



ZIMBABWEAN

GOVERNMENT GAZETTE

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General Notice 31 of 2026.

PUBLIC ENTITIES CORPORATE GOVERNANCE ACT
[CHAPTER 10:31]

Appointment of Members: Board of National Pharmaceutical Company

IT is hereby notified that the Minister of Health and Child Care has, in terms of section 11 of the Public Entities Corporate Governance Act [Chapter 10:31], appointed the persons specified in the Schedule as members of the National Pharmaceutical Company Board, for a period of four (4) years with effect from 8th December, 2025.

30-1-2026. Dr A. J. V. MAUNGANIDZE,
Secretary for Health and Child Care.

SCHEDULE

NATIONAL PHARMACEUTICAL COMPANY BOARD

1. Chiratidzo Ellen Ndhlovu
2. Shylet Nyadzi Sanyanga
3. Gerald Nyamutamba
4. Farirai Primrose Machine
5. Vimbayi Maswoswe
6. Newman Batanayi Madzikwa
7. Dought Ndiweni
8. Dave Wellington Charova
9. Tawaziwa Wushe

General Notice 32 of 2026.

HIGH COURT ACT [CHAPTER 7:06]

Establishment of a High Court Seat at Kwekwe

IT is hereby notified that the Chief Justice of Zimbabwe has, in terms of section 47 of the High Court Act [Chapter 7:06], directed the establishment of a permanent High Court seat at Kwekwe with effect from 30th January, 2026.

30-1-2026. HONOURABLE LUKE MALABA,
Chief Justice.

General Notice 33 of 2026.

ZIMBABWE ELECTRICITY TRANSMISSION AND DISTRIBUTION COMPANY (ZETDC)

Invitation to Competitive Tender

ZIMBABWE Electricity Transmission and Distribution Company (ZETDC) invites qualified and experienced companies registered with the Procurement Regulatory of Zimbabwe to submit bids for the following:

Tender number

ZETDC/DOM/01/2026. Supply, installation and commissioning of airconditioning standby units for Computer Rooms A and B at Zesa National Control Centre (NCC). Mandatory site visit: 6th March, 2026, at 1000 hours – ZESA National Control Centre Harare. Closing date: 19th March, 2026.

NB: Bidders to submit security clearance application letters with full details on procurement@zetdc.co.zw or by hand as requested in the Standard Bidding Document (SBD) under cover of a company letterhead by 13th February, 2026, for the above-mentioned tenders respectively for ZETDC to facilitate security clearance application with relevant authorities which process is required at least two (2) weeks before site visit date.

Bidding documents are available online on the electronic Government Procurement system (e-GP) <https://egp.praz.org.zw/>

Bid submission must be online electronic Government Procurement system (e-GP) <https://egp.praz.org.zw/> not later than the prescribed date above.

PROCUREMENT MANAGEMENT UNIT.

General Notice 34 of 2026.

MINISTRY OF HOME AFFAIRS AND CULTURAL HERITAGE (MOHACH)

Invitation to Competitive Bidding

BIDS are invited from suitable and reputable suppliers for supply of cleaning services:

Tender number

MOHACH/105/25. Competitive bidding. Cleaning services. Closing date and time: 26th February, 2026, at 1000 hours.

Interested bidders shall obtain bidding documents on the Procurement Regulatory Authority of Zimbabwe (PRAZ) e-GP portal.

Submission of tender

Completed bids are submitted by uploading them through the PRAZ e-GP portal on or before 1000 hours Zimbabwean time, of the closing date.

For further information, please visit our offices at the address given below during working hours from Monday to Friday, 0800 hours to 1600 hours.

NB: The Ministry is cancelling the tender advert that was published in the Government Gazette on 2nd January, 2026, for the procurement of cleaning services tender number MOHACH/105/2025.

The Permanent Secretary,
Ministry of Home Affairs and Cultural Heritage;
Eleventh Floor (Reception), Mukwati Building,
corner Fifth Street and Oliver Tambo Avenue, Harare.
Telephone +263 242 701 719/+263 242 703 643-3

General Notice 35 of 2026.

UNIVERSITY OF ZIMBABWE (UZ)

Invitation to Domestic Competitive Bidding

THE University of Zimbabwe wishes to invite reputable suppliers registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) to tender for the below requirements:

Tender number

UZ/2026/EIE9. Supply, delivery and installation of elevators. Compulsory pre-bid meeting/site visit: 4th February, 2026, at 0900 hours, at University of Zimbabwe's New Students Halls of Residence at 630, Churchill Avenue, Mount Pleasant. Closing date and time: 9th February, 2026, at 0230 hours.

UZ/2026/EIE7. Fix and supply of Administration Block front roof canopy at University of Zimbabwe's Quinary Hospital. Compulsory pre-bid meeting/site visit: 4th February, 2026, at 1200 hours, at University of Zimbabwe's Quinary Hospital, along Mazowe Road opposite Zimbabwe National Defence University. Closing date and time: 9th February, 2026, at 0330 hours.

UZ/2026/SS8. Supply, delivery and installation of a catering Point of Sale System. Compulsory pre-bid meeting/site visit: 5th February, 2026, at 0900 hours, at University of Zimbabwe's NC4 Complex Dinning Hall, 630, Churchill Avenue, Mount Pleasant. Closing date and time: 9th February, 2026, at 0430 hours.

UZ/2026/FRA/EIE1. Framework Agreement for the supply and delivery of bricks. Closing date and time: 10th February, 2026, at 0130 hours.

UZ/2026/FRA/EIE2. Framework Agreement for the supply and delivery of Premix Concrete. Closing date and time: 10th February, 2026, at 0230 hours.

UZ/2026/FRA/EIE4. Framework Agreement for the supply and delivery of timber. Closing date and time: 10th February, 2026, at 0300 hours.

UZ/2026/FRA/EIE5. Framework Agreements for the supply and delivery of paints. Closing date and time: 10th February, 2026, at 0330 hours.

UZ/2026/FRA/EIE6. Framework Agreement for the supply and delivery of riversand and pitsand. Closing date and time: 10th February, 2026, at 0400 hours.

Bidding documents may be obtained by interested bidders free of charge on electronic Government Procurement (e-GP) system on <https://egp.praz.org.zw>. Bids shall only be submitted electronically on the e-GP platform on <https://egp.praz.org.zw> before the closing date.

General Notice 36 of 2026.

ROAD TRAFFIC ACT [CHAPTER 13:11]

Authorised Persons to Operate Breathe Analysing Instruments

IT is hereby notified that, the Commissioner-General of Police has, in terms of section 76(8) of the Road Traffic Act [Chapter 13:11], authorised members of the Police Service who hold a valid breathalyser training certificate, to operate breath analysis instruments and conduct breath tests. This notice follows the approval of the breath analysing instruments by His Excellency the President of the Republic of Zimbabwe as specified in Road Traffic (Use of Breathalysers) Notice, Statutory Instrument 7 of 2026.

S. MUTAMBA,

30-1-2026. Commissioner-General of Police.

General Notice 37 of 2026.

AIR ZIMBABWE (PRIVATE) LIMITED (AIRZIM)

Notice of Cancellation of Domestic and International Competitive Bidding for Aviation Insurance

AIR Zimbabwe in terms of section 42 of the Public Procurement and Disposal of Public Assets Act [Chapter 22:23], hereby advises that the Aviation Insurance tender has been cancelled until further notice:

Tender number

AIRZIM/DCB/AI/0002/2025. Aviation Insurance. Closing date: 3rd February, 2026, at 1000 hours.

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Gloria Sithole, a legal practitioner and notary public, at Harare, on the 20th day of January, 2026, Collen Abrahams in his capacity as legal guardian changed the name of his minor son from Nyasha Bright Mututwa to Nyasha Bright Abrahams, which name shall be used in all deeds, documents, records and transactions.—Gloria Sithole, c/o G. Sithole Law Chambers, Second Floor, Causeway Building, Ahmed Ben Bella Avenue, Harare. 007582f

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Gloria Sithole, a legal practitioner and notary public, at Harare, on the 20th day of January, 2026, Collen Abrahams in his capacity as legal guardian changed the name of his minor daughter from Nokutenda Akeelah Mututwa to Nokutenda Akeelah Abrahams, which name shall be used in all deeds, documents, records and transactions.—Gloria Sithole, c/o G. Sithole Law Chambers, Second Floor, Causeway Building, Ahmed Ben Bella Avenue, Harare. 007583f

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Gloria Sithole, a legal practitioner and notary public, at Harare, on the 20th day of January, 2026, Collen Abrahams in his capacity as legal guardian changed the name of his minor son from Tanatswa Elton Mututwa to Tanatswa Elton Abrahams, which name shall be used in all deeds, documents, records and transactions.—Gloria Sithole, c/o G. Sithole Law Chambers, Second Floor, Causeway Building, Ahmed Ben Bella Avenue, Harare. 007584f

CHANGE OF NAME

TAKE notice that, on the 22nd day of January, 2026, before me, Robertson Chinyengetere, a notary public, came and appeared Ruxandra Grigoreta McCormick. The appearer declared that she abandons and renounces the name McCormick and in its place she adopts the name Faasen. Henceforth, for all purposes, on all occasions and in all acts, private and public, the appearer shall now be known as Ruxandra Grigoreta Faasen.

Dated at Harare on this 22nd day of January, 2026.—Robertson Chinyengetere, c/o Warhurst Attorneys, 8, Downie Avenue, Alexandra Park, Harare. 007585f

CHANGE OF NAME

NOTICE is hereby given that, on the 19th day of January, 2026, before me, Muneshkumar Babubhai Narotam, a legal practitioner and notary public, appeared Madhusudhan Hansrag Giga Modesia who sought to abandon the name Madhusudhan Hansrag Giga Modesia as his name and instead adopted as his name Madhusudan Shamji Modasia and declared that in future he would be known on all occasions and in all deeds, documents and in all proceedings, dealings and transactions as Madhusudan Shamji Modasia.—Muneshkumar Babubhai Narotam, c/o M.B. Narotam & Associates, applicant's legal practitioners, 35, Mutley Bend, Belvedere, Harare. 007725f

CHANGE OF NAME

TAKE notice that, on the 22nd day of January, 2026, Elton Simbarashe Warara in his capacity as natural father and legal guardian of Annita Tadiwa Mugeza (born on 26th February, 2014) (ID 32 2012176 J 32) appeared before me, Jimmy Zuze, a legal practitioner and notary public, and by notarial deed of change of name, changed his minor child's name from Annita Tadiwa Mugeza to Annita Theresa Warara, which name shall be used in all records, deeds, documents and transactions.—Jimmy Zuze, c/o JZ-Zuze & Associates, legal practitioners, Suite 7, First Floor, Lindsay House, Eastlea Shopping Centre, Harare. 007726f

CHANGE OF NAME

TAKE notice that, on the 18th day of January, 2026, Edmore Munsaka (born on 12th July, 1986)(ID 06 050828 L 06) in his own capacity appeared before me, Thulani Nkala, a legal practitioner and notary public, at Victoria Falls, who relinquished his name Edmore Munsaka and assumed in place thereof the name Edmore Julius Dube.—Thulani Nkala, c/o Dube, Nkala & Company, legal practitioners, 4433, Chinotimba Township, Victoria Falls. 007727f

CHANGE OF NAME

TAKE notice that, on the 12th day of January, 2026, before me, Prince J. Dube, a legal practitioner and notary public, appeared Lovemore Moyo (born on 29th July, 1995)(ID 84 059215 L 56), in his personal capacity and he changed his name Lovemore Moyo to Lovemore Ndlovu and those of his three minor biological children so that they shall be henceforth called Samukeliso Ndlovu (born on 10th December, 2022), Sizalobuhle Ndlovu (born on 21st February, 2015), Nkosilomusa Joseph Ndlovu (born on 8th November, 2019).

Dated at Bulawayo on this 12th day of January, 2026.—Prince J. Dube, c/o Messrs Cheda & Cheda Associates, legal practitioners, Third Floor, ZIMDEF House, Bulawayo. 007728f

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed of change of name, executed before me, Kudakwashe Ignatius Munyoro, a legal practitioner and notary public, appeared Moses Nhodo and assumed his name Moses Siabami Munkuli which name he shall use in all records, deeds, documents and in all transactions whether private or public.

Dated at Harare on this 24th day of December, 2025.—Kudakwashe Ignatius Munyoro, notary public/legal practitioner, c/o LT Muringani Law Practice, 12, Hackney Road, Cranborne, Harare. 007729f

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Juliet Maunganidze, a legal practitioner and notary public, Hireda Mutimbiri (born on 8th October, 1971)(ID 63 594621 M 32) of Harare, on the 22nd January, 2026, Hireda Mutimbiri abandoned the name Hireda Mutimbiri and assumed the name Hireda Mintello, and declared that she would thereafter in all dealings and transactions and on all occasions whatsoever use the name Hireda Mintello, and she expressly authorised and required all persons at all times and on all occasions to designate, address and describe her by the name Hireda Mintello.

Dated at Harare on this 22nd day of January, 2026.—Juliet Maunganidze, c/o Honey & Blanckenberg, legal practitioners, 200, Herbert Chitepo Avenue, Harare. 007730f

CHANGE OF NAME

NOTICE is hereby given that, on the 22nd day of January, 2026, Simon Hazangwe (born on 1st July, 1962)(ID 08 121670 B 34), appeared before me, Abel Masona, a legal practitioner and notary public, and changed his name from Simon Hazangwe to Simon Tangwena.

Dated at Harare on this 22nd day of January, 2026.—Abel Masona, c/o B. Mlauzi and Associates, applicant's legal practitioners, Suites 2A–2C, CABS Properties, No. 113–115, Samora Machel Avenue, Harare. 007731f

CHANGE OF NAME

TAKE notice that on the 13th day of January, 2026, before me, Shepherd Chingarande, a notary public, in Bulawayo, personally came and appeared Dumisani Milazi and executed a deed of poll terms of which he changed his name from Dumisani Milazi to Dumisani Chuzy Mpofo on his behalf.

Dated at Bulawayo this 14th day of January, 2026.—Sansole and Senda, legal practitioners, Sixth Floor, Charter House, 601, Leopold Takawira Avenue/Benjamin Burombo Street, Bulawayo. 007806f

CHANGE OF NAME

TAKE notice that on the 19th day of January, 2026, before me, Mutsa Mutseriwa, a legal practitioner, conveyancer and notary

public, appeared Charity Bango (born on 4th May, 1981)(ID 75 337732 N 75) and renounced and abandoned first name Charity and assumed the first name Shylet, so that, henceforth, for all purposes and occasions she shall be known by the full name Shylet Bango.

Dated at Harare this 19th day of January, 2026.—Mutsa Mutseriwa, Sadowera Kuwana Legal Practitioners, ICL House, Second Floor, cnr Sam Nujoma Street/Samora Machel Avenue, Harare. 007388f

CHANGE OF NAME

TAKE notice that, by notarial deed executed before me, Liveours Mundieta, a legal practitioner and notary public, at Harare, on the 19th day of January, 2026, Tsitsi Zemba (born on 8th June, 1992) appeared and changed her name from Tsitsi Zemba to Tsitsi Patience Kanhema.—Liveours Mundieta, c/o Mundieta & Wagoneka-Madzivanyika Law Chambers, 70, Suffolk Road, Strathaven, Harare. 007389f

CHANGE OF NAME

NOTICE is hereby given by notarial deed of change of name executed before me, Edith Moyo, a legal practitioner and notary public, at Harare, on the 19th of January, 2026, hereby appeared Tsitsi Mucherechedzo (born on 20th May, 1992)(ID 63 1457655 Q 13) on behalf of a minor Tadiswa Ashlar Gowora (born on 15th August, 2007) and changed the child's name to Tadiswa Ashlar Mucherechedzo which name shall be used in all records, deeds, documents and in all transactions whether public or private.

Dated at Harare on the 19th day of January, 2026.—Edith Moyo, c/o Claude, Petronellah & Nomazulu at Law, No. 38, Somerset Road, Eastlea, Harare. 007390f

CHANGE OF NAME

NOTICE is hereby given by notarial deed of change of name executed before me, Edith Moyo, a legal practitioner and notary public, at Harare, on the 19th of January, 2026, hereby appeared Tsitsi Mucherechedzo (born on 20th May, 1992)(ID 63 1457655 Q 13) on behalf of a minor Tanatswa Shammah Chendambuya (born on 15th August, 2007) and changed the child's name to Tanatswa Shammah Mucherechedzo which name shall be used in all records, deeds, documents and in all transactions whether public or private.

Dated at Harare on the 19th day of January, 2026.—Edith Moyo, c/o Claude, Petronellah & Nomazulu at Law, No. 38, Somerset Road, Eastlea, Harare. 007391f

CHANGE OF NAME

NOTICE is hereby given that, on the 8th day of January, 2026, before me, Tivakudze Chrislyn Madzonga, a legal practitioner and notary public, appeared Sipiwetina Ntombizodwa Moyo (born on 12th April, 1963)(ID 08 312209 J 26) and changed her name to Elizabeth Moyo, so that, henceforth, for all purposes and occasions she will be known by the name Elizabeth Moyo.—Tivakudze Chrislyn Madzonga, c/o Kanokanga and Partners Legal Practitioners, 33, Robson Manyika Avenue, Suite 1, First Floor, Mizrahi House, Harare. 007393f

CHANGE OF NAME

TAKE notice that, on the 12th day of January, 2026, Tinotenda Naison Kambuzuma (born on 6th January, 1991)(ID 63 2076429 W 45) appeared before me, Moreblessing Tawodzera, a legal practitioner and notary public, at Harare, and changed his surname to Jodi, such that he shall henceforth be known as Tinotenda Naison Jodi.—Moreblessing Tawodzera, c/o Ngongoni, Tawodzera, Pavari & Partners, Block 2, Office 309, Third Floor, Long Cheng Plaza, cnr Mutley Bend and Samora Machel Avenue, Belvedere, Harare. 007396f

CHANGE OF NAME

TAKE notice that, on the 16th day of January, 2026, Oliver Chirikumuromo (born on 3rd September, 1985) appeared before me, Jimmy Zuze, a legal practitioner and notary public, and by notarial deed of change of name, changed his name from Oliver Chirikumuromo to Oliver Masamba, which name shall be used in all records, deeds, documents and transactions.—Jimmy Zuze, c/o JZ-Zuze and Associates, Suite 7, First Floor, Lindsay House, Eastlea Shopping Centre, Harare. 007397f

CHANGE OF NAME

NOTICE is hereby given that, on the 5th day of January, 2026, Advice Musekiwa (born on 3rd September, 1999)(ID 58 329540 Y 23) appeared before me, Innocent Hore, a legal practitioner and notary public, at Kwekwe, changed his name to Advice Musekiwa Ndlovu.

Dated at Kwekwe on this 5th day of January, 2026.—Innocent Hore, c/o Hore & Partners, legal practitioners, Stanley House, 36–4th Street, Kwekwe. 007501f

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed of change of name, executed before me, Emmanuel Chibondo, a legal practitioner and notary public, at Harare, on the 12th January, 2026, appeared Raymond Mnene (born on 21st March, 1994) in which the appearer changed his name to Raymond Mnene Mutendereki, so that, henceforth, for all purposes and occasions he shall be known as Raymond Mnene Mutendeki, which name shall be used in all deeds, documents and transactions whatsoever.

Dated at Harare on this 21st day of January, 2026.—Emmanuel Chibondo, c/o Gumbo & Associates, plaintiff's legal practitioners, 2, Kariba Crescent, Hillside, Harare. 007563f

CHANGE OF NAME

TAKE notice that, on the 7th day of January, 2026, Peter Makunyire (born on 3rd January, 1975) appeared before me, Godfrey Mapaya, a legal practitioner and notary public, and changed his name from Peter Makunyire to Peter Nxusa, which name shall be used in all records, deeds, documents, actions and transactions.

Dated at Harare on this 7th day of January, 2026—Godfrey Mapaya, c/o Mapaya and Partners of 3, Daventry Road, Eastlea, Harare. 007601f

CHANGE OF NAME

TAKE notice that, on the 16th day of January, 2026, before me, Fortunate Dzingai, a legal practitioner and notary public, appeared Annatolia Tendai Veronica Mukumba (born on 18th April, 1991), Tashinga Petronella Mukumba (born on 4th October, 1994) and Delny Tambudzai Mahwineyi Mukumba (born on 12th November, 1994), and changed their names so that they shall be known, for all intents and purposes by the names Annatolia Tendai Veronica Sumbuleta, Tashinga Petronella Sumbuleta and Delny Tambudzai Mahwineyi Sumbuleta, respectively.

Dated at Harare on this 16th day of January, 2026.—Fortunate Dzingayi, c/o Legal Aid Directorate, 38, Nelson Mandela Avenue, Harare. 007733f

CHANGE OF NAME

TAKE notice that, on the 16th day of January, 2026, before me, Fortunate Dzingai, a legal practitioner and notary public, appeared Leonard Mukumba (born on 17th February, 1957), Irene Mukumba (born on 28th February, 1965), Rangarirai Fabian Mukumba (born on 20th September, 1996) and Takunda Leonard Mukumba (born on 4th December, 1999), and changed their names so that they shall be known, for all intents and purposes by the names Leonard Chingasiyeni Sumbuleta, Irene Sumbuleta, Rangarirai Fabian Sumbuleta and Takunda Leonard Sumbuleta, respectively.

Dated at Harare on this 16th day of January, 2026.—Fortunate Dzingayi, c/o Legal Aid Directorate, 38, Nelson Mandela Avenue, Harare. 007732f

CHANGE OF NAME

TAKE notice that, on the 16th day of January, 2026, before me, Fortunate Dzingai, a legal practitioner and notary public, appeared Anderson Tazvitya Mukumba in his personal capacity and in his capacity as the father and natural guardian of Audrey Sienna Mukumba, Andlyn Ruramai Mukumba, Raramai Tehilla Mukumba and Andy Aubrey Mukumba and changed their surname from Anderson Tazvitya Mukumba, Audrey Sienna Mukumba, Andlyn Ruramai Mukumba, Raramai Tehilla Mukumba and Andy Aubrey Mukumba to Sumbuleta, so that, henceforth, they shall be known, for all intents and purposes by the names Anderson Tazvitya Sumbuleta, Audrey Sienna Sumbuleta, Andlyn Ruramai Sumbuleta, Raramai Tehilla Sumbuleta and Andy Aubrey Sumbuleta, respectively.

Dated at Harare on this 16th day of January, 2026.—Fortunate Dzingayi, c/o Legal Aid Directorate, 38, Nelson Mandela Avenue, Harare. 007734f

CHANGE OF NAME

TAKE notice that, on the 4th day of December, 2025, before me, Avenesu Hove Muza, a legal practitioner and notary public, appeared Tawanda Robson Chiwara (born on 20th August, 1994)(ID 63 2379129 S 22), and renounced and abandoned the name Tawanda Robson Chiwara and assumed the name Tawanda Robson Mare, so that, henceforth, for all purposes and occasions he shall be known by the name Tawanda Robson Mare.

Dated at Harare on this 4th day of December, 2025.—Avenesu Hove Muza, legal practitioner, c/o Chivore Dzingirai Group of Lawyers, Ninth Floor, Causeway Building, cnr Patrice Lumumba Street and Ahmed Ben Bella Avenue, Harare. 007735f

CHANGE OF NAME

TAKE notice that, on the 21st day of January, 2026, Elias Chekai appeared before me, Ishmael Mugwagwa, a legal practitioner and notary public, and changed his name from Elias Chekai (born on 9th October, 1978) to Elias Zhawi (born on 9th October, 1980), so that, henceforth, he shall be known on all occasions by that name.

Dated at Kadoma on this 21st day of January, 2026.—Ishmael Mugwagwa, legal practitioner and notary public, 24, Connaught Street, Kadoma. 007736f

LOST CERTIFICATE OF REGISTRATION

NOTICE is hereby given that the under-mentioned certificate of registration, issued in the name of LT and P Mining Syndicate, has been lost or mislaid and that application will be made to the Provincial Mining Director, Mashonaland Central Province, Bindura, 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>
23084	Desman

Dated at Bindura, this 23rd day of January, 2026.—LT and P Mining Syndicate, applicant. 007723f

LOST CERTIFICATE OF REGISTRATION

NOTICE is hereby given that the under-mentioned certificate of registration, issued in the name of Joseph Dube, has been lost or mislaid and that application will be made to the Provincial Mining Director, Matabeleland South Province, Gwanda, 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>
41928	Barton West 2

Dated at Bulawayo, this 15th day of January, 2026.—Joseph Dube, applicant, Swaith Village, Stand No. 72, Mbalabala. 007724f

LOST CERTIFICATES OF REGISTRATION

NOTICE is hereby given that the under-mentioned certificates of registration, issued in the name of Avoseh Investments (Private) Limited, have been lost or mislaid and that application will be made to the Provincial Mining Director, Midlands Province, Gweru, at the expiration of 30 days from the date of publication of the notice, for the issue of duplicates thereof.

<i>Registration number</i>	<i>Name of block</i>
17395 B.M.	Sandawana 276
17396 B.M.	Sandawana 278
17411 B.M.	Sandawana 279
17412 B.M.	Sandawana 703

Dated at Gweru, this 15th day of January, 2026.—Avoseh Investments (Private) Limited, applicant, 1555, Emmerson Dambudzo Mnangagwa Road, Harare. 007597f

LOST CERTIFICATE OF REGISTRATION

NOTICE is hereby given that the under-mentioned certificate of registration, issued in the name of Stanford Dumbu, has been lost or mislaid and that application will be made to the Provincial Mining Director, Matabeleland South Province, Gwanda, 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>
41989	Barton West 4

Dated at Bulawayo, this 15th day of January, 2026.—Joseph Dube, applicant, Swaith Village, Stand No. 72, Mbalabala. 007598f

LOST CERTIFICATE OF REGISTRATION

NOTICE is hereby given that the under-mentioned certificate of registration, issued in the name of Joseph Dube, has been lost or mislaid and that application will be made to the Provincial Mining Director, Matabeleland South Province, Gwanda, 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>
41929	Barton West 3

Dated at Bulawayo, this 15th day of January, 2026.—Joseph Dube, applicant, Swaith Village, Stand No. 72, Mbalabala. 007599f

LOST CERTIFICATE OF REGISTRATION

NOTICE is hereby given that the under-mentioned certificate of registration, issued in the name of Chibhagidhi Mining Syndicate, has been lost or mislaid and that application will be made to the Provincial Mining Director, Mashonaland Central Province, Bindura, 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>
46033	Chilaz 10

Dated at Bindura, this 26th day of January, 2026.—Hardlife Chomwosha, applicant. 007758f

LOST CERTIFICATES OF REGISTRATION

NOTICE is hereby given that the under-mentioned certificates of registration, issued in the name of Godwell Munyimi, have been lost or mislaid and that application will be made to the Provincial Mining Director, Mashonaland Central Province, Bindura, at the expiration of 30 days from the date of publication of this notice, for the issue of duplicates thereof.

<i>Registration number</i>	<i>Name of block</i>
29616	Hidennis 14
29618	Hidennis 15
29620	Hidennis 16
29617	Hidennis 17
29621	Hidennis 19
29619	Hidennis 18
29610	Nortje 25
29614	Nortje 27
29613	Nortje 32

Dated at Harare this 19th day of January, 2026.—Godwell Munyimi, applicant. 007448f

LOST CERTIFICATE OF REGISTERED TITLE

NOTICE is hereby given that we intend to apply for a certified copy of Certificate of Registered Title 1177/2008, dated 31st December, 2008, in favour of Crowhill Farm (Private) Limited, whereby an undivided 0,0298% share being Share No. 4922 in certain piece of land situate in the district of Salisbury called Lot J of Borrowdale Estate, measuring 724,047 5 hectares, was conveyed.

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

Dated at Harare this 23rd day of January, 2026.—Moyo, Chikono & Gumiro Legal Practitioners, First Floor, Fidelity Life Tower, Harare. 007813f

LOST CERTIFICATE OF REGISTERED TITLE

NOTICE is hereby given that an application will be made to the Registrar of Deeds, at Harare, for a certified copy of Deed of Transfer 4887/2023, dated 14th July, 2023, made in favour of Tribewood (Private) Limited in terms of which certain piece of land, measuring 6 039 square metres called Remainder of Stand 285 Athlone Township of Lot 2A Green Grove, situate in the district of Salisbury, was conveyed.

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

Dated at Harare on this 22nd day of January, 2026.—Madhanhe & Chigudugudze, legal practitioners, No. 3, Rowland Square, Milton Park, Harare. 007564f

LOST DEED OF TRUST

NOTICE is hereby given that we intend to apply for substituted copy of The Trustees for the Marandellas and District Country Club and their Successors in office date 1951, originally registered in favour of the The Marandellas and District Country Club (also known as Marondera Country Club Trust), in respect of certain immovable property being certain piece of land called Stand 244 registered under Deed of Grant 13,216 situate in the district of Marandellas, measuring 14,992 1 acres (7.0834 morgen).

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

Dated at Marondera this 20th day of January 2026.—Mufuka & Associates, Howard House, P.O. Box 19, The Green, Marondera. 007815f

LOST TITLE DEED

NOTICE is hereby given that an application will be made to the Registrar of Deeds, at Harare, for a replacement of Title Deed 2882/2001, passed in favour of Citizen Construction Company (Private) Limited (Registration No. 4384/1998) Stand, measuring 1 804 square metres.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice.—Masamvu & Da-Silva-Gustavo Law Chambers, c/o Mushoriwa Moyo Corporate Attorneys, 37, Lawson Avenue, Milton Park, Harare. 007453f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 2678/2012, dated 20th June, 2012, made in favour of Tawanda Tongayi Mumbengegwi (born on 1st October, 1984) (ID 63-1219410 D 12) and Zinzile Danayi Takazvida Nyamweda (born on 14th July, 1985), whereby an undivided 0,25% share being Share No. 214 in certain piece of land situate in the district of Salisbury called Stand 18336 Harare Township, measuring 6,505 1 hectares, was conveyed.

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

Dated at Harare this 22nd day of January, 2026.—Chivore Dzingirai Group of Lawyers, cnr Patrice Lumumba Street and Ahmed Ben Bella Avenue, Harare. 007579f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made to the Registrar of Deeds, at Harare, for the issue of a certified copy of Deed of Transfer 2498/2001, dated 23rd March, 2001, passed in favour of Zimrock International (Private) Limited, whereby an undivided 12,018% share being Share No. 8 in certain piece of land situate in the district of Goromonzi called Stand 795 Ruwa Township of Stand 659 Ruwa Township, measuring 8 912 square metres, was conveyed.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar

of Deeds, at Harare, within 14 days from the date of publication of this notice.

Dated at Harare this 19th day of January, 2026.—Sithole & James, Suite 5, Paternoster Office Suites, 157, Josiah Chinamano Avenue, Harare. 007581f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a replacement copy of Deed of Transfer 7648/2002, dated 10th July, 2002, passed in favour of Maria Elena Schraner and Marinha Da Silva, whereby certain piece of land situate in the district of Umtali being Stand 2271 Umtali Township of Umtali Township Lands, measuring 1 921 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 publication of this notice.—Mugadza Chinzamba & Partners, applicant's legal practitioners, No. 100, Third Street, Mutare. 007630f

LOST DEED OF TRANSFER

NOTICE is hereby given that, I the undersigned, Etheldreda Ncube (born on 19th August, 1969) intend to apply for a certified copy of Deed of Transfer 1792/99, dated 8th April, 1999, in respect of certain piece of land in extent 200 square metres being Stand 5008 Cowdray Park Township of Cowdray Park of the Helenvale Block situate in the district of Bulawayo.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Bulawayo, within 14 days of the publication of this notice.—Etheldreda Ncube, Stand 5008, Cowdray Park, Bulawayo. 007820f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for the replacement copy of Deed of Transfer 1747/99, dated 25th February, 1999, in respect of certain piece of land situate in the district of Salisbury being Stand 1140 Salisbury Township, measuring 892 square metres.

All persons claiming to have any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days of the publication of this notice.—Sawyer and Mkushi, Eleventh Floor, Social Security Centre, Sam Nujoma Street/Julius Nyerere Way, Harare. 007637f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 1100/2006, dated 17th February, 2006, in favour of Samaita Mutasa Enterprises (Private) Limited, in respect of certain piece of land situate in the district of Umtali called Stand 2499 Umtali Township Lands, measuring 1 633 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 publication of this notice.

Dated at Harare this 21st day of January, 2026.—Mandizha and Makoni Law Chambers, First Floor, Lindsay Building, Eastlea Shopping Centre, Samora Machel Avenue, Eastlea, Harare. 007816f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 2338/78, dated 23rd November, 1978, made in favour of Pachawo Giriso Zinyemba (ID 08-024417 R 27), in respect of Stand 4391 Luveve Township of Luveve situate in the district of Bulawayo, measuring 312 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 Office, at Bulawayo, within 14 days of the publication of this notice.

Dated at Bulawayo on this 9th day of December, 2025.—Sansole and Senda, legal practitioners, Sixth Floor, Charter House, 601, Leopold Takawira Avenue, Bulawayo. 007817f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for a certified copy of Deed of Transfer 894/84, dated 13th April, 1984, made in favour of Cecil Pullen (born on 24th March, 1952), whereby certain piece of land in extent 996 metres being Stand 6196 Bulawayo Township of Bulawayo Township Lands situate in the district of Bulawayo, was conveyed.

All persons claiming to have any right or title in or to the said deed of transfer which has been lost/destroyed, are hereby required to lodge their objections or representations, in writing, with the Registrar of Deeds, at Bulawayo, within 14 days from publication of this notice.—Longhurst, Boyce and Company, legal practitioners, 137, George Silundika Street, Bulawayo. 007821f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for a certified copy of Deed of Transfer 5093/91, dated 18th December, 1991, made in favour of David Maxwell Cooper (born on 26th July, 1950), in respect of certain piece of land situate in the district of Bulawayo being Stand 97 Fortunes Gate Township of Lot 12 EF Matshumhlophe, measuring 4 047 square metres.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days from publication of this notice.—Coghlan & Welsh, First Capital Bank Building, Liberation Legacy Avenue/JMN Nkomo Street, Bulawayo. 007822f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for a certified copy of Deed of Transfer 1008/2013, dated 15th July, 2013, made in favour of Thalitha Dube (born on 5th December, 1974), whereby certain piece of land situate in the district of Bulawayo being Stand 9054 Cowdray Park Township of Stand 8502 Cowdray Park Township, measuring 225 square metres, was conveyed.

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

Dated at Bulawayo on this 7th January, 2026.—James, Moyo-Majwabu & Nyoni, legal practitioners, Second Floor, Exchange Building, JMN Nkomo Street/Leopold Takawira Avenue, Bulawayo. 007823f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for a certified copy of Deed of Transfer 774/95, dated 13th February, 1995, to be issued in respect of certain piece of land situate in the district of Salisbury called Stand 12217 Salisbury Township of Stand 11669A Salisbury Township, measuring 2 137 square metres, in favour of Manifesto Investments (Private) Limited.

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 Office, at Harare, within 14 days of the publication of this notice.—Ahmed & Ziyambi, legal practitioners, 36, Edmonds Avenue, Belvedere, Harare. 007814f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for a certified copy of Deed of Transfer 6336/2019, dated 28th October, 2019, made in favour of Ndorima Family Trust (MA No. 1174/2015), whereby certain piece of land situate in the district of Salisbury, called Stand 13535 Tynwald Township of Stand 12891 Tynwald Township, measuring 368 square metres, was conveyed.

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

Dated at Harare this 27th day of January, 2026.—Mataka Legal Practice, 28, Northampton Crescent, Eastlea, Harare. 007757f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for a certified copy of Deed of Transfer 6066/93, dated 23rd December, 1993, made in favour of Francis Dombo (born on 1st February, 1955), whereby an undivided ½ share of certain piece of land situate in the district of Salisbury being Stand 84 Logan Park Township of Lot 6A Hatfield Estate, measuring 4 013 square metres, was conveyed.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days from publication of this notice.—Mubangwa & Partners, legal practitioners, No. 5, Zororo Duri Avenue, Eastlea, Harare. 007638f

LOST DEED OF TRANSFER

I, the undersigned, Nehemiah Govati Mutendi (born on 15th September, 1939) (ID 22-078043 X 26) do hereby solemnly declare that, I am the registered owner of the under-mentioned property being certain piece of land situate in the district of Victoria called Stand 53 Fort Victoria Township, measuring 714 square metres, held under Deed of Transfer 1204/2010, dated 15th April, 2010.

The said Deed of Transfer has been lost and cannot be found, although a diligent search has been made for same.

The said Deed of Transfer was not at the time of its loss pledged or ceded to any person or bank as a Security for a debt or otherwise.

In the event that such Deed of Transfer is found, same will be transmitted to the Registrar of Deeds, Harare.

I am unable to state the circumstances under which the said Deed of Transfer was lost.

This Declaration is made by me in terms of section 20(b) of the Deeds Registries Act, 1977, aforementioned, for the issue to me of a certified copy of the said Deed of Transfer.

Declared before me at Masvingo on this 16th day of December, 2025.—Nehemiah Govati Mutendi, applicant. 007818f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy, in lieu of the original, of Deed of Transfer 7504/2005, whereby certain piece of land situate in the district of Salisbury called Stand 3645, Tynwald of Lot 1 of Tynwald, measuring 462 square metres was conveyed in the name of Destine Salome Nyamucherera (born on 25th August, 2001) (ID 63 2426150 C 71).

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice.—Masara Savanhu Attorneys, Legal Practitioners, Suites 107–109, Linqwenda House, 58, Nelson Mandela Avenue, Harare. 007395f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for a certified copy of Deed of Transfer 3516/97, dated 20th May, 1997, made in favour of Joseph Verenga, whereby certain piece of land situate in the district of Salisbury called Stand 1008, Parktown Township of Lot 6A Parktown Extension, measuring 5 416 square metres, was conveyed.

All persons claiming to have any objections to the issue of such copy, are required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from date of this publication.—Linda & Ashley Attorneys, 3, Wimbledon Drive, Eastlea, Harare. 007449f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 7002/2004, dated 7th September, 2004, made in favour of Bridgeside Sales (Private) Limited, Company Registration 6785/2003, whereby certain piece of land situate in the district of Salisbury, called Stand 9435 Glen View Township of Glen View, measuring 1,125 square metres, was conveyed.

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

Dated at Harare on this 19th day of January, 2026.—Dube, Manikai & Hwacha, applicant's legal practitioners, 4, Fleetwood, Alexandra Park, Harare. 007450f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 003399/2005, registered on 10th May, 2005, over certain piece of land situate in the district of Salisbury called Stand 1044 Parktown Township of Lot 7 Parktown Extension of Upper Waterfall, measuring 1,428 7 hectares.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days of the date of publication of this notice.—Messrs Saunyama, Dondo, legal practitioners, Seventh Floor, Pegasus Building, 52–54, Samora Machel Avenue, Harare. 007381f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 2170/2003, dated 24th June, 2004, made in favour of Hillary Sue Minchin (Australian Passport No. PA7231609), whereby certain piece of land situate in the district of Salisbury, being Lot 142 of Pomona Estate Extension 2 of Pomona, measuring 8,119 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 Registrar of Deeds, at Harare, within 14 days of the date of publication of this notice.—Wilmot & Bennet, Legal Practitioners, 2, Ross Avenue/Mazowe Street, Belgravia, Harare. 007431f

LOST DEED OF TRANSFER

NOTICE is hereby given that i intend to apply for a certified copy of Deed of Transfer 2857/98, dated 17th July, 1998, made in favour of Mountburger (Private) Limited company number 73/95, whereby certain piece of land situate in the district of Shabani Township, measuring 2 023 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.—Pundu and Company, applicant's legal practitioners, Second Floor, Beverley Place, E.D. Mnangagwa Way, Kwekwe. 007192f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for a replacement copy of Deed of Transfer 2526/2025, dated 2nd April, 2025, made in favour of Cleverhill Investments (Private) Limited, whereby an undivided 0.00712% share being Share No. 7809, 113 5 hectares, was conveyed.

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

Dated at Harare this 15th day of January, 2026.—Mutuso, Taruvinga & Mhiribidi Attorneys, 8, Wembley Close, Harare. 007193f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 9727/2002, passed in favour of Abel Mavhiri (born on 7th July, 1996), in respect of certain piece of land situate in the district of Hartley called Blue Shadows Estate Stand, measuring 4,019 3 hectares.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days of the date of publication of this notice.—Kanokanga & Partners, Suite 1, First Floor, Mizrahi House, 33, Robson Manyika Avenue, Harare. 007194f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of the Deed of Transfer 13757/2007, dated on 28th November, 2007, made in favour of Talvader Investments (Private) Limited in respect of an undivided 6.34% share being Share No. 7, in certain piece of land situate in the district of Salisbury called Stand 301, Pomona Township, measuring 3,517 2 hectares, was conveyed.

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

Dated at Harare this 19th day of January, 2026.—Whatman & Stewart Lawfirm, 7, Shannon Road, Alexandra Park, Harare. 007195f

LOST DEED OF TRANSFER

NOTICE is hereby given that I intend to apply for a certified copy of Deed of Transfer 2672/82, registered on 17th June, 1982, passed in favour of Elias Mundopa (born on 12th September, 1950) (ID 63-370279 M 42) and Annah Mundopa (born on 29th May, 1952) (ID 63-451696 L 42), whereby certain piece of land situate in the district of Salisbury called Stand 287 Mount Pleasant Township 11 of Lot 35A Mount Pleasant, measuring 4 057 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 20th day of January, 2026.—Chadyiwa & Associates, legal practitioners, No. 5, Cinnabar Court, 103, Herbert Ushewokunze Avenue, Harare. 007196f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 4570/2002, registered on 22nd May, 2002, passed in favour of Elias Mundopa (born on 12th September, 1950) (ID 63-370279 M 42) and Annah Mundopa (born on 29th May, 1952) (ID 63-451696 L 42), whereby certain piece of land situate in the district of Salisbury called Stand 1 487 Salisbury Township of Salisbury Township Lands, 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 20th day of January, 2026.—Chadyiwa & Associates, legal practitioners, No. 5, Cinnabar Court, 103, Herbert Ushewokunze Avenue, Harare. 007197f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for a certified copy of Deed of Transfer 8343/2007, dated 3rd December, 2007, made in favour of The Shumba Murena Family Trust, whereby certain piece of land situate in the district of Salisbury called Subdivision A of Lot 550 of Greendale, measuring 4 046 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 23rd day of January, 2026.—Mtetwa & Nyambirai, legal practitioners, Harare. 007802f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 6340/2019, dated 7th November, 2019, made in favour of Chioniso Rutendo Munyuki (born on 4th September, 1986) (ID 63-1305421 T 26), whereby certain piece of land situate in the district of Salisbury called Stand 2405 Aspidale Park Township of Stand 50 Aspidale Park Township, measuring 200 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.—Danziger & Partners, legal practitioners, Third Floor, Finsure House, corner Kwame Nkrumah Avenue and Sam Nujoma Street, Harare. 007805f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 2320/2004, dated 2nd August 2004, whereby certain piece of land situate in the district of Bulawayo being Stand 4344 Magwegwe Township of Hyde Park, measuring 294 square metres, was conveyed to Jabesi Chapepa (born on 28th June, 1931).

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.—Masamvu & Da Silva-Gustavo Law Chambers, First Floor, Stanbic House, Liberation Avenue/JMN Nkomo Street, Bulawayo. 007807f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for a certified copy of Deed of Transfer 919/2013, dated 26th June, 2013, made in favour of Faizel Jassat (born on 12th November, 1985) and Zaid Jassat (born on 26th November, 1988), whereby certain piece of land measuring 5,948 square metres being the Remainder of Lot 43 Hillside of Napiers Lease situate in the district of Bulawayo, 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.—Calderwood, Bryce, Hendrie and Partners, legal practitioners, Ground Floor, Derry House, 70, Queen Lozikeyi Street/Emmerson Dambudzo Mnangagwa Way, Bulawayo. 007808f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made to the Registrar of Deeds, at Harare, for the issue of a certified copy of Deed of Transfer 7682/2000, passed in favour of Tahwinheyi Kunaka, whereby certain piece of land situate in the district of Salisbury called Subdivision A of a Picnic of Subdivision A of Waterfall, measuring 2,023 2 hectares, was conveyed.

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

Dated at Harare on this 19th day of January, 2026.—Mugomeza & Mazhindu Legal Practitioners, 38, Hiller Road, Gunhill, Harare. 007394f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 7351/94, dated 29th November, 1994 passed in favour of Norman James Clark and Chloe Ann Clark, whereby certain piece of land situate in the district of Salisbury called Lot 18 of Lot 11 A Block B Avondale, measuring 4,280 square metres, was conveyed.

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

Dated at Harare on this 21st day of January, 2026.—Farai & Farai Attorneys, legal practitioners, 42, Palmer Road, Milton Park, Harare. 007809f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 2640/2000, dated on 10th September, 1999, made in favour of Rodwell Makuni (born on 16th August, 1948), whereby certain piece of land situate in the district of Kariba called Stand 495 Chirundu Township, measuring 2 434 square metres, was conveyed.

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

Dated at Harare on this 21st day of January, 2026.—Bhatasara Attorneys Legal Practitioners, 6, Windsor Close, Mount Pleasant, Harare. 007198f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for a certified copy of Deed of Transfer 2104/94, dated on 8th September, 1994, made in favour of David Maxwell Cooper (born on 26th July, 1950), in respect of certain piece of land situate in the district of Bulawayo being Stand 99 Fortunes Gate Township 6 of Lot 12EF Matsheumhlope, measuring 4 047 square metres.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days from the date of publication of this notice.—Coghan and Welsh, First Capital Bank Building, Liberation Legacy Avenue/JMN Nkomo Street, Bulawayo.

007199f

LOST DEED OF GRANT

NOTICE is hereby given that an application will be made for a certified copy of Deed of Transfer 1469/90, dated 24th April, 1990, made in favour of David Maxwell Cooper (born on 26th July 1950), in respect of certain piece of land situate in the district of Bulawayo being Stand 98 Fortunes Gate Township 6 of Lot 12EF Matsheumhlope, measuring 4 047 square metres, was conveyed.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Bulawayo, within 14 days from the date of publication of this notice.—Coghan and Welsh, First Capital Bank Building, Liberation Legacy Avenue/JMN Nkomo Street, Bulawayo.

007200f

LOST DEED OF GRANT

NOTICE is hereby given that an application will be made for a certified copy of Deed of Grant 875/2009, dated 28th November, 2008, registered over certain piece of land situate in the district of Shabani called Stand 4454 Mandava Township, measuring 300 square metres, whereof Mimosa Mining Company (Private) Limited (Company Registration No. 143/74) is the registered owner.

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

Dated at Harare on this 13th day of January, 2026.—R. Chibaya Law Chambers, applicant's legal practitioners, No. 7, Avon Rise, Mount Pleasant, Harare.

007451f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for—

1. certified copy of Deed of Transfer 766/90, dated 2nd February, 1990, passed in favour of David Muza Mheresi (born on 23rd March, 1940).
2. cancellation of Mortgage Bond 1118/90, dated 23rd March, 1990, for the sum of \$48 400,00, passed by David Muza Mheresi (born on 23rd March, 1940), in favour of Central Africa Building Society hypothecating certain piece of land situate in the district of Salisbury called Stand 4798 Highfield Township, measuring 338 square metres.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days from the date of publication of this notice.—Gill Godlonton & Gerrans, applicant's legal practitioners, 15, Natal Road, Belgravia, Harare.

007804f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for certified copy of Deed of Transfer 13575/2007, dated on 28th November, 2007, made in favour of Talvader Investments (Private) Limited, in respect of an undivided 6.345 share being Share No. 7 in certain piece of land situate in the district of Salisbury called Stand 301 Pomona Township, measuring 3,5172 hectares, was conveyed.

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

Dated at Harare on this 19th day of January, 2026.—Whatman & Stewart Law Firm, 7, Shannon Road, Alexandre Park, Harare.

007195f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made for certified copy of Deed of Transfer 8441/2001, made in favour of Kragnek Trading (Private) Limited, whereby certain piece of land situate in the district of Salisbury called an undivided 0.880% share being Share No. 67 Stand 2143 Marlborough Township of Lot 4 of Marlborough, measuring 1,364 4 hectares, was conveyed.

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

Dated at Harare, this 20th day of January, 2026.—B. Ngwenya Legal Practice, applicant's legal practitioners, 55, Oliver Tambo Avenue, between Fifth and Sixth Streets, Harare.

007452f

CANCELLATION OF MORTGAGE BOND

NOTICE is hereby given that we intend to apply for the cancellation of Mortgage Bond 4349/2011, for the sum of US\$50 000,00 (fifty thousand United States dollars), passed on the 30th June, 2011, by The Shumba Murena Family Trust, in favour of TN Bank Limited, hypothecating certain piece of land situate in the district of Salisbury called Subdivision A of Lot 550 of Greendale, measuring 4 046 square metres; whereof the said Bank is the present registered holder.

All persons claiming to have any right or title in or to the said deed of transfer which has been lost/destroyed, are hereby required to lodge their objections or representations, in writing, with the Deeds Registry, at Harare, within 14 days from publication of this notice.—Mtetwa & Nyambirai, legal practitioners, Harare.

007803f

CANCELLATION OF MORTGAGE BONDS

NOTICE is hereby given that we intend to apply for the cancellation of Mortgage Bonds 4013/2001, dated 12th September, 2001, for ZWD180 000,00, plus additional sum of ZWD27 000,00; and Mortgage Bond 2042/2004, dated 16th April, 2004, for ZWD5 520 028,00, plus additional sum of ZWD577 100,00, both made in favour of CBZ Building Society (formerly known as Beverley Building Society) in the name of Enoch Chizororo (born on 10th June, 1969), over certain piece of land situate in the district of Que Que in extent 412 square metres being Stand 7709 Mbizo Township of Stand 479 Mbizo Township held under Deed of Transfer 6223/98, dated 15th January, 1998, was conveyed.

All persons having any objections to, or wishing to make any representations in connexion with, the cancellation of the aforesaid bonds, are hereby required to lodge same, in writing, with the Deeds Registry, at Bulawayo, within 14 days of the publication of this notice.—Kombororero Lesslie Chizororo, executive dative, c/o Masawi & Partners, legal practitioners, Kwekwe.

007399f

LOST MORTGAGE BOND

NOTICE is hereby given that an application will be made to the Registrar of Deeds, at Harare, for the issue of a certified copy of Mortgage Bond 7570/2011, dated 30th December, 2011, passed in favour of Kingdom Bank Limited are the legal holders of Mortgage Bond 7570/2011, dated 30th December, 2011, capital sum of US\$ 34 500,00, passed by Zimrock International (Private) Limited over an undivided 12,018% share being Share No. 8 in certain piece of land situate in the district of Goromonzi called Stand 795 Ruwa Township of Stand 659 Ruwa Township, measuring 9 912 square metres held under Deed of Transfer 2498/2001, dated 23rd March, 2001, was conveyed.

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

Dated at Harare this 19th day of January, 2026.—Sithole & James, Suite 5, Paternoster Office Suites, 157, Josiah Chinamano Avenue, Harare.

007580f

CANCELLATION OF MORTGAGE BOND

NOTICE is hereby given that an application will be made to the Registrar of Deeds, at Bulawayo, for the cancellation of Mortgage Bond 3672/2001, dated 23rd August, 2001, made in favour of Small

Enterprises Development Corporation (SEDCO) for the sum of \$100 000,00, over certain piece of land in extent 1 041 square metres being Stand 10781 Bulawayo Township of Bulawayo Township Lands situate in the district of Bulawayo held by the Mortgagor under Deed of Transfer 304/83, dated 3rd February, 1983.

All persons claiming to have any objections to the cancellation of such bond, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Bulawayo, within 14 days of the publication of this notice.—Mazango, Matumbu and Partners Legal Practitioners, Office 701, Seventh Floor, LAPF House, Liberation Avenue/Jason Moyo Street, Bulawayo. 007578f

Case HCHF.3082/2025

IN THE HIGH COURT OF ZIMBABWE

Held at Harare.

In the matter between Gwarada Rajiv, plaintiff, and Mushonga Natsai, defendant.

NOTICE TO PLEAD

TAKE notice that the defendant is hereby required, if he or she wishes to defend, to purge his or her failure to enter appearance and to plead, answer or except, or make claim in reconvention, within 12 days of the date of delivery of this notice, and that in default thereof judgment will be prayed against him or her.

Dated at Harare this 13th day of January, 2026.—Dube, Manikai & Hwacha, plaintiff's legal practitioners, DMH House, No. 4, Fleetwood Avenue, Alexandra Park, Harare. 007387f

Case HCHF.5444/25

IN THE HIGH COURT OF ZIMBABWE

Held at Harare.

In the matter between Junior Tamangani, plaintiff, and Michael Siakamba, defendant.

To: The defendant named above whose present whereabouts are unknown.

TAKE notice that the defendant is hereby required, if he wishes to defend, to purge his failure to enter appearance and to plead, answer or except, or make claim in reconvention, within 12 days of the date of publication of this notice and that in default thereof judgment will be prayed against him.

The plaintiff's address for service is: c/o Jessie Majome & Company Legal Practitioners, Seventh Floor, Tanganyika House, 23, Patrice Lumumba Street/Kwame Nkrumah Avenue, Harare.

Dated at Harare on this 22nd day of January, 2026.—c/o Jessie Majome & Company, legal practitioners, Seventh Floor, Tanganyika House, 23, Patrice Lumumba Street/Kwame Nkrumah Avenue, Harare. 007753f

Case R-HCBF.601/25

IN THE HIGH COURT OF ZIMBABWE

Held at Bulawayo.

In the matter of Rodney Dube, applicant, for an order in terms of section 3 of the Titles Registration and Derelict Lands Act [Chapter 20:20].

PROVISIONAL ORDER FOR GENERAL PUBLICATION

To: The Chamber Secretary,
City of Bulawayo,
Bulawayo.

And To: Any interested persons

Provisional Order

Before Honourable Mr Justice Nduna

IT IS ORDERED THAT:

1. It be and hereby declared that the applicant is entitled to take transfer of certain piece of land situate in the district of Bulawayo, being Stand No. 11621 Cowdray Park Township of the Helenvale Block in terms of section 3 of the Titles Registration and Derelict Lands Act [Chapter 20:20].

2. Certain piece of land situate in the district of Bulawayo being Stand No. 11621 Cowdray Park Township of the Helenvale Block be and is hereby registered in the names of Rodney Dube, and the Sheriff of the High Court of Zimbabwe be and is hereby authorised, ordered and directed to sign all necessary documents to enable

transfer, including the right to apply for Capital Gains Tax Clearance and Rates Clearance Certificate.

3. The Town Clerk of the City of Bulawayo or his/her deputies or lawful assistants be and are hereby ordered and directed to sign all necessary documents to give effect to sections (1) and (2) above.

4. There shall be no order as to costs.

5. Any interested party may appear before this court sitting at Bulawayo on the 27th of March, 2026, to show cause why a final order should not be made.

6. Pending the return day, this order shall operate as a provisional order.

7. A copy of this order shall be served on Bulawayo City Council.

8. This order shall be published once in the *Government Gazette* and once in *The Chronicle* newspaper. Publication shall be in short form annexed to this order.

9. Any person intending to oppose or support the application on the return day of this order shall—

- give due notice to the applicant at Malinga and Mpofu Legal Practitioners, 702, LAPF House, Jason Moyo Street and Liberation Legacy Avenue, Bulawayo.
- serve on the applicant a copy of any affidavit which he/she files with the Registrar of the High Court.

BY THE JUDGE

REGISTRAR.

007754f

IN THE HIGH COURT OF ZIMBABWE

Held at Bulawayo.

In the matter between Constance Mudzvoka, applicant, and Master of High Court, respondent.

TAKE notice that on the 25th day of November, 2025, and before the Honourable Justice Nduna, the High Court at Bulawayo issued an order for the provisional liquidation of Constance Mudzvoka and Wilfred Mafuka of Wil and Company Insolvency Practitioners has been appointed provisional liquidator.

Any interested persons who wishes to oppose confirmation of the provisional liquidation order shall file a Notice of Opposition in Form No. 29B together with one or more opposing affidavits with the Registrar of the High Court and shall serve a copy of the notice on the applicant at Lot 8A West Gwelo Block Somabhula.

If you do not file an opposing order, this matter will be set down for hearing in the High Court at Bulawayo without further notice to you and will be dealt with as an unopposed application for confirmation of the provisional order.

If you wish to have the provisional order changed or set aside sooner than the Rules of Court normally allow and can show good cause for this, you should approach the applicant/applicant's legal practitioner to agree, in consultation with the Registrar on a suitable hearing date. If this cannot be agreed you may make a chamber application, on notice to the applicant for directions from a judge as to when the matter can be argued.

A copy of the application and of the full order granted by the court may be inspected at the offices of the Registrar of the High Court, at Bulawayo.

Dated this 14th day of January, 2026.—Constance Mudzvoka, applicant, Lot 8A, West Gwelo Block, Somabhula. 007755f

Case MUT G.01/26

IN THE CHILDREN'S COURT

FOR THE PROVINCE OF MASHONALAND EAST

Held at Mutawatawa.

In the matter of the application of Esther Kunyeda for an order that she be appointed the legal guardian of Trinity Karimazondo, Trevor Karimazondo and Adiola Chikosi, in terms of section 9(3) of the Guardianship of Minors Act [Chapter 5:08].

TAKE notice that on the 27th day of February, 2026, at 08.30 a.m. or soon thereafter as the matter may be heard, the applicant intends to apply for guardianship in the Children's Court of Zimbabwe sitting at Mutawatawa, for an order in terms of the draft order annexed to this notice and that the accompanying affidavit(s) and documents will be used in support thereof.

Dated at Mutawatawa this 13th day of January, 2026.—Esther Kunyeda, Jonasi Village, Chief Chitsungo. 007722f

Case CCG.44/26

IN THE CHILDREN'S COURT
FOR THE PROVINCE OF MASHONALAND
Held at Harare.

In the matter of the application of Irene Ndlovu for an order that she be appointed the legal guardian of Sandra Varaidzo Mtazu (born on 10th February, 2009), in terms of section 9(3) of the Guardianship of Minors Act [Chapter 5:08].

TAKE notice that on the 2nd day of March, 2026, at 8:30 a.m. or soon thereafter as the matter may be heard, the applicant intends to apply for guardianship in the Children's Court of Zimbabwe sitting at Harare, for an order in terms of the draft order annexed to this notice and that the accompanying affidavit/s and documents will be used in support thereof.

Thus done and sworn to at Harare this 22nd day of January, 2026.—The Legal Aid Directorate, applicant's legal practitioners, Sixth Floor, Century House, corner Sir Seretse Khama Street and Nelson Mandela Avenue, Harare. 007824f

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 Saphila Business Centre, Insiza Rural District Council, trading as Ndonzi Counter Bottle Store, for Nevermind Dube.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 6th February, 2026.—Nevermind Dube, applicant, Saphila Business Centre, Insiza Rural District Council. 007190f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Stand 11336, Ruvimbo Township, Chinhoi, trading as Konka Bottle Store, for Prosper Nyamuda.

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 6th February, 2026.—Prosper Nyamuda, applicant, Stand No. 8053, Ruvimbo Phase 1, Chinhoi. 007191f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Stand 1026, Chiedza Crescent, Nyameni, Marondera, trading as MD Sport Bar, for Milos T. Denga.

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 6th February, 2026.—Milos T. Denga, applicant, 3879, Destiny Park, Marondera. 007386f

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 11827, Dollar Complex, Rutendo, Redcliff, trading as M and T Sports Bar, for Tarisai Sithole.

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 6th February, 2026.—Tarisai Sithole, applicant, 1886, Rutendo, Redcliff. 007400f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Stand 9596, Dzamviringa Road, Samuriwo Shops, Mufakose, Harare, trading as Volcano Bottle Store, for Elismo Dimuri.

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 6th February, 2026.—Elismo Dimuri, applicant, 8731, Gazaland, Highfields, Harare. 007591f

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 Chingome Business Centre, Bocha, Marange, trading as Tropical Bar, for Omega Dune.

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 6th February, 2026.—Omega Dune, applicant, Chingome Business Centre, Bocha, Marange. 007624f

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 C103, Mutare Highway, trading as The Waterfront, for Learnmore Nyaruwanga.

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 6th February, 2026.—Learnmore Nyaruwanga, applicant, 4299, Crocodile, Rusape. 007625f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Night Club Liquor Licence in respect of premises situate at Stand No. 55, Damofalls, Kadoma, trading as Bernabeu Night Club, for Mavhuto Nyampando.

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 6th February, 2026.—Mavhuto Nyampando, applicant, Stand No. 55, Damofalls, Kadoma. 007626f

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 1319, Mutawatawa Business Centre, Zvataida Rural District Council, Uzumba Maramba Pfungwe, trading as Chapinduka Sport Bar, for Chido Sindura.

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 6th February, 2026.—Chido Sindura, applicant, Mutawatawa, Uzumba Maramba Pfungwe. 007627f

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 Special Bottle Liquor

Licence in respect of premises situate at 139, Sharpe Close, Maryvale, Mazowe Business Centre, Mazowe Rural District Council, trading as The Deck Liquor Store, for Taurai Nyongano.

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 6th February, 2026.—Taurai Nyongano, applicant, Sharpe Close, Maryvale, Mazowe. 007628f

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 Katiyo Business Centre, Uzumba Maramba Pfungwe, trading as Nyagwande Sports Bar, for Chido Matthias Nyagwande.

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 6th February, 2026.—Chido Matthias Nyagwande, applicant, Mhondamapango Village, Uzumba Maramba Pfungwe. 007629f

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 Special Bottle Liquor Licence in respect of premises situate at Stand No. 152, Columbia Rural Service Centre, Empress, Zhombe, trading as Melbell Investments, for Melchisedec Joshua Kezisi.

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 6th February, 2026.—Melchisedec Joshua Kezisi, applicant, Tapera Village, Chief Samambwa, Zhombe. 007631f

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 Gweshe Business Centre, Chiweshe, trading as Tengayumo Bottle Liquor, for Cuthbert Makumire.

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 6th February, 2026.—Cuthbert Makumire, applicant, Gweshe Business Centre, Chiweshe. 007632f

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 Special Bottle Liquor Licence in respect of premises situate at A26, Tsungubvi Business Centre, Glendale, trading as Elnor Bottle Store, for Cynthia Gwenhure.

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 6th February, 2026.—Cynthia Gwenhure, applicant, Tsungubvi Business Centre, Glendale. 007633f

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 Imbizo Business Centre, Nkayi, trading as Mam Uyanchaza, for Sidudzile Nkomo.

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 6th February, 2026.—Sidudzile Nkomo, applicant, 871, Godhini Township, Nkayi. 007634f

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 Chapfuche Business Centre, Langeni Area, Beitbridge Rural District Council, trading as New Generation Bottle Store, for Ceaphas Ndou.

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 6th February, 2026.—Ceaphas Ndou, applicant, Langeni Area, Beitbridge Rural District Council. 007635f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Stand No. 470—9th Street, Gweru, trading as Samaz Bottle Store, for Tapiwa Furusa.

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 6th February, 2026.—Tapiwa Furusa, applicant, Stand No. 470—9th Street, Gweru. 007636f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Wholesale Liquor Licence in respect of premises situate at Gweshe Business Centre, Mhondoro Ngezi, trading as Musakanene Wholesale, for Shingirayi Mapenda.

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 6th February, 2026.—Shingirayi Mapenda, applicant, Stand No. 4432, Mshumavale, Kadoma. 007737f

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 702, Beitbridge Township, Beitbridge Border Post, trading as Baobab Duty Free Shop, for Tinashe Mutemaringa.

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 6th February, 2026.—Tinashe Mutemaringa, applicant, House No. 592, Dulibadzimu, Beitbridge. 007738f

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 13, Chakonda Business Centre, Shamva, trading as Home Ground Bottle Store, for Ajuans Ngandu.

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 6th February, 2026.—Ajuans Ngandu, applicant, 13, Chakonda Business Centre, Shamva. 007739f

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 Rosa Business Centre, Mazowe Rural District Council, Chiweshe, trading as How Far Investment Sports Bar, for Locadia Mubatsi.

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 6th February, 2026.—Locadia Mubatsi, applicant, Rosa Business Centre, Mazowe Rural District Council, Chiweshe. 007740f

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 Nyamamowa Business Centre, Murehwa, trading as Bottle Stop, for Shepherd Mahoko.

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 6th February, 2026.—Shepherd Mahoko, applicant, Gezi Primary School, P.O. Box 115, Murehwa. 007741f

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 30, Gonoremvuu Business Centre, Shamva, trading as Gonoremvuu Bar, for Norman Gonoremvuu.

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 6th February, 2026.—Norman Gonoremvuu, applicant, Gonoremvuu Business Centre, Shamva. 007742f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Stand No. 14053, Brundish Shopping Centre, Chinhoyi, trading as Club Yoyo Bottle Store, for Prince Sibanda.

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 6th February, 2026.—Prince Sibanda, applicant, Stand No. 12952, Brundish, Chinhoyi. 007743f

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 Kafura Business Centre, Uzumba Maramba Pfungwe, trading as Hodzi Bottle Store, for Tichaona Hodzi.

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 6th February, 2026.—Tichaona Hodzi, applicant, Kafura Business Centre, Uzumba Maramba Pfungwe. 007744f

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 Muchira Business Centre, Chimanimani, trading as Simjam Investments, for Simon Muyambo.

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 6th February, 2026.—Simon Muyambo, applicant, Muchira Business Centre, Chimanimani. 007745f

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 31, Gonoremvuu Business Centre, Shamva, trading as Petso Power Bottle Store, for Patrick Mayasu.

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 6th February, 2026.—Patrick Mayasu, applicant, 31, Gonoremvuu Business Centre, Shamva. 007746f

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 Columbina Rural Service Centre, Zhombe, Kwekwe, trading as Eagle Flow Bar, for Lorbshire Toendepi.

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 6th February, 2026.—Lorbshire Toendepi, applicant, Columbina Rural Service Centre, Zhombe, Kwekwe. 007747f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Stand No. 6252, Njelele Business Centre, Gokwe, trading as Auntie Vee Bar, for Violah Masanzi.

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 6th February, 2026.—Violah Masanzi, applicant, Stand 3264, Mapfungautsi, Gokwe. 007748f

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 Mukamba Business Centre, Silobela, Kwekwe, trading as Majokwa 1180 Sports Bar, for Majokwa Themba Mackenzie.

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 6th February, 2026.—Majokwa Themba Mackenzie, applicant, Silobela District Hospital, P.O. Box 1981, Kwekwe. 007749f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Wholesale Liquor Licence in respect of premises situate at 2060, Nyika Growth Point, Bikita, trading as Venus Liquor Wholesale, for Arnold Tapiwa Mtupe.

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 6th February, 2026.—Arnold Tapiwa Mtuke, applicant, 1812, Duma, Nyika. 007750f

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 Gazebo Township, Eastview, Mabvuku, Harare, trading as Tin-Tin Sports Bar, for Tinashe Mutawarira.

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 6th February, 2026.—Tinashe Mutawarira, applicant, House No. 2623, Eastview Park, Harare. 007810f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Night Club Liquor Licence in respect of premises situate at Stand No. 4918, Nyatsime Phase 4 Business Centre, Chitungwiza, trading as Chibhanguza Night Club, for Sylvester Chibhanguza.

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 6th February, 2026.—Sylvester Chibhanguza, applicant, 19536, Zengeza 5, Chitungwiza. 007811f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

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

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 6th February, 2026.—Ashwin Mucheri, applicant, 160, Tengwe, Karoi. 007812f

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 Mandityira Business Centre, Bikita, trading as Team Mambo Bottle Store, for Mambo Alexander Tineyi.

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 6th February, 2026.—Mambo Alexander Tineyi, applicant, Mandityira Business Centre, Bikita. 007751f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at No. 26781, Unit "B", Seke, Chitungwiza, trading as Ludaversal Sports Bar, for Kudakwashe Christopher Sithole.

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 6th February, 2026.—Kudakwashe Christopher Sithole, applicant, 27681, Unit "B", Seke, Chitungwiza. 007826f

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 10301, Unit "H", Seke, Chitungwiza, trading as Dhewa Bar, for Tariro Mukombero.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 6th February, 2026.—Tariro Mukombero, applicant, Block 7, Dzivarasekwa Barracks, Harare. 007827f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Stand No. 22, Raheen Township, Mutare, trading as Big Boys Bottle Store, for Stanley Dambaza.

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 6th February, 2026.—Stanley Dambaza, applicant, 9896, Garikai 1, Chikanga 3, Mutare. 007828f

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 Pemberero Business Centre, Nyanga, trading as Mupedzanyota Pemberero Bottle Store, for Petros Fombe.

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 6th February, 2026.—Petros Fombe, applicant, Crossdale High School, P.O. Box 103, Nyanga. 007829f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Wholesale Liquor Licence in respect of premises situate at Unit 18, Kenmark Crescent, Bluff Hill Industrial Park, Bluff Hill, Harare, trading as Tangwena Distillery, for Robert T. Matthews.

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 6th February, 2026.—Robert T. Matthews, applicant, 6, Fenella Drive, Monavale, Harare. 007830f

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 Paidamoyo Business Centre, Paidamoyo Junction, Chimanimani, trading as Dziva Sambiri Bar, for Clemance Zano.

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 6th February, 2026.—Clemance Zano, applicant, Paidamoyo Junction, Chimanimani. 007833f

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 Chilimba Business Centre, Nyaminyami Rural District Council, Nyaminyami, trading as Pukuta Kalomo Bottle Store, for Jairos Kamutatu.

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 6th February, 2026.— Jairos Kamutatu, applicant, Chilimba Business Centre, Nyaminyami Rural District Council, Nyaminyami. 007834f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Stand 43, Guzha Township, Chikwanha, trading as Thumps Up Bottