Building, Harare, within three months of the first publication of this notice. Contact the curator of Cemeteries on the following numbers: +242223881, 2932737, 0772 386 736 444337f

#### GOVERNMENT GAZETTE

##### Conditions of Acceptance of Copy

FAILURE to comply with any of the following conditions will result in the rejection of copy, and no responsibility can be accepted if such rejection should affect any date contained in such copy or any requirement of publication on a specific date.

Persons drafting any kind of notices are strongly advised to follow the guidance offered in—

- (a) the Instructions Relating to the Drafting and Typing of Legislation (Attorney-General's Circular 1 of 1978); and
- (b) the Manual of Style for the Drafting and Preparation of copy published by Printflow (Private) Limited;

which two booklets are intended for complementary use.

In these conditions, other than where a particular kind of copy is specified, "copy" means copy for all matter contained in the *Gazette* itself and for subsidiary legislation issued as supplements to the *Gazette*.

1. (1) Other than by prior arrangements, only original typing is accepted.

(2) Carbon-copies are not normally acceptable, other than in cases where the original typing has to be legally retained, elsewhere, as, for example, in the case of a proclamation.

(3) Computer print-outs are not accepted automatically, as discussion may be necessary with regard to the extra time and costs involved.

2. (1) All copy must be clear and legible, and there must be double or one and a half spacing between the lines.

(2) Any corrections or alterations made by the originator, must be clearly effected in blue or black ink, using editorial marks—not proof-reader's marks:

Provided that any copy containing extensive alterations will be rejected.

3. (1) Copy must appear on one side only of each sheet of paper.

(2) Except as is provided in subsection (2) of section 8, paper must not exceed 210 millimetres in width.

(3) If copy comprises two or more sheets of paper, all sheets must be numbered consecutively, in arabic figures, preferably in the top right-hand corner.

(4) Where any matter is added after the copy has been prepared, and such additional matter results in one or more sheets being inserted between those already numbered, all sheets must be renumbered from there onwards—not, for instance 7, 7b, 8, *et cetera*.

4. Photographic copy or copy produced on a duplicating machine may be accepted if it is abundantly clear.

5. (1) Should any copy—

- (a) exceed 10 pages of double-spaced typing on size A4 paper; or
- (b) contain tabular or other matter which involves complicated setting; it will be classed as "lengthy" copy, and will be required to be submitted not less than 21 days before the date of closing for the *Gazette* in which it is to be published.

(2) Lengthy copy may be accepted at less than 21 days' notice if—

- (a) the work involved is of a straight forward and non-tabular nature; and
- (b) the total volume of work on hand for the time being permits its acceptance.

6. Notwithstanding anything to the contrary contained in these conditions, any copy—

- (a) which is of national importance, and which is originated as a matter of urgent necessity, may, by prior arrangement, be accepted late for the current week;
- (b) may, due to shortage of staff or to technical considerations, be delayed until conditions permit its processing.

7. Copy must not be submitted as part of a letter or a requisition. It must appear on a separate sheet of paper, on which there is no instruction or other extraneous matter.

8. (1) In cases where notices have to be published in tabular form, copy must be drafted exactly as it is to appear. If printed forms for any such notices are unavailable, advertisers must prepare their own forms. While it is not necessary to include the preamble, the box-headings must be there, and, where applicable, the number of the form; for example, "Insolvency Regulations—Form 3".

(2) In the case of copy for tabular notices, the provision of subsection (2) of section 3 does not apply.

9. Copy for all advertisements, whether sent by post or delivered by hand, must be accompanied by a requisition or a letter which clearly sets out—

- (a) the name and address of the advertiser; and
- (b) the debtor's code number, if any; and
- (c) the required date or dates of publication.

10. If a typographical error occurs in the *Gazette*, it is rectified as soon as possible by a correcting notice without charge to the ministry or department concerned, subject to the following conditions—

- (a) that such error is reported to the editor within three months from the date of publication; and
- (b) that the relevant copy, upon re-examination, is proved to be abundantly clear; and
- (c) that the correction of such error is legally necessary.

(2) If a drafting error is not detected before publication, the originating ministry or department is required to draft its own correcting notice, take it to the Attorney-General for vetting and pay for such notice to be published.

(3) For the removal of doubt—

- (a) a typographical error is made by a typographer;
- (b) a typist's error is classed as a drafting error by reason of the fact that the officer responsible for drafting failed to check the typist's work.

#### GOVERNMENT GAZETTE

Authorized Scale of Charges, Times of Closing and Subscription Rate as from 1st April, 2019

##### Charges for statutory instruments

THE charge for printing statutory instruments is USD0,07 per A5 page and USD0,14 per A4 page multiplied by 2 000 (being the number of copies printed).

##### Charges for advertisements including general notices

THE area of advertisement multiplied by USD0,80.



Notices which have to appear in tabular form across the full width of the page, such as lost insurance policies, deceased estates, insolvent estates, company liquidations, notices in terms of the Insolvency Act [Chapter 6:04], changes of companies' names: US\$30,00 cash per entry.

Notices of intention to alienate a business or the goodwill of a business or any goods or property forming part of a business, otherwise than in the ordinary course of business shall cost USD120,00 cash for the three consecutive publications.

Except in the case of approved accounts, remittances must accompany all copy of advertisements, failing this, copy will be returned with an assessment of charges.

#### *Times of closing*

The *Gazette* closes for the receipt of copy for all notices to be published in the normal columns, and for statutory instruments at 11 a.m. on the Monday preceeding the Friday of publication.

Copy for all notices to be set in tabular form must be received by 11 a.m. on the Friday preceeding the Friday of publication.

Any copy which is received after the respective closing-times will automatically be held over for insertion in the *Gazette* of the following week, in which case no responsibility can be accepted if the purpose of the notice is thereby nullified.

When public holidays occur, the normal closing-times are varied, and such variations are notified in the *Gazette* in advance.

All copy must be addressed to Printflow (Private) Limited, and either posted to P.O. Box CY 341, Causeway, or delivered direct to the company, in George Silundika Avenue (between Sixth Street and Epton Street), Harare. Envelopes should be marked: *Gazette* copy—urgent.

Regular advertisers and subscribers are requested to advise immediately of any change of address.

#### *Subscription rate*

The subscription rate for the *Gazette* for half year is RTGS\$720,00, for soft copy and RTGS\$1200,00, for hard copy cash/swipe/EcoCash/transfer payable in advance, to the Chief Executive Officer, Printflow (Private) Limited, and may commence with the first issue of any month.

M. MUTETE,  
Publications Officer.

### GOVERNMENT GAZETTE

#### Submission of Copy for Government *Gazette* Statutory Instruments and Notices

IT is hereby notified, for general information, that it is necessary to draw attention to the "Conditions for Acceptance of Copy", which appears in every issue of the *Gazette*; and particularly the need to submit lengthy copy, in the case of Statutory Instruments, at least 21 days before the date of closing for the *Gazette* in which the notice is to be published.

During the past few months or so there have been many cases where urgent copy for subsidiary legislation, which requires the signature of the President or a minister to give it effect, and which is of national importance, has been sent in for publication in the *Gazette* after closing-time. Whilst I acknowledge that it is the duty of Printflow (Private) Limited to give certain notices special treatment, I am, however, of the view that a *Gazette* Extraordinary has tended to be a must rather than a matter of priority in respect of unwarranted delays of urgent copy.

While every effort will continue to be made to publish Extraordinaries on the required dates, copy must be submitted timeously so that it can be programmed into the printing-work-flow as soon as it is available.

H. MATINGWINA,  
*Gazette* Editor.

Printflow (Private) Limited,  
George Silundika Avenue (between Sixth Street  
and Epton Street), Harare (P.O. Box CY 341, Causeway).

### GOVERNMENT PUBLICATIONS ON SALE (as available at time of ordering)

THE following publications are obtainable from the following Printflow publication offices: the Printflow Publications Office, Cecil House, 95, Jason Moyo Avenue, Harare (P.O. Box CY 341, Causeway); or from the Printflow Publications Office, No. 8, Josiah Chinamano/Manchester Roads (P.O. Box 8507), Belmont, Bulawayo; or from the Printflow Publications Office, No. 2, Robert Mugabe Avenue, Mutare (Private Bag Q 7738, Mutare); or from the Printflow Publications Office, Stand No. 7150B, Bradburn Street, Masvingo (Private Bag 9293, Masvingo); MSU Batanai Complex, Senga (P.O. Box 1392), Gweru.

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 Zimbabwe law reports, 1983 [Part 2] (soft cover)  
 Zimbabwe law reports, 1984 (soft cover)  
 Zimbabwe Rhodesia subsidiary legislation, 1979 (four parts)

# NEW ACTS: REVISED EDITIONS 1996

## Individual Acts—

Access to Information and Protection of Privacy Act [Chapter 10:27]  
 Administration of Estates Act [Chapter 6:01]  
 Administrative Court Act [Chapter 7:01]  
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 Audit and Exchequer Act [Chapter 22:03]  
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 Broadcasting Act [Chapter 12:01]  
 Broadcasting Services Act [Chapter 2:06]  
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 Capital Gains Tax Act [Chapter 23:01]  
 Censorship and Entertainments Control Act [Chapter 10:04]  
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 Constitution of Zimbabwe  
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 Copyright and Neighbouring Rights Act [Chapter 26:05]  
 Criminal Law Amendment Act [Chapter 9:05]  
 Criminal Law (Codification and Reform) Act [Chapter 9:23]  
 Criminal Matters Act (Mutual Assistance) [Chapter 9:06]  
 Farmers Licensing and Levy Act [Chapter 18:10]  
 Fencing Act [Chapter 20:06]  
 Fertilizers, Farm Feeds and Remedies Act [Chapter 18:12]  
 Finance Act [Chapter 23:04]  
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 Forest Act [Chapter 19:05]  
 Food and Food Standards Act [Chapter 15:04]  
 Gold Trade Act [Chapter 21:03]  
 Guardianship of Minors Act [Chapter 5:08]  
 Harmful Liquids Act [Chapter 9:10]  
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 Income Tax Act  
 Industrial Designs Act [Chapter 26:02]  
 Inland Waters Shipping Act [Chapter 13:06]

Inquests Act [Chapter 7:07]  
 Insolvency Act [Chapter 6:04]  
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 Labour Relations Act [Chapter 28:01]  
 Labour Relations Amendment Act, 2002 (No. 17 of 2002)  
 Labour Relations Amendment Act (No. 7 of 2005)  
 Land Acquisition Act [Chapter 20:10]  
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 National Social Security Authority Act [Chapter 17:04]  
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 Private Voluntary Organizations Act [Chapter 17:05]  
 Privileges, Immunities and Powers of Parliament Act [Chapter 2:08]  
 Protected Places and Areas Act [Chapter 11:12]  
 Public Accountants and Auditors Act [Chapter 27:12]  
 Public Health Act [Chapter 15:09]  
 Public Order and Security Act [Chapter 11:17]  
 Public Service Act [Chapter 16:04]  
 Procurement Act [Chapter 22:14]  
 Radio communication Services Act [Chapter 12:04]  
 Railways Act [Chapter 13:09]  
 Regional, Town and Country Planning Act [Chapter 29:12]  
 Reserve Bank of Zimbabwe Act [Chapter 22:10]  
 Revenue Authority Act [Chapter 23:11]  
 Road Motor Transportation Act [Chapter 13:10]  
 Road Traffic Act [Chapter 13:11]  
 Roads Act [Chapter 13:12]  
 Rural District Councils Act [Chapter 29:13]  
 Securities Act [Chapter 24:25]  
 Serious Offences (Confiscation of Profits) Act [Chapter 9:17]  
 Shop Licences Act [Chapter 14:17]  
 Small Claims Courts Act [Chapter 7:12]  
 Sports and Recreation Commission Act [Chapter 25:15]  
 Stamp Duties Act [Chapter 23:09]  
 State Liabilities Act [Chapter 8:14]  
 State Service (Disability Benefits) Act [Chapter 16:05]



State Service (Pension) Act [Chapter 16:06]  
 Stock Theft Act [Chapter 9:18]  
 Stock Trespass Act [Chapter 19:14]  
 Supreme Court (formerly Supreme Court of Zimbabwe) Act [Chapter 7:13]  
 Tobacco Marketing and Levy Act [Chapter 18:20]  
 Tourism Act [Chapter 14:20]  
 Trade Marks Act [Chapter 26:04]  
 Trade Measures Act [Chapter 14:23]  
 Traditional Beer Act [Chapter 14:24]  
 Traditional Leaders Act [Chapter 29:17]  
 Traditional Medical Practitioners Act [Chapter 27:14]

Trapping of Animals (Control) Act [Chapter 20:21]  
 Urban Councils Act  
 Vehicle Registration and Licensing Act [Chapter 13:14]  
 Veterinary Surgeons Act [Chapter 27:15]  
 War Veterans Act [Chapter 11:15]  
 War Victims Compensation Act [Chapter 11:16]  
 Water Act [Chapter 20:22]  
 Wills Act [Chapter 6:06]  
 ZINWA Act  
 Zimbabwe Stock Exchange Act [Chapter 24:18]

#### NOTICES TO CREDITORS AND DEBTORS (pursuant to sections 43 and 66 of the Administration of Estates Act [Chapter 6:01])

ALL persons having claims against the under-mentioned estates are required to lodge them in detail with the executor or representative concerned within the stated periods, calculated from the date of publication hereof, and those indebted thereto are required to pay to the executor or representative the amounts due by them within the same period, failing which legal proceedings will be taken for the recovery thereof.

M.H.C. 7

Number of estate	Name and description of estate	Date of death	Within a period of	Name and address of executor or representative
221/2021	Samuel Sainet Mavurah. . . . .	15.8.2021	30 days	Sharon Chinoputsa, Stand 103, Sandton Park, Westgate, Harare. 444133f
1715/2021	Chenayimoyo Rebecca Mukamba . . . . .	17.6.2021	30 days	Pamela Mutimudye, In her Capacity as the Executrix 444118f Dative, c/o Nyamundanda & Mutimudye Attorneys, Fidelity Life Tower, 5, Raleigh Street, Harare.
4697/2021	Carina Jessica Starkey . . . . .	15.5.2020	30 days	Bertram Gareth Starkey, Salvation Army, Braeside, Harare. 444119f
233/2022	Nettie Lucia Makura . . . . .	1.12.2021	30 days	Jefta Phillip Makura, Q408, Torwood, Redcliff. 444125f
4471/2021	Charles Fungisai Nyongoro. . . . .	12.7.2019	30 days	Loice Nyongoro, 6365, Westlea, Harare. 444126f
4813/2021	Daniel Chapinga . . . . .	21.7.2021	30 days	Joseph Chapinga, Daniel Zvakana, 3551, Cotsworld, Mabelreign, Harare. 444127f
1667/2021	Clarence Mitchel Gates. . . . .	10.1.2016	30 days	Phakama B. Attorneys. 444128f
1962/2021	Ruth Chaneta . . . . .	26.5.2020	30 days	L. N. S. Chaneta, 2, Sheringham Close, Mt Pleasant, Harare. 444262f
1963/2021	Florence Vimbai Bundu- Kamara (nee Chaneta). . . . .	12.10.2020	30 days	L. N. S. Chaneta, 2, Sheringham Close, Mt Pleasant, Harare. 444263f
4951/2021	Linda Miriam Helen Knee . . . . .	12.10.2016	30 days	Rosemary Clarissa Mawdsley, P.O. Box GD 235, Greendale, Harare. 444264f
4743/2021	Jane Liddell . . . . .	19.3.2021	30 days	Patricia Maud Liddell, 102, Apex House, 22, Sir Seretse Khama Street, Harare. 444265f
4285/2021	Stephen Chibune . . . . .	28.3.2017	30 days	Emily Chibune, 92, Brighton Drive, Sunridge, Harare. 444269f
22/2022	Fortunate Chiyangwa . . . . .	6.1.2022	30 days	Patience Mazara, 10, Grantchester, Hatfield, Harare. 444272f
4465/2021	Clever William Mambwerere . . . . .	16.8.2020	30 days	Edith Katuruza, 19102, Budiriro West, Harare. 444273f
4220/2021	Blessing Chisvo . . . . .	9.1.2021	30 days	Violet Chisvo, 334, Muchirara Crescent, Kariba Heights, Kariba. 444062f
329/2022	William Nyanhongo . . . . .	7.9.2015	30 days	Perpetua Nyanhongo, 12568, Kuwadzana Extension, Harare. 444134f
GK.46/2021	Newton Jonas . . . . .	4.5.2021	30 days	Jubilate Jonasi, Stand No. 1 Sengwa Bridge, Gokwe. 444223f
4525/2021	Mediel Hove . . . . .	19.7.2021	30 days	Auxillia Tirimboi, 9560, Kuwadzana Phase 3, Harare. 444132f
B.02/2022	Taurai Maringapasi . . . . .	30.5.2020	30 days	Easther Masanganise, 16, York Avenue, Newlands, Harare. 444201f
265/2022	Dimingu Kashewa . . . . .	24.2.92	30 days	Fatima Muranda, 5, Sheridan Lane, Strathaven, Harare. 444202f
567/2020B	Cecilia Kuziwa Mukundu . . . . .	10.5.2019	30 days	Howard Mukundu, No. 7868, Tiger Road, Zimre Park, Ruwa. 444203f
MW.02/2022	Tsakani Beaulah Chilumani. . . . .	16.10.2012	30 days	Thomas Chilumani, Village: Mukachani, Chief: Chitanga, Mwenezi. 444204f
MS.736/2021	Cecilia Barichoro . . . . .	18.7.2021	30 days	Ngonidzashe Mandiopera, House No. 3162, Muchecheni Street, Hillside, Masvingo. 444205f
ZK.03/2022	Assah Manyongo . . . . .	26.7.2010	30 days	Tatenda Nhopi, Jichidza School, P/A Jichidza, Masvingo. 444206f
MS.563/2021	Eneas Gwanetsa . . . . .	1.1.2021	30 days	Tawedzerwa Enias Gwanetsa, House No. 5671, Mharapara Drive, Hillside, Masvingo. 444207f
Z.27/2021	Ecidia Nyovani. . . . .	27.4.2015	30 days	Caroline Mago, 982, Eastlea, Zvishavane. 444208f
MS.19/2022	Martin Nyamandwe . . . . .	22.6.2021	30 days	Sikhululiwe Dube, 39/23, Kingmine, Mashava. 444209f
MRE.792/2021	Peter Muzarawetu . . . . .	26.7.2019	30 days	Clever Mandizvidza of Zimbabwe Inheritance Services, 107, N. Mandela Avenue, Assos House, Harare. 444210f
169/2022	Dominic Munhamo Takawira . . . . .	13.1.2018	30 days	Deliwe Petronella, Takawira, 21, Boyd Way, Southerton, Harare. 444211f
4346/2021	Jean Chiwara . . . . .	2.8.2021	30 days	Hubert Chiwara, 1028, Gary Close, Mandara, Harare. 444212f



