



ZIMBABWEAN

GOVERNMENT GAZETTE

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IT is hereby notified for general information that Statutory Instruments 17 and 18 of 2021 published as supplements to the Government Gazette of 22nd January, 2021, has the same information as a repetition of Statutory Instrument 16 of 2021. As such Statutory Instruments 17 and 18 of 2021 are therefore nullified. —Editor

General Notice 78 of 2021.

NATIONAL PHARMACEUTICAL COMPANY (NatPharm)

Shortlisting of Local Manufacturers

Reference: Domestic NAT RBM 01/2021 for the supply and delivery of personal protective equipment and COVID-19 case management materials to NatPharm Harare Regional Stores (local manufacturers only).

NOTICE is hereby issued in line with Circular 1 of 2021 issued by the Procurement Regulatory Authority of Zimbabwe (PRAZ). NatPharm herein referred to as the "Procuring Entity" operating under instructions from the Ministry of Health and Child Care" in line with the Public Procurement and Disposal of Public Assets Act [Chapter 22:23], would like to notify the public of the shortlisted local manufacturers of Personal Protective Equipment and Covid-19 Case Management Materials under the above referenced tender as shown below:

Item No:	Name of Local Manufacturer	Item Description	Pack Size	Quantity	Unit Price (USD)	Total Price (USD)	Delivery Lead Time
5	Kingsport Investments	Disposable Gown	P/50	200,000	9.00	1,800,000.00	14 Days
6	Kingsport Investments	Disposable Gown	P/50	100,000	18.75	1,875,000.00	14 Days
8	Kingsport (Option1)	*HE Apron, Protect, Plastic, Reusable	Each	112,000	19.50	2,184,000.00	14 Days
	Kingsport (Option 2)				19.50	2,184,000.00	14 Days
30	Kingsport Investments	PVC Gloves Elbow Length	Each	8,000	5.80	46,400.00	14 Days
32	Kingsport Investments	Work Suits (Reflective)	Each	10,000	25.50	255,000.00	14 days
33	Kingsport Investments	Work Suits (Non-reflective)	Each	10,000	26.50	265,000.00	14 days
34	Kingsport Investments	Safety Shoes	Pair	2,000	46.50	93,000.00	14 Days
35	All Clean (Private) Limited	Hand wash	500 mls	2,000	1.17	2,340.00	1 Day
	William Scott & Co				2.50	5,000.00	4 Days
36	ZLG (Private) Limited	Hand Sanitizers	500 mls	20,000	3.15	63,000.00	7 Days
	All Clean (Private) Limited				4.39	87,800.00	1 Day

Item No:	Name of Local Manufacturer	Item Description	Pack Size	Quantity	Unit Price (USD)	Total Price (USD)	Delivery Lead Time
37	All Clean (Private) Limited	Sodium Hypochlorite	Bot/1 L	4,000	1.17	4,680.00	1 Day
	William Scott & Co				2.00	8,000.00	4 Days
38	All Clean (Private) Limited	Sodium Hypochlorite	Bot/5 L	1,000	7.47	7,470.00	1 Day
	William Scott & Co				7.50	7,500.00	4 Days
45	All Clean (Option 1)	Detergent/ Disinfectant, For Surfaces, 1 L, Dosing Bottle	1 Litre	100,000	2.58	258,000.00	4 Days
	All Clean (Option 1)				2.58	258,000.00	4 Days

Local Manufacturing Firms who wish to be included in the list should contact NatPharm Procurement Management Unit (PMU) on or before 12th February 2021. The list may be inspected by interested parties at our Head Office.

Contact details are as follows: Address: 14, Lobengula Street, Southerton Harare. Email: procurement@natpharm.co.zw Tel: +263-242-621991/5

General Notice 79 of 2021.

NYANGA RURAL DISTRICT COUNCIL

Invitation to Competitive Bidding

NYANGA Rural District Council is inviting bids from reputable bidders registered with Procurement Regulatory Authority of Zimbabwe (PRAZ) to participate in the following tender:

Tender number

NRDC 01/2021. 2 x construction of F14 staff houses at Mapako Rural Health Centre. Compulsory site meeting: 10th February, 2021, at 1000 hours. Closing date: 19th February, 2021.

Interested eligible bidders may obtain further information from the Chief Executive Officer via email: nyangardc@gmail.com

A complete set of bidding documents may be obtained in soft copies via email free of charge or in hard copies upon payment of a non refundable fee of ZWL\$200,00, into the following account number: ZB Bank, Juliasdale Branch, Account Number 4544 - 049632 - 200.

Submission of tender

Tenders must be enclosed in sealed envelopes and deposited in the tender box addressed to Procurement Management Unit, 111, Rochdale, Nyanga, on or before 1100 hours on the closing date.

Opening

Bidders may attend the tender opening process to be held on the stated closing date and time.

General Notice 80 of 2021.

MUNICIPALITY OF MARONDERA

Domestic Competitive Tender

TENDERS must be enclosed in sealed envelopes and endorsed on the outside with the tender number, description, the closing date and must be hand delivered on or before 1200 hours on the closing date to PMU Municipal Offices, 57A, The Green, at the reception.

Tender number

MM/VA/02/2021. Domestic tender. Supply and fix of vehicle accessories. Closing date and time: 5th February, 2021, at 1200 hours.

MM/STL/03/2021. Domestic tender. Supply and fix of solar traffic lights. Closing date and time: 26th February, 2021, at 1200 hours.

Tender documents can be obtained from the PMU office upon payment of non-refundable fee of ZWL\$500,00.

Telephone 0775 040 722/071 213 5618

Email: pmumaronderamunicipality@gmail.com

General Notice 81 of 2021.

MINISTRY OF INFORMATION COMMUNICATION TECHNOLOGY, POSTAL AND COURIER SERVICES

Contracts awarded in the year 2020

Tender number

MICTPCS/03/19. Cleaning services. Winning bidder: Breastplate Service (Private) Limited, trading as Nemchem. Amount: \$216,000,00.

MICTPCS/04/19. Security services. Winning bidder: Cobra Security. Amount: \$264,297,60.

MICTPCS/05/19. Vehicle service.

Lot 1: Winning bidder: Fasfit Matlock. Amount: Framework Agreement.

MICTPCS/05/19. Vehicle service.

Lot 2: Winning bidder: Beryl Rig. Amount: Framework Agreement.

MICTPCS/05/19. Vehicle service.

Lot 3: Winning bidder: Livingset Investments. Amount: Framework Agreement.

MICTPCS/05/19. Vehicle service.

Lot 4: Winning bidder: Beryl Rig. Amount: Framework Agreement.

MICTPCS/05/19. Vehicle service.

Lot 5: Winning bidder: Fasfit Matlock. Amount: Framework Agreement.

MICTPCS/02/20. Delivery and supply of laptops, desktops, printers and colour television.

Lot 1: Winning bidder: Ovacoda Business Solutions. Amount: \$6,585,260,00.

MICTPCS/02/20. Delivery and supply of laptops, desktops, printers and colour television.

Lot 2: Winning bidder: Ovacoda Business Solutions. Amount: \$12,712,500,00.

MICTPCS/02/20. Delivery and supply of laptops, desktops, printers and colour television.

Lot 3: Winning bidder: Document Support Centre. Amount: \$4,200,980,00.

MICTPCS/02/20. Delivery and supply of laptops, desktops, printers and colour television.

Lot 4: Winning bidder: Trickmut Computers. Amount: \$1,202,250,00.

MICTPCS/02/20. Delivery and supply of laptops, desktops, printers and colour television.

Lot 5: Winning bidder: Ovacoda Business Solutions. Amount: \$4,949,250,00.

MICTPCS/02/20. Delivery and supply of laptops, desktops, printers and colour television.

Lot 6: Winning bidder: Collymore Resources. Amount: \$3,366,989,29.

MICTPCS/03/20. Delivery and supply of short throw projectors, printers, servers, cell phones and whiteboards.

Lot 1: Winning bidder: Laser world Consumables. Amount: \$26,067,000,00.

MICTPCS/03/20. Delivery and supply of short throw projectors, printers, servers, cell phones and whiteboards.

Lot 3: Winning bidder: Narkboat, trading as Digital Solutions. Amount: \$405,000,00.

MICTPCS/03/20. Delivery and supply of short throw projectors, printers, servers, cell phones and whiteboards.

Lot 5: Winning bidder: Price Niche. Amount: \$2,625,945,92.

General Notice 82 of 2021.

FILABUSI COUNTRY CLUB

Invitation to Tender-Domestic Bidders

FILABUSI Country Club invites bids from reputable suppliers who are registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) to supply, deliver and the works: renovations surfacing, fencing of a country club.

Tender number

FCC/01/2020. Supply, delivery and the works: renovations surfacing, of a country club.

Tender documents will be available for collection at the DA's offices situated opposite Filabusi Hospital as from the 25th of January, 2021, between 0900 hours-1500 hours local time during working days (Mondays to Fridays) upon payment of a non-refundable tender fee of ZWL\$30 000,00.

Tender documents in a sealed khakhi envelope clearly indicating the tender number must be submitted to the DA's Office. The closing date will be on the 5th of February, 2021, at 1100 hours, thereafter, tenders shall be opened in the presence of the bidders and/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.

Tender documents must be addressed to:

The Head Procurement Management Unit,
PO. Box 3, Filabusi.
Tel: +263 842 801 232, +263 712 935 534, +263 774 381 008

General Notice 83 of 2021.

CITY OF KWEKWE

Notice of Bid Acceptance and Contract Award

NOTICE is hereby given in terms of section 68 of the Public Procurement and Disposal of Public Assets Act [Chapter 22:23] of the tender awards as follows:

Tender number

VEH/kk.02/2020. Supply and delivery of single cab truck. Amount: ZWL\$2 018 750,00. Date: 2nd September, 2020. Solution Motors (Private) Limited. 18252, cnr Nelson Mandela Avenue/Emmerson Dambudzo Mnangagwa Road, Harare.

KKC/DSL.02/2020. Supply, delivery and installation of solar street lights. Date: 19th October, 2020. Amount: ZWL\$953 350,00. Solar Zero Zone Trading Zimbabwe, Nicoo Diamond Building, 30, Samora Machel Avenue, Harare.

WTC/KKC.01/2020. Supply and delivery of aluminium sulphate and white hydrated lime. Amount: US\$684 488,00 for aluminium sulphate and US\$57 250,00, for white hydrated lime. Chemplex Corporation Limited, 93, Park Lane, P.O. Box 989, Harare.

WTC/KK.01/2020. Supply and delivery of chlorine gas cylinders. US\$155 720,00. AI Davis and company (Private) Limited, 9, Hanover Road, Workington, Harare.

WTC/KK.01/2020. US\$121 600,00, for activated carbon and US\$74 800,00, for high test hypochlorite. Tiera Marketing (Private) Limited, 17, Joshua Chinamano, Bulawayo.

KKC/DTW.01/2020. ZWL\$2 876 138,82, for multi stage pump and electric motor set and ZWL\$456 229,34, for valves. GEC Zimbabwe (Private) Limited, 44, Douglas Road, Workington, Harare.

City of Kwekwe
PO. Box 115

Kwekwe

DR LUCIA MKANDHLA,
kkcitytownclerk@gmail.com Acting Town Clerk.

General Notice 84 of 2021.

MKOKA TEACHERS COLLEGE

Competitive (Domestic) Tender Invitation

TENDERS are invited for:

Tender number

MKTC/01/2021. Servicing and repair of vehicles. Quantity: To be advised.

MKTC/02/2021. Servicing and repair of generators. Quantity: To be advised.

MKTC/03/2021. Servicing and repair of Xerox and HP machines. Quantity: To be advised.

Details on the tenders are obtainable upon purchase of Tender documents from Mkoba Teachers College, Village 8, Mkoba, Gweru, from the Registry Office upon payment of non-refundable fee of RTGS500,00. The tender fee must be deposited into:

Account Name: Mkoba Teachers College

Account Number: 01820443410020

Bank: CBZ

Branch: Gweru

The tender documents are sold between 1000 hours and 1600 hours from Monday to Friday. The tenders must be enclosed in sealed envelopes, addressed to the Accounting Officer and clearly marked on the outside with the tender number, tender description, closing date and closing time.

Requirements:

1. Current Tax Clearance Certificate
2. Company Profile with at least 3 traceable references from reputable organisations
3. CR14
4. CR6
5. Certificate of incorporation
6. Copy of the tender document purchase receipt/bank slip
7. Proof of current registration with the Procurement Regulatory Authority of Zimbabwe.
8. Tenders must reach Mkoba Teachers College, on or before the 25th of February, 2021, at 1000 hours either by hand delivery, post or courier services and be deposited in the tender box in the Administration block.
9. Late submissions will not be entertained.

NB* * This advertisement is also available on our website: **www.mkobatc.ac.zw**

General Notice 85 of 2021.

MUNICIPALITY OF BEITBRIDGE

Invitation to be Included on Municipality of Beitbridge Standing List for the Year 2021 - 2022

MUNICIPALITY of Beitbridge invites reliable and registered companies to be considered for standing list for the year 2021 to 2022 in the following categories:

Submission requirements:

- Proof of registration with PRAZ.
- Certificate of Incorporation, CR14 and CR6.
- Vat Registration Certificate and current tax clearance certificate.

- Company profile.
- List of products or services to be supplied and prices per category.
- Price list validity.
- Company bank details.
- Demonstrated experience and expertise supported by at least 3 customer Reference letters.

The following list of categories are being considered by the Municipality of Beitbridge.

GOODS

- Air conditioners.
- Building material (G-blocks, bricks, brick force etc).
- Cleaning material.
- Construction material (aggregates, road marking materials, bitumen, Stable 60, cement, quarry, mesh wire, deformed bars etc...).
- Computer hardware and Software.
- Chemical spraying equipment (knapsack sprayers, boom sprayers etc.).
- Electrical products.
- Fibre optic cable and accessories.
- Fuels and lubricants.
- Furniture, office equipment and curtaining products.
- Generators.
- Groceries, provision and refreshments).
- Garden tools.
- Laptops, computers, computer consumables, printers, photocopiers, networking equipment and accessories.
- Malaria control chemicals, mosquitoes' repellents and related vector control products.
- Stationery, receipt books etc.
- Solar power supplies.
- Motor vehicle spares, pneumatic tyres, tubes and accessories.
- Motor cycles' spares, parts (Yamaha and SKM).
- Light motor vehicles spares, parts (NP 200, NP300, Nissan Hard Body, Ipsum, Toyota Wish).
- Heavy motor vehicle spares (Scania, UD Compactor, Croner Compactor).
- (Formers, castings - manhole covers).
- Pneumatic tyres, tubes and accessories (for light vehicles, trucks and TLB).
- Protective clothing.
- PVC pipes (water and sewer ACP adaptors and short collar joints).
- Pumps, electric control components, motors.
- Pest control chemicals (Chloride of Lime, Cislin).
- Valves and related mechanical equipment.
- Security, safety and access control products (CCTVs etc.) and accessories.
- Tools and hardware.
- Uniforms (security personnel, fire rescue and ambulance staff).
- Water treatment chemicals (Chloride of Lime, etc).

SERVICES

- Air conditioners and refrigerator maintenance services.
- Auctioneering services.
- Auto electrical maintenance and repairs.
- Bulk transport services.
- Catering services.
- Computers, printers and networking installations and general office equipment maintenance and repair services.
- Courier and removal services.
- Fibre glass repairs.
- Hire of construction equipment.
- Installation, repair and maintenance of control systems (CCTV).
- Installation of bull bars, anti roll bars, nudge bars and related accessories.
- Generator services, repairs (Kippor) and related accessories.
- Light motor vehicle maintenance and repairs.
- Marketing and advertising services.
- Panel beating and spray painting.
- Printing services.
- Rewinding
- Servicing of fire extinguishers and hose reels.
- Tyre mending, vulcanizing, wheel balancing and alignment.
- Upholstery.
- Vehicle towing services.
- Vehicle tracking equipment.

Closing date: 6th February, 2021, at 1200 hours local time. Interested suppliers must pay a non-refundable fee of ZWL\$1 000,00, per category to the following account details:

CBZ: Bank

Account number: 09325579220015

Branch: Beitbridge

Send your documents to the following address in sealed envelopes with category clearly marked to:

The Town Clerk,
Municipality of Beitbridge,
PO. Box 164,
290, Justitia Road,
Tel. 08644800819

General Notice 86 of 2021.

GRAIN MARKETING BOARD (GMB)

Competitive Bidding

THE Grain Marketing Board (GMB) is inviting reputable and eligible bidders for the following:

Tender number

GMB/FOR/01/01/21. Joint sealing and ancillary water proofing to Silo depots.

GMB/FOR/03/01/21. Roof and gutters repairs and joints sealing works.

Compulsory site visit meetings for the above two (2) tenders shall be as follows:

1. Norton - February 4, 2021, at 0830 hours.
2. Chegutu - February 4, 2021, at 1100 hours.
3. Bulawayo - February 5, 2021, at 1000 hours.
4. Murehwa - February 8, 2021, at 1000 hours.
5. Aspindale - February 8, 2021, at 1400 hours.
6. Chiweshe - February 9, 2021, at 1000 hours.
7. Concession - February 9, 2021, at 1200 hours.
8. Banket - February 10, 2021, at 0900 hours.
9. Lionsden - February 10, 2021, at 1100 hours.
10. Karoi - February 10, 2021, at 1400 hours.
11. Mukwichi - February 11, 2021, at 1000 hours.
12. Magunje - February 11, 2021, at 1400 hours.

GMB/FOR/02/01/21. Supply and delivery of fumigation sheets.

GMB/FOR/04/01/21. Supply and delivery of PVC tarpaulins.

GMB/INFOR/01/01/21. Provision of customer care satisfaction survey and rebranding exercise.

GMB/INFOR/02/01/21. Supply and delivery of interactive board.

GMB/INFOR/03/01/21. Supply and delivery of printed stationery.

GMB/INFOR/04/01/21. Service level agreement for weighbridges.

GMB/INFOR/05/01/21. Renewal of Sophos XG 430 full guard plus.

Closing date: 19th February, 2021, at 1000 hours.

Details of the tender shall be contained in the Invitation to Tender (ITT) document obtainable from Grain Marketing Board, Head Office, Procurement Management Unit, situated at No. 179 - 187, Samora Machel Avenue, Eastlea, Harare, Zimbabwe. The Invitation to Tender (ITT) document shall be downloaded from GMB website www.gmbdura.co.zw

Tenders must be in sealed envelopes and endorsed on the outside with the advertised tender number, description and closing date and posted in time or hand delivered to the Supply Chain Manager, Grain Marketing Board, 179 - 187, Samora Machel Avenue, Eastlea, Dura Building, Harare, Zimbabwe.

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.

Any queries regarding the advertised tenders you can call on +263 242 790 950; or

Send email to the following aptonn@gmbdura.co.zw/
alumendas@gmbdura.co.zw/
mutamiswaig@gmbdura.co.zw, not later than 16th February, 2021.

Please note that NO payment is required for the tender(s).
GMB reserves the right to award the tender or part thereof to any bidder after evaluation.

General Notice 87 of 2021.

UMGUZA RURAL DISTRICT COUNCIL

Invitation to Tender

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

Tender number

ENG O1 OF 2021. Hire of construction plant and equipment as and when basis for the year 2021. Closing date: 26th February, 2021.

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 Umuza Rural District Offices, 4th and 5th Avenues, Jason Moyo Street, Bulawayo, before 1000 hours on the closing date.

Tender documents with specifications are obtained upon payment of a non-refundable tender fee of \$200,00, from the Council offices during working hours (0800 hours to 1645 hours).

No faxed, emailed or late tenders will be considered. Umuza Rural District Council is not obliged to accept the lowest bid, or any bid. Tender 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,
Umuza Rural District Council,
PO. Box 749,
Bulawayo.
Email: umguzardc@yahoo.com
Tel 0292 65820
0292 66813

General Notice 88 of 2021.

PEOPLE'S OWN SAVINGS BANK OF ZIMBABWE (POSB)

Notification of Contracts Awarded from 1st July, 2020, up to 31st December, 2020

IN terms of section 68 of the Public Procurement and Disposals of Public Assets Act [Chapter 22:23] the People's Own Savings Bank of Zimbabwe hereby publishes the list of tender awards from 1st July, 2020, to 31st December, 2020.

Tender number

POSB.21/2020 **Lot 1**. Domestic bidding. 60 kVa generator for HQ. Winning bidder: Tendo Electronics (Private) Limited. Tender value: US\$78,883,50.

POSB.21/2020 **Lot 2**. Domestic bidding. 23 kVa generator for DR site. Winning bidder: Power Vision (Private) Limited. Tender value: US\$54,042,15.

POSB.22/2020. Domestic bidding. Routers and switches. Winning bidder: Compulink (Private) Limited. Tender value: US\$22,468,48.

POSB.23/2020. Domestic bidding. Desktops. Winning bidder: Frolgate Technologies (Private) Limited. Tender value: US\$134,751,28.

POSB/37/2020. Domestic bidding. Installation and licensing of manage engine desktop central. Winning bidder: Compulink (Private) Limited. Tender value: US\$14,871,78.

POSB/42/2020. Domestic bidding. Supply of staff uniforms. Winning bidder: Appointment Corporate Zimbabwe and Gea Zimbabwe. Tender value: USD27,690,00 and US\$9,165,00.

POSB/44/2020. Domestic bidding. Office stationery: Winning bidder: Don Foss (Private) Limited. Tender value: US\$38,794,00.

Computer consumables: Winning bidder: Don Foss (Private) Limited. Tender value: US\$22,600,00.

Computer consumables: Winning bidder: Nashua (Private) Limited. Tender value: US\$31,195,93.

Computer consumables: AT Telecoms (Private) Limited. Tender value: US\$18,444,00.

POSB/46/2020. Competitive bidding. Recruitment services. Winning bidder: Industrial Psychology Consultants (Private) Limited, Executive: US\$125,00.
Senior Mgt: US\$87,50.
Middle Mgt: US\$75,00.
Junior Staff: US\$62,50.
Plus 10% placement.

General Notice 89 of 2021.

MUTARE RURAL DISTRICT COUNCIL

Tender Invitation

TENDERS are invited for the purchase of the following motor vehicle:

Tender number

Mut/RDC/01/2021. Purchase of Toyota Fortuner, Suv 7 Seats, 2019 Model, 2.8 Gd-6 Auto 4 x 4, Diesel D-4D 6A/T Closing date and time: 8th February, 2021, at 1000 hours.

Conditions

- Bidders will be required to provide the following documents;
 - Company Profile
 - Proof of registration with the Procurement Regulatory Authority of Zimbabwe (PRAZ)
 - CR14 forms
 - CR6 forms
 - At least three (3) traceable references
 - A valid Tax Clearance Certificate (ITF 263)
 - A valid NSSA Compliance Certificate
- Tender documents can be obtained from the Procurement Management Unit, Mutare Rural District Council, "29" cnr "C" Avenue and Riverside Drive (+2632020 - 61587 or 64737), after payment of non-refundable fee of USD\$10,00, or equivalent at prevailing auction rate. Soft copies can be obtained free of charge upon a written request to mutarerdcpmu@gmail.com
- Bids sealed in envelopes to be deposited in the tender box and receipt of submission obtained.
- Bidders are free to witness the opening of the tenders immediately after the closing time.
- Mutare Rural District Council reserves the right to accept bids in whole or in part and, is not bound to accept any or the lowest bidder.

Mutare Rural District Council,
PO. Box 604,
29 Q' Avenue,
cnr Riverside Drive and 'Q' Avenue, S.D. CHINAKA,
Mutare. Chief Executive Officer.

General Notice 90 of 2021.

ZVISHAVANE TOWN COUNCIL

Invitation to Domestic Competitive Bidding

ZVISHAVANE Town Council is inviting interested and reputable companies registered with PRAZ to participate in the following tender:

Tender number

ZTC/DOM/01/21. Repair of Komatsu grader. Closing date and time: 26th February, 2021, at 1030 hours. Equipment viewing date, time and venue: 10th February, 2021, at 1030 hours at the Council's Engineering Workshop.

Tender documents can be obtained from the council reception

upon payment of a non-refundable fee of RTG\$500,00, between 0800 hours and 1500 hours from Monday to Friday or request through email at pmu@ztc.org.zw free of charge.

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, Att: Procurement Management Unit, PO. Box 5, Zvishavane. The Council will not accept late or emailed bids.

Clarifications on the bidding documents may be sought in writing and sent to pmu@ztc.org.zw on or before 19th February, 2021. Bidders' representatives are free to attend the bid opening process in the Council Boardroom on the closing date and time.

General Notice 91 of 2021.

DISTRICT DEVELOPMENT FUND (DDF)
OFFICE OF THE PRESIDENT AND CABINET

Invitation to Tender

DISTRICT Development Fund would like to invite tenders from reputable companies to supply and delivery of ten (10) air rotary drilling rigs. Interested service providers should collect tender documents upon payment of non-refundable fee of RTG\$2 000,00, from Office No. 21, Eighteenth Floor, Mukwati Building, corner Fifth and Livingstone Avenue, Harare, or soft copy tender documents are obtainable free of charge upon request on ddfprocurements@gmail.com or our website www.ddf.org.zw

Tender number

INTERNATIONAL DDF BD.01/2021. Supply of ten (10) air rotary drilling rigs. Closing date: 29th March, 2021.

Tenders must be submitted in sealed envelopes and clearly endorsed on the outside with tender number and hand delivered to:

DDF Procurement Management Unit,
Office No. 13, Eighteenth Floor, Mukwati Building,
corner 5th Street and Oliver Tambo Avenue,
Harare.

General Notice 92 of 2021.

ZIMBABWE MANPOWER DEVELOPMENT FUND (ZIMDEF)

Invitation to Domestic Tenders

ZIMBABWE Manpower Development Fund (ZIMDEF) invites all reputable bidders registered with the Procurement Regulatory Authority of Zimbabwe to participate in the following tender:

Tender number

ZPCR01/2021. Procurement of corporate wear for ZIMDEF staff. Closing date and time: 26th February, 2021, at 1000 hours.

Tender documents are obtainable from the Zimbabwe Manpower Development Fund (ZIMDEF) website, www.zimdef.org.zw free of charge and responded through our email: procurement@zimdef.co.zw or hand delivered at the ZIMDEF reception in sealed envelopes, endorsed on the outside with the Advertised tender number, the description, closing date and time as indicated, to the Accounting Officer, Zimbabwe Manpower Development Fund, Fourth Floor, West Wing, ZIMDEF House, 18572, Off Mother Patrick Avenue, Rotten Row, Harare.

Contract award notice

Zimbabwe Manpower Development Fund (ZIMDEF) in terms of section 68 of the Public Procurement and Disposal of Public Assets Act [Chapter 22:23] do hereby publish the following contracts awarded for the period June to December, 2020:

Tender number

ZPCR06/2020. Refurbishment of 3 sets of toilets for MTB. Winning bidder: Lodgeview Investments. Contract value: ZWL\$6, 967,493,60.

ZPCR14/2020. Supply and fitting of glass at MTB curtain wall. Winning bidder: Creative Systems. Contract value: ZWL\$3,175,592,24.

ZPCR16/2020. 8 laptops and a server. Winning bidder: Regional Data Solutions. Contract value: ZWL\$1,564,100,00.

ZPCR16/2020. 2 Projectors. Winning bidder: Vital Computers Private Limited. Contract value: ZWL\$396,200,00.

ZPCR16/2020. Printers and shredders. Winning bidder: Innovative Technologies. Contract value: ZWL\$1,176,088,00.

ZPCR17/2020. 6 Enterprise hard drives. Winning bidder: Kenac Computers Systems. Contract value: ZWL\$474,030,00

ZPCR18/2020. Provision of exterior repainting of ZIMDEF house. Winning bidder: B & S Mcheken Contractors. Contract value: ZWL\$5,098,128,00.

ZPCR25/2020. Provision of cleaning services Bulawayo. Winning bidder: Hygienic Services. Contract value: USD\$471,45/month.

ZPCR28/2020. Supply and delivery of Mobile phones. Winning bidder: Innovative Technologies. Contract value: USD\$6,635,00.

ZPCR29/2020. Provision of security services for ZIMDEF Offices. Winning bidder: Real star. Contract value: USD\$2,994,40/month.

ZCPR32/2020. Provision of lunch services. Winning bidder: Caterzone Events Services. Contract value: USD\$3,50/plate

ZPCR37/2020. Provision of painting services for MTB buildings. Winning bidder: B & S Mcheken Contractor. Contract value: USD\$122,207,13.

ZPCR38/2020. Procurement of promotional materials for ZIMDEF. Winning Bidder: Palsten Investments. Contract value: USD\$16,069,79.

ZPCR40/2020. Design and installation of MTB 3D signage. Winning Bidder: Tylerman Private Limited. Contract value: ZWL\$1,689,700,00.

ZPCR41/2020. Provision of Cleaning and landscaping services. Winning Bidder: Sterile Hygienic Cleaners. Contract value: USD\$2,307.23,00/month.

ZPCR42/2020. Provision of non- motor vehicle insurance policy cover for ZIMDEFAssets for the Period 2020/2021. Winning bidder: Capitol Insurance Brokers Limited. USD2,724,00/ annum.

ZPCR45/2020. Installation of next generation firewall. Winning bidder: Covenant Technologies. Contract value: USD\$11,891,50.

ZPCR46/2020. Supply and commissioning of battery backup system at MTB. Winning bidder: Tendo Electronics. Contract value: USD\$41,462,02.

ZPCR47/2020. Provision of road repair services for MTB. Winning Bidder: Fossil Contracting. Contract value: USD\$120,000,00.

ZPCR50/2020. Provision of security services for MTB. Winning Bidder: Cobra Security. Contract value: USD\$2,290,00/month.

General Notice 93 of 2021.

TEL-ONE

Invitation To Competitive Bidding Tender

Competitive bidding tender domestic (CBTD).

Tender number

CBTD.07-21. Supply and delivery of 6U cabinets and fibre patch panels. Closing date and time: 25th February, 2021, at 1100 hours.

CBTD.08-21. Supply and delivery of RuckusAccess Points. Closing date and time: 25th February, 2021, at 1100 hours.

Competitive bidding tender domestic (CBTD) on a standing list.

CBTD.06-21. Supply and delivery of stationery. Closing date and time: 25th February, 2021, 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 Post Office Box CY 264, Causeway, Harare, 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**

General Notice 94 of 2021.

UNIVERSITY OF ZIMBABWE

Invitation to Competitive Bidding

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 Post Office Box MP167, Mount Pleasant, Harare or hand delivered to the Procurement Manager, University of Zimbabwe Main Campus, Ground Floor (Eastern Wing), Administration Building before 1000 hours on the closing date.

Tender number

UZ/03/2021. Supply and delivery of farm machinery.

1 x 90HP 4WD tractor.

1 x 75HP 4WD tractor.

1 x square baler.

1 x single row silage cutter.

Closing date and time: 19th February, 2021, 1000 hours.

Interested bidders are required to send their requests for bidding documents to the following email: **pmu@admin.uz.ac.zw**

General Notice 95 of 2021.

NATIONAL PHARMACEUTICAL COMPANY

Invitation to Competitive Bid

THE National Pharmaceutical Company (NatPharm) is a parastatal under the Ministry of Health and Child Care (MoHCC) which is into procurement, warehousing and distribution of medicines and medical supplies. NatPharm is hereby inviting eligible suppliers of the following:

Tender number

INTERNATIONAL NAT RBM 03/2021. Supply and delivery of medicines and medical supplies to NatPharm—**(Manufacturers only)**. Closing date: 5th February, 2021, at 1000 hours (Zimbabwean Time).

DOMESTIC NAT ITCB 01/2021. Provision of motor and non motor asset comprehensive insurance cover to NatPharm company. Closing date: 26th February, 2021, at 1000 hours (Zimbabwean Time).

Interested bidders should contact NatPharm Procurement Management Unit, **procurement@natpharm.co.zw**, 0242 621991-5, or visit NatPharm Head Office, 14, Lobengula Road, Southerton, Harare. Hard copy tender documents are obtainable upon payment of a non-refundable fee of ZWL\$800,00, between 0900 and 1300 hours and between 1400 hours and 1445 hours. Soft copy tender documents are obtainable free of charge upon request on the above stated email address.

Tenders must be enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, the description, the closing date and time and must be posted in time to: PO. Box ST 23, Southerton, Harare, or delivered by hand to: The Procurement Manager, NatPharm Company, No. 14, Lobengula Road, Southerton, Harare before 1000 hours on the closing date.

General Notice 96 of 2020.

ZIMBABWE OPEN UNIVERSITY

Domestic Tender Invitation

ZIMBABWE Open University is inviting bids from PRAZ registered, competitive, reputable, and reliable suppliers for the supply and delivery or provision of services listed below.

Tender number

ZOU/D/01/2021. Supply and delivery of 2 x Condition of Service

Vehicles. Closing date and time: 24th February, 2021, at 1100 hours.

Documents for the tenders are obtainable upon payment of a non-refundable fee of \$ZW810,00, at the bank and after providing proof of payment to The Procurement Management Unit, Zimbabwe Open University, Second Floor, corner House, corner Samora Machel Avenue and Leopold Takawira Street, Harare. The following banking details should be used to deposit the non-refundable fee.

Account name	Zimbabwe Open University Mai
Account	FBC Bank Limited
Branch	FBC CENTRE
Account Number	6470168280828

Enclose the tender documents in sealed envelopes and endorse them on the outside with the advertised tender number and description of the tender. Bidders are free to witness the opening of tenders on the closing date and time. Tenders which are received after 1100 hours on the closing date, whether by hand or post, will be treated as late and will be rejected. The Zimbabwe Open University does not bind itself to accept the lowest bid or any tender and reserves the right to accept the whole or part of any tender. Tenders must be posted in time to be sorted into Post Office Box MP119, Mt Pleasant, or hand delivered to the Accounting Officer, Procurement Management Unit, Second Floor, Corner House, corner Samora Machel Avenue and Leopold Takawira Street, Harare, before 1100 hours on the dates mentioned in the table above.

Bidders are mandated to observe all Covid 19 Regulations and note the tender documents are obtainable between 1100 Hours and 1500 Hours during working days on Mondays, Wednesdays and Fridays.

General Notice 97 of 2020.

RADIATION PROTECTION AUTHORITY OF ZIMBABWE

Invitation to Tender

TENDERS are invited from registered Companies to supply the following—

Tender number

TENDER RPAZITF23-2021 . Supply and instalAlpha Spectroscopy for norm, food and water radionuclide analysis, installation and training.

TENDER RPAZITF24-2021. Supply of 25 new laptops.

Tender bids must be submitted to The Procurement Management Unit, RPAZ, 1, McCaw Drive, Avondale West, Harare.

Documents for the above referenced tenders will be issued to interested bidders upon payment of non-refundable tender fee of RTG\$500,00, fromAccounts Office, Radiation Protection Authority of Zimbabwe, 1, McCaw Drive, Avondale West, Harare.

Tender bids must be enclosed in (two) sealed envelopes and endorsed outside with the advertised Tender number.

Your submissions should reach RPAZ Offices not later than the closing date on 25th of February, 2021, at 1000 hours Telone time.

General Notice 98 of 2020.

PRINTFLOW (PRIVATE) LIMITED

Competitive Bidding Tender

PRINTFLOW (Private) Limited is inviting Bidders for the supply and delivery of the following:

Tender number

Printflow/CB/01/2021. Supply and delivery of used heavy motor vehicles. Closing date and time: 26th February, 2021, at 1000 hours.

Tender documents are obtained at Printflow (Private) Limited, George Silundika Avenue/Epton Street, Harare Procurement Management Unit upon payment of a non-refundable

administration fee of ZWL\$300,00, that must be paid in the following bank details:

Bank	CBZ
Account Number	01120046010030
Account Name	Printflow (Private) Limited
Branch	Kwame Nkrumah

Submission of tender

Tenders must be enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, the closing date and description of tender. Tenders must be deposited at "Printflow (Pvt) Ltd, George Silundika Avenue/Epton Street Harare on or before 1000 hours on the closing date.

Note

- Tenders which are received after 1000 hours on the closing date whether by hand or post will be treated as late tenders and will be rejected.
- All queries regarding any of the above Tender, should be forwarded in writing to the following Email addresses: **pmu@printflow.co.zw**

General Notice 99 of 2021.

CHIPINGE TOWN COUNCIL

Invitation to Competitive Bidding

CHIPINGE Town Council is inviting registered bidders to participate in the domestic tender for Water Reticulation Materials:

Tender number

CTC/PTS01/21. Supply and delivery of water reticulation materials for Usanga Phase 1. Closing date: 5th February, 2021, at 1200 hours. Tender opening: Closing date: 5th February, 2021, at 1215 hours.

Bidding documents are available at Chipinge Town Council offices upon payment of a non-refundable tender fee of ZWL\$500,00, (VAT inclusive) for each document.

Tenders in sealed envelopes clearly marked with Tender Number must be hand delivered or posted to the undermentioned address by no later than 1200 hours on the 5th February, 2021, and will be opened at 1215 hours on the same day in the presence of all interested bidders.

The Town Secretary,
Chipinge Town Council,
PO. Box 90,
Chipinge.

General Notice 100 of 2021.

Chemplex Corporation Limited

Invitation for Supplier Registration for the Year 2021

CHEMPLEX Corporation Limited is inviting reputable current and prospective service providers registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) under the below categories to provide their capabilities to be considered for 2021 supplier standing list.

Procurement category

1. Printing services and stationery
2. Computer consumables
3. Groceries and canteen provisions
4. Motor vehicles spares, services and repair
5. Tools and hardware
6. Electrical and instrumentation supplies
7. Bearings, V-belts and mechanical seals
8. Boiler repairs and spares (including refractory supplies)
9. Fuel and lubricants
10. Electric motor rewinds
11. Construction and civil works
12. Steel supplies
13. Rubber lining
14. Bolts, nuts, fasteners

15. Compressors maintenance and repairs
16. Solar and power backup systems
17. Engineering and machining
18. Foundry and castings (bronze, brass, cast iron etc)
19. Machine tools (turning tools, grinding stones)
20. Scales (supply, repair and calibration)
21. Steam fittings
22. Engineering steel supplies
23. Hydraulics and pneumatics (repair and supply)
24. Computer network installations and equipment
25. Computer software and hardware supplies (including repairs and maintenance)
26. Corporate gifts
27. Corporate wear and protective equipment (PPE)
28. Packaging materials-containers, plastic and polythene bags, labels, shrink-wrapping etc
29. Hire of equipment - transportation, earthmoving and mobile cranes
30. Conveyor belts
31. Industrial pumps and spares
32. Clearing and forwarding services
33. Office furniture and equipment
34. Plumping installations, repairs and maintenance
35. Weighbridge calibration and service
36. Calibration of industrial equipment
37. Manufacture of protective wear from material supplied by Chemplex (CMT)
38. Medical drugs and equipment
39. Industrial laboratory equipment
40. Travel agents (air tickets)
41. Lifting equipment (supply, repair, testing and calibration)
42. Boiler chemicals
43. Air conditioning and repairs
44. Provision of cleaning services
45. Consultancy services
46. Industrial chemicals - reagents, solvents etc
47. Coal

Interested suppliers should submit and comply with the following:

- A copy of every document necessary to demonstrate eligibility in terms of section 28(1) of the Regulations.
- Proof of supplier registration with the Procurement Regulatory Authority of Zimbabwe (PRAZ)
- A copy of CR14, CR6 and certificate of Incorporation or equivalent documents
- A current and valid tax clearance certificate
- A copy of your company profile
- At least three traceable trade reference letters showing bidders' direct experience in the successful provision of similar quality of the required services and
- Physical address, email address and contact number

For Canteen provisions (meats)

- Health licence from local authority (for butcheries and abattoirs)
- Sanitary Certificate for premises from Ministry of Health (for Butcheries and Abattoirs)
- Food handlers' certificates from local authority (for abattoirs and butcheries)
- Abattoirs Licence for Abattoirs
- Shop Licence

Single copy of your Application should be submitted in sealed envelope on or before 1st March, 2021, clearly marked "Supplier Registration" and area of specialisation to:

The Procurement Management Unit,
Zimbabwe Phosphate Industries,
Off Mutare road, after Pick n' Pay,
Msasa,
Harare.

CHANGE OF NAME

TAKE notice that, on the 19th of January, 2021, before me, Kudzai Lynda Magama, a legal practitioner and notary public, appeared Richard Taruza (born on 30th November, 1978), who changed his name to Richard Taruza Marange, so that, henceforth, for all purposes and occasions he shall be known by the name Richard Taruza Marange.

Dated at Bulawayo on this 19th day of January, 2021. — Kudzai Lynda Magama, c/ o Legal Aid Directorate, Mhlahlandela Government Complex, 2nd Entrance, Block C, Fifth Floor, Bulawayo. 470104f

LOST CERTIFICATE OF REGISTRATION

NOTICE is hereby given that the under-mentioned certificate of registration, issued in the name of George Mlilo, has been lost or mislaid and that application will be made to the Mining Commissioner, Harare at the expiration of 30 days from the date of publication of the notice, for the issue of a duplicate thereof.

<i>Registration number</i>	<i>Name of block</i>
48376	Rubicon G1

Dated at Gwanda this 14th day of December, 2020.—George Mlilo, applicant. 470112f

LOST DEED OF GRANT

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Grant 176/62, dated 16th July, 1962, in favour of Vareta Tsamwi (I.D. 75-056855-M75), whereby certain piece of land situate in the district of Umtali, called Rowa 204, measuring 111,68 acres), 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 of the date of publication of this notice.

Dated at Harare on this 14th day of January, 2021. —Kamdefwere Law Chambers, 1, Lymmington Road, Milton Park, Harare. 470212f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy, of Deed of Transfer made in favour of Jimias Madzingira (born on 4th June, 1956) in respect of an undivided 4,02% share being Share number 10 in certain piece of land situate in the district of Salisbury called Stand 1153 Salisbury Township, measuring 892 square metres held under Deed of Transfer 1585/97, dated 17th of March, 1997.

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 8th day of December, 2020. — Shomwe-Nyakuedzwa, legal practitioners, 26, Connaught Road, Avondale, Harare. 470213f

LOST DEED OF TRANSFER

NOTICE is hereby given that Crowhill Farm (Private) Limited intend to apply for a replacement copy of Certificate of Registered Title 6094/2008, dated 24th June, 2008, in respect of an undivided 0,029 8% share being Share No. 755 in the district of Salisbury called Lot J of Borrowdale Estate, measuring 724,047 5 hectares.

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 21st day of January, 2021. — Sawyer and Mkushi, Eleventh Floor, Social Security Centre, Sam Nujoma Street/ Julius Nyerere Way, Harare. 470214f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 4744/94, dated 2nd August, 1994 passed in favour of Anthony John Harrison, whereby certain piece of land situate in the district of Salisbury called Remainder of Lot 6 of Lot 14 of Rietfontein, measuring 4 647 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 of the date of publication of this notice.

Dated at Harare this 25th day of January, 2021. — Sinyoro and Partners, legal practitioners, 3, Ashton Road, Alexandra Park, Harare. 470218f

LOST DEED OF TRANSFER

NOTICE is hereby given that application will be made for a certified copy of Deed of Transfer 0774/94, dated 15th February, 1994 made in favour of Mark Bowden Davies (born on 8th February 1963) in respect of certain piece of land situate in the district of Salisbury called the Remainder of Stand 10 of Lot C of Borrowdale Estate, measuring 8 919 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 of the date of publication of this notice.

Dated at Harare this 21st day of January, 2021. —Mupindu Legal Practitioners, 7, Angus Road, Eastlea, Harare. 470175f

LOST DEED OF TRANSFER

NOTICE is hereby given that Rish Magecha in his capacity as Managing Director of Sadie Motors (Private) Limited intends to apply for a replacement of a copy of Deed of Transfer 7303/99, in respect of certain piece of land situate in the district of Salisbury called Stand 307 Willowvale Township, measuring 1,73 hectares, dated 27 July, 1999.

All persons having any objections to the issue of such copy, are hereby required to lodge the 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 19th day of January, 2021.—Tavenhave & Machingauta, legal practitioners, No. 95, Nelson Mandela Avenue, Harare. 470114f

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 Chipiro Business Centre, Chimanimani, trading as Sisonke Bottle Store, for Wellington Bata.

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 5th February, 2021. — Wellington Bata, applicant, Gudyanga Primary School, PO. Box 150, Nyanyadzi. 470174f

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 Thornhill Shopping Centre, Chartsworth, Gutu, trading as AK Gono & Sons, for Augustino Gono.

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 5th February, 2021.— Gono Augustino, applicant, Thornhill Primary School, Chartsworth, Gutu. 470110f

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 Muromo Business Centre, Mutare, trading as Jongwe Bottle Store, for Joseline Nyarugwe.

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 5th February, 2021. — Joseline Nyarugwe, applicant, Muromo Business Centre, Mutare. 470173f

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 1, Rwizi Business Centre, Chegutu, trading as Ndove Sports Bar, for Ndove Everjoyce Zvichanziyi.

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 5th February, 2021. — Ndove Everjoyce Zvichanziyi, applicant, 1, Rwizi Business Centre, Chegutu. 470168f

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 6581, Muguta Shops, Epworth Township, Epworth, trading as Club 77, for John Mudyariwa.

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 5th February, 2021. — John Mudyariwa, applicant, 5530, Dzivaresekwa Extension, Harare. 470219f

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 539, Robert Mugabe Street/6th Avenue, Bulawayo, trading as Stunts, for N & T Nkomo Investments (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 5th February, 2021. — N & T Nkomo Investments (Private) Limited, applicant, Shop 4, Chandos Place, Northend, Bulawayo. 470109f

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 3, St Michaels Lane, Borrowdale, Harare, trading as The Skin SPA Urban Retreat, for Karen Joyce Mutasa.

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 5th February, 2021. — Karen Joyce Mutasa, applicant, 14, Bargrove Close, Glen Lorne, Harare. 470111f

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 PO. 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

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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 (PO. Box CY 341, Causeway).

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

of THE following publications are obtainable from the following Printflow publication offices: the Printflow Publications Office, Cecil House, 95, Jason Moyo Avenue, Harare (PO. Box CY 341, Causeway); or from the Printflow Publications Office, No. 8, Josiah Chinamano/Manchester Roads (PO. 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 (PO. Box 1392), Gweru.

A Framework for Economic Reform (1991-95)
An Introduction to Law
Commission of Inquiry into Taxation
Customs and Excise Tariff Notice, 2007
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 Transitional National Development Plan, 1982/83-1984/85: Volume
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 Farmers Licensing and Levy Act [Chapter 18:10]
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 Fertilizers, Farm Feeds and Remedies Act [Chapter 18:12]
 Finance Act [Chapter 23:04]
 Firearms Act [Chapter 10:09]
 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]
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 Land Survey Act [Chapter 20:12]
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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
B.732/2020	Moses Khumalo.....	6.6.2020	30 days	Otilia Khumalo, 14433, Nkulumane 12, Bulawayo. 470107f
B.712/2020	Robert Moyo.....	18.2.2008	30 days	Linda Moyo, 17946, Cowdray Park, Bulawayo. 470108f
234/2018	Gaylord Masuka.....	23.8.2018	30 days	Tracy Masuka, 22195, Unit L, Seke, Chitungwiza. 470166f
2500/2017	William Ncube.....	31.10.2017	30 days	Siziwe Ncube, c/o Mangeyi Law Chambers, 117— 119, Rotten Row, Kopje, Harare. 470167f
1521/2020	Thompson Muchenje.....	26.9.2020	30 days	Holyck Muchenje, 15365 — 82 Close, Sunningdale 2, Harare. 470216f
B.23/2020	Maxwell K. Musa.....	24.7.91	30 days	James Musa, House No. 49, Chikangwe, Karoi. 470217f
109/2020	Lazarus Mutarika.....	15.9.2011	30 days	Memory Kamoto, Stand 276, Manager's Hill, Penhalonga. 470170f
MRE.118/2020	Duncan Pfupajena.....	19.2.96	30 days	Washington Pfupajena, 10356, Florida Extension, Mutare. 470171f
225/2020	Frederick Ticharwa Hama	23.9.2020	30 days	Africa Bhumure, Plot 2, Culendola, Toronto, Mutare. 470172f

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
76/2020	Antonio Ribeiro Pereira.....	21 days	First and Final Account	Master of the High Court, Harare. 470105f
1785/2018	Barbara Mary Muchechetere	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Bulawayo. 470106f
440/2020	Bevson Gwisai (Ruth Gwisai-surviving spouse married in Community of property)	21 days	First and Final Account	Master of the High Court, Harare. 470176f

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
11074/2018	Clientage Microfinance (Private) Limited	Clientage Bureau De Change (Private) Limited	Joseph Rashayi 9, Turnstead Close, The Grange, Harare. 470215f
73/2011	Matesonic Investments (Private) Limited.	Wanzikwa (Private) Limited	Mil-Minds Advisory Services, Seventh Floor, ZB Chambers, First Street/ George Silundika, Harare. 470169f

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		34. Collective Bargaining Agreement: Iron and Steel Industry.	

Collective Bargaining Agreement: Catering Industry

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80 (1) of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement set out in the schedule. The agreement has been registered in terms of section 79 of the Labour Act [*Chapter 28:01*],

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: CATERING INDUSTRY

Further Agreement

This further agreement, made and entered into between the Catering Employers' Association of Zimbabwe (hereinafter referred to as "the employers" or "the employers organisation"), of the one party, and the Zimbabwe Catering and Hotel Workers' Union (hereinafter referred to as "the employees" or "the trade union"), of the other party being the parties to the National Employment Council for the Catering Industry of Zimbabwe, shall be read as one with the principal agreement published in Statutory Instrument 167 of 1991 (hereinafter referred to as "the principal agreement"). In order to effect the wishes of the Council, the under mentioned amendments to the principal agreement are required as indicated below—

Wages, Grading and Increments

Clause 10(1) of the principal agreement as read with Annexures A and B is hereby amended by the insertion of the following—

"In addition to the wages paid in accordance with the agreement applicable from 1st May, 2019 to 31st December, 2019, every employer shall pay a cost of living allowance to every employee as follows —

- (i) Class 2, \$304,00
- (ii) Class 1, \$342,61
- (iii) Class 1A, \$384,69.

Provided that no deductions in respect of pension and levy contributions shall be made from the cost of living allowance".

This agreement is valid for the period 1st September, to 31st December, 2019. The parties will review the agreement should there be fundamental changes in the economy.

Collective Bargaining Agreement: Catering 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 3rd day of October, 2020.

E. NYAKURERWA,
for and behalf of the Employers' Organisation.

F. NYAMUNDA,
for and behalf of the Trade Union.

M. A. MASUNDA,
Chairman of the Council.

J. NDEBELE,
General Secretary.

[CAP. 28:01

Collective Bargaining Agreement: Catering Industry

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement set out in the schedule which further amends the agreement published in Statutory Instrument 167 of 1991 and is registered in terms of section 79 of the Act.

SCHEDULE

**NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING
INDUSTRY**

COLLECTIVE BARGAINING AGREEMENT: CATERING INDUSTRY

Further Agreement

This further agreement, 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 the parties to the National Employment Council for the Catering Industry of Zimbabwe shall be read as one with the principal agreement published in Statutory Instrument 167 of 1991 (hereinafter referred to as "the principal agreement"). In order to effect the wishes of the Council, the under mentioned amendments to the principal agreement are required as indicated below—

Wages, Grading and Increments

Clause 10(1) of the principal agreement as read with Annexures A, B and C is hereby deleted, and the following inserted in place thereof—

“10. (1)(a) Every employer shall place each employee in the grade prescribed appropriate to his/her occupation and shall with effect from 1st November, 2020 to the 31st January, 2021, pay wages to such employee of at least the amount reflected thereunder for the employee's grade and class, and no employee shall accept wages amounting to less than the amount prescribed for him/her:

Provided that establishments that are trading in foreign currency and are able to pay remuneration in part or in full in foreign currency are encouraged to do so:

Provided, further that any party is free to seek review of this agreement if there are material changes in the economy.

Collective Bargaining Agreement: Catering Industry

Transport allowance, Housing allowance and meals

Clause 15 (1) and (2) of the principal agreement are hereby deleted, and the following inserted in place thereof—

“15. (1) Every employer shall pay a transport allowance of Z\$2 200,00, per month to each employee for the period 1st November, 2020, to 31st January, 2021 except—

- (a) where material transport is being provided free of charge by the employer to such employee;
- (b) where free accommodation is provided within the premises of the employee’s place of work;
- (c) where such accommodation is provided outside the premises but within a reasonable walk able distance from the employee’s place of work;
- (d) where the employee resides within a reasonable walk able distance from his or her place of work:

Provided that establishments that are trading in foreign currency and are able to pay the allowance in part or in full in foreign currency are encouraged to do so.

Provided, further that any party is free to seek review of this agreement if there are material changes in the economy.

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 principal agreement.

15(2) “Every employer who does not provide free accommodation to his employee shall pay a minimum accommodation allowance of Z\$820,00, per month for the period 1st November, 2020, to 31st January, 2021.

Provided that establishments that are trading in foreign currency and are able to pay the allowance in part or in full in foreign currency are encouraged to do so:

Provided, further that any party is free to seek review of this agreement if there are material changes in the economy.

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.

S.I. 31 of 2021

Signed at Harare, this 20th day of October, 2020.

M. MULEYA,
for and behalf of the Employers' Organisation.

F. NYAMUNDA,
for and behalf of the Trade Union.

N. BORE,
Acting General Secretary National Employment Council for
Catering Industry.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

CLASS 2

1st November 2020—31st January 2021

ANNEXURE A

GRADE	1 TO 12 MONTHS		13 TO 36 MONTHS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	5,100.00	1,177.83	5,253.00	1,213.16
2	5,253.00	1,213.16	5,410.59	1,249.56
3	5,410.59	1,249.56	5,572.91	1,287.05
4	5,572.91	1,287.05	5,740.09	1,325.66
4A	5,740.09	1,325.66	5,912.30	1,365.43
5	5,912.30	1,365.43	6,089.67	1,406.39
6	6,089.67	1,406.39	6,272.36	1,448.58
7	6,272.36	1,448.58	6,460.53	1,492.04
8	6,460.53	1,492.04	6,654.34	1,536.80
9	6,654.34	1,536.80	6,853.97	1,582.90
10	6,853.97	1,582.90	7,059.59	1,630.39
11	7,196.67	1,662.05	7,412.57	1,711.91
12	7,556.51	1,745.15	7,783.20	1,797.51
13	7,934.33	1,832.41	8,172.36	1,887.38
14	8,331.05	1,924.03	8,580.98	1,981.75

Collective Bargaining Agreement: Catering Industry

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

CLASS 2- ANNEXURE B

1st November 2020—31st January 2021

GRADE	Scale "A"		Scale "B"		Scale "C"		Scale "D"		Scale "E"	
	THREE YEARS		SIX YEARS		NINE YEARS		TWELVE YEARS		FIFTEEN YEARS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	5,410.59	1,249.56	5,572.91	1,287.05	5,740.09	1,325.66	5,912.30	1,365.43	6,089.67	1,406.39
2	5,572.91	1,287.05	5,740.09	1,325.66	5,912.30	1,365.43	6,089.67	1,406.39	6,272.36	1,448.58
3	5,740.09	1,325.66	5,912.30	1,365.43	6,089.67	1,406.39	6,272.36	1,448.58	6,460.53	1,492.04
4	5,912.30	1,365.43	6,089.67	1,406.39	6,272.36	1,448.58	6,460.53	1,492.04	6,654.34	1,536.80
4A	6,089.67	1,406.39	6,272.36	1,448.58	6,460.53	1,492.04	6,654.34	1,536.80	6,853.97	1,582.90
5	6,272.36	1,448.58	6,460.53	1,492.04	6,654.34	1,536.80	6,853.97	1,582.90	7,059.59	1,630.39
6	6,460.53	1,492.04	6,654.34	1,536.80	6,853.97	1,582.90	7,059.59	1,630.39	7,271.38	1,679.30
7	6,654.34	1,536.80	6,853.97	1,582.90	7,059.59	1,630.39	7,271.38	1,679.30	7,489.52	1,729.68
8	6,853.97	1,582.90	7,059.59	1,630.39	7,271.38	1,679.30	7,489.52	1,729.68	7,714.21	1,781.57
9	7,059.59	1,630.39	7,271.38	1,679.30	7,489.52	1,729.68	7,714.21	1,781.57	7,945.63	1,835.02
10	7,271.38	1,679.30	7,489.52	1,729.68	7,714.21	1,781.57	7,945.63	1,835.02	8,184.00	1,890.07
11	7,634.95	1,763.27	7,864.00	1,816.17	8,099.92	1,870.65	8,342.92	1,926.77	8,593.20	1,984.57
12	8,016.70	1,851.43	8,257.20	1,906.97	8,504.91	1,964.18	8,760.06	2,023.11	9,022.86	2,083.80
13	8,417.53	1,944.00	8,670.06	2,002.32	8,930.16	2,062.39	9,198.06	2,124.26	9,474.01	2,187.99
14	8,838.41	2,041.20	9,103.56	2,102.44	9,376.67	2,165.51	9,657.97	2,230.48	9,947.71	2,297.39

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

CLASS 2—ANNEXURE C

1st November 2020—31st January 2021

GRADE	Scale "F"		Scale "G"		Scale "H"		Scale "I"	
	EIGHTEEN YEARS		TWENTY ONE YEARS		TWENTY FOUR YEARS		TWENTY SEVEN YEARS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	6,272.36	1,448.58	6,460.53	1,492.04	6,654.34	1,536.80	6,853.97	1,582.90
2	6,460.53	1,492.04	6,654.34	1,536.80	6,853.97	1,582.90	7,059.59	1,630.39

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GRADE	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
3	6,654.34	1,536.80	6,853.97	1,582.90	7,059.59	1,630.39	7,271.38	1,679.30
4	6,853.97	1,582.90	7,059.59	1,630.39	7,271.38	1,679.30	7,489.52	1,729.68
4A	7,059.59	1,630.39	7,271.38	1,679.30	7,489.52	1,729.68	7,714.21	1,781.57
5	7,271.38	1,679.30	7,489.52	1,729.68	7,714.21	1,781.57	7,945.63	1,835.02
6	7,489.52	1,729.68	7,714.21	1,781.57	7,945.63	1,835.02	8,184.00	1,890.07
7	7,714.21	1,781.57	7,945.63	1,835.02	8,184.00	1,890.07	8,429.52	1,946.77
8	7,945.63	1,835.02	8,184.00	1,890.07	8,429.52	1,946.77	8,682.41	2,005.18
9	8,184.00	1,890.07	8,429.52	1,946.77	8,682.41	2,005.18	8,942.88	2,065.33
10	8,429.52	1,946.77	8,682.41	2,005.18	8,942.88	2,065.33	9,211.17	2,127.29
11	8,851.00	2,044.11	9,116.53	2,105.43	9,390.02	2,168.60	9,671.73	2,233.65
12	9,293.55	2,146.32	9,572.36	2,210.71	9,859.53	2,277.03	10,155.31	2,345.34
13	9,758.23	2,253.63	10,050.97	2,321.24	10,352.50	2,390.88	10,663.08	2,462.60
14	10,246.14	2,366.31	10,553.52	2,437.30	10,870.13	2,510.42	11,196.23	2,585.73

Transport and Housing allowances have been reviewed to \$2 200,00 and \$820,00 per months respectively.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

CLASS 1

1st November 2020—31st January 2021

ANNEXURE A

GRADE	ITO 12 MONTHS		13 TO 36 MONTHS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	5,559.00	1,283.83	5,725.77	1,322.35
2	5,725.77	1,322.35	5,897.54	1,362.02
3	5,897.54	1,362.02	6,074.47	1,402.88
4	6,074.47	1,402.88	6,256.70	1,444.97
4A	6,256.70	1,444.97	6,444.40	1,488.32
5	6,444.40	1,488.32	6,637.74	1,532.96
6	6,637.74	1,532.96	6,836.87	1,578.95
7	6,836.87	1,578.95	7,041.97	1,626.32
8	7,041.97	1,626.32	7,253.23	1,675.11
9	7,253.23	1,675.11	7,470.83	1,725.37
10	7,470.83	1,725.37	7,694.96	1,777.13

Collective Bargaining Agreement: Catering Industry

GRADE	MONTHLY	WEEKLY	MONTHLY	WEEKLY
11	7,844.37	1,811.63	8,079.70	1,865.98
12	8,236.59	1,902.22	8,483.69	1,959.28
13	8,648.42	1,997.33	8,907.87	2,057.25
14	9,080.84	2,097.19	9,353.27	2,160.11

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

CLASS 2- ANNEXURE B

1st November 2020—31st January 2021

GRADE	Scale "A"		Scale "B"		Scale "C"		Scale "D"		Scale "E"	
	THREYEARS		SIX YEARS		NINE YEARS		TWELVE YEARS		FIFTEEN YEARS	
	SERVICE		SERVICE		SERVICE		SERVICE		SERVICES	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	5,897.54	1,362.02	6,074.47	1,402.88	6,256.70	1,444.97	6,444.40	1,488.32	6,637.74	1,532.96
2	6,074.47	1,402.88	6,256.70	1,444.97	6,444.40	1,488.32	6,637.74	1,532.96	6,836.87	1,578.95
3	6,256.70	1,444.97	6,444.40	1,488.32	6,637.74	1,532.96	6,836.87	1,578.95	7,041.97	1,626.32
4	6,444.40	1,488.32	6,637.74	1,532.96	6,836.87	1,578.95	7,041.97	1,626.32	7,253.23	1,675.11
4A	6,637.74	1,532.96	6,836.87	1,578.95	7,041.97	1,626.32	7,253.23	1,675.11	7,470.83	1,725.37
5	6,836.87	1,578.95	7,041.97	1,626.32	7,253.23	1,675.11	7,470.83	1,725.37	7,694.96	1,777.13
6	7,041.97	1,626.32	7,253.23	1,675.11	7,470.83	1,725.37	7,694.96	1,777.13	7,925.80	1,830.44
7	7,253.23	1,675.11	7,470.83	1,725.37	7,694.96	1,777.13	7,925.80	1,830.44	8,163.58	1,885.35
8	7,470.83	1,725.37	7,694.96	1,777.13	7,925.80	1,830.44	8,163.58	1,885.35	8,408.49	1,941.91
9	7,694.96	1,777.13	7,925.80	1,830.44	8,163.58	1,885.35	8,408.49	1,941.91	8,660.74	2,000.17
10	7,925.80	1,830.44	8,163.58	1,885.35	8,408.49	1,941.91	8,660.74	2,000.17	8,920.56	2,060.18
11	8,322.10	1,921.96	8,571.76	1,979.62	8,828.91	2,039.01	9,093.78	2,100.18	9,366.59	2,163.19
12	8,738.20	2,018.06	9,000.35	2,078.60	9,270.36	2,140.96	9,548.47	2,205.19	9,834.92	2,271.34
13	9,175.11	2,118.96	9,450.36	2,182.53	9,733.87	2,248.01	10,025.89	2,315.45	10,326.67	2,384.91
14	9,633.87	2,224.91	9,922.88	2,291.66	10,220.57	2,360.41	10,527.18	2,431.22	10,843.00	2,504.16

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NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY CLASS 2—ANNEXURE C 1st November 2020—31st January 2021

GRADE	Scale "F"		Scale "G"		Scale "H"		Scale "I"	
	EIGHTEEN YEARS		TWENTY ONE YEARS		TWENTY FOUR YEARS		TWENTY SEVEN YEARS	
	SERVICE		SERVICE		SERVICE		SERVICE	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	6,836.87	1,578.95	7,041.97	1,626.32	7,253.23	1,675.11	7,470.83	1,725.37
2	7,041.97	1,626.32	7,253.23	1,675.11	7,470.83	1,725.37	7,694.96	1,777.13
3	7,253.23	1,675.11	7,470.83	1,725.37	7,694.96	1,777.13	7,925.80	1,830.44
4	7,470.83	1,725.37	7,694.96	1,777.13	7,925.80	1,830.44	8,163.58	1,885.35
4A	7,694.96	1,777.13	7,925.80	1,830.44	8,163.58	1,885.35	8,408.49	1,941.91
5	7,925.80	1,830.44	8,163.58	1,885.35	8,408.49	1,941.91	8,660.74	2,000.17
6	8,163.58	1,885.35	8,408.49	1,941.91	8,660.74	2,000.17	8,920.56	2,060.18
7	8,408.49	1,941.91	8,660.74	2,000.17	8,920.56	2,060.18	9,188.18	2,121.98
8	8,660.74	2,000.17	8,920.56	2,060.18	9,188.18	2,121.98	9,463.83	2,185.64
9	8,920.56	2,060.18	9,188.18	2,121.98	9,463.83	2,185.64	9,747.74	2,251.21
10	9,188.18	2,121.98	9,463.83	2,185.64	9,747.74	2,251.21	10,040.17	2,318.75
11	9,647.59	2,228.08	9,937.02	2,294.92	10,235.13	2,363.77	10,542.18	2,434.68
12	10,129.97	2,339.48	10,433.87	2,409.67	10,746.88	2,481.96	11,069.29	2,556.42
13	10,636.47	2,456.46	10,955.56	2,530.15	11,284.23	2,606.06	11,622.75	2,684.24
14	11,168.29	2,579.28	11,503.34	2,656.66	11,848.44	2,736.36	12,203.89	2,818.45

Transport and Housing allowances have been reviewed to \$2 200,00 and \$820,00 per months respectively.

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY CLASS 1A 1st November 2020—31st January 2021

GRADE	ANNEXURE A		ANNEXURE A	
	ITO 12 MONTHS		13 TO 36 MONTHS	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	6,059.31	1,399.38	6,241.09	1,441.36
2	6,241.09	1,441.36	6,428.32	1,484.60
3	6,428.32	1,484.60	6,621.17	1,529.14

Collective Bargaining Agreement: Catering Industry

GRADE	MONTHLY		WEEKLY	
4	6,621.17	1,529.14	6,819.81	1,575.01
4A	6,819.81	1,575.01	7,024.40	1,622.26
5	7,024.40	1,622.26	7,235.13	1,670.93
6	7,235.13	1,670.93	7,452.19	1,721.06
7	7,452.19	1,721.06	7,675.75	1,772.69
8	7,675.75	1,772.69	7,906.03	1,825.87
9	7,906.03	1,825.87	8,143.21	1,880.65
10	8,143.21	1,880.65	8,387.50	1,937.07
11	8,550.37	1,974.68	8,806.88	2,033.92
12	8,977.88	2,073.41	9,247.22	2,135.62
13	9,426.78	2,177.09	9,709.58	2,242.40
14	9,898.12	2,285.94	10,195.06	2,354.52

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

CLASS 1A Annexure B

1st November 2020—31st January 2021

GRADE	Scale "A"		Scale "B"		Scale "C"		Scale "D"		Scale "E"		
	THREE YEARS		SIX YEARS		NINE YEARS		TWELVE YEARS		FIFTEEN YEARS		
	SERVICE		SERVICE		SERVICE		SERVICE		SERVICES		
MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	6,428.32	1,484.60	6,621.17	1,529.14	6,819.81	1,575.01	7,024.40	1,622.26	7,235.13	1,670.93	
2	6,621.17	1,529.14	6,819.81	1,575.01	7,024.40	1,622.26	7,235.13	1,670.93	7,452.19	1,721.06	
3	6,819.81	1,575.01	7,024.40	1,622.26	7,235.13	1,670.93	7,452.19	1,721.06	7,675.75	1,772.69	
4	7,024.40	1,622.26	7,235.13	1,670.93	7,452.19	1,721.06	7,675.75	1,772.69	7,906.03	1,825.87	
4A	7,235.13	1,670.93	7,452.19	1,721.06	7,675.75	1,772.69	7,906.03	1,825.87	8,143.21	1,880.65	
5	7,452.19	1,721.06	7,675.75	1,772.69	7,906.03	1,825.87	8,143.21	1,880.65	8,387.50	1,937.07	
6	7,675.75	1,772.69	7,906.03	1,825.87	8,143.21	1,880.65	8,387.50	1,937.07	8,639.13	1,995.18	
7	7,906.03	1,825.87	8,143.21	1,880.65	8,387.50	1,937.07	8,639.13	1,995.18	8,898.30	2,055.03	
8	8,143.21	1,880.65	8,387.50	1,937.07	8,639.13	1,995.18	8,898.30	2,055.03	9,165.25	2,116.69	
9	8,387.50	1,937.07	8,639.13	1,995.18	8,898.30	2,055.03	9,165.25	2,116.69	9,440.21	2,180.19	
10	8,639.13	1,995.18	8,898.30	2,055.03	9,165.25	2,116.69	9,440.21	2,180.19	9,723.41	2,245.59	

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GRADE	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
11	9,071.08	2,094.94	9,343.22	2,157.79	9,623.51	2,222.52	9,912.22	2,289.20	10,209.58	2,357.87
12	9,524.64	2,199.69	9,810.38	2,265.68	10,104.69	2,333.65	10,407.83	2,403.66	10,720.06	2,475.77
13	10,000.87	2,309.67	10,300.90	2,378.96	10,609.92	2,450.33	10,928.22	2,523.84	11,256.07	2,599.55
14	10,500.91	2,425.15	10,815.94	2,497.91	11,140.42	2,572.84	11,474.63	2,650.03	11,818.87	2,729.53

NATIONAL EMPLOYMENT COUNCIL FOR THE CATERING INDUSTRY

CLASS 1A ANNEXURE C

1st November 2020—31st January 2021

GRADE	Scale "F"		Scale "G"		Scale "H"		Scale "I"	
	EIGHTEEN YEARS		TWENTY ONE YEARS		TWENTY FOUR YEARS		TWENTY SEVEN YEARS	
	SERVICE		SERVICE		SERVICE		SERVICE	
	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY	MONTHLY	WEEKLY
1	7,452.19	1,721.06	7,675.75	1,772.69	7,906.03	1,825.87	8,143.21	1,880.65
2	7,675.75	1,772.69	7,906.03	1,825.87	8,143.21	1,880.65	8,387.50	1,937.07
3	7,906.03	1,825.87	8,143.21	1,880.65	8,387.50	1,937.07	8,639.13	1,995.18
4	8,143.21	1,880.65	8,387.50	1,937.07	8,639.13	1,995.18	8,898.30	2,055.03
4A	8,387.50	1,937.07	8,639.13	1,995.18	8,898.30	2,055.03	9,165.25	2,116.69
5	8,639.13	1,995.18	8,898.30	2,055.03	9,165.25	2,116.69	9,440.21	2,180.19
6	8,898.30	2,055.03	9,165.25	2,116.69	9,440.21	2,180.19	9,723.41	2,245.59
7	9,165.25	2,116.69	9,440.21	2,180.19	9,723.41	2,245.59	10,015.12	2,312.96
8	9,440.21	2,180.19	9,723.41	2,245.59	10,015.12	2,312.96	10,315.57	2,382.35
9	9,723.41	2,245.59	10,015.12	2,312.96	10,315.57	2,382.35	10,625.04	2,453.82
10	10,015.12	2,312.96	10,315.57	2,382.35	10,625.04	2,453.82	10,943.79	2,527.43
11	10,515.87	2,428.61	10,831.35	2,501.47	11,156.29	2,576.51	11,490.98	2,653.81
12	11,041.67	2,550.04	11,372.92	2,626.54	11,714.10	2,705.34	12,065.53	2,786.50
13	11,593.75	2,677.54	11,941.56	2,757.87	12,299.81	2,840.60	12,668.80	2,925.82
14	12,173.44	2,811.42	12,538.64	2,895.76	12,914.80	2,982.63	13,302.24	3,072.11

Transport and Housing allowances have been reviewed to \$2 200,00 and \$820,00 per months respectively.

Toll Roads (National Road Network) (Amendment) Regulations,
2021 (No. 12)

IT is hereby notified that the Minister of Transport and Infrastructural Development has, in terms of section 6 of the Toll Roads Act [*Chapter 13:13*], made the following regulations: —

1. These regulations may be cited as the Toll Roads (National Road Network) (Amendment) Regulations, 2021 (No. 12).

2. The Fourth Schedule to the Toll Roads (Regional Trunk Road Network) Regulations, 2009, published in Statutory Instrument 39 of 2009, is repealed and substituted by the following—

“FOURTH SCHEDULE

TOLLS AT ROAD TOLLING POINTS

<i>Vehicle</i>		(US\$)
Motor cycles	Exempted
Light motor-vehicles	2,00
Minibuses		3,00
Buses		4,00
Heavy vehicles	5,00
Haulage trucks		10,00”.

3. Toll fees for foreign registered vehicles shall be payable in United States Dollars or equivalent in other foreign currencies, using the above rates.

4. The fees stipulated in section 2 above may be payable in local currency at the foreign currency auction rate in terms of the Exchange Control (Exclusive use of Zimbabwe dollar for Domestic Transactions) (Amendment) Regulations, 2020, published in Statutory Instrument 185 of 2020.

5. Section 4c (3)(a) of the Toll Roads (National Road Network) (Amendment) Regulations, 2015, is amended by the deletion of paragraph (a) and substituted by the following paragraph—

“(a) residents living in areas within a 10 km radius from a tollgate situated in their jurisdiction shall be required to pay toll fees as detailed below—

Toll Roads (National Road Network) (Amendment) Regulations,
20210 (No. 12)

<i>Toll Fee Residential</i>	<i>Discounts (US\$)</i>
Daily Toll fee (without Discount) ...	4
Monthly Toll fee (Return journey without discount).....	100
Discounted fee (%).....	10%
Discounted fee per month (US\$) .	10,00
Discount given on fee (%) ...	90 %”.

6. The Toll Roads (National Road Network) (Amendment) Regulations, 2020, published in Statutory Instrument 277 of 2020, is hereby repealed.

[CAP. 28:01

Collective Bargaining Agreement: National Employment Council
of the Engineering and Iron and Steel Industry

IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule has been registered in terms of section 79 of the Labour Act [*Chapter 28:07*].

SCHEDULE

WAGE AGREEMENT: GENERAL ENGINEERING
SECTION (SKILLED WORKERS AND GRADED JOB
CATEGORIES OF EMPLOYEES)

1. Notwithstanding the date of signature or publication hereof, this agreement shall be deemed to have come into operation on 1st March, 2020.
2. Parties hereby agreed in principle to a 214,5% (percent) wage increment with effect from 1st March, 2020 to 31st May, 2020.
3. Parties agreed that every employer shall pay each employee a cost-of-living allowance (COLA) of ZWL1 400,00, across the board.
4. COLA shall be withdrawn upon marked improvement of the economy. The General Engineering Committee will regularly assess the macro-economic fundamentals.
5. This wage agreement shall expire on the 31st May, 2020, and shall be subject to review by the parties to the Collective Bargaining Agreement.
6. Every employer shall, with effect from 1st March, 2020, pay each employee a wage not less than the appropriate amount specified in Annexure "A".
7. Nothing in this clause shall prevent increase being negotiated at company level over and above those referred to in this clause.
8. The total sum of the current minimum wage and the cost-of-living adjustment shall be subject to PAYE, National Employment Council dues and Trade Union dues.

Annexure "A"

MINIMUM HOURLY RATE OF WAGE

[Clauses 9, 34 and 36]

Minimum hourly rates of wages effective from 1 st March, 2020 to 31st May, 2020.

Collective Bargaining Agreement: National Employment Council
of the Engineering and Iron and Steel Industry

Schedule 1-Skilled Worker Category

	<i>Hourly Rate</i> \$ZWL	<i>Weekly Wage (Equivalent)</i> \$ZWL	<i>Monthly Wage Equivalent</i> \$ZWL	<i>COLA</i> \$ZWL	<i>Total (Wage + COLA)</i> \$ZWL
Class 1	14,00	615,78	2 673,05	1 400,00	4 073,05
Class 2	11,54	507,76	2 204,14	1 400,00	3 604,14
Class 3	9,91	436,04	1 892,81	1 400,00	3 292,81
Class 4	8,46	372,24	1 615,86	1 400,00	3 015,86

Schedule 2-Graded Worker Category

	<i>Hourly Rate</i> \$ZWL	<i>Weekly (Equivalent)</i> \$ZWL	<i>Monthly Equivalent</i> \$ZWL	<i>COLA</i> \$ZWL	<i>Total (Wage + COLA)</i> \$ZWL
Graded	11,54	507,76	2 204,14	1 400,00	3 604,14
Grade B4	9,56	420,64	1 825,96	1 400,00	3 225,96
Grade B3	8,71	383,24	1 663,61	1 400,00	3 063,61
Grade B2	7,26	319,44	1 386,66	1 400,00	2 786,66
Grade B1	6,82	300,08	1 302,62	1 400,00	2 702,62
Grade A3	6,60	290,40	1 260,60	1 400,00	2 660,60
Grade A2	6,23	274,12	1 189,93	1 400,00	2 589,93
Grade A1	6,15	270,60	1 175,00	1 400,00	2 575,00

Schedule 3-Skilled Worker Trainee

	<i>Hourly Rate</i> \$ZWL	<i>Weekly Wage (Equivalent)</i> \$ZWL	<i>Monthly Wage Equivalent</i> \$ZWL	<i>COLA</i> \$ZWL	<i>Total (Wage + COLA)</i> \$ZWL
Trainee Class 1	11,99	527,56	2 290,09	1 400,00	3 690,09
Trainee Class 2	10,24	450,56	1 955,84	1 400,00	3 355,84
Trainee Class 3	8,57	377,08	1 636,87	1 400,00	3 036,87
Trainee Class 4	7,79	342,76	1 487,89	1 400,00	2 887,89

S.I. 33 of 2021

A Statutory Instrument setting out the agreement will be forwarded to you as soon as it has been published.

Signed at Harare.

B. MAMBARA,
Chairman of the Council.

R. MOYO,
President of N. E. W. U.

B. MANGENA,
President of E. I. S. A. Z.

D. MUCHENU,
General Secretary N. E. W. U.

M. RUZIWA,
Secretary General E. I. S. A. Z.

T. C. NYAMATORE,
General Secretary of the Council.

[CAP. 28:01

Collective Bargaining Agreement: National Employment Council
of the Engineering and Iron and Steel Industry

IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule has been registered in terms of section 79 of the Labour Act [*Chapter 28:07*],

SCHEDULE

WAGE AGREEMENT:
GENERAL ENGINEERING SECTION (SKILLED WORKERS AND
GRADED JOB CATEGORIES OF EMPLOYEES)

1. Notwithstanding the date of signature or publication hereof, this agreement shall be deemed to have come into operation on 1st June, 2020.
2. Parties hereby agreed in principle to maintain existing basic wage rates as effective from 1st April, 2020.
3. Notwithstanding, Parties further agreed to review upwards the Cost-of-Living Adjustment (COLA) from ZWL\$25,26, to ZWL\$1 100,00, per month with effect from 1st of June, 2020 to 30th of June, 2020.
4. COLA shall be withdrawn upon marked improvement of the economy. The General Engineering Committee will regularly assess the macro-economic fundamentals.
5. This wage agreement shall subsist subject to review by the parties to the Collective Bargaining Agreement.
6. Every employer shall, with effect from 1st June, 2020, pay each employee a wage not less than the appropriate amount specified in Annexure "A".
7. Nothing in this clause shall prevent increase being negotiated at company level over and above those referred to in this clause.
8. The total sum of the current minimum wage and the cost-of-living adjustment shall be subject to PAYE, Trade Union dues and National Employment Council dues.

Annexure 'A'

MINIMUM HOURLY RATE OF WAGE

(Clauses 9, 34 and 36)

Minimum hourly rates of wages effective from 1st June, 2020 to 30th
June, 2020

Collective Bargaining Agreement: National Employment Council
of the Engineering and Iron and Steel Industry

Schedule 1-Skilled Worker Category					
	<i>Hourly Rate</i> \$ZWL	<i>Weekly Wage (Equivalent)</i> \$ZWL	<i>Monthly Wage Equivalent</i> \$ZWL	<i>COLA</i> \$ZWL	<i>Total (Wage + COLA)</i> \$ZWL
Class 1	30,39	1 337,15	5 804,45	1 100,00	6 904,45
Class 2	25,05	1 102,19	4 784,53	1 100,00	5 884,53
Class 3	21,51	946,51	4 108,72	1 100,00	5 208,72
Class 4	18,36	808,02	3 507,55	1 100,00	4 607,55

Schedule 2-Graded Worker Category

	<i>Hourly Rate</i> \$ZWL	<i>Weekly Wage (Equivalent)</i> \$ZWL	<i>Monthly Wage Equivalent</i> \$ZWL	<i>COLA</i> \$ZWL	<i>Total (Wage + COLA)</i> \$ZWL
Graded	25,05	1 102,19	4 784,53	1 100,00	5 884,53
Grade B4	20,75	913,08	3 963,61	1 100,00	5 063,61
Grade B3	18,91	831,90	3 611,20	1 100,00	4 711,20
Grade B2	15,76	693,41	3 010,02	1 100,00	4 110,02
Grade B1	14,80	651,38	2 827,60	1 100,00	3 927,60
Grade A3	14,33	630,37	2 736,38	1 100,00	3 836,38
Grade A2	13,52	595,03	2 582,98	1 100,00	3 682,98
Grade A1	13,35	587,39	2 549,81	1 100,00	3 649,81

Schedule 3-Skilled Worker Trainee

	<i>Hourly Rate</i> \$ZWL	<i>Weekly Wage (Equivalent)</i> \$ZWL	<i>Monthly Wage Equivalent</i> \$ZWL	<i>COLA</i> \$ZWL	<i>Total (Wage + COLA)</i> \$ZWL
Trainee Class 1	26,03	1 145,17	4 971,10	1 100,00	6 071,10
Trainee Class 2	22,23	978,03	4 245,54	1 100,00	5 345,54
Trainee Class 3	19,47	856,73	3 719,00	1 100,00	4 819,00
Trainee Class 4	16,91	744,03	3 229,76	1 100,00	4 329,76

A Statutory Instrument setting out the agreement will be forwarded to you as soon as it has been published.

Signed at Harare.

B. MAMBARA,
Chairman of the Council.

R. MOYO,
President of N. E. W. U.

B. MANGENA,
President of E. I. S. A. Z.

D. MUCHENU,
General Secretary N. E. W. U.

M. RUZIWA,
Secretary General E. I. S. A. Z.