## M.H.C. 7 (continued)

Number of estate	Name and description of estate	Date of death	Within a period of	Name and address of executor or representative
1572/2021	Phanuel Masando . . . . .	16.6.2021	30 days	Confidence Masando, 14, Nymegan Road Breaside, Harare. 444254f
4580/2021	Million Bekela . . . . .	6.6.2006	30 days	Lucia Chowa, K 152, Katanga, Norton. 444255f
267/2022	Zvarehwa Shepherd Muringani . . . . .	20.1.2022	30 days	Eugenia Muringani, 24799, Caledonia, Harare. 444224f
B.3599/2021	Smile Madhaka . . . . .	29.6.2021	30 days	Mirirai Madhaka, 424, Senga Area 2, Gweru. 444225f
158/2020	Silandani Misheck Ndhlovu also Known as Selandani Ndhlovu	19.1.2020	30 days	Nora Ndhlovu, E 183, Njube, Bulawayo. 444226f
B.1176/2021	Thomas James Armstrong . . . . .	22.4.2021	30 days	Thulani Sibanda, 103, Matopos Road, Famona, Bulawayo. 444227f
3621/2021	Robson Ndhlovu. . . . .	7.5.2021	30 days	Mpilisi Ndhlovu Moyo, 10, Jaison Street, Bulawayo. 444228f
764/2021	Sizini Robson Maphosa. . . . .	24.6.96	30 days	Elizabeth Sizini, 47033/2, Mpopoma Flats, Bulawayo. 444229f
				Raphael Maphosa, 1820, Magwegwe New, Bulawayo.
B.688/2021	Mangwethu Sitsha . . . . .	26.7.2017	30 days	Micha Sitsha, 3892, Nkulumane 5, Bulwayo. 444230f
B.3705/2021	Pilate Ndhlovu . . . . .	19.7.2020	30 days	Buhlebenkosi Ndhlovu, 19653, Cowdray Park, Bulawayo. 444231f
B.3605/2021	Njabulo Moyo . . . . .	16.10.2004	30 days	Edmore Benzis Moyo, 3981, Emganwini, Bulawayo. 444232f
B.4097/2021	Stanley Sibanda . . . . .	2.11.2021	30 days	Nkasi Khoza, Trust House, Benjamin Burombo Street, Between Clement Muchachi Avenue/ George Nyandoro Avenue, Bulawayo. 444233f
GD.07/2022	Sinini Dube. . . . .	5.3.2015	30 days	Kgosame Morena Modeme, 20, Jahunda, Gwanda. 444234f
B.4098/2021	Betty Sibanda . . . . .	27.3.2019	30 days	Nkani Khoza, Trust House, Benjamin Burombo, Between Clement Muchachi/ George Nyandoro Avenue, Bulawayo. 444235f
B.3578/2021	Talitha Ndhlovu . . . . .	2.12.2020	30 days	Cecil Mguni, 8, Kingsley Crescent, Malindela, Bulawayo. 444236f
B.1213/2021	Senzeni Khanye . . . . .	14.5.2008	30 days	Sibongile Ndhlovu, 20988, Pumula South, Bulawayo. 444237f
B.3574/2021	Thompson Sithole . . . . .	29.5.2021	30 days	Joice Sithole, 65051, Tshabalala Extension, Bulawayo. 444238f
B.04/2016	Raymond Ndhlovu . . . . .	17.3.2015	30 days	Sithabile Ndhlovu, 298, Emganwini, Bulawayo. 444239f
GD.06/2022	Edward Moyo . . . . .	1.8.86	30 days	Evelyn Moyo, 5212, Mtshabezi Mission, Gwanda. 444240f
B.12.4.2021	Vivian Khanye . . . . .	1.1.69	30 days	Sibongile Ndhlovu, 20988, Pumula South, Bulawayo. 444241f
153/2020	Tariro Jacqueline Mavengere . . . . .	5.11.2020	30 days	Dennis Mawora, c/o Nembo Attorneys, 37, Quorn Avenue, Mount Pleasant, Harare. 444242f
B.3702/2021	Mjombo Masuru . . . . .	14.11.2007	30 days	Simangele Masuku, 47090/9, Mpopoma, Bulawayo. 444243f
4731/2021	Edward Terence Mabauwa . . . . .	5.10.2021	30 days	Loren Mabauwa, c/o Costa and Madzonga, Block E, Delken Complex, 6, Premium Close, Mount Pleasant Business Park, Mt Pleasant, Harare. 444244f
4539/2021	Christopher Bitton Mashavira . . . . .	9.1.2021	30 days	Pandisi Sibani Edal Traut Mashavira, 1635, Nyeche Road, Houghton Park, Harare. 444245f
B189/2022	Philemon Tinago Ncube . . . . .	29.4.2021	30 days	Patrick Ncube, 17321, Cowdray Park, Bulawayo. 444246f
4/2022	Calistas Kamupira . . . . .	21.7.2021	30 days	Deliah Kwidzima, 927, Tatenda Road, Macheke. 444247f
874/2018	Precious Denga . . . . .	10.9.2004	30 days	Bright Denga, c/o Mugomeza and Mazhindu, 17, Nelson Mandela Avenue, Harare. 444248f
4433/2021	Matipedza Rita Mwenyeheli . . . . .	25.6.2021	30 days	Kwaeni Alfred Mwenyeheli, 5, Aloe Way, Sherwood Park, Avondale, Harare. 444249f
1121/2021	Trevor Maphosa . . . . .	20 7.2021	30 days	Sambulo Maphosa, 22061, Pumula South, Bulawayo. 444250f
B.3912/2012	Joshua Dube . . . . .	21.7.2021	30 days	Ntombizodzwa Dube, 176/2/ Old Magwegwe, Bulawayo. 444301f
3673/2021	Elvis Maplanka . . . . .	15.1.2021	30 days	Sindisiwe E. Maplanka, 7, Jacaranda Avenue, Sauerstown, Bulawayo. 444302f
3675/2021	Robert Kholisani Lunga . . . . .	18.9.2021	30 days	Lindiwe Tshuma, 6304, Gwabalanda, Luvave, Bulawayo. 444303f
4093/2021	Abraham Jassat. . . . .	4.6.2021	30 days	Rashid Jassat, c/o Webb Low & Barry (incorporating Ben Barcon & Partner), 11, Luton Street, Belmont East, Bulawayo. 444304f
B.1058/2021	Janeth Dube . . . . .	11.9.2003	30 days	Thomeki Dube, 16, Kennelworth Avenue, Sauerstown, Bulawayo. 444305f
B.3886/2021	Jill Patricia Benny . . . . .	13.6.2021	30 days	E.M Labuschagne- Natex, 137, George Silundika Street, Bulawayo. 444306f
B.3925/2021	Donald Muzwiti Ncube. . . . .	6.7.2021	30 days	Christine Ncube, 5244, Cowdray Park, Bulawayo. 444307f
1082/2021	Jethro Sibanda . . . . .	20.7.2021	30 days	Prince Sibanda, 9421, Nkulumane 12, Bulawayo. 444308f
4375/2021	Samuel Finias Ndabazonke . . . . .	12.9.2021	30 days	Eunice Ndabazonke, Mavhiringidze & Mashanyare Legal Practitioners, C.A.I.P.F Zimra Building, Kwekwe. 444309f
GK.47/2021	Peter Anchor Ngulube . . . . .	23.10.2021	30 days	Khanyiso Ngulube, Mhaza Village, Njelele, Gokwe. 444310f
L.02/2022	Sipho Mhlanga . . . . .	24.5.2021	30 days	Charles, Mhlanga, Komba, Primary School, P.O. Box 18, Lupane. 444312f
1938/2021	Sellina Matare . . . . .	11.7.2015	30 days	Simbarashe Cole Zimuto, 20, Patula Close, Borrowdale, Harare. 444313f
MRE.33/2022	Shadreck Pick . . . . .	19.1.2022	30 days	Linda Pick, N501B, Area 6, Dangamvura, Mutare. 444283f
MT.51/2022	Tariro Epiphania Mandisodza . . . . .	29.10.2009	30 days	Mabasaashe C. Mandisodza, Village 10, Nyajezi Resettlement, Nyanga. 444284f
MRE.14/2022	Nyarumbu Harry . . . . .	25.11.2021	30 days	Rosemary Nyarumbu, 240, Devonshire, Sakubva Mutare. 444285f
MRE.20/2022	Agnes Mukwedeya . . . . .	10.12.2021	30 days	Itai Mukwedeya, 1472, Nyamombe Close, Chikanga 1, Mutare. 444286f



## M.H.C. 7 (continued)

Number of estate	Name and description of estate	Date of death	Within a period of	Name and address of executor or representative	
MRE.22/2022	Gift Mukoyi . . . . .	3.1.2022	30 days	Day Mukoyi, 548, Watsomba.	444287f
MRE.360/2021	Lameck Joshua Hlunzani . . . . .	24.6.97	30 days	Tendayi Hlunzani, N78B, Dangamvura, Mutare.	444288f
MRE.248/2020	Peter Gopo . . . . .	21.6.2020	30 days	Beauty Nembodza, 38, Crips Road, Palmerstone, Mutare.	444289f
MRE.05/2022	Muranganwa Mavhudzi . . . . .	20.12.2021	30 days	Keudzinetsa Gudoricharima, Mapfuwa, Private Bag 366, Rusape.	444290f
944/2020	Musarurwa Katema . . . . .	22.2.78	30 days	Bernade Katema, No. 60-33, Hatcliffe, Harare.	444291f
CZ.254/2019	Dickson Mbewe . . . . .	11.6.2019	30 days	Peter Mbewe, House No. 1700, Unit "A", Seke, Chitungwiza.	444256f
4593/2021	Janet Ann Smith . . . . .	16.8.2021	30 days	Dianna A. Beattie, c/o Gill Godlonton & Gerrans, P.O. Box 235, Harare.	444293f
4842/2021	Elizabeth Nemaungwe . . . . .	2.4.2020	30 days	Petronella Nyamapfena, Nenji Nyamapfene Law Practice, 4, Edmonds Avenue, Belvedere, Harare.	444321f
42/2021	Wellington Nkhata . . . . .	6.8.2020	30 days	Duncan Nkhata, 6862, Zebra Way, Riverside, Chinhoyi.	444322f
1840/2021	David Taulo . . . . .	29.7.2021	30 days	Enester Matutu, 107, Longcheng Plaza, Belvedere, Harare.	444323f
1968/2021	Elisha Chivero . . . . .	16.8.2021	30 days	Harare Board of Executor, Cecil House, 2, Ahmed Ben Bella, Harare.	444328f
30/2021	Peason Manyika . . . . .	20.7.2009	30 days	Wonder Manyika, Mutondwe Secondary School, Private Bag 2047, Mt Darwin.	444296f
MS.62/2021	Mhande Mashayahanya . . . . .	2.10.89	30 days	Prisca Mashayahanya, Zifunzi Primary School, Private Bag 9146, Masvingo.	444297f
MS.644/2021	Mhondiwa Moses Mawire . . . . .	2.12.2019	30 days	Robert Mawire, House No.5123, Mkoba 15, Gweru.	444298f
MSH.10/2021	Collen Maziriri . . . . .	13.12.2020	30 days	Tarirai Ezra, Mandamabwe Clinic, P.O. Box 15, Mashava.	444299f
Z.24/2021	Kudzai Shumba . . . . .	1.12.2018	30 days	Chipo Moyo, X11B, Maglas Township, Zvishavane.	444300f
3070/2018	Munyaradzi Elvin Dumba . . . . .	18.3.2013	30 days	Yvonne Nyasha Posi, 5, Dromore Road, Highlands, Harare.	444294f
CZ.1251/2021	Locadia Mtondoro . . . . .	2.11.2021	30 days	Angela Mtondoro, 1473, Kudzani, St Marys', Chitungwiza.	444295f
4687/2021	Pearson Siwelah . . . . .	21.7.2021	30 days	Munyaradzi K. Siwelah, 6669, Westlea, Harare.	444326f
BB.39/2021	Sifelani Moyo . . . . .	5.8.2021	30 days	Thulani Nare, c/o Tererai Legal Practice, No. 26, Hageithon Road, Beitbridge.	444351f
71/2022	Happy Jabulane Ndanga . . . . .	13.12.2021	30 days	Letwina Warinda Ndanga, 5, Uxbridge Road, Bluff Hill, Harare.	444352f
MS.757/2021	Dikinya Nicholas Mukandi . . . . .	30.9.2009	30 days	Margaret Machovani, c/o Mutendi Mudiya & Shumba, 11, Shuvai Mahofa Street, 87, Masvingo.	444353f
MS.120/2021	Johani Mudhluyi . . . . .	28.11.2014	30 days	Shamiso Mudhluyi, House 37, Cottage Row, Maglass, Zvishavane.	444354f
—	Veronica Mandeya . . . . .	11.4.96	30 days	Mary Fungisayi Mawoneke, 15, Bideford Road, Chadcombe, Harare.	444355f
—	Raymond Njanike . . . . .	10.6.2020	30 days	Abegail Saliwe Njanike, 96, Prince Edward Street, Milton Park, Harare.	444325f
962/2000	Henry Chichera . . . . .	15.12.99	30 days	Mabel Chichera, 132, Old Mazowe Road, Marlborough, Harare.	444336f

**NOTICES OF LIQUIDATION AND DISTRIBUTION ACCOUNTS LYING FOR INSPECTION**  
(pursuant to section 52 of the Administration of Estates Act [Chapter 6:01])

Notice is hereby given that copies of liquidation and distribution accounts in the under-mentioned estates will be open for the inspection of all persons interested therein for a period of 21 days (or longer if stated) from the dates specified, or from the date of publication hereof, whichever may be the later. Accounts will lie for inspection at the offices specified below. Objections to an account should be lodged with the Master, Harare, or the Assistant Master, Bulawayo, as the case may be. Should no objections be lodged to the account during the period of inspection, the executor concerned will proceed to make payments in accordance therewith.

M.H.C. 28

Number of estate	Name and description of estate	Date or period	Description of account	Office of the	
1671/2016	Felix Ngwarati Muchemwa . . . . .	21 days	Amended First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	444112f
163/2017	Alice Chipunza . . . . .	21 days	First and Final Account	Master of the High Court, Harare.	444113f
594/2007	Tawana Muzhingi . . . . .	21 days	First and Final Account	Master of the High Court, Harare.	444114f
KM.57/2021	Morgan Tomu . . . . .	21 days	First and Final Liquidation and Distribution Account	Magistrates, Kadoma.	444115f
1269/2021	Mildred June Wnght- Goodale . . . . .	21 days	First and Final Account	Master of the High Court, Harare.	444116f
1873/2018	Jose Joao Alves . . . . .	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	444117f
MW.22/2021	Christopher Michael . . . . .	21 days	First and Final Account	Magistrates, Murewa.	444120f
388/2005	Christopher Chuma . . . . .	21 days	First and Final Account	Master of the High Court, Harare.	444129f



## M.H.C. 28 (continued)

Number of estate	Name and description of estate	Date or period	Description of account	Office of the	
KM.36/2021	Israel Shonhiwa . . . . .	21 days	First and Final Distribution Account	Magistrates, Kadoma	444130f
523/2002	Mhondiwa Chinhoro . . . . .	21 days	First and Final Administration and Distribution Account	Master of the High Court, Harare.	444260f
1679/2005	Perpetua Madziwa . . . . .	21 days	First and Final Account	Master of the High Court, Harare.	444261f
3294/2015	Magareth Farai . . . . .	21 days	First and Final Account	Master of the High Court, Harare.	444270f
1159/2021	Sandra Margaret Cumming . . . . .	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	444271f
B.1204/2021	Joel Tshuma . . . . .	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Bulawayo.	444136f
B.119/2021	Edson Nhapata . . . . .	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Bulawayo.	444137f
BY.291/2017	Tillah Ncube . . . . .	21 days	First and Final Account	Master of the High Court, Bulawayo.	444138f
BB.07/2022	Qondani N. Bozongwana . . . . .	21 days	First and Final Account	Magistrates, Beitbridge.	444139f
575/2007	Robert Nyathi . . . . .	21 days	Second and Final Account	Master of the High Court, Bulawayo.	444140f
B.350/2011	B. Jarvis . . . . .	21 days	First and Final Account	Master of the High Court, Bulawayo.	444141f
B.15/2021	Sazini Mazongo . . . . .	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Bulawayo	444142f
B.997/99	Elliam Mashavira . . . . .	21 days	First and Final Account	Master of the High Court, Harare.	444219f
3115/2019	Mavis Takavarasha . . . . .	21 days	First and Final Distribution Account	Master of the High Court, Harare.	444251f
GW.97/2021	Ile Kasimu . . . . .	21 days	First and Final Account	Magistrates, Gweru.	444252f
207/2017	Yotham Siyaphela Hove . . . . .	21 days	Second and Final Liquidation and Distribution Account	Master of the High Court, Harare.	444253f
MRE.72/2020	John Mapanga . . . . .	21 days	First and Final Administration and Distribution Account	Master of the High Court, Mutare.	444280f
MS.62/2021	Tanda Tavaruva . . . . .	21 days	First Interim Liquidation and Distribution Account	Master of the High Court, Masvingo.	444281f
MRE.43/2021	Jacob Masamvu . . . . .	21 days	First and Final Account	Master of the High Court, Mutare.	444282f
KK.79/2021	Godfrey Mudzingwa . . . . .	21 days	First and Final Account	Magistrates, Kwekwe.	444065f
443/2020	Prince Edward Itai Mapenzauswa . . . . .	21 days	First and Interim Liquidation and Distribution Account	Master of the High Court, Harare.	444324f
4042/2021	Tessa Gaye Felicity Covell . . . . .	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	444329f
4042/2021	Licheme Magdalene Rose Pillay . . . . .	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	444327f

**EDICTS: SELECTION OF EXECUTORS, TUTORS AND CURATORS DATIVE**  
(pursuant to sections 25, 74 and 79 of the Administration of Estate Act [Chapter 6:01])

NOTICE is hereby given that the estate of the under-mentioned deceased persons, minors or persons whose whereabouts are unknown, are unrepresented and that the next of kin, creditors or other persons concerned are required to attend on the dates and at the times and places specified, for the selection of an executor, tutor or curator dative, as the case may be. Meetings in Harare will be held before the Master, in Bulawayo before the Assistant Master; and elsewhere before the District Administrator.

M.H.C. 25

Number of estate	Name and description of estate	Time of meeting		Place of meeting	For selection of
		Date	Hour		
FL.06/2022	Sikhumbuzo Sibanda . . . . .	2.3.2022	8.00 a.m.	Filabusi	Executor dative. 444135f



## COMPANIES AND OTHER BUSINESS ENTITIES ACT [CHAPTER 24:31]

## CHANGE OF COMPANIES' NAMES

NOTICE is hereby given, in terms of section 26 of the Companies and Other Business Entities Act [Chapter 24:31], that application will be made, not less than 14 days from the date of publication of this notice, to the Chief Registrar of Companies, for his approval to change the names of the under-mentioned companies as indicated below.

Number	Name	Change of name to	Agent
4441/2014	Giant Transport (Private) Limited	Giant Manufacturing (Private) Limited	Numeri Incorporated (Private) Limited. 444366f
2607/2022	IHD Market Place (Private) Limited	RX Market Place (Zimbabwe) (Private) Limited	Yeukai Tigere, 13, Faurea, Msasa Park, 444064f Harare.
9400/2007	Statevice Enterprises (Private) Limited	Nash Paints Incorporated (Private) Limited	Tinashe Mutarisi, 41 Kelvin Road North, 444050f Graniteside, Harare.
8558/1996	Univern Enterprises (Private) Limited	Ten Ten Technologies (Private) Limited	Chapmans Chartered Accountants, 1, 444218f Orange Grove Drive, Harare.

## COMPANY LIQUIDATION NOTICES

(pursuant to subsection (1) of section 220, subsection (4) of section 221, section 222 or subsection (1) of section 263 of the Companies Act [Chapter 24:03])

NOTICE is hereby given that a meeting of creditors and/or contributories will be held in the liquidations mentioned below on the dates and at the times and places for the purposes set forth.

Companies Act, Liquidation—Form 7

Number	Name of company	Whether meeting of creditors and/or contributories	Day, date and hour of meeting			Place of meeting	Purpose of meeting
			Day	Date	Hour		
CR.7/2021	Anstock Services (in liquidation)	Second meeting of creditors	Wed.	2.23.2022	8.30 a.m.	Master House, Sam Nujoma Street and Herbert Chitepo Avenue, Harare.	- Further proof of claims. 444061f







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Extradition Treaty with the People's Republic of China, 2022

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IT is hereby notified that the Minister of Home Affairs and Cultural Heritage has, in terms of section 3(3) of the Extradition Treaty Act [*Chapter 9:08*], made the following Treaty:—

1. This Treaty may be cited as the Extradition Treaty with the People's Republic of China, 2022.

2. This Extradition Treaty was entered into with the People's Republic of China on the 5th of September, 2018, and shall come into effect from the day of its publication.

3. The extradition treaty set out in the Schedule shall have force of law subject to the provisions of the Act.

4. The Extradition Treaty with China, 2021, published in Statutory Instrument 200 of 2021, is hereby repealed.

SCHEDULE

TREATY

BETWEEN

THE PEOPLE'S REPUBLIC OF CHINA

AND

THE REPUBLIC OF ZIMBABWE

ON

EXTRADITION

PREAMBLE

The People's Republic of China and the Republic of Zimbabwe (hereinafter referred to as "the Parties" and individually as "the Party");

**DESIROUS** to promote the effective cooperation between the two countries in the suppression of crime on the basis of mutual respect for sovereignty, equality and mutual benefit;

**INTENDING** to facilitate relations in the area of extradition by concluding a Treaty on Extradition.



## Extradition Treaty with the People's Republic of China, 2022

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Have resolved to conclude this Treaty and agreed as follows:

### ARTICLE 1

#### DEFINITIONS

In this Treaty, the following words and expressions shall have the assigned meanings unless repugnant to the context thereof:

- (a) "Requesting Party" means a Party requesting extradition in terms of this Treaty;
- (b) "Requested Party" means a Party which is requested to extradite in terms of this Treaty.

### ARTICLE 2

#### OBLIGATION TO EXTRADITE

Each Party undertakes to extradite to the other, in accordance with the provisions of this Treaty, and at the request of the Requesting Party, persons found in its territory and wanted by the other Party for the purpose of conducting criminal proceedings against or executing sentence imposed on such persons.

### ARTICLE 3

#### EXTRADITABLE OFFENCES

1. Extradition shall not be granted unless the conduct for which the extradition is sought. Constitutes an offence under the laws of both Parties and meets one of the following conditions:

- (a) where the request for extradition is made for the purpose of conducting criminal proceedings, the offence is punishable under the laws of both Parties by the penalty of imprisonment for a period of at least one (1) year or by any heavier penalty; or
- (b) where the request for extradition is made for the purpose of executing a sentence of imprisonment, a period of sentence that remains to be served by the person sought is at least six (6) months at the time when the request for extradition is made.

2. In determining whether a conduct constitutes an offence under the laws of both Parties in accordance with Paragraph 1 of this Article, it shall not matter whether the laws of the both Parties place the conduct within the same category of offence or denominate the offence by the same terminology.

3. If the request for extradition concerns two or more conducts each of which constitutes offence under the laws of both Parties and at least one of which fulfils



the conditions provided for in Paragraph 1 of this Article, the Requested Party may grant extradition for all of those conducts.

#### ARTICLE 4

##### MANDATORY GROUNDS FOR REFUSAL

Extradition shall be refused if:

- (a) the Requested Party considers that the offence for which the extradition is requested is a political offence, or that the Requested Party has granted asylum to the person sought. But terrorism offence or the offence which is not regarded as a political offence under any international convention to which both Parties are parties shall not be considered as political offences;
- (b) the Requested Party has substantial grounds for believing that the request for extradition has been made for the purpose of prosecuting or punishing the person sought on account of that person's race, sex, religion, nationality or political opinion, or that that person's position in judicial proceedings may be prejudiced for any of those reasons;
- (c) the offence for which the extradition is requested only constitutes a military offence;
- (d) the person sought has become, under the laws of either Party, immune from prosecution or execution of sentence for any reason, including lapse of time or pardon;
- (e) the Requested Party has already rendered a final judgment or terminated that criminal proceeding against the person sought in respect of the offence for which the extradition is requested;
- (f) the person sought has been or would possibly be subjected to torture or other cruel, inhuman or degrading treatment or punishment in the Requesting Party; or
- (g) the request for extradition is made by the Requesting Party pursuant to a judgement rendered in absentia unless the Requesting Party guarantees that the person sought has the opportunity to have the case retried in his presence.

#### ARTICLE 5

##### DISCRETIONARY GROUNDS FOR REFUSAL

Extradition may be refused if:

- (a) the Requested Party has criminal jurisdiction over the offence for which the extradition is requested in accordance with its national law,



## Extradition Treaty with the People's Republic of China, 2022

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and is conducting or contemplates to institute a criminal proceeding against the person sought for that offence; or

- (b) the Requested Party, while taking into account the seriousness of the offence and the interests of the Requesting Party, considers that the extradition would be incompatible with humanitarian considerations in view of that person's age, health or other personal circumstances.

### ARTICLE 6

#### REFUSAL OF EXTRADITION OF NATIONALS

1. Each Party has discretion to refuse extradition of its nationals.

2. If extradition is not granted pursuant to Paragraph 1 of this Article, the Requested Party shall, if the Requesting Party so requests, submit the case to its competent authorities with a view to instituting criminal proceedings against the person under its national law. For this purpose, the Requesting Party shall provide the Requested Party with documents and evidence relating to the case.

### ARTICLE 7

#### CHANNELS OF COMMUNICATION

For the purpose of this Treaty, the Parties shall communicate with each other through diplomatic channels unless otherwise provided for in this treaty.

### ARTICLE 8

#### REQUEST FOR EXTRADITION AND REQUIRED DOCUMENTS

1. The request for extradition shall be made in written form and shall include the following:

- (a) the name of the requesting authority;
- (b) the name, age, sex, nationality, number of identification documents, occupation, domicile or residence of the person sought and other information that may help to establish that person's identity and possible location; and if available, the description of that person's appearance, the photographs and fingerprints of that person;
- (c) a statement of the facts of the offence, including the time, place, conduct and consequences of the offence;
- (d) the provisions of the laws relating to criminal jurisdiction, criminalisation and penalty of the offence; and



- (e) the provisions of the laws relating to time limit on prosecution or execution of sentence.

2. In addition to the provisions of Paragraph 1 of this Article:

- (a) the request for extradition which is made for the purpose of conducting criminal proceedings against the person sought shall also be accompanied by a copy of the warrant of arrest issued by the competent authority of the Requesting Party; and
- (b) the request for extradition which is made for the purpose of executing a sentence imposed on the person sought shall also be accompanied by a copy of final judgement and a description of period of sentence which has already been executed.

3. The letter of request for extradition and other relevant documents submitted by the Requesting Party in accordance with Paragraphs 1 and 2 of this Article shall be officially signed or sealed by the competent authority of the Requesting Party and be accompanied by translations into the language of the Requested Party unless the Parties agreed otherwise.

## ARTICLE 9

### ADDITIONAL INFORMATION

If the Requested Party considers that the information furnished in support of a request for extradition is not sufficient, the Requested Party may request that additional information be furnished within thirty (30) days. If duly requested by the Requesting Party, the time limit may be extended for fifteen (15) days. If the Requesting Party fails to submit additional information within that period, it shall be considered as having renounced its request voluntarily. However, the Requesting Party shall not be precluded from making a new request for extradition of the same person for the same offence.

## ARTICLE 10

### PROVISIONAL ARREST

1. In case of urgency, one Party may make a request to the other Party for the provisional arrest of the person sought before making a request for extradition. Such request may be submitted in writing through the channels provided for in Article 7 of this Treaty, the International Criminal Police Organisation (INTERPOL) or other channels agreed by both Parties.

2. The request for provisional arrest shall contain the contents referred to in Paragraph 1 of Article 8 of this Treaty, a statement of the existence of documents referred to in Paragraph 2 of Article 8 and a statement that a formal request for extradition of the person sought will follow.



## Extradition Treaty with the People's Republic of China, 2022

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3. The Requested Party shall, without delay, inform the Requesting Party of the results of its handling of the request.

4. Provisional arrest shall be terminated, if within a period of twenty eight (28) days after the arrest of the person sought, the Requested Party has not received the formal request for extradition. If duly requested by the Requesting Party, such time limit may be extended for fifteen (15) days.

5. The termination of provisional arrest pursuant to Paragraph 4 of this Article shall not prejudice the extradition of the person sought if the Requested Party has subsequently received the formal request for extradition.

### ARTICLE 11

#### DECISION ON THE REQUEST FOR EXTRADITION

1. The Requested Party shall handle the request for extradition in accordance with the procedures provided for by its national law, and shall promptly inform the Requesting Party of its decision.

2. If the Requested Party refuses the whole or any part of the request for extradition, the reasons for refusal shall be notified to the Requesting Party.

### ARTICLE 12

#### SURRENDER OF THE PERSON TO BE EXTRADITED

1. If the extradition has been granted by the Requested Party, the Parties shall agree on time, place and other relevant matters relating to the execution of the extradition. Meanwhile, the Requested Party shall inform the Requesting Party of the period of time for which the person to be extradited has been detained prior to the surrender.

2. If the Requesting Party has not taken over the person to be extradited within fifteen (15) days after the date agreed for the execution of the extradition, the Requested Party shall release that person immediately and may refuse a new request by the Requesting Party for extradition of that person for the same offence, unless otherwise provided for in Paragraph 3 of this Article.

3. If one Party fails to surrender or take over the person to be extradited within the agreed period for reasons beyond its control, the other Party shall be notified promptly. The Parties shall once again agree on the relevant matters for the execution of the extradition, and the provisions of Paragraph 2 of this Article shall apply.



ARTICLE 13

RE-EXTRADITION

Where the person under extradition escapes back to the Requested Party before criminal proceedings are terminated or his sentence is served in the Requesting Party, that person may be re-extradited upon a new request for extradition made by the Requesting Party in respect of the same offence and the Requesting Party need not submit the documents and material provided for in Article 8 of this Treaty.

ARTICLE 14

POSTPONED EXTRADITION AND TEMPORARY EXTRADITION

1. If the person sought is being proceeded against or is serving a sentence in the Requested Party for an offence other than that for which the extradition is requested, the Requested Party may, after having made a decision to grant extradition, postpone the extradition until the conclusion of the proceeding or the completion of the sentence. The Requested Party shall inform the Requesting Party of the postponement.

2. If the postponement of the extradition may seriously impede the criminal proceeding in the Requesting Party, the Requested Party may, upon request and to the extent that its ongoing criminal proceedings are not hindered, temporarily extradite the person sought to the Requesting Party provided that the Requesting Party undertakes to return that person unconditionally and immediately upon conclusion of the relevant proceedings.

ARTICLE 15

REQUESTS FOR EXTRADITION MADE BY SEVERAL STATES

Where requests are made by two or more States including one Party for extradition of the same person either for the same offence or for different offences, the Requested Party, in determining to which State the person is to be extradited, shall consider all the relevant circumstances, in particular:

- (a) whether the requests were made pursuant to a treaty;
- (b) the gravity of different offences;
- (c) the time and place of the commission of the offence;
- (d) the nationality and habitual residence of the person sought;
- (e) respective dates of the requests; and
- (f) the possibility of subsequent extradition to a third State.



## Extradition Treaty with the People's Republic of China, 2022

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### ARTICLE 16

#### RULE OF SPECIALITY

The person extradited in accordance with this Treaty shall not be proceeded against or subject to the execution of sentence in the Requesting Party for an offence committed by that person before his extradition other than that for which the extradition is granted, nor shall that person be extradited to a third State, unless—

- (a) the Requested Party has consented in advance. For the purpose of such consent, the Requested Party may require the submission of the documents and information referred to in Article 8 of this Treaty, and a statement by the extradited person with respect to the offence concerned;
- (b) that person has not left the Requesting Party within thirty (30) days after having been free to do so. However, this period of time shall not include the time during which that person fails to leave the Requesting Party for reasons beyond his control; or
- (c) that person has voluntarily returned to the Requesting Party after leaving it.

### ARTICLE 17

#### HANDOVER OF PROPERTY

1. If the Requesting Party so requests, the Requested Party shall, to the extent permitted by its national law, seize the proceeds and instrumentality of the offence and other property which may serve as evidence found in its territory, and when extradition is granted, shall handover the property to the Requesting Party.

2. When the extradition is granted, the property referred to in Paragraph 1 of this Article may nevertheless be handed over even if the extradition can not be carried out owing to the death, disappearance or escape of the person sought.

3. The Requested Party may, for conducting any other pending criminal proceedings, postpone the handover of the above-mentioned property until the conclusion of the proceedings, or temporarily hand over that property on condition that the Requesting Party undertakes to return it.

4. The handover of such property shall not prejudice any legitimate rights or interest of the Requested Party or of any third party to that property. Where these rights or interests exist, the Requesting Party shall return the handed over property without charge to the Requested party or the third Party as soon as possible after the conclusion of the proceedings.



ARTICLE 18

TRANSIT

1. When one Party is to extradite a person from a third State through the territory of the other Party, it shall request the other Party for the permission of such transit. No such request is required where air transportation is used and no landing in the territory of the other Party is scheduled.

2. The Requested Party shall, insofar as not contrary to its national law, grant the request for transit made by the Requesting Party.

ARTICLE 19

NOTIFICATION OF RESULT

The Requesting Party shall, upon request of the Requested Party, provide the Requested Party promptly with the information on the proceedings or the execution of sentence against the extradited person or information concerning the extradition of that person to a third State.

ARTICLE 20

EXPENSES

Expenses arising from the procedures for extradition in the Requested Party shall be borne by that Party. Expenses of transportation and the transit expenses in connection with the handover or takeover of the extradited person shall be borne by the Requesting Party.

ARTICLE 21

RELATIONSHIP WITH OTHER TREATIES

This Treaty shall not prevent the Parties from cooperating with each other on extradition in accordance with other treaties to which both Parties are parties.

ARTICLE 22

SETTLEMENT OF DISPUTES

Any dispute arising from the interpretation or application of this Treaty shall be settled by consultation through diplomatic channels.

ARTICLE 23

ENTRY INTO FORCE, AMENDMENT, TERMINATION

1. Each Party shall inform the other by diplomatic note that all necessary steps have been taken under its laws for entry into force of this Treaty. This



## Extradition Treaty with the People's Republic of China, 2022

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Treaty shall enter into force upon the thirtieth (30th) day from the day on which the later diplomatic note is received.

2. This treaty may be amended at any time by written agreement between Parties. Any such amendment will enter into force in accordance with the same procedure prescribed in Paragraph 1 of this Article and will form part of this Treaty.

3. Either party may terminate this Treaty by notice in writing through diplomatic channels at any time. Termination shall take effect on the one hundred and eightieth (180th) day after the date on which the notice is given. Termination of this Treaty shall not affect the extradition proceedings commenced prior to the termination.

4. This Treaty applies to any request presented after its entry into force even if the relevant offences occurred before the entry into force of this Treaty.

IN WITNESS WHEREOF, the undersigned, being duly authorized, have signed this Treaty.

DONE in duplicate at Beijing on this 5th day of September, 2018, in the English and Chinese languages, both texts being equally authentic.

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For the People's Republic of China

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For the Republic of Zimbabwe

Collective Bargaining Agreement: Catering Industry (General  
Conditions)

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It is hereby notified that the Collective Bargaining Agreement set out in the Schedule, which further amends the agreement published in Statutory Instrument 167 of 1991, has been registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING  
INDUSTRY OF ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT: CATERING  
INDUSTRY (GENERAL CONDITIONS)

*Further Agreement*

This further agreement shall be read as one with the principal agreement published in Statutory Instrument 167 of 1991 (hereinafter referred to as “the principal agreement”), in accordance with the Labour Act [*Chapter 28:01*], made and entered into between the Catering Employers’ Association of Zimbabwe (hereinafter referred to as “the employers” or “the employers’ organisation”), of the one part, and the Zimbabwe Catering and Hotel 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 Catering Industry of Zimbabwe.

The purposes of this further agreement is to consolidate and update the principal agreement in light of the several amendments that have taken place over time and to incorporate further agreements reached by the parties.

SCHEDULE

INDEX TO AGREEMENT

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2. Alteration of agreement.



Collective Bargaining Agreement: Catering Industry (General  
Conditions)

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*Clause*

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29. Uniforms and protective clothing.
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*Clause*

31. Application of agreement.

32. Code of Conduct.

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ANNEXURE B: Incremental scale in recognition of continuous service, 3 to 15 years.

ANNEXURE C: Incremental scale in recognition of continuous service, 18 to 27 years.

ANNEXURE D: Classification of establishments

ANNEXURE E: Minimum schedule of uniforms and protective clothing.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING  
INDUSTRY

*Agreement*

In accordance with the provisions of the Labour Act [Chapter 28:01], this agreement is made and entered into between the Catering Employers' Association of Zimbabwe (hereinafter referred to as "the employer "or employers' organisation"), of the one part and the Zimbabwean Catering and Hotel 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 Catering Industry.

*Scope of application of agreement*

1. (1) The provisions of this agreement shall be observed by all employers falling within the terms of the definition of "Catering Industry" contained in clause 3, and by those of their employees for whom wages are prescribed in this agreement.

(2) Establishments shall be divided into three classes, as follows: 1A, 1 and 2 which shall relate to the location and type of the establishment as tabulated in "Annexure D" of this agreement.

(3) For the removal of doubt, the restaurant, and bar at Woodvale Airport, Bulawayo, shall be deemed to fall within Class 1.

(4) The provision of this agreement shall apply to part-time workers.



## Collective Bargaining Agreement: Catering Industry (General Conditions)

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### *Alteration of agreement*

2. If either party desires to alter the terms of the agreement, such party shall give one month's written notice to the Secretary of the Council. The notice shall give full details of the desired amendment and on receipt thereof, the secretary shall immediately send a copy of the notice to the other party of the agreement. The proposed amendment shall be considered and voted upon at a meeting of the Council held not later than three months after receipt of the notice by the secretary.

### *Definitions*

3. Any expressions used in this agreement which are defined in the Labour Act [Chapter 28:01] as amended and extended other than those defined in this clause, shall have the same meaning as in that Act. Further words importing masculine gender to include female gender unless inconsistent with the context —

“Act” means the Labour Act [Chapter 28:01];

“agent” means a person appointed by the Council to assist in giving effect to the terms of any agreement entered into by the parties to the Council;

“allowances” means transport allowances, housing allowances and meals;

“bar clerk” means an employee employed at an airport issuing goods for sale on aircraft, keeping records of issues, balancing cash received with records kept and duties related thereto;

“bar hand” means an employee employed in washing glasses, cleaning bars and public rooms, and who may be employed upon general labouring duties;

“barman” means an employee employed in dispensing and serving drinks in a dispensary, private, public or service bar or effecting sales in an off-sales department and who is responsible for cash and liquor stocks under his or her control;

“barman head” means an employee who has served at least three years in a public or private bar, is fully conversant with all types of drinks, in charge of not less than two barmen and is responsible for the operations of the bar;

“barman learner” means an employee training as a barman for a period of six months under the direct supervision of a barman;

“barman senior” means an employee who has served at least three years in a public or private bar and is in charge of not less than two barmen;

“bedroom hand” means an employee who carries out any of the following duties; cleaning bedrooms, making beds, giving general bedroom service to customers and any duties related thereto;

“bedroom hand senior” means an employee employed on general household duties and the supervision of not less than four or more than eight bedroom hands;

“bedroom hand/waiter” means a bedroom hand who; within the hours of his or her employment is also employed on waiting duties:

Provided that should this employee’s waiting duties exceed, in aggregate, more than twenty-four hours per week for the purposes of clause 10 he or she shall be deemed to fall within Grade IV.

“billiard-maker” means an employee employed to take care of billiard rooms and billiard-tables and to look after customer’s requirements when the game is being played;

“bill office clerk” means an employee who is engaged in one or more of the following duties; receiving money from guests, billing guests, preparing and allocating guest’s bill, balancing pre-lists from various departments and/or receiving cash from such departments or guests, checking all debtor’s bills prior to dispatch to companies or customers and duties related thereto, in a bill office;

“bill office clerk head” means an employee who allocated revenues received in his or her department and is in charge of one or more bill office clerks;

“boiler hand” means an employee employed in firing and regulating boilers;

“bookkeeper” means an employee who is wholly or substantially in recording any aspect of the financial



transactions in the books of his or her employer up to trial balance;

“catering teller” means an employee who is engaged in a dining-room, restaurant, cafe or help-yourself lunch or snack room or take away establishment or any similar room where meals may be served, to receive payment and give change at a fixed point to customers for meals supplied, and who is required to account for his or her takings;

“cashier” means an employee employed in receiving payments from and giving change to customers in a restaurant, dining room, casino or reception office, keeping records and analysing sales and sums received and balancing cash taken with records kept and who may be required to act as a central cashing up point for other departments;

“cashier head” means an employee employed to supervise the work of more than one cashier;

“casino technician” means an employee employed in repairing and maintaining all electrical or mechanical equipment in the establishment falling within the catering industry as defined in clause 3 of this agreement;

“casual worker” means an employee who is employed on an occasional basis at irregular intervals, who is not employed for more than twenty hours in any one-week or for a period of not more than six weeks in any three successive calendar months, and who does not fall within the definition of part time worker;

“catering industry” or “industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated together for the purpose of—

- (a) carrying on an activity on any premises other than premises operated as a club or beer hall by an employer in the Mining Industry for the benefit of his or her employees and which are situated on a mining location or special grant as defined in the Mines and Minerals Act [*Chapter 21:05*] for which an employer is required to hold—

- (i) one or more of the following licences in terms of the Liquor Act [*Chapter 14:12*]: airport liquor licence, bar liquor licence, beer hall liquor licence, hotel liquor licence, passenger vessel liquor licence, night club liquor licence, park and game liquor licence, theatre club liquor licence, camp and caravan liquor licence, restaurant (ordinary) liquor licence, club liquor licence, restaurant (special) liquor licence;
  - (ii) a permit in terms of section 85 of the Liquor Act [*Chapter 14:12*] in respect of the operation of any canteen or mess of the Air force, the Army, the Police or the Prisons;
  - (iii) a licence in terms of the Lotteries and Gaming Act [*Chapter 10:26*] of 1998;
- (b) providing accommodation and/or refreshments and/or meals and/or take away foods in hotels, boarding houses, restaurant, cafes, takeaway establishments, canteens and messes nor required to be licensed in terms of the Liquor Act [*Chapter 14:12*] or the Lotteries and Gaming Act [*Chapter 10:26*] but does not include the undertakings of the National Railways of Zimbabwe.
- (c) for the purpose of paragraph (a) of this definition —
  - (i) “hotels and boarding houses” means premises not required to be licenced in terms of the Liquor Act [*Chapter 14:12*] or the Lotteries and Gaming Act [*Chapter 10:26*], wherein provision is made for sleeping accommodation for not fewer than five persons (excluding members of the family and employees of the employer who occupies the premises);
  - (ii) “restaurant, cafes, takeaways, canteens, and messes” means premises not required to be licenced in terms of the Liquor Act



[Chapter 14:12] or the Lotteries and Gaming Act [Chapter 10:26] but conforming in all respects with the following description—all establishments in which food is prepared or cooked and provided for sale and consumption on or away from the premises, irrespective of the size of the kitchen, accommodation and the seating capacity of the dining room (if any), save for those catering establishments which are part of a commercial undertakings of Zimbabwe, for example, *inter alia*, restaurants in departmental stores;

“cash in transit clerk” an employee who collects cash from outlets and deposits or banks the cash collected;

“catering teller” means an employee who is engaged in a dining-room, restaurant, cafe or help yourself lunch or snack room or takeaway establishment or any similar room where meals may be served, to receive payment and give change at a fixed point to customers for meals supplied, and who is required to account for his or her takings;

“chef” means an employee fully experienced in all departments of the kitchen, who orders food and draws up all forms of menu, and who is responsible for the control and supervision of the kitchen and its staff;

“chef Class 1” means an employee fully experienced in all departments of the kitchen of a recognised international *a la carte* restaurant, who orders food and draws up all forms of menus, and who is responsible for the control and supervision of the kitchen and its staff, and who is employed by and in establishments, the grading of which in terms of the Tourism Act [Chapter 14:20] is two stars or more or an establishment required to hold a Restaurant (Special) Liquor Licence;

“class” means a class prescribed in Annexure D to this agreement;

“clerk” means an employee who is engaged in routine posting from a book or source of original entry to a ledger and balancing such ledger, or making entries in

sales, purchases or similar journals and balancing such journals;

“clerk junior” means an employee engaged mainly in office work, such as writing, filing or any other form of clerical work, or in using various office machines, or who is substantially engaged in routine posting from a book of source of original entry to a ledger, and whose duties may include the operating of a telephone appliance;

“clerk senior” means an employee who supervises the work of other clerks, and whose duties may include costing, indenting and stock control;

“club steward” means an employee experienced in various aspects of a private or residential club, who assist management and may control employees in one or more departments but is not a *maitre d’ hotel*;

“continuous service” means the total period of an employee’s unbroken service with an employer or in an establishment as described in clause 25 of this agreement;

“cook catering school graduate” means an employee who has graduated from a recognised hotel and catering school;

“cook commis” means an employee employed in the kitchen for a period of two years training as a cook and who is under immediate supervision in his or her section;

“cook head” means an employee who is employed in the kitchen and controls all sections;

“cook junior section” means an employee who has worked as a commis cook for at least two years;

“cook pastry” means an employee who has completed four years in the kitchen, and who prepares and makes pastries, sweets, ices, pudding and similar articles related to pastries;

“cook senior section” means an employee who has worked as a junior section cook for at least two years;

“council” means the National Employment Council for the Catering Industry;

“counter hand” means an employee employed in the servicing of customers without handling money in a restaurant,



- or take away establishment, and who is not a catering-teller or waiter;
- “cutter” means an employee wholly or substantially engaged in cutting meat from the carcass for dispatch to the kitchen;
- “customer” includes guest, member or visitor;
- “day” means a period of twenty-four consecutive hours calculated from the time when an employee commences work;
- “day off” means any full day in a week on which an employee is not normally required to work;
- “doorman” means an employee employed to look after the main entrance of an establishment, who welcomes guests and generally assists them, and who is not a porter;
- “driver class 4”, means an employee possessing a motor-vehicle driver’s licence Class 4 and who is employed in transporting customers, staff or merchandise;
- “driver class 1” means an employee possessing a motor-vehicle driver’s licence Class 1 and who is employed in transporting customers, staff or merchandise;
- “driver class 2” means an employee possessing a motor-vehicle driver’s licence Class 2 and who is employed in transporting customers, staff or merchandise.
- “driver/salesman” means an employee who is employed to drive/sell liquor to various customers;
- “dry cleaning machine operator” means an employee who operates a washing and dry cleaning machine;
- “duties related thereto” means those duties, which historically and in practice form part of, or are closely linked to, the defined occupations but which are not set out in detail therein;
- “duty officer (uplift)” means an employee responsible for the operation of an uplift department, and is answerable to the manager-in-charge of shift;
- “emergency work” means work, which is required to be performed in excess of the maximum hours of work

- prescribed, due to circumstances beyond the control of the employer;
- “employee” means a person for whom wages are prescribed in clause 10;
- “employer” means an employer who is engaged in the Catering Industry.
- “establishment” means any place or safari camp in which any activity falling within the definition of “Catering Industry” or “industry” is carried on;
- “floor supervisor” means an employee employed on general household duties and the supervision of not less than nine bedroom hands;
- “florist” means an employee who is mainly engaged in making flower arrangements;
- “florist learner” means an employee training as a florist to make flower arrangements for a period of six months under the direct supervision of a florist;
- “florist senior” means an employee in charge of several florists;
- “food vendor” means an employee who delivers food orders to customers at their place of work on a bicycle or on foot and who may operate under the employer’s hawkers licence;
- “fortnight” means a period of fourteen consecutive days commencing at 2300 hours on a Sunday;
- “functions co-coordinator” means an employee who handles all function books of an establishment;
- “general duties hand” means an employee performing general labouring or cleaning duties;
- “general secretary” means the General Secretary of the council;
- “grade” means a grade prescribed in a subclause (1) of clause 10.
- “green keeper” means an employee who is responsible for the general maintenance and management of the golf course;



- “groom head” means an employee who is in charge of grooms, monitors the health and fitness of the horses on a day-to-day basis;
- “grounds and garden hand” means an employee engaged in looking after gardens, grounds, golf courses, bowling, greens, tennis courts and similar places;
- “gardener/grounds men head” means an employee who is in charge of not less than five Grounds and Garden hands;
- “handyman” means an employee who carries out repairs or renovations of a minor nature to the property of his or her employer, and who is not required to embark upon or carry out any single task in a trade designated or deemed to have been designated in terms of the Manpower Planning and Development Act [*Chapter 28:02*];
- “holding company” has the meaning assigned to it by the Companies and Other Business Entities Act [*Chapter 24:31*] No. 4 of 2019;
- “horse master” means an employee who is in charge of feeding horses, monitoring the health of the horses, overseeing the stables and going out on riding expeditions with guests. He or she is in charge of the head groom, groom and stable hand;
- “horse master head” means an employee who is in charge of the horse master, groom and head groom, stable hand, monitors the health of the horses and administers treatments and makes recommendations to the veterinary surgeon on diseases;
- “hotel or house policeman” means an employee employed to safeguard the property and to scrutinise the movements of staff coming onto or leaving duty and customers coming into or leaving the premises;
- “hotels” means hotels, lodges, boatels, boarding houses and other similar establishments falling within the definition of Catering and Hospitality Industry or industry as defined in clause 3 wherein provision is made for accommodation;

- “housekeeper” means an employee employed on general household administration, selection and control of domestic staff, overseeing the general cleanliness of the establishment;
- “housekeeper head” means an employee who has served at least three years as a housekeeper, is fully conversant with all duties, is in charge of not less than three housekeepers, and is responsible for the operation of the housekeeping department.
- “ice-cream maker” means an employee who operates and cleans an ice-cream machine, prepares, serves and receives cash for ice cream sold, and who is not a pastry cook;
- “kitchen porter” means an employee who is employed on one or more of the following duties: cleaning the kitchen and preparing raw vegetables or fish, plucking poultry or game, collecting, cleaning, washing or sorting plates, crockery or glass, conveying, loading and unloading and unloading foodstuffs an ancillary equipment to an aircraft, and duties related thereto;
- “kitchen porter head” means an employee employed in supervising at least three other kitchen porters;
- “kitchen supervisor head” means an employee who supervises the kitchen staff and distribution and collection of all foods, and may also be responsible for drawing up menus and ordering food;
- “laundry hand” means an employee employed in washing and ironing laundry;
- “linen supervisor” means an employee who is responsible for the linen and who supervises other staff in collecting and distributing and repairing linen;
- “matre d’ hotel” means an employee experienced in all aspects of a recognised international *a la carte* restaurant, who is in sole charge of and responsible for the operation of the restaurant and staff of at least one head waiter and twelve waiters, and who is employed by an establishment the grading of which in terms of the Tourism Act [*Chapter*



14:20] is two stars or more of an establishment required to hold a restaurant (special) liquor licence.

“medical practitioner” means a person registered as a medical practitioner by the Medical, Dental and Allied Professions Council or registered traditional medical practitioner;

“messenger” means an employee employed in delivering parcels or posting letters for customers or the employer;

“milling attendant” an employee who is employed to monitor the grinding mill and may assist in packaging;

“night auditor” means an employee employed to undertake an internal audit of daily financial transactions of an establishment;

“night work” means all the time worked on any turn of duty when that turn of duty includes not less than three hour’s work between midnight and 0600 hours;

“nurse” means an employee employed to attend to employees’ medical needs and is in the possession of a professional nursing certificate issued by the Ministry of Health and Child Care. Grading is per parent ministry;

“overtime” means anytime worked outside the ordinary hours prescribed in clause 18;

“page and bell attendant” means an employee employed in running errands delivering messaged and answering bells and telephone calls;

“part-time worker” means an employee who is engaged to undertake regular daily work during specified hours not exceeding a total of five hours per day in not more than two work-periods per day to a maximum of thirty hours per week;

“party” means the employer’s organisation or the trade union;

“personnel assistant” means an employee solely employed in keeping time and wages records, preparing wage sheets, who makes NEC returns, completes contracts of employment and supervises the booking in and out of staff who may sign staff on and off on behalf of his or her employer, and may draw up duty-roasters;

- “piece work” means any system by which earnings are calculated wholly on the quantity or output of work done, irrespective of the time spent on such work;
- “porter” means an employee engaged in carrying luggage, cleaning and duties related thereto, also occasionally handling a small night telephone switchboard or telephone;
- “porter head” means an employee in charge of the porter’s desk and who supplies information to customers and generally assist them and who is in charge of other porters;
- “porternight” means an employee employed at night attending to requirements of customers, carrying out of household duties, including cleaning premises and making up fires and boilers, and cleaning boots and shoes;
- “post office” means the principal post office at the place mentioned;
- “printer” means an employee employed to print menus and other literature required by an establishment;
- “process attendant” an employee responsible for monitoring the brewing process and ensure the direct composition;
- “receptionist” means an employee who receives guests, attends to and keeps lists of bookings, makes out accounts, receives money and issues receipts and who may do clerical work, and who is employed in the reception office;
- “receptionist head” means an employee who has had at least five year’s experience as a receptionist, is fully conversant with all duties, is in charge of not less than three receptionists, and is responsible for the operation of receptionist office;
- “receptionist learner” means an employee training as a receptionist for a period of one year under the direct supervision of a receptionist;
- “receptionist senior” means an employee with not less than three year’s experience as a receptionist, and who



- is in charge of the receptions and not less than two other receptionists in an establishment where no head receptionist is employed;
- “representative” means a person appointed by a party to represent it on the council;
- “reservationist” means an employee employed to take accommodation bookings and to maintain records of such bookings;
- “reservationist head” means an employee employed to supervise the work of other reservationists;
- “restaurant” means and includes restaurants, cafes, takeaways, canteens, messes and other similar establishments falling within the definition of Catering and Hospitality Industry or industry as defined in clause 3;
- “safari camps” means lodges whose primary activities are the provision of accommodation and or meals but do not include provision of safari activities;
- “seamstress” means an employee employed in repairing and preserving linen and making up linen requirements with the exception of garments;
- “service charge” means a charge which is made to customers and which is distributed in terms of clause 16.
- “shift Leader” means an employee employed in the uplift department, and who is in charge of the shift, and answerable to the duty office.
- “skilled worker” means a person who has been certified by the Registrar of apprenticeship and skilled Manpower, as a skilled worker, Class 1, Class 2, Class 3 or Class 4 in a designated or recognised trade in terms of the Manpower Planning and Development Act [*Chapter 28:02*];
- “stable hand” means and employee in charge of cleaning the stable and doing general maintenance of the stable. The position is available in hotels or lodges where horses are provide for tourists;

- “still room hand” means an employee employed in preparing light beverages, refreshments, sandwiches and similar articles, and cleaning the still-room;
- “stores man” means an employee who is in sole charge of catering and/or liquor stores of an establishment and/or who is responsible for the receipt, issue and safekeeping of goods and the recording thereof;
- “subsidiary company” has the meaning assigned to it by the Companies and Other Business Entities Act [*Chapter 24:31*] No. 4 of 2019;
- “supervisor back house” means an employee employed to supervise general duties hands cleaning the back of the house and basement areas;
- “supervisor laundry” an employee who supervises all activities in the laundry department;
- “supervisor takeaway establishment” means an employee who sees to the general running of a takeaway establishment and who is not a manager;
- “task-work” means the setting by an employer to an employee of stated task to be completed as a condition of earning wages;
- “telephone operator” means an employee who is employed in the operation of a telephone switchboard, and who is not a porter;
- “telephone operator senior” means an employee who is a telephone operator with at least one year’s experience, and who is in charge of not less than one telephone operator;
- “tips” means gratuitous payment made by a customer to an employee or employees in an establishment for disbursement by the employee or employees, at his or her or their discretion, and over which the employer shall have no discretion both regarding collection and distribution of such tip and gratuity;
- “tractor driver” means an employee employed in driving a tractor for the purpose of maintenance of the grounds of the establishment and the conveyance of goods;



Collective Bargaining Agreement: Catering Industry (General Conditions)

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“typist” means an employee employed in typing and who may be employed in general office duties;

“valet” means an employee who is employed in caring for customer’s clothing and who may be required to perform the duties of a waiter;

“wages” means the earnings of an employee, but does not include any payment in respect of overtime, service charge or any bonus, tips or other like benefits;

“waiter” means an employee who has been employed as a commis waiter for not less than six months, and who is employed in serving food and/or drinks to guests, preparation, laying and cleaning of tables and on duties related thereto;

“waiter commis” means an employee who is employed upon waiting duties for a period of six months training, upon completion of which he or she shall be classified as a waiter;

“waiter head” means an employee who is in charge of a dining room, or restaurant, or lounge, or veranda, and not less than seven waiters, and who may be responsible for table setting, functions, cleanliness, and stock taking of equipment in his or her department, and who may receive payment and give change;

“waiter assistant head” means an employee who has worked in all various grades of waiters and who can relieve a head waiter;

“waiter senior” means an employee who is in charge of a dining room, or restaurant, or lounge, of veranda and not less than three or more than six waiters;

“working day” means any day other than any day off;

“work period” means any period on a working day during which an employee is required to work;

*Administration of agreement*

4. The council shall be the body responsible for the administration of this agreement, and it may issue expressions of opinion not inconsistent with the provisions hereof for the guidance of employers

and employees and may delegate any of its duties or powers to its executive committee or to committees appointed by council.

*Exemptions*

5. The council may in its sole discretion and upon such terms and conditions as it may determine grant exemption, in writing, from any of the provisions of this agreement to any employer and employee. Such exemption may be cancelled by the council, at its discretion.

*Designated agents*

6. The council may appoint specified persons to assist in giving effect to the terms of this agreement, and it shall be the duty of any employer or employee in the industry to permit such person to institute such inquiries and to examine such books or documents as may be necessary for ascertaining whether the provisions of the agreement are being complied with.

*Trade union representation on the council*

7. It shall be the duty of every employer, provided that he or she has been notified, to give to those of his or her employees who are representatives and/or alternates of the council every reasonable facility to attend to their duties in connection with the work of the council and such representative and/or alternate shall not suffer any reduction in remuneration allowances.

*Registration of employers*

8. (1) Every employer whose name was not on the register of employers as at the date of expiry of Statutory Instrument 167 of 1991 shall within one month of coming into force of this agreement, notify the secretary of the following particulars—

(a) full name and address—

- (i) in case of a single employer, his or her full name and if he or she carries on business under a trade name, such trade name in full;
- (ii) in case of two or more persons carrying on a business or partnership, the full names and addresses of the partners and manager, the full partnership or trade name and the address at which the partnership business is carried on;



- (iii) in case of a corporate body, the full names and addresses of its directors and manager, the full registered name of the company and trading name, the address of its registered office, the address at which operations will fall within the scope of agreement are carried on, the name of its holding company, if any, and its subsidiary companies, if any, together with the addresses of their respective directors and the addresses of all establishments owned or controlled by any of such companies;
- (b) a description of trade or operation carried on by the employer.

(2) Every employer who enters the industry after the coming into force of this agreement shall, within one month of becoming an employer in the industry, tender a declaration to the secretary containing the following particulars, in the form prescribed—

- (a)—
  - (i) family name of owner, licensee and manager; and
  - (ii) christian or given name of owner, licensee and manager; and
  - (iii) residential addresses of owner, licensee and manager; and
  - (iv) the trading name of the establishment from which the employer is carrying on business; and
  - (v) address of the establishment from which the employer operates; and
  - (vi) in the case of a corporate body or partnership, the name of the company or trading name of the partnership and the names and addresses of the directors;
- (b) a person making the declaration prescribed in subclause (2) shall pay a declaration fee of either 4%, 5% or 6% of the minimum wage of the class of establishments that the new employer would be classified into if the employer employs less than five, six to ten or more than ten employees respectively including Value Added Tax

(VAT) in terms of the Income Tax Act [*Chapter 23:06*] and, in addition, shall deposit with the council such sum of money as may be required by the council from time to time:

Provided that for the period 1st April, 2021 to the 30th September, 2021, the declaration fees excluding VAT are as follows —

Class of Establishment	Gr. 1 Min. Wage	Less than 5 Employees	6–10 Employees	More than 10 Employees
		(4%)	(5%)	(6%)
Class 2	\$10 000,00	\$400,00	\$500,00	\$600,00
Class 1	\$10 900,00	\$436,00	\$545,25	\$654,50
Class 1A	\$11 881,00	\$475,24	\$594,05	\$712,86

- (c) the secretary shall cause the trading name of every employer who has complied with the requirements of this clause to be entered into the council's register of employers;
- (d) the provisions of subclause (2) shall not apply to any employer registered as an employer as at the date of the introduction of this agreement, and the trading name of any such employer shall be deemed to have been entered into the council's register in terms of paragraph (c);
- (e) notwithstanding the provisions of paragraph (d), however the council reserves unto itself the right, at any time, to require an employer registered prior to the date of the introduction of this agreement to deposit with the council such sum of money as may be required by the council from time to time, and such required deposit shall be forwarded to the secretary within ten days of the date of request made by the council;
- (f) in the event of an employer failing, for two successive months to submit a return to the council as required in terms of any of the council's agreements, the council shall have the right to deduct from the deposit made to the council by the employer in respect of each successive month during which he or she fails to submit a return, the amount paid to the council by the employer on the last occasion when he or she did submit such return.



Collective Bargaining Agreement: Catering Industry (General Conditions)

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The council shall pay the amounts so deducted from the employer's deposit to appropriate fund or funds in the appropriate amount or amounts as are required in terms of such agreements, and the employer shall be liable, forthwith, to submit such returns as are outstanding amounts due, such amounts being used in the first instance to restore the amount of the deposit to its original total;

- (g) should an employer default in payment of deductions and contributions for two consecutive months and still not make payment thereof within a calendar month of being requested to do so by the council, such employer shall have his or her registration cancelled, and forfeit any deposit paid;
- (h) on application by an employer who ceases to operate in the industry, the council shall refund him or her, any deposit made to the council, less any deductions from such deposit made in terms of this or any other agreement relating to the Catering Industry.

(3) In the event of a change in any of the particulars required to be furnished in terms of subclause (1), the employer shall within ten days of the date of such change, give notice thereof, in writing to the secretary.

(4) The council shall enter the trading name of every employer in the Register of employers.

(5) An employer shall inform the secretary, in writing, not less than seven days before ceasing to be an employer in the industry.

(6) Notwithstanding anything to the contrary for the purposes of this clause an employer who conducts his or her business through various establishments shall register each establishment separately and shall pay the declaration fee referred to in paragraph (2)(b) above.

*Register*

9. The secretary shall maintain a register of all employers in the industry and a record of the number of employees returned in terms of clause 19.

*Wages, grading and increments*

10. (1) Every employer shall place each employee in the grade prescribed appropriate to his or her occupation, and shall pay wages to such employee at least the amount prescribed hereunder for the employee's grade and class for the period 1st April, 2021 to the 30th September, 2021, and no employee shall accept wages amounting to less than the amount prescribed for him or her:

Provided that establishments that are trading in foreign currency and are able to pay the remuneration in part or in full in foreign currency are encouraged to do so.

## CLASSIFICATION OF OCCUPATIONS IN GRADES

## ANNEXURE A

## CLASS 1A

<i>Occupation number</i>		<i>Monthly rate</i>	<i>Weekly rate</i>
<i>Grade 1</i>			
002 Boiler hand	1 to 12 months		
003 General duties			
Hand continuous service		\$11 881,00	\$2 746,88
004 Grounds and garden hand			
005 Stable hand	13 to 36 months		
	Continuous service	\$12 237,43	\$2 826,20
<i>Grade 2</i>			
021 Porter	1 to 12 months		
022 Bedroom hand	Continuous service	\$12 237,43	\$2 826,20
023 Laundry hand			
024 Bar hand			
025 Kitchen porter	13 to 36 months		
026 Page and bell attendant	Continuous service	\$12 604,55	\$2 910,98
027 Counter hand			
<i>Grade 3</i>			
041 Bedroom hand/waiter	1 to 12 months		
043 Commis waiter	Continuous service	\$12 604,55	\$2 910,98
045 Kitchen porter, head	13 to 36 months		
	Continuous service	\$12 982,69	\$2 998,31
<i>Grade 4</i>			
061 Billiard maker	1 to 12 months		
062 Commis cook	Continuous service	\$12 982,69	\$2 998,31
065 Messenger			
066 Still room hand	13 to 36 months		
067 Waiter	Continuous service	\$13 372,17	\$3 088,26
068 Food vendor			
069 Seamstress			



## Collective Bargaining Agreement: Catering Industry (General Conditions)

<i>Occupation number</i>		<i>Monthly rate</i>	<i>Weekly rate</i>
<i>Grade 4A</i>			
071 Waiter (3 Star Htl/Lic Res)	1 to 12 months		
	Continuous service	\$13 672,17	\$3 088,26
	13 to 36 months		
	Continuous service	\$13 773,34	\$3 180,91
<i>Grade 5</i>			
080 Cutter	1 to 12 months		
081 Groom	Continuous service	\$13 773,34	\$3 180,91
082 Caddie-Master			
083 Doorman	13 to 36 months		
084 Head gardener/G/man	Continuous service	\$14 186,54	\$3 276,34
085 Junior dection cook			
086 Linen supervisor			
087 Night porter			
088 Senior bedroom hand			
089 Senior waiter			
090 Valet			
091 Cook—Catering school graduate			
<i>Grade 6</i>			
101 Head porter	1 to 12 months		
102 Hotel or house Policeman	Continuous service	\$14 186,55	\$3 276,34
103 Assistant head waiter			
104 Learner barman			
105 Dry cleaning machine operator	13 to 36 months	\$14 612,13	\$3 374,63
106 Senior section cook	Continuous service		
107 Telephone operator			
108 Catering teller			
109 Porter head			
110 Ice-cream maker			
<i>Grade 7</i>			
121 Driver Class 4	1 to 12 months		
122 Floor supervisor	Continuous service	\$14 612,13	\$3 374,63
123 Pastry cook			
125 Tractor driver	13 to 36 months		
	Continuous months	\$15 050,50	\$3 475,86
<i>Grade 8</i>			
141 Handyman	1 to 12 months		
142 Junior clerk	Continuous service	\$15 050,50	\$3 475,86
144 Learner receptionist			

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<i>Occupation number</i>		<i>Monthly rate</i>	<i>Weekly rate</i>
145 Telephone operator senior	13 to 36 months		
146 Floor supervisor senior	Continuous service	\$15 502,01	\$3 580,14
147 Typist			
<i>Grade 9</i>			
161 bar clerk	1 to 12 months		
162 Hotel or house policeman head	Continuous service	\$15 502,01	\$3 580,14
163 Head cook			
164 head waiter	13 to 36 months		
165 Leaner florist	Continuous service	\$15 967,07	\$3 687,55
166 Back house supervisor			
167 Milling attendant			
168 Barman			
169 Receptionist			
170 Driver/salesman			
<i>Grade 10</i>			
181 Process attendant	1 to 12 months		
182 Cash in transit clerk	Continuous service	\$15 967,07	\$3 687,55
183 Bill office clerk			
184 Cashier			
185 Clerk	13 to 36 months		
186 Horse master	Continuous service	\$16 446,08	\$3 798,17
187 Housekeeper			
188 Kitchen supervisor			
189 Barman senior			
190 Receptionist senior			
<i>Grade 11</i>			
191 Florist	1 to 12 months		
192 Shift leader (uplift)	Continuous service	\$16 765,42	\$3 871,92
193 Supervisor takeaway			
194 Horse master, head			
197 Driver Class 2	13 to 36 months		
198 Laundry supervisor	Continuous service	\$17 268,39	\$3 988,08
201 Barman head			
202 Housekeeper head			
203 Clerk senior			
204 Receptionist head			
206 Personnel assistant			
207 Bookkeeper			
208 Stores man			
209 Bill office clerk head			
210 Reservationist			



## Collective Bargaining Agreement: Catering Industry (General Conditions)

<i>Occupation number</i>		<i>Monthly rate</i>	<i>Weekly rate</i>
<i>Grade 12</i>			
221 Chef	1 to 12 months		
222 Club steward	Continuous service	\$17 603,70	\$4 065,52
223 Casino technician			
224 Head cashier	13 to 36 months	\$18 131,81	\$4 187,48
225 Senior florist	Continuous service		
228 Hotel school graduate chef			

<i>Grade 13</i>			
231 Maître d' hotel	1 to 12 months		
232 Duty officer (uplift)	Continuous service	\$18 483,88	\$4 268,79
233 Head reservationist			
234 Functions Co-coordinator	13 to 36 months	\$19 038,40	\$4 396,86
235 Printer	Continuous service		
238 Driver Class 1			
239 Night auditor			
241 Chef Class 1			

<i>Grade 14</i>			
260 Green keeper	1 to 12 months		
261 Captain	Continuous service	\$19 408,07	\$4 482,23
	13 to 36 months		
	Continuous service	\$19 990,32	\$4 616,70

*Grade 888*  
888 Voluntary member

After 36 months' continuous service, refer to Annexure B

### ANNEXURE A

#### CLASS 1

<i>Occupation number</i>		<i>Monthly rate</i>	<i>Weekly rate</i>
<i>Grade 1</i>			
002 Boiler hand	1 to 12 months		
003 General duties hand	Continuous service	\$10 900,00	\$2 517,32
004 Grounds and garden hand			
005 Stable hand	13 to 36 months	\$11 227,00	\$2 592,84
	Continuous service		
<i>Grade 2</i>			
021 Porter	1 to 12 months		
022 Bedroom Hand	Continuous service	\$11 227,00	\$2 592,84
023 Laundry Hand			

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<i>Occupation number</i>		<i>Monthly rate</i>	<i>Weekly rate</i>
024 Bar hand			
025 Kitchen porter	13 to 36 months		
026 Page and bell attendant	Continuous service	\$11 563,84	\$2 670,63
027 Counter hand			
<i>Grade 3</i>			
041 Bedroom hand/waiter	1 to 12 months		
043 Commis waiter	Continuous service	\$11 563,84	\$2 670,63
045 Kitchen porter, head	13 to 36 months	\$11 910,72	\$2 750,74
	Continuous service		
<i>Grade 4</i>			
061 Billiard maker	1 to 12 months		
062 Commis cook	Continuous service	\$11 910,72	\$2 750,74
065 Messenger			
066 Still room hand	13 to 36 months	\$12 268,05	\$2 833,27
067 Waiter	Continuous service		
068 Food vendor			
069 Seamstress			
<i>Grade 4A</i>			
071 Waiter (3 Star Htl/Lic Rest)	1 to 12 months		
	Continuous service	\$12 268,05	\$2 833,27
	13 to 36 months		
	Continuous service	\$12 636,09	\$2 918,26
<i>Grade 5</i>			
080 Cutter	1 to 12 months		
081 Groom	Continuous service	\$12 636,09	\$2 918,26
82 Caddie-master			
083 Doorman			
084 Head gardener/grounds man	13 to 36 months		
085 Junior section cook	Continuous service	\$13 015,17	\$3 005,81
086 Linen supervisor			
087 Night porter			
088 Senior bedroom hand			
089 Senior waiter			
090 Valet			
091 Cook—Catering school graduate			
<i>Grade 6</i>			
101 Head porter	1 to 12 months		
102 Hotel or house policeman	Continuous service	\$13 015,17	\$3 005,81
103 Assistant head waiter			
104 Learner barman	13 to 36 months		



## Collective Bargaining Agreement: Catering Industry (General Conditions)

<i>Occupation number</i>		<i>Monthly rate</i>	<i>Weekly rate</i>
105 Dry cleaning machine operator	Continuous service	\$13 405,63	\$3 095,99
106 Senior section cook			
107 Telephone operator			
108 Catering teller			
109 Porter head			
110 Ice-cream maker			
<i>Grade 7</i>			
121 Driver Class 4	1 to 12 months		
122 Floor Supervisor	Continuous service	\$13 405,63	\$3 095,99
123 Pastry Cook			
125 Tractor Driver	13 to 36 months		
	Continuous months	\$13 807,79	\$3 188,87
<i>Grade 8</i>			
141 Handyman	1 to 12 months		
142 Junior clerk	Continuous service	\$13 807,79	\$3 188,87
144 Learner receptionist			
145 Telephone operator senior	13 to 36 months		
146 Floor Supervisor Senior	Continuous months	\$14 222,03	\$3 284,53
147 Typist			
<i>Grade 9</i>			
161 Bar clerk	1 to 12 months		
162 Hotel or house policeman head	Continuous service	\$14 222,03	\$3 284,53
163 Head cook			
164 Head waiter	13 to 36 months		
165 Leaner florist	Continuous service	\$14 648,69	\$3 383,07
166 Back house supervisor			
167 Milling attendant			
168 Barman			
169 Receptionist			
170 Driver / salesman			
<i>Grade 10</i>			
181 Process attendant	1 to 12 months		
182 Cash in transit clerk	Continuous service	\$14 648,69	\$3 383,07
183 Bill office clerk			
184 Cashier	13 to 36 months		
185 Clerk	Continuous service	\$15 088,15	\$3 484,56
186 horse master			
187 Housekeeper			
188 Kitchen supervisor			
189 Barman senior			
190 Receptionist senior			

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<i>Occupation number</i>		<i>Monthly rate</i>	<i>Weekly rate</i>
<i>Grade 11</i>			
191 Florist			
1 to 12 months			
192 Shift leader (uplift)	Continuous service	\$15 381,12	\$3 552,22
193 Supervisor takeaway			
194 Horse master, head	13 to 36 months	\$15 842,56	\$3 658,79
197 Driver Class 2	Continuous service		
198 Laundry supervisor			
201 Barman head			
202 Housekeeper head			
203 Clerk senior			
204 Receptionist head			
206 Personnel assistant			
207 Bookkeeper			
208 Stores man			
209 Bill office clerk head			
210 Reservationist			
<i>Grade 12</i>			
221 Chef	1 to 12 months		
222 Club Steward	Continuous service	\$16 150,18	\$3 729,83
223 Casino Technician			
224 Head Cashier	13 to 36 months	\$16 634,68	\$3 841,73
225 Senior Florist	Continuous service		
228 Hotel school graduate chef			
<i>Grade 13</i>			
231 Maître d' hotel	1 to 12 months		
232 Duty officer (uplift)	Continuous service	\$16 957,69	\$3 916,33
233 Head reservationist			
234 Functions co-coordinator	13 to 36 months		
235 Printer	Continuous service	\$17 466,42	\$4 033,81
238 Driver Class 1			
239 Night auditor			
241 Chef Class 1			
<i>Grade 14</i>			
260 Green Keeper	1 to 12 months		
261 Captain	Continuous service	\$17 805,57	\$4 112,14
	13 to 36 months	\$18 339,74	\$4 235,51
	Continuous service		

Grade 888

888 Voluntary Member

After 36 months continuous service, refer to Annexure B



# Collective Bargaining Agreement: Catering Industry (General Conditions)

## ANNEXURE A

### CLASS 2

<i>Occupation number</i>		<i>Monthly rate</i>	<i>Weekly rate</i>
<i>Grade 1</i>			
002 Boiler hand	1 to 12 months		
003 General duties hand	Continuous service	\$10 000,00	\$2 309,47
004 Grounds and garden hand			
005 Stable hand	13 to 36 months		
	Continuous service	\$10 300,00	\$2 378,75
<i>Grade 2</i>			
021 Porter	1 to 12 months		
022 bedroom hand	continuous service	\$10 300,00	\$2 378,75
023 Laundry hand			
024 Bar hand			
025 Kitchen porter	13 to 36 months		
026 Page and bell attendant	Continuous service	\$10 609,00	\$2 450,12
027 Counter hand			
<i>Grade 3</i>			
041 Bedroom hand/waiter	1 to 12 months		
043 Commis waiter	Continuous service	\$10 609,00	\$2 450,12
045 Kitchen porter, head	13 to 36 months		
	Continuous service	\$10 927,27	\$2 523,62
<i>Grade 4</i>			
061 Billiard Maker	1 to 12 months		
062 Commis Cook	Continuous service	\$10 92,27	\$2 523,62
065 Messenger			
066 Still Room Hand	13 to 36 months		
067 Waiter	Continuous service	\$11 255,09	\$2 599,33
068 Food Vendor			
069 Seamstress			
<i>Grade 4A</i>			
071 Waiter (3 Star Htl/ Lic Rest)	1 to 12 months		
	Continuous service	\$11 255,09	\$2 599,33
	13 to 36 months		
	Continuous service	\$11 592,74	\$2 677,31
<i>Grade 5</i>			
080 Cutter	1 to 12 months		
081 Groom	Continuous service	\$11 592,74	\$2 677,31
82 Caddie-master			
083 Doorman			
084 Head Gardener/Grounds man			

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<i>Occupation number</i>		<i>Monthly rate</i>	<i>Weekly rate</i>
085 Junior section cook			
086 linen supervisor	13 to 36 months		
087 Night porter	Continuous service	\$11 940,52	\$2 757,63
088 senior bedroom hand			
089 Senior waiter			
090 Valet			
091 Cook—catering school graduate			
<i>Grade 6</i>			
101 Head porter	1 to 12 months		
102 Hotel or house policeman	Continuous service	\$11 940,52	\$2 757,63
103 Assistant head waiter			
104 Learner barman	13 to 36 months		
105 Dry cleaning machine operator	Continuous service	\$12 298,74	\$2 840,36
106 Senior section cook			
107 Telephone operator			
108 Catering teller			
109 Porter head			
110 Ice-cream maker			
<i>Grade 7</i>			
121 Driver Class 4	1 to 12 months		
122 Floor supervisor	Continuous service	\$12 298,74	\$2 840,36
123 Pastry cook			
125 Tractor driver	13 to 36 months		
	Continuous service	\$12 667,70	\$2 925,57
<i>Grade 8</i>			
141 Handyman	1 to 12 months		
142 Junior clerk	Continuous service	\$12 667,70	\$2 925,57
144 Learner receptionist			
145 Telephone operator senior	13 to 36 months		
146 Floor supervisor senior	Continuous Service	\$13 047,73	\$3 013,33
147 Typist			
<i>Grade 9</i>			
161 Bar clerk	1 to 12 months		
162 Hotel or house policeman Head	Continuous service	\$13 047,73	\$3 013,33
163 Head cook			
164 Head waiter	13 to 36 months		
165 Leaner florist	Continuous service	\$13 439,16	\$3 103,73
166 Back house supervisor			
167 Milling attendant			
168 Barman			



## Collective Bargaining Agreement: Catering Industry (General Conditions)

<i>Occupation number</i>		<i>Monthly rate</i>	<i>Weekly rate</i>
169 Receptionist			
170 Driver/salesman			

### *Grade 10*

181 Process attendant	1 to 12 months		
182 Cash in transit clerk	Continuous service	\$13 439,16	\$3 103,73
183 Bill office clerk			
184 Cashier	13 to 36 months		
185 Clerk	Continuous service	\$13 842,34	\$3 196,84
186 Horse Master			
187 Housekeeper			
188 Kitchen Supervisor			
189 Barman Senior			
190 Receptionist Senior			

### *Grade 11*

191 Florist	1 to 12 months		
192 Shift leader (uplift)	Continuous service	\$14 111,12	\$3 258,92
193 Supervisor takeaway			
194 Horse master, head	13 to 36 months	\$14 534,46	\$3 356,69
197 Driver Class 2	Continuous service		
198 Laundry supervisor			
201 Barman head			
202 Housekeeper head			
203 Clerk senior			
204 Receptionist head			
206 Personnel assistant			
207 Bookkeeper			
208 Store man			
209 Bill office clerk head			
210 Reservationist			

### *Grade 12*

221 Chef	1 to 12 months		
222 Club steward	Continuous service	\$14 816,68	\$3 421,87
223 Casino technician			
224 Head cashier	13 to 36 months	\$15 261,18	\$3 524,52
225 Senior Florist	Continuous service		
228 Hotel School Graduate Chef			

### *Grade 13*

231 Maître d'hôtel	1 to 12 months		
232 Duty officer (uplift)	Continuous service	\$15 557,51	\$3 592,96
233 Head reservationist			
234 Functions co-coordinator	13 to 36 months	\$16 024,24	\$3 700,74
235 Printer	Continuous service		

<i>Occupation number</i>		<i>Monthly rate</i>	<i>Weekly rate</i>
238 Driver Class 1			
239 Night auditor			
241 Chef Class 1			
<hr/>			
<i>Grade 14</i>			
260 Green keeper	1 to 12 months		
261 Captain	Continuous service	\$16 335,39	\$3 772,61
	13 to 36 months		
	Continuous service	\$16 825,45	\$3 885,79

Grade 888

888 Voluntary Member

After 36 months' continuous service, refer to Annexure B

(2) An employee who, at the coming into force of this agreement, is in receipt of a higher rate of pay for his or her particular occupation than the rate prescribed in this clause shall not suffer any reduction in his or her rate of pay.

(3) On promotion to a higher grade, an employee shall be paid not less than the wage, which he or she last received prior to his or her promotion.

(4) An employee who is required to perform work in a lower grade than that in which he or she is normally employed shall be paid the wage applicable to the grade of work which he or she normally performs.

(5) An employee who is required to perform work in a higher grade than that in which he or she is normally employed shall be paid the wage applicable to such higher grade on and after one day working in the higher grade for the period during which he or she is so employed.

(6) No employer shall reduce an employee's wage for any time not worked if the employee was able and willing and was present at his or her place of work but the employer was unable and unwilling to furnish him or her with work.

(7) —

- (a) a part-time worker shall be paid not less than the hourly equivalent of the grade in which they are placed and calculated as provided in clause 12;



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- (b) casual workers shall be paid not less than twice the hourly equivalent of the grade in which they are placed and calculated as provided in clause 12.

(8) No employee shall work for wages or any other consideration while absent on paid sick leave.

(9) Where a general duties hand employee is employed on night work, he or she shall, for the purposes of this clause, be deemed to fall within Grade 3.

(10) Notwithstanding the wages prescribed in terms of sub clause (1) hereof, employees having three or more years of continuous service with the same employer shall be paid the following—

- (a) upon completion of three year's service a wage not less than that stipulated in scale A of Annexure B to this Agreement;
- (b) upon completion of six year's service a wage not less than that stipulated in scale B of Annexure B to this Agreement;
- (c) upon completion of nine year's service, a wage of not less than that stipulated in scale C of Annexure B of this agreement;
- (d) upon completion of twelve year's service, a wage of not less than that stipulated in scale D of Annexure B of this agreement;
- (e) upon completion of fifteen year's service, a wage not less than that stipulated in scale E of Annexure B of this agreement;
- (f) upon completion of eighteen year's service, a wage not less than that stipulated in scale F of Annexure C of this agreement;
- (g) upon completion of twenty-one year's service, a wage not less than that stipulated in scale G of Annexure C of this agreement;
- (h) upon completion of twenty-four year's service, a wage not less than that stipulated in scale H of Annexure C of this agreement;

- (i) upon completion of twenty-seven year's service, a wage not less than that stipulated in scale I of Annexure C of this agreement.

Provided that continuous service performed prior to the 1st April, 1991, shall also be taken into account when calculating length of service in terms of this sub clause.

(11) Wages of skilled workers as defined in clause 3 of this agreement shall not be less than the wage stipulated by the parent industry as applicable to his or her trade or Ministry of Labour and Social Welfare where this is not available.

(12) Where an employer fails to pay the wages as stipulated in clause 10 (1) above the wages shall become payable to the General Secretary of Council who shall have the right to claim the wages on behalf of all employees covered by this agreement:

Provided that where payment is not made within the time stipulated in clause 14(2) and (3) of this agreement, interest shall be chargeable at the rate which shall be three points above the base lending rate.

*Overtime rates of pay*

11. (1) The employer shall pay overtime rates at one and half times the employee's current hourly wage.

(2) Notwithstanding the provisions of sub clause (1) at the option of the employee, the employer shall either pay overtime rates at double the employee's current hourly wage for overtime on a day off or substitute an additional day off within the fortnight.

(3) Where an employee who does not reside on premises situated at the place of work is required by his or her employer to work overtime, and such overtime work is commenced not earlier than two hours after completion of the employee's ordinary hours of work, the employer shall, in addition to pay for the hours of overtime worked, pay such employee for one hour at overtime rates.

*Conversion rates*

12. For the purpose of converting monthly wages to their hourly, daily, weekly, and fortnightly equivalents, the following computations shall apply —



Collective Bargaining Agreement: Catering Industry (General Conditions)

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- (a) to obtain the hourly rates of pay, the weekly wage shall be divided by forty-five;
- (b) to obtain the daily rate of pay, the weekly wage shall be divided by six;
- (c) to obtain the weekly rate of pay, the monthly wage shall be divided by four and one-third;
- (d) to obtain the fortnightly rate of pay, weekly wage shall be multiplied by two;

Provided that —

- (i) calculation for payment in lieu of vacation leave shall be in terms of sub clause (2) of clause 20;
- (ii) where the national minimum wage applies, the calculation of the hourly rate of pay shall be arrived at by dividing the monthly wage by 195.

*Deductions from wages*

13. No deductions or set-off of any description shall be made or allowed from any wage due to an employee, except —

- (a) where an employee is absent from work on days other than those falling within periods of paid vacation leave or sick leave, a deduction proportionate to the period of absence calculated on the basis of the wage which such employee was receiving in respect of his or her ordinary hours of work at the time thereof;
- (b) with the written consent of the employee, contributions to insurance funds or subscriptions to the trade union party to this council;
- (c) such deductions as are prescribed in sub clause (1) of clause 19, or as may be prescribed in any other agreement of the council, or, which he or she is compelled by law or legal process to make on behalf of an employee;
- (d) where a local authority levies the employer for fuel consumed by an employee housed in a hostel, irrespective of whether the amount is levied as a separate item or as an element in the composite rental, an amount not exceeding twenty cents per month;

- (e) with the written consent of the employee, deductions to recover the repayment of a loan made or goods supplied by the employer to the employee:

Provided that—

- (i) any deductions made in terms of this paragraph shall not exceed in the aggregate, twenty-five *per centum* of the employee's gross remuneration;
- (ii) such goods supplied have not been supplied at the direction or dictation of the employer.

*Payment of wages*

14. (1) Every employer shall keep records for all employees for whom wages are prescribed in this agreement, which shall reflect the following—

(a)—

- (i) Pension fund number; and
  - (ii) full names; and
  - (iii) grade and occupation; and
  - (iv) date of engagement; and
  - (v) wage rate; and
  - (vi) daily and total number of hours worked; and
  - (vii) amount of overtime; and
  - (viii) bonus and allowances; and
  - (ix) deductions from wages and;
  - (x) gross and net wages; and
  - (xi) date of payment and signature of recipient;
- (b) these records shall be kept at the establishment at all times and shall be made available for inspection by a council designated agent at any time on demand;
- (c) such records shall be kept for a period of not less than three years.

(2) Every employer shall pay all remuneration, including wages, overtime, service charges, bonuses and allowances at least once every month and by not later than the last day in each month:



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Provided that the employer shall pay wages—

- (a) weekly in case of weekly paid employees and by not later than Saturday; and
- (b) fortnightly paid employees and not later than each alternate Saturday.

(3) When an employee's services are terminated, payment of all remuneration due shall be made immediately, unless the service of such employee is terminated summarily, when a payment shall be made within twenty-four hours of the termination of service.

(4) Wages and benefits payable to any employee or to his or her estate in terms of this clause shall not form part of or be construed as a retrenchment package, which an employee is entitled to where his or her employment has been terminated as a result of retrenchment in terms of section 12C of the Labour Act.

(5) All remuneration shall be paid in cash or, at the option of the employee, by cheque, and shall be accompanied by a written statement showing:

- (a) the name and grade of the employee; and
- (b) the wage rate; and
- (c) the total number of hours worked; and
- (d) the amount of overtime; and
- (e) deductions for absence without leave, or other deductions permitted in terms of clause 13;
- (f) bonus and allowances; and
- (g) the net amount received by the employee.

*Transport allowance, housing allowance and meals*

15. (1) Every employer shall pay a transport allowance of \$2 534.00 per month to each employee for the period 1st April, 2021 to 30th September, 2021, except—

- (a) where material transport is being provided free of charge by the employer to such employee;
- (b) where free accommodation is provided by the employer within the premises of the employee's place of work;

- (c) where such accommodation is provided outside the premises but within a reasonable walkable distance from the employee's place of work;
- (d) where the employee resides within a reasonable walkable distance from his or her place of work:

Provided that where a dispute arises as to the interpretation of this provision, either party shall refer the matter to the Exemptions/Retrenchment Committee for consideration and determination in terms of clause 5 of the principle agreement.

(2) Every employer who does not provide free accommodation to his or her employee shall pay a minimum accommodation allowance of \$1 267,00, per month, for the period 1st April, 2021 to 30th September, 2021.

(3) Every employer shall supply each of his or her employees at least one cooked meal per day when on duty, free of charge.

*Service charge*

16. Where an establishment levies a service charge, the employer shall account separately for sums raised, and shall, not later than the 20th day of each month, distribute the total amount so collected among the employees of the establishment or section of the establishment as the case may be, according to the following formula—

$$\frac{a \times c}{b} = \text{employee's proportionate share of service charge;}$$

Where: a = sum total of service charge collected during month;

b = sum total monthly wages of employees concerned;

c = employee's monthly wage

*Contract and notice*

17. (1) Upon engagement, or any change of occupation, the employer shall inform the employee, in writing, in the form prescribed by council, of the full terms and nature of his or her contract, which shall include—

(a)—

(i) his or her grade; and

(ii) his or her rate of pay and when it will be paid; and



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- (iii) provision for accommodation; and
  - (iv) the period of notice required to terminate the contract of employment; and
  - (v) the hours of work; and
  - (vi) the details of any service charge, bonus or incentive scheme in operation;
- and
- (b) the employer and employee shall each sign three copies of the contract form, of which the first copy shall be forwarded to the secretary within twenty – two days of the date of engagement, the second copy shall be handed to the employee and the third copy shall be retained by the employer.

(2) Except where a longer period of notice has been provided for under a contract of employment or in any relevant enactment, and subject to subclause (3) , (4) and (5), notice of termination of the contract of employment to be given by either party shall be—

- (a) three months in the case of a contract without limit of time or a contract for a period of two years or more;
- (b) two months in case of a contract for a period of one year or more but less than two years;
- (c) one month in the case of a contract for a period of three months or more but less than one year;
- (d) two weeks in the case of a contract for a period of three months or more but less than six months;
- (e) one day in the case of a contract for a period of less than three months or in the case of casual work or seasonal work.

(3) Subject to the provisions of subclause (4), an employer or employee desiring to terminate a contract of employment shall give the requisite notice of termination, in writing, on or before the working day immediately preceding the period of notice on the expiration of which employment is to terminate.

(4) Notwithstanding the provisions of subclause (3)—

- (a) an employer may terminate the contract of employment at any time without notice, on paying to the employee,

in lieu of notice, the wage and allowances to which such employee would have been entitled had his or her employment been terminated by notice given in terms of subclause (2) or (3);

- (b) an employee may terminate his or her contract of employment at any time without notice, on paying his or her employer one day's pay for every day on which he or she would have been required to work had he or she given notice of termination in terms of subclause (2) or (3).

(5) Neither the employer nor the employee shall give notice of termination of contract whilst the employee is absent on paid sick leave or vacation leave.

(6) Notwithstanding anything contained in this agreement, no employer shall give notice of termination of employment except in conformity with the prevailing laws and regulations of the Ministry of Public Service Labour and Social Welfare.

(7) An employer may discharge his or her obligations by paying the employee full wages and allowances for, and in lieu of, the period of notice required to be given in terms of this clause.

(8) Any contract of employment which is for a stipulated period shall specify the date of commencement and date of termination thereof, and no further notice to terminate the contract on due date shall be required from either party:

Provided that no employer shall employ an employee on a month to month basis without the approval of the Council. Any employee engaged on a fixed term contract basis shall be entitled to all the benefits enjoyed by an employee who is engaged on a full time basis.

#### *Hours of work*

18. (1) The ordinary hours of work for employees shall not exceed one hundred and ninety-five hours per month, ninety hours per fortnight, or in the case of weekly paid employees, forty-five hours per week, nor, in any period of twenty-four hours—

- (a) ten hours for employees in Grades I and II;
- (b) fourteen hours for employees in all other grades.



Collective Bargaining Agreement: Catering Industry (General  
Conditions)

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(2) No employer shall require and no employee shall be obliged to work more than two split- shifts in any period of twenty-four hours.

(3) An employer may require an employee to work overtime, and shall whenever possible, give twenty-four hours notice to such employee of such requirement.

(4) No employer shall require or permit an employee to work more than seventy hours ordinary time and overtime included, in any one week, except in the case of emergency work.

(5) Every employee shall receive at least two days off duty in each fortnight.

(6) An employee may be required to work on his or her day off, but no employee shall be required to work on his or her days off in successive fortnights except in case of emergency work.

(7) No employer shall require or permit any employee to work for a continuous period of more than five hours per week without a break of at least thirty minutes:

Provided that such continuous period shall be deemed not to be broken by a break of less than thirty minutes.

(8) —

(a) subject to the provisions of paragraph (b), every employee shall be entitled to an off-day period of eight consecutive hours between the conclusion of his or her work period on any working day and the commencement of his or her work period on the next succeeding working day;

(b) an employee may be required to work during his or her off duty:

Provided that—for each hour or part thereof worked during such off-duty period, such employee shall, within the week next succeeding, be granted one and a half hours time off, or shall, at the option of the employee be paid overtime rates at one and a half times the employee's current hourly rate;

(c) nothing contained in this subclause shall affect any other provisions of this agreement for the payment of overtime rates.

(9) Any employer may, at the discretion of the secretary, be instructed to maintain an attendance register.

*Expenses of the council*

19. (1) For the purposes of meeting the expenses of the council every employer shall each month make a deduction equivalent to 1,5 percent from basic wages of each of his or her employees for whom wages are prescribed in this agreement.

(2) To the amount so deducted in terms of subclause (1) the employer shall contribute an equivalent amount.

(3) On or before the seventh of each month in respect of the previous month's contributions, every employer shall forward to the secretary all money's payable in accordance with the provision of subclause (1) and (2), together with a statement in the form prescribed by the council. Such statement shall be endorsed as a "nil" return where an employer does not employ any employees from whose wage deductions are due.

Provided that if payment is made by the 25th of the following month in respect of the previous month's contributions and deductions, interest shall be chargeable at a rate which shall be three points above the base lending rate.

(4) Where an employer fails to forward to the Secretary all moneys payable in terms of sub clauses (1), (2) and (3) above, court action shall be taken to recover the money. Such action shall be issued from any Court with appropriate jurisdiction.

*Vacation leave*

20. (1) Subject to the provisions of subclause (6), an employee shall accumulate vacation leave at the rate of 30 consecutive days for each year of continuous service.

(2) For the purpose of payment in lieu of any period of leave due —

- (a) on termination of employment any portion of a month worked in excess of two weeks shall be regarded as a full month;
- (b) subject to the provision of subclause (6), vacation leave shall accumulate at the rate of two and half days for each month of continuous service;



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Conditions)

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- (c) the monthly wage shall be divided by twenty-six to obtain the daily rate of pay.

(3) An employer shall permit his or her employee to proceed on vacation leave within six months of his or her application thereof.

(4) An employee proceeding on vacation leave shall receive his or her leave pay for the period of such leave prior to his or her going on leave.

(5) An employee who has accumulated vacation leave may, with the consent of the employer, elect to be paid the cash value in lieu of any vacation leave, in place of proceeding on such leave.

- (6) During the first year of service—

- (a) an employee who has completed three months continuous service and whose employment is terminated by his or her employer shall be paid cash equivalent of any leave accumulated;
- (b) where an employee terminates his or her employment but has not completed three months continuous service, such employee shall not be entitled to the benefits of this clause.

(7) If an establishment observes a holiday, such holiday shall not be offset against an employee's accumulation of vacation leave.

(8) No employee shall be entitled to take vacation leave during his or her first year of continuous service.

(9) Vacation leave and sick leave shall not run concurrently. An employee who becomes ill or is injured during a period of vacation leave may cancel his or her vacation leave and apply for sick leave.

*Compassionate/Special leave*

21.(1) Special leave on full pay not exceeding twelve days in a calendar year shall be granted by an employer to an employee –

- (a) who is required to be absent from duty on the instruction of a practitioner because of contact with an infectious disease;
- (b) who is subpoenaed to attend any court in Zimbabwe as a witness;

- (c) who is required to attend as a delegate or office-bearer at any meeting of a registered trade union representing employees within the Catering Industry;
- (d) who is detained for questioning by the police;
- (e) on the death or serious illness of a spouse, parent, child, grandparents, brother, sister or legal dependent;
- (f) on any justifiable compassionate ground.

(2) Such employee shall, upon his return produce official documentary evidence on headed paper or date-stamped and signed by the issuing authority, who shall be either a registered medical practitioner, hospital superintendent, district administrator, officer of the Zimbabwe Republic Police, district councillor, school headmaster, or a registered traditional medical practitioner that such special circumstances did exist.

*Sickness or incapacity*

22. (1) For the purpose of this subclause "sickness or incapacity" means inability to work owing to any sickness or injury other than sickness or injury caused by an employee's own fault, neglect or misconduct.

(2) Sick leave and vacation leave shall not run concurrently.

(3) If an employee, while at work, claims to be unfit for work owing to sickness or incapacity, the employer shall grant to the employee such facilities as may be necessary to enable such employee to be examined by a medical practitioner.

(4) Upon being medically examined, an employee shall obtain a certificate and shall produce such certificate to his or her employer within four days of his or her proceeding on such leave:

Provided that—

- (i) an employee who due to his or her own sickness or incapacity, is absent from work for a period exceeding six consecutive days, shall obtain and submit to his or her employer a medical certificate stating the nature of his or her sickness or incapacity and the probable duration of his or her unfitness for duty;



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- (ii) it shall be a condition precedent to payment for sickness or incapacity that the employee shall have reported such sickness or incapacity to his or her employer within four days of its occurrence.

(5) If an employee has obtained from a medical practitioner a certificate certifying that he or she is unfit for work, he or she shall, whilst to unfit be paid his or her wage by his or her employer for the period stated by the medical practitioner at the rate of two and a half days for every month's service, but not exceeding, in aggregate thirty working days in any one year of service.

(6) In the case of the employee who has been in continuous service for more than six months but for less than three years, and who is still unfit for work at the conclusion of the period of sick leave calculate in terms of subclause (5), such employee shall obtain a further certificate from the same medical practitioner stating the probable duration of unfitness for work, and upon production of such certificate to his or her employer, shall be paid half his or her wages by his or her employer for such further period as may be stated by the medical practitioner, but not exceeding, in aggregate, thirty working days in any one year of service.

(7) In the case of an employee who has been in continuous service for not less than three years, and who is still unfit for work at the conclusion of the period of thirty working days referred to in subclause (5) such employee shall obtain a further certificate from the same medical practitioner stating the probable duration of unfitness for work and upon production of such certificate to his or her employer for such further period as may be stated by the medical practitioner,, but not exceeding in aggregate, thirty working days in any one year of service.

(8) The employer shall be entitled to terminate the contract of employment upon fulfilment of the provisions as the case may be, of subclause (5), (6) or (7), and subclause (6) of clause 17.

(9) A certificate issued by a district administrator, a magistrate or a State Registered Nurse shall be accepted in place of a medical certificate when no medical practitioner is available.

(10) The provisions of sub clauses (5) to (8) shall not apply to any sickness or incapacity which is covered by the provisions of the Workmen's Compensation Act [Chapter 269].

*Maternity leave*

23. (1) Unless more favourable conditions have otherwise been provided for in any employment contract or in any enactment, maternity leave shall be granted in terms of this clause for a period of ninety-eight days on full pay to a female employee.

(2) On production of a certificate signed by a registered medical or state registered nurse certifying that she is pregnant, a female employee may proceed on maternity leave not earlier than the forty-fifth day and not later than the twenty-first day prior to the expected date of delivery.

(3) A female employee shall be entitled to be granted a maximum of three periods of maternity leave with respect to her total services to any one employer during which she shall be paid her full salary.

Provided that paid maternity leave shall be granted only once during any period of twenty-four months calculated from the day any previous leave was granted.

(4) Any maternity leave requested in excess of the limits prescribed in this section may, be granted as unpaid maternity leave.

(5) Unless the employer grants sick leave for medical reasons other than maternity, sick leave may not be granted once maternity leave has begun or during a period of unpaid maternity leave.

(6) During the period when a female employee is on maternity leave in accordance with this clause, her normal benefits and entitlements, accumulation of pension rights, shall continue uninterrupted in the manner in which they would have continued had she not gone on leave and the period of service shall not be considered as having been interrupted, reduced or broken by the exercise of her right to maternity leave in terms of this clause.

*Nursing mothers*

24. (1) A female employee who is the mother of a suckling child shall during each working day, be granted at her request at least one



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Conditions)

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hour or two half hour periods, as she may choose during normal working hours, for the purpose of nursing her child, and such employee may combine portion or portions of time which she is so entitled with any other normal breaks so as to constitute longer periods that she may find necessary or convenient for the purpose of nursing her child.

(2) Notwithstanding subclause (1), the grant of breaks during normal working time to a female employee for the purpose of nursing her child shall be made in accordance with all the exigencies of her employment and nothing done to prevent any disruption of normal production process or any interference with the efficient running of an undertaking shall be in contravention of subclause (1).

(3) A female employee shall be entitled to the benefits under subclause (1) for the period during which she actually nurses her child or six months, whichever is the lesser.

(4) Any person who contravenes this clause shall be guilty of an unfair labour practice.

*Continuous service*

25. (1) Continuous service shall be deemed to be broken only by the death, resignation, retirement or discharge of the employee concerned:

Provided that an employee who is discharged and re-engaged by the same employer within two months of such discharge shall be deemed not to have broken his or her continuous service—

- (a) in the case of a single employer or two or more persons carrying on business in partnership, continuous service shall be deemed not to have been broken by the transfer of an employee from service in any one establishment owned or controlled by such employer or partnership to service in any other establishment owned or controlled by such employer or partnership;
- (b) in the case of an employer, which is a body corporate, continuous service shall be deemed not to have been broken by the transfer of an employee from the service of the employer to the service of its holding company,

or the transfer of an employee from the service in any establishment of such employer, or its holding company, or any of its subsidiary companies, or any other subsidiary of its holding company.

(2) A period of absence between discharge and re-engagement of less than two months shall be deemed not to break employee's continuous service, and shall count towards the purpose of conferring any benefits in terms of clause 10.

(3) If, upon a change of employer at an establishment, and employee enters the service of the new employer or continues his or her service in the establishment, service with the previous employer shall be reckoned as service with the new employer and shall count towards the purpose of conferring any benefits in terms of this agreement.

*Record of service*

25A. (1) An employee whose services are terminated, for what any cause whatsoever, may request and shall be issued with a record of service from his or her employer.

(2) The record of service supplied shall specify the period of service, occupation(s) in which the employee was employed and the reasons for leaving employment.

*Piece-work, task-work or work on ticket system*

26. (1) No employer shall give out, and no employee shall perform work on

- (a) a piece-work basis; or
- (b) a task-work basis.

(2) No employee shall be employed on a ticket system basis.

*Special provisions; commis cook, commis waiters, learner's barmen and learner receptionist and learner florists*

27. (1) An employee employed as a commis cook, who has successfully completed a cook's training course of not less than twelve months duration at a school recognised by the council shall be deemed to have completed one year's training in his or her occupation.



Collective Bargaining Agreement: Catering Industry (General Conditions)

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(2) An employee employed as a commis waiter, who has successfully completed a cook's training course of not less than four months duration at a school recognised by the council shall be deemed to have completed four months training in his or her occupation.

(3) Subject to the provisions of sub clauses (1) and (2) the "prescribed period of training" means two years in case of the commis cook, one year in case of a leaner receptionist, six months in the case of a commis waiter, a leaner barman and leaner florist.

(4) Subject to the provisions of subclauses (1) and (2), the prescribed period of training shall be worked continuously with the same employer:

Provided that—

- (i) where an employee has completed not less than one-half of the prescribed period of training, the council may, for good and sufficient reason, arrange the transfer of the employee concerned from one employer or establishment in the industry for the purpose of completing the prescribed period of training, and, in this event, such period shall be regarded as continuous;
- (ii) where an establishment wishes to employ a leaner receptionist, leaner barmen, commis cook, commis waiter or leaner florist to serve under the employer, manager, licence, or member or his or her family, prior approval thereto should be obtained from the council.

(5) On completion of the prescribed period of training, a commis cook, commis waiter, leaner barman, leaner receptionist or leaner florist, as the case may be, may apply to the council for a certificate stating that the prescribed period of training in his or her occupation has been completed.

(6) The council may authorise the issue of the certificate referred to in subclause (5), such certificate to be signed by the employer with whom or on behalf of the establishment at which the prescribed of training was completed.

(7) An employer shall not employ an employee as a commis cook, commis waiter, learner barmen, leaner receptionist or leaner

florist if upon engagement, such employee exhibits a certificate of completion in his or her occupation to the employer concerned.

*Proportion of ratio of employees*

28. (1) For the purpose of this clause, casual workers or part time employees shall not be reckoned as employees.

(2) An employer shall not employ more than –

- (a) one leaner barman for every barman;
- (b) one leaner receptionist for every receptionist;
- (c) one commis cook for every two cooks;
- (d) one commis waiter for every five waiters;
- (e) one leaner florist for every florist employed by him or her.

*Uniforms and protective clothing*

29. (1) An employee may be required to launder any uniforms or attire issued to him or her;

Provided that adequate laundering facilities and cleaning material are made available, at the expense of the employer.

(2) Every employer shall provide, free of charge, and shall maintain in good condition, adequate protective clothing, where necessary, capes, gloves, leggings, footwear and protective ointment for any employee who is exposed to wet or dirty process, cold, heat, or any poisonous, corrosive or other injurious substance liable to cause injury or disease to the person or damage to clothing.

(3) Every employee in attendance on the public, and every employee engaged in the handling and preparation of food and drink, or the handling of utensils used in the preparation of service of food or drink, shall be provided with a suitable uniform or attire, free of charge.

(4) Every employer shall provide, free of charge, a waterproof cap, overcoat or suitable protective clothing to all employees, in the course of their duties who are habitually exposed to inclement weather.

(5) Drivers and vehicle attendants engaged in the loading, unloading and delivery of goods on or from commercial vehicles shall be provided with adequate protective clothing.

## Collective Bargaining Agreement: Catering Industry (General Conditions)

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(6) Employees shall wear clothing supplied to them, and the employer shall take all reasonable steps to ensure that the clothing worn are or used by such employees.

(7) Any clothing supplied to an employee in terms of this clause shall remain the property of his or her employer, and shall be returned to him in good condition on the resignation, retirement or discharge of such employee.

### *Claims for benefits*

30. Claims for overtime, rent, leave pay, or any other benefits accrued to an employee shall be claimed by the employee, if not paid by the employer within one year of its becoming due, not later than three years after it becomes due.

### *Application of agreement*

31. (1) No employee may waive the provisions of this agreement, whether or not the said provisions create a benefit to or an obligation upon the employer or employee concerned. Each provision shall create a right or obligation, as the case may be, independently of the existence of other provisions.

(2) Should any of this agreement be declared ultra vires by any competent court of law, the remaining provisions of the agreement shall be deemed to be the agreement, and shall remain in force for the unexpired period of this agreement.

### *Code of conduct*

32. (1) Subject to section 101(1a), (1b) and (1c) of the Labour Act, a works council may apply in the manner prescribed to the Registrar to register an employment code of conduct that shall be binding in respect of its undertaking or workplace.

(2) Subject to subclause (1), the Catering Industry hereby adopts the model employment code referred to in subsection (9), Statutory Instrument 15 of 2006 for use by the industry.

### *Declaration*

The employers' organisation and the 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 hereto:

Signed at Harare this 26th day of April, 2021.

M. MULEYA,  
*for and on behalf of the Employers Organisation.*

F. NYAMUNDA,  
*for and on behalf of the trade union.*

N. BORE,  
Acting General Secretary.

#### ANNEXURE A

##### THE ROLE OF THE TRADE UNION

The trade union has a special role to play in promoting industrial harmony and productivity. As it represents the employees in the Industry, it will be interested in a wide range of issues affecting staff.

They include—

Labour and Wages  
Social Welfare  
Culture and education;  
Sport and recreation;  
Courses of instruction;  
Housing;  
Holidays;  
Canteens;  
Industrial safety;  
Advising on personal finances;  
Legal matters;  
Catering for retired workers;  
Unemployed workers.

Such assistance as can be rendered to the trade union by employers such matters will be regarded as being in the interests of the industry as a whole.

**NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY**

**Class 2— Annexure B**  
**1st April 2021–30th September 2021**

GRADE	Scale "A" THREE YEARS SERVICE		Scale "B" SIX YEARS SERVICE		Scale "C" NINE YEARS SERVICE		Scale "D" TWELVE YEARS SERVICE		Scale "E" FIFTEEN YEARS SERVICES	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
<b>1</b>	10,609,00	2,450,12	10,927,27	2,523,62	11,255,09	2,599,33	11,592,74	2,677,31	11,940,52	2,757,63
<b>2</b>	10,927,27	2,523,62	11,255,09	2,599,33	11,592,74	2,677,31	11,940,52	2,757,63	12,298,74	2,840,36
<b>3</b>	11,255,09	2,599,33	11,592,74	2,677,31	11,940,52	2,757,63	12,298,74	2,840,36	12,667,70	2,925,57
<b>4</b>	11,592,74	2,677,31	11,940,52	2,757,63	12,298,74	2,840,36	12,667,70	2,925,57	13,047,73	3,013,33
<b>4A</b>	11,940,52	2,757,63	12,298,74	2,840,36	12,667,70	2,925,57	13,047,73	3,013,33	13,439,16	3,103,73
<b>5</b>	12,298,74	2,840,36	12,667,70	2,925,57	13,047,73	3,013,33	13,439,16	3,103,73	13,842,34	3,196,84
<b>6</b>	12,667,70	2,925,57	13,047,73	3,013,33	13,439,16	3,103,73	13,842,34	3,196,84	14,257,61	3,292,75
<b>7</b>	13,047,73	3,013,33	13,439,16	3,103,73	13,842,34	3,196,84	14,257,61	3,292,75	14,685,34	3,391,53
<b>8</b>	13,439,16	3,103,73	13,842,34	3,196,84	14,257,61	3,292,75	14,685,34	3,391,53	15,125,90	3,493,28
<b>9</b>	13,842,34	3,196,84	14,257,61	3,292,75	14,685,34	3,391,53	15,125,90	3,493,28	15,579,67	3,598,08
<b>10</b>	14,257,61	3,292,75	14,685,34	3,391,53	15,125,90	3,493,28	15,579,67	3,598,08	16,047,06	3,706,02
<b>11</b>	14,970,49	3,457,39	15,419,60	3,561,11	15,882,19	3,667,94	16,358,66	3,777,98	16,849,42	3,891,32
<b>12</b>	15,719,01	3,630,26	16,190,58	3,739,16	16,676,30	3,851,34	17,176,59	3,966,88	17,691,89	4,085,89
<b>13</b>	16,504,96	3,811,77	17,000,11	3,926,12	17,510,12	4,043,91	18,035,42	4,165,22	18,576,48	4,290,18
<b>14</b>	17,330,21	4,002,36	17,850,12	4,122,43	18,385,62	4,246,10	18,937,19	4,373,49	19,505,31	4,504,69

Collective Bargaining Agreement: Catering Industry (General  
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**NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY**

**Class 2—Annexure C**

**1st April 2021–30th September 2021**

GRADE	Scale “F” EIGHTEEN YEARS SERVICE		Scale “G” TWENTY ONE YEARS SERVICE		Scale “H” TWENTY FOUR YEARS SERVICE		Scale “I” TWENTY SEVEN YEARS SERVICE	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
<b>1</b>	12,298,74	2,840,36	12,667,70	2,925,57	13,047,73	3,013,33	13,439,16	3,103,73
<b>2</b>	12,667,70	2,925,57	13,047,73	3,013,33	13,439,16	3,103,73	13,842,34	3,196,84
<b>3</b>	13,047,73	3,013,33	13,439,16	3,103,73	13,842,34	3,196,84	14,257,61	3,292,75
<b>4</b>	13,439,16	3,103,73	13,842,34	3,196,84	14,257,61	3,292,75	14,685,34	3,391,53
<b>4A</b>	13,842,34	3,196,84	14,257,61	3,292,75	14,685,34	3,391,53	15,125,90	3,493,28
<b>5</b>	14,257,61	3,292,75	14,685,34	3,391,53	15,125,90	3,493,28	15,579,67	3,598,08
<b>6</b>	14,685,34	3,391,53	15,125,90	3,493,28	15,579,67	3,598,08	16,047,06	3,706,02
<b>7</b>	15,125,90	3,493,28	15,579,67	3,598,08	16,047,06	3,706,02	16,528,48	3,817,20
<b>8</b>	15,579,67	3,598,08	16,047,06	3,706,02	16,528,48	3,817,20	17,024,33	3,931,72
<b>9</b>	16,047,06	3,706,02	16,528,48	3,817,20	17,024,33	3,931,72	17,535,06	4,049,67
<b>10</b>	16,528,48	3,817,20	17,024,33	3,931,72	17,535,06	4,049,67	18,061,11	4,171,16
<b>11</b>	17,354,90	4,008,06	17,875,55	4,128,30	18,411,81	4,252,15	18,964,17	4,379,72
<b>12</b>	18,222,65	4,208,46	18,769,32	4,334,72	19,332,40	4,464,76	19,912,38	4,598,70
<b>13</b>	19,133,78	4,418,89	19,707,79	4,551,45	20,299,02	4,688,00	20,908,00	4,828,64
<b>14</b>	20,090,47	4,639,83	20,693,18	4,779,03	21,313,98	4,922,40	21,953,39	5,070,07

Transport and housing allowances have been reviewed to \$2 534,00 and \$1 267,00 per month, respectively.

M. MULEYA,  
*for and on behalf of the Catering Employers' Association of Zimbabwe.*

F. NYAMUNDA,  
*for and on behalf of the Zimbabwe Catering and Hotel Workers' Union.*

N. BORE,  
Acting General Secretary of National Employment  
Council for the Catering Industry.



NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

Class 1—Annexure B  
1st April 2021–30th September 2021

GRADE	Scale "A" THREE YEARS SERVICE		Scale "B" SIX YEARS SERVICE		Scale "C" NINE YEARS SERVICE		Scale "D" TWELVE YEARS SERVICE		Scale "E" FIFTEEN YEARS SERVICES	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	11,563,81	2,670,63	11,910,72	2,750,74	12,268,05	2,833,27	12,636,09	2,918,26	13,015,17	3,005,81
2	11,910,72	2,750,74	12,268,05	2,833,27	12,636,09	2,918,26	13,015,17	3,005,81	13,405,63	3,095,99
3	12,268,05	2,833,27	12,636,09	2,918,26	13,015,17	3,005,81	13,405,63	3,095,99	13,807,79	3,188,87
4	12,636,09	2,918,26	13,015,17	3,005,81	13,405,63	3,095,99	13,807,79	3,188,87	14,222,03	3,284,53
4A	13,015,17	3,005,81	13,405,63	3,095,99	13,807,79	3,188,87	14,222,03	3,284,53	14,648,69	3,383,07
5	13,405,63	3,095,99	13,807,79	3,188,87	14,222,03	3,284,53	14,648,69	3,383,07	15,088,15	3,484,56
6	13,807,79	3,188,87	14,222,03	3,284,53	14,648,69	3,383,07	15,088,15	3,484,56	15,540,79	3,589,10
7	14,222,03	3,284,53	14,648,69	3,383,07	15,088,15	3,484,56	15,540,79	3,589,10	16,007,02	3,696,77
8	14,648,69	3,383,07	15,088,15	3,484,56	15,540,79	3,589,10	16,007,02	3,696,77	16,487,23	3,807,67
9	15,088,15	3,484,56	15,540,79	3,589,10	16,007,02	3,696,77	16,487,23	3,807,67	16,981,84	3,921,90
10	15,540,79	3,589,10	16,007,02	3,696,77	16,487,23	3,807,67	16,981,84	3,921,90	17,491,30	4,039,56
11	16,317,83	3,768,55	16,807,37	3,881,61	17,311,59	3,998,06	17,830,94	4,118,00	18,365,87	4,241,54
12	17,133,73	3,956,98	17,647,74	4,075,69	18,177,17	4,197,96	18,722,48	4,323,90	19,284,16	4,453,62
13	17,990,41	4,154,83	18,530,12	4,279,47	19,086,03	4,407,86	19,658,61	4,540,09	20,248,37	4,676,30
14	18,889,93	4,362,57	19,456,63	4,493,45	20,040,33	4,628,25	20,641,54	4,767,10	21,260,78	4,910,11

After 15 years of continuous service, refer to Annexure C.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

Class 1—Annexure C

1st April 2021–30th September 2021

GRADE	Scale "F" EIGHTEEN YEARS SERVICE		Scale "G" TWENTY ONE YEARS SERVICE		Scale "H" TWENTY FOUR YEARS SERVICE		Scale "I" TWENTY SEVEN YEARS SERVICE	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	13,405.63	3,095.99	13,807.79	3,188.87	14,222.03	3,284.53	14,648.69	3,383.07
2	13,807.79	3,188.87	14,222.03	3,284.53	14,648.69	3,383.07	15,088.15	3,484.56
3	14,222.03	3,284.53	14,648.69	3,383.07	15,088.15	3,484.56	15,540.79	3,589.10
4	14,648.69	3,383.07	15,088.15	3,484.56	15,540.79	3,589.10	16,007.02	3,696.77
4A	15,088.15	3,484.56	15,540.79	3,589.10	16,007.02	3,696.77	16,487.23	3,807.67
5	15,540.79	3,589.10	16,007.02	3,696.77	16,487.23	3,807.67	16,981.84	3,921.90
6	16,007.02	3,696.77	16,487.23	3,807.67	16,981.84	3,921.90	17,491.30	4,039.56
7	16,487.23	3,807.67	16,981.84	3,921.90	17,491.30	4,039.56	18,016.04	4,160.75
8	16,981.84	3,921.90	17,491.30	4,039.56	18,016.04	4,160.75	18,556.52	4,285.57
9	17,491.30	4,039.56	18,016.04	4,160.75	18,556.52	4,285.57	19,113.22	4,414.14
10	18,016.04	4,160.75	18,556.52	4,285.57	19,113.22	4,414.14	19,686.61	4,546.56
11	18,916.84	4,368.79	19,484.35	4,499.85	20,068.88	4,634.84	20,670.94	4,773.89
12	19,862.68	4,587.22	20,458.56	4,724.84	21,072.32	4,866.59	21,704.49	5,012.58
13	20,855.82	4,816.59	21,481.49	4,961.08	22,125.94	5,109.92	22,789.71	5,263.21
14	21,898.61	5,057.42	22,555.57	5,209.14	23,232.23	5,365.41	23,929.20	5,526.37

Transport and housing allowances have been reviewed to \$2 534,00 and \$1 267,00 per month, respectively.

M. MULEYA,  
*for and on behalf of the Catering Employers' Association of Zimbabwe.*

F. NYAMUNDA,  
*for and on behalf of the Zimbabwe Catering and Hotel Workers' Union.*

N. BORE,  
Acting General Secretary of National Employment  
Council for the Catering Industry.

S.I. 25 of 2022

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

Class 1A—Annexure B

1st April 2021–30th September 2021

GRADE	Scale “A” THREE YEARS SERVICE		Scale “B” SIX YEARS SERVICE		Scale “C” NINE YEARS SERVICE		Scale “D” TWELVE YEARS SERVICE		Scale “E” FIFTEEN YEARS SERVICES	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	12,604,55	2,910,98	12,982,69	2,998,31	13,372,17	3,088,26	13,773,34	3,180,91	14,186,54	3,276,34
2	12,982,69	2,998,31	13,372,17	3,088,26	13,773,34	3,180,91	14,186,54	3,276,34	14,612,13	3,374,63
3	13,372,17	3,088,26	13,773,34	3,180,91	14,186,54	3,276,34	14,612,13	3,374,63	15,050,50	3,475,86
4	13,773,34	3,180,91	14,186,54	3,276,34	14,612,13	3,374,63	15,050,50	3,475,86	15,502,01	3,580,14
4A	14,186,54	3,276,34	14,612,13	3,374,63	15,050,50	3,475,86	15,502,01	3,580,14	15,967,07	3,687,55
5	14,612,13	3,374,63	15,050,50	3,475,86	15,502,01	3,580,14	15,967,07	3,687,55	16,446,08	3,798,17
6	15,050,50	3,475,86	15,502,01	3,580,14	15,967,07	3,687,55	16,446,08	3,798,17	16,939,47	3,912,12
7	15,502,01	3,580,14	15,967,07	3,687,55	16,446,08	3,798,17	16,939,47	3,912,12	17,447,65	4,029,48
8	15,967,07	3,687,55	16,446,08	3,798,17	16,939,47	3,912,12	17,447,65	4,029,48	17,971,08	4,150,36
9	16,446,08	3,798,17	16,939,47	3,912,12	17,447,65	4,029,48	17,971,08	4,150,36	18,510,21	4,274,88
10	16,939,47	3,912,12	17,447,65	4,029,48	17,971,08	4,150,36	18,510,21	4,274,88	19,065,52	4,403,12
11	17,786,44	4,107,72	18,320,03	4,230,95	18,869,63	4,357,88	19,435,72	4,488,62	20,018,79	4,623,28
12	18,675,76	4,313,11	19,236,03	4,442,50	19,813,11	4,575,78	20,407,51	4,713,05	21,019,73	4,854,44
13	19,609,55	4,528,76	20,197,83	4,664,63	20,803,77	4,804,57	21,427,88	4,948,70	22,070,72	5,097,16
14	20,590,03	4,755,20	21,207,73	4,897,86	21,843,96	5,044,79	22,499,28	5,196,14	23,174,26	5,352,02



NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

Class 1A—Annexure C

1st April 2021–30th September 2021

GRADE	Scale "F" EIGHTEEN YEARS SERVICE		Scale "G" TWENTY ONE YEARS SERVICE		Scale "H" TWENTY FOUR YEARS SERVICE		Scale "I" TWENTY SEVEN YEARS SERVICE	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	14,612.13	3,374.63	15,050.50	3,475.86	15,502.01	3,580.14	15,967.07	3,687.55
2	15,050.50	3,475.86	15,502.01	3,580.14	15,967.07	3,687.55	16,446.08	3,798.17
3	15,502.01	3,580.14	15,967.07	3,687.55	16,446.08	3,798.17	16,939.47	3,912.12
4	15,967.07	3,687.55	16,446.08	3,798.17	16,939.47	3,912.12	17,447.65	4,029.48
4A	16,446.08	3,798.17	16,939.47	3,912.12	17,447.65	4,029.48	17,971.08	4,150.36
5	16,939.47	3,912.12	17,447.65	4,029.48	17,971.08	4,150.36	18,510.21	4,274.88
6	17,447.65	4,029.48	17,971.08	4,150.36	18,510.21	4,274.88	19,065.52	4,403.12
7	17,971.08	4,150.36	18,510.21	4,274.88	19,065.52	4,403.12	19,637.48	4,535.22
8	18,510.21	4,274.88	19,065.52	4,403.12	19,637.48	4,535.22	20,226.61	4,671.27
9	19,065.52	4,403.12	19,637.48	4,535.22	20,226.61	4,671.27	20,833.41	4,811.41
10	19,637.48	4,535.22	20,226.61	4,671.27	20,833.41	4,811.41	21,458.41	4,955.75
11	20,619.36	4,761.98	21,237.94	4,904.84	21,875.08	5,051.98	22,531.33	5,203.54
12	21,650.32	5,000.07	22,299.83	5,150.08	22,968.83	5,304.58	23,657.89	5,463.72
13	22,732.84	5,250.08	23,414.83	5,407.58	24,117.27	5,569.81	24,840.79	5,736.90
14	23,869.48	5,512.58	24,585.57	5,677.96	25,323.13	5,848.30	26,082.83	6,023.75

Transport and housing allowances have been reviewed to \$2 534,00 and \$1 267,00 per month, respectively.

M. MULEYA,  
*for and on behalf of the Catering Employers' Association of Zimbabwe.*

F. NYAMUNDA,  
*for and on behalf of the Zimbabwe Catering and Hotel Workers' Union.*

N. BORE,  
Acting General Secretary of National Employment  
Council for the Catering Industry.

## Collective Bargaining Agreement: Catering Industry (General Conditions)

### ANNEXURE D

#### CLASSIFICATION OF ESTABLISHMENTS

The table below indicates the class an establishment falls under according to the type and location of the establishment.

	(a) Urban	(b) Other	(c) Communal
Hotels: 4 and 5 Star.....	1A	1A	1A
3 Star .....	1	1	1
2 Star .....	1	1	2
1 Star .....	1	2	2
Ungraded/Licenced.....	1	2	2
Ungraded/Unlicensed.....	2	2	2
Licensed Restaurant and Bars..	1	1	2
Unlicensed Restaurants.....	2	2	2
CLUBS: Residential.....	1	1	2
Non-residential .....	2	2	2
Casino .....	1	1	2

\*All hotels, whose grading in terms of the Development of Tourism Act is three stars shall, for the purposes of clause 10, be deemed to fall within Class 1 irrespective of their location—

- (a) “urban” means all centres designated with city, municipal, or town status in terms of the Urban Councils’ Act (Chapter 29:15) and shall include all establishments in the area within a radius of sixteen kilometres from the post office at Bindura, Bulawayo, Chegutu, Chinhoyi, Chitungwiza, Gwanda, Gweru, Harare, Marondera, Masvingo, Mutare, Redcliff, Rusape, Shurugwi, Victoria Falls, Zvishavane;
- (b) other covers all establishments not falling under (a) or (c) and shall include—
  - (i) designated growth points; and
  - (ii) agricultural and commercial areas;
- (c) communal lands and rural areas;
- (d) provided that where a casino is located and housed by another establishment in the industry, the casino shall assume the classification of the establishment housing it.

## ANNEXURE E

## MINIMUM SCHEDULE OF UNIFORMS AND PROTECTIVE CLOTHING

In terms of clause 29; uniforms and protective clothing, the following schedule represents the minimum initial issue, which shall be provided and replaced, free of charge, by the employer, as and when necessary, due to fair wear and tear, on production of the used article.

<i>Department</i>	<i>Uniform and protective clothing</i>
Kitchen:	Caps or suitable head wear, jackets and/or shirts; trousers and/or shorts; footwear.
Bedrooms:	Jackets and/or shirts; trousers and/or shorts/ skirts/overalls and/or dustcoats; caps*, footwear.
Grounds:	Overalls; rain caps/coats; footwear.
Front office:	Jackets and/or shirts; trousers or skirts (alternatively shorts); Footwear, *Ties

*Notes:*

1. \*Where required as part of uniform and a particular type, colour or pattern is to be worn, the employer shall provide and maintain the article, free of charge.
2. It is a condition of employment that uniforms and protective clothing shall remain on the premises of the employer.





Collective Bargaining Agreement: Harare Municipal Undertaking  
General Conditions of Service (Salaries and Hygienic 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 (SALARIES AND HYGIENIC 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*

Parties hereby agreed to increase salaries and hygiene allowances as follows:

1. The lowest paid basic salary for Grade 16 shall be ZWL22 033,44, translating to 11% increment effective 1st November, 2021.
2. The parties agreed also to increase transport and education allowances as per the attached salary scale.
3. The total gross pay for the lowest grade shall be ZWL40 576,32 effective 1st November, 2021.
4. The employer shall pay November salary and bonus based on October, 2021 salary by 28th November, 2021.

Collective Bargaining Agreement: Harare Municipal Undertaking  
General Conditions of Service (Salaries and Hygienic Allowance)

---

5. The employer shall pay the November increase and December salary by the 28th December, 2021, including the bonus arrears based on the new 1st November, 2021 salaries.
6. The above shall be fulfilled based on the following conditions—
  - (a) employer will deal with the corruption issue drastically;
  - (b) the employer will set performance targets which will be met every month and will be measured through monthly trackers;
  - (c) employer will institute a performance management culture and the Accounting Officers will be accountable for results in their areas.

*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.

Signed at Harare on this 31st day of October, in the year of our Lord 2021.

CLLR. J. KUNASHE,  
Employer Party Representatives  
*for and on behalf of Harare Municipality.*

J. DUVE,  
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.



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),



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

---

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.





Securities and Exchange (Zimbabwe Stock Exchange Listings Requirements) (Amendment) Rules, 2022 (No. 1)

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It is hereby notified that the Securities and Exchange Commission of Zimbabwe has, in terms of section 65(3) of the Securities and Exchange Act [Chapter 24:25], approved the following rules:—

1. These rules may be cited as the Securities and Exchange (Zimbabwe Stock Exchange Listings Requirements) (Amendment) Rules, 2022 (No. 1).

2. The Securities and Exchange (Zimbabwe Stock Exchange Listings Requirements) Rules, 2019, published in Statutory Instrument 134 of 2019, are amended—

- (a) by the deletion of Part XVIII and the substitution of—

“PART XVIII

*Listing and other Fees*

379. The ZSE charges certain fees relating to the following—

- (a) listing fees;
- (b) annual listing fees;
- (c) documentation fees;
- (d) ruling fees;
- (e) sponsor fees; and
- (f) fees applicable to authorised advisors;

details of these fees, the bases for calculating them and when they are payable are as per the Twenty-Third Schedule.”;

- (b) by the deletion of the Twenty-Third Schedule and the substitution of—

“TWENTY THIRD SCHEDULE (*Section 379*)

1. Equity and REIT Listing Fees (Excluding VAT)

1.1 Initial Listing Fees (ZWL)

Securities and Exchange (Zimbabwe Stock Exchange Listings  
Requirements) (Amendment) Rules, 2022 (No. 1)

---

- 0.05% of the value of securities subject to a minimum fee of \$2 500 000,00 and maximum fee of \$25 000 000,00.

### 1.2 Annual Listing Fees

The annual listing fees, depending on the market capitalization, shall be as follows:

Tier	Market Capitalization		
	Lower	Upper	Fee
	ZWL	ZWL	ZWL
1	-	500 000 000	2 362 500
2	500 000 001	2 500 000 000	3 780 000
3	2 500 000 001	5 000 000 000	5 901 000
4	5 000 000 001	10 000 000 000	7 113 750
5	10 000 000 001	15 000 000 000	8 925 000
6	15 000 000 001	20 000 000 000	12 600 000
7	20 000 000 001	25 000 000 000	14 175 000
8	25 000 000 001	35 000 000 000	16 800 000
9	35 000 000 001	50 000 000 000	18 637 500
10	50 000 000 001	75 000 000 000	19 950 000
11	75 000 000 001	100 000 000 000	21 000 000
12	100 000 000 001	-	22 050 000

### 1.3 Additional Listing Fees

- 0.05% of the value of securities subject to a maximum fee of \$20,000,000, prorated from the date of listing to the next billing date.

#### Notes:

The monetary value of securities for which application for listing is made will be determined as follows:

- (i) the number of securities for which application for listing is made multiplied by the price per security; and

- (ii) in respect of capitalisation issue, where no market related price is attributable to the securities to be listed, they will be deemed to have a value calculated by multiplying the number of securities listed by the closing price on the declaration date; and
- (iii) in respect of introductions, where no price is attributable to the securities, they will be deemed to have a value calculated by multiplying the number of securities listed by the closing price on the first day of trading; and
- (iv) in respect of each class of security listed, an annual listing fee shall be payable (except during the calendar year in which the first listing of securities is granted) based on the market capitalization value as at 30th November of the preceding year; and
- (v) The initial, annual and additional listing fees will be reviewed on a quarterly basis on 31st March, 30th June and 30th September.

## 2. Debt Listing Fees (Excluding VAT)

### 2.1 Initial Listing Fees

Initial listing fees for debt securities be charged as follows:

Nominal Value of Debt Instrument (ZWL)		Fee per new Listed Instrument/ Programme (ZWL)
Min	Max	
-	200 000 000,00	240 000,00
200 000 001,00	500 000 000,00	480 000,00
500 000 001,00	1 000 000 000,00	720 000,00
1 000 000 001,00	2 000 000 000,00	960 000,00
2 000 000 001,00	3 000 000 000,00	1 200 000,00
3 000 000 001,00	4 000 000 000,00	1 500 000,00



**Securities and Exchange (Zimbabwe Stock Exchange Listings Requirements) (Amendment) Rules, 2022 (No. 1)**

Nominal Value of Debt Instrument (ZWL)		Fee per new Listed Instrument/ Programme (ZWL)
Min	Max	
4 000 000 001,00	5 000 000 000,00	1 800 000,00
5 000 000 001,00	7 000 000 000,00	2 400 000,00
7 000 000 001,00	10 000 000 000,00	3 000 000,00
10 000 000 001,00	-	3 600 000,00

Where listing is done through a number of tranches, the first 5 tranches issued under a programme in a year will be billed at \$100,000 per tranche. The next ten tranches will be billed at \$50,000 per tranche, and all tranches in excess of twenty under a programme in a year will be billed \$25,000 per tranche.

## 2.2 Annual Listing Fees

- Annual listing fees for debt securities shall be charged at 0.0125% of the outstanding amount subject to the following:
  - Minimum - \$200 000,00
  - Maximum - \$3 600 000,00

### Notes:

- (i) If the legal entity issuing a bond is already listed on the ZSE then the issuer will pay 50% of the Applicable Annual Debt Listing Fees.
- (ii) The initial and annual debt listing fees will be reviewed on a quarterly basis on 31st March, 30th June and 30th September.

## 3. Exchange Traded Products Listing Fees (Excluding VAT)

### 3.1 Initial Listing Fees

Item	Fee (ZWL)
ETF	ETFs will only be charged the documentation fee on listing*
ETN	ETN will only be charged documentation fee on listing*

\* see document review section

## 3.2 Annual Listing Fees

Item	Fee (ZWL)
ETF	0.025% of the market capitalization subject to a maximum of ZWL 7,500,000
ETN	0.0125% of the value subject to a maximum of ZWL 3,600,000.

**Notes:**

- (i) In respect of each class of security listed, the annual listing fee shall be payable (except during the calendar year in which the first listing of securities is granted) based on the market capitalization value as at 30th November of each year.
- (ii) The initial and annual Exchange Traded Product listing fees will be reviewed on a quarterly basis on 31st March, 30th June and 30th September.

## 4. Document Review Fees (Excluding VAT)

Category	ZWL
Articles of association	
per new listed company	60,000
per subsidiary of a listed company	40,000
re-examination fee, per company	40,000
*minor amendments	20,000
Debenture trust deed	
per new trust deed	60,000
re-examination fee of existing deed requiring securities holders approval	40,000
minor amendments of existing deed not requiring securities holders approval	20,000
Share incentive/option scheme	
new scheme	100,000

**Securities and Exchange (Zimbabwe Stock Exchange Listings Requirements) (Amendment) Rules, 2022 (No. 1)**

Category	ZWL
amendment fee of existing scheme (requiring shareholder approval)	80,000
minor amendments of existing scheme not requiring shareholder approval	50,000
New listing Includes pre-listing statement, excludes articles of association, debenture trust deeds and shares incentive/option schemes	1,000,000
Rights offers, renounceable offers and claw-back offers Includes circular on pre-listing statement, letter of allocation and underwriting agreement(s);  if offer is in conjunction with a listing of a new company by way of renounceable offer, the fees payable as per above will be in addition of this fee	600,000
Company reconstruction- Schemes of Arrangements with Creditors and Members Includes circular and pre-listing statement; Excludes re-examination of articles of Association, debenture trust deeds, Share incentive/option scheme	600,000
Acquisition/Disposal/Mandatory offer	
Circular	600,000
Capital restructure	
Circular	600,000
Issue for cash	
Circular	600,000
Odd lot offer	



Category	ZWL
Circular	600,000
Consolidation/sub-division	
Circular	600,000
Capitalisation issues	
Circular(ordinary)	600,000
Circular(fractional entitlement)	600,000
Change of name	90,000
Related Party Transaction	750,000
Scrip dividend	60,000
Share Capital- cancellation or withdrawal of securities	60,000
Share Capital – Increase	60,000
Share Capital – Par Value Amendment	60,000
Termination of listing	750,000
Unbundling	750,000
Debt Securities	
Placing document, Offering circular Programme memorandum	600,000
Pricing supplement	100,000
Amendment to Programme	500,000
Amendment to Pricing Supplement	80,000
ETF/ETN prospectus/prelisting statement/placing document	800,000
Review of amendments to ETF/ETN circulars (per each review)	100,000
Index ground rules review	50,000

Securities and Exchange (Zimbabwe Stock Exchange Listings  
Requirements) (Amendment) Rules, 2022 (No. 1)

Category	ZWL
Trust deed review	
per new trust deed	60,000
re-examination fee of existing deed requiring securities holders approval	40,000
minor amendments of existing deed not requiring securities holders approval	20,000
New Listing – SPAC	800,000
Exercise of options	20,000
Fairness opinion	100,000
Reviews requiring responses, rulings and decisions within less than 24 hrs from the date of submission	100,000

Document review fees will be reviewed quarterly on 31st March, 30th June and 30th September.”;

- (c) by the deletion of the Twenty-Sixth Schedule and the substitution of—

“TWENTY SIXTH SCHEDULE (*Sections 3, 28, 33, 34, 35, 37, 40, 68 and 146*)

26. 1 (a) Late Submission of audited annual accounts:

ZSE shall make a public announcement of issuers that have not submitted or published audited accounts within 30 days from the due date. The full costs of the public announcement shall be borne by the issuers who would not have submitted or published accounts within the period prescribed in Part IV of these Rules.

- A penalty of ZWL 2,000,000 shall be payable by every issuer that fails to publish audited accounts within ninety days subsequent to the year end. The penalty shall be payable within 30 days from the due date and thereafter the penalty shall accrue at the rate of ZWL 10,000 per day for a maximum of 30 days following which further action will be taken as provided in Part IV.
- (b) Late Submission of Interim Accounts:
  - ZSE shall make a public announcement of issuers that have not submitted or published audited accounts within 30 days from the due date. The costs of the public announcement shall be borne by the issuers who would not have submitted or published accounts within the period prescribed in Part IV of these Rules.
  - A penalty of ZWL 1,000,000 shall be payable by every issuer that fails to comply. The penalty shall be payable within 30 days from the due date and thereafter the penalty shall accrue at the rate of ZWL 50,000 per day for a maximum of 30 days following which further action will be taken as provided in Part IV.
- (c) Late notification of material information or disclosures:
  - Where an issuer has failed to make immediate public disclosure of information that may reasonably be expected to have material effect on market activity in and prices of its securities, within 24 hours of the event,



ZSE shall issue a letter of censure to the defaulting issuer requiring the issuer to make such an announcement.

- Where more than 7 days lapse between the occurrence of the event and the date of the announcement, the defaulting issuer shall be liable to a fine of ZWL 600,000 and thereafter the fine shall accrue at the rate of ZWL 10,000 per day until the public announcement is made.
- Where the issuer fails to make a public announcement within 10 days of the event, the ZSE shall suspend trading of securities of the issuer for a period considered appropriate and restoration to trading of such securities shall be subject to a fine of ZWL 20,000,000.

(d) Publication of information without ZSE approval:

The information that requires ZSE approval before publication is detailed in the Nineteenth Schedule as well as stated in the ZSE Listings Rules. When in doubt, the issuer shall consult the ZSE. Where an issuer publishes information without ZSE's prior approval, the following actions apply:

- A. ZSE shall issue a censure letter to the defaulting issuer.
- B. ZSE shall publish an announcement about the event within five days. The costs shall be borne by the defaulting issuer.
- C. ZSE shall require the defaulting issuer to make an announcement

- retracting the information that has been published without ZSE approval within five calendar days.
- D. The defaulting issuer shall be liable to a fine of ZWL 600,000 and thereafter the penalty shall accrue at the rate of ZWL 20,000 per day until the announcement is made by the issuer.
- (e) Late submission of Annual Report to the ZSE:
- A. ZSE shall issue a censure letter to the defaulting issuer.
- B. ZSE shall publish an announcement about the event within 10 days prior to the AGM. The costs shall be borne by the defaulting issuer.
- C. The defaulting issuer shall be liable to a fine of ZWL 600,000.
- (f) Non-notification on change of directors and executive management:
- A. ZSE shall issue a censure letter to the defaulting issuer.
- B. The defaulting issuer shall be liable to a fine of ZWL 40,000.
- (g) Late submission of Certificate of Compliance:
- A. ZSE shall issue a censure letter to the defaulting issuer.
- B. The defaulting issuer shall be liable to a fine of ZWL 40,000.
- (h) Trading during closed periods:
- A. ZSE shall publish an announcement and notify the Securities and

- Exchange Commission of Zimbabwe about the event within five days after completing its investigations.
- B. The director or employee who trades during the closed period shall be liable to paying a fine equivalent to 10 *per centum* of the gross value of the deal (subject to a minimum of ZWL 600,000) to the ZSE.
- (i) Non-declaration on directors' trading:
- A. ZSE shall publish an announcement and notify the Securities and Exchange Commission of Zimbabwe about the event within five days after completing its investigations.
- B. The director or employee who fails to declare trades shall be liable to paying a fine equivalent to 10 *per centum* of the gross value of the deal (subject to a minimum of ZWL 600,000) to the ZSE.
- (j) Publication of misleading information:
- ZSE shall publish an announcement about the event within 5 days after completing its investigations. The costs shall be borne by the defaulting issuer.
  - ZSE shall require the defaulting issuer to make an announcement retracting the information that has been published without ZSE approval within five calendar days after ZSE has completed its investigations.



- ZSE may apply for the suspension of the issuer's shares from trading.
  - The issuer shall be fined ZWL 25,000,000 if found guilty.
  - Direct loss made by any member of the public due to the misinformation shall be recoverable from the company.
- (k) Late announcement of declaration of dividends or interests payments:
- Where an issuer makes a late declaration or declarations have been notified without complying with these rules as required by section 34, it shall be liable to a fine not exceeding level 11.
- (l) Late payment of dividend or interest in terms of section 34 (11)–10 *per centum* of the total dividend declared.

*Offences by sponsoring brokers*

26.2. —

- (a) A sponsor who fails for more than two times on any given transaction to submit a set of correct and complete documents in terms section 20(3) will bear the cost of lodging documents for the third and any subsequent time.
- (b) Where there has been a conflict of interest in breach of the Sixteenth Schedule, a sponsor shall be deregistered.
- (c) Where there has been a breach of confidentiality in terms of the Sixteenth Schedule, a sponsor shall be deregistered.”

- 26.3 The fines and penalty charges will be reviewed on a quarterly basis on 31st March, 30th June and 30th September.”.

Vehicle Registration and Licensing (Amendment) Regulations,  
2022 (No. 23)

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IT is hereby notified that the Minister of Transport and Infrastructural Development has, in terms of Section 52 of the Vehicle Registration and Licensing Act [*Chapter 13:14*], made the following regulations: —

1. These regulations may be cited as the Vehicle Registration and Licensing (Amendment) Regulations, 2022 (No. 23).

2. Part II of the Third Schedule to the Vehicle Registration and Licensing Regulations, 1999, published in Statutory Instrument 427 of 1999, is repealed and the following is substituted—

“ PART II

VEHICLE CLASSIFICATIONS AND TARIFFS

NET MASS	4 Months (ZWL\$)	6 Months (ZWL\$)	8 Months (ZWL\$)	12 Months (ZWL\$)
Up to 1 500kg	3 240	4 860	6 480	9 720
1 501kg to 2 250kg	4 590	6 885	9 180	13 770
2 251kg to 3 000kg	5 400	8 100	10 800	16 200
3 001kg to 3 750kg	10 800	16 200	21 600	32 400
3 751kg to 4 250kg	13 500	20 250	27 000	40 500
4 251kg to 5 000kg	16 200	24 300	32 400	48 600
5 001kg to 5 750kg	18 000	27 000	36 000	54 000
5 751kg to 6 250kg	18 900	28 350	37 800	56 700
6 250kg to 7 000kg	21 600	32 400	43 200	64 800
7 001kg to 7 750kg	23 220	34 830	46 440	69 660
7 751kg to 9 250kg	24 840	37 260	49 680	74 520



Vehicle Registration and Licensing (Amendment) Regulations,  
2022 (No. 23)

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NET MASS	4 Months (ZWL\$)	6 Months (ZWL\$)	8 Months (ZWL\$)	12 Months (ZWL\$)
9251kg to 10 000kg	26 640	39 960	53 280	79 920
10001kg to 10750kg	35 550	53 325	71 100	106 650
10 751kg and above	54 000	81 000	108 000	162 000"

3. Statutory Instrument 278 of 2020, Vehicle Registration and Licensing (Amendment) Regulations, 2020 (No. 22), are repealed.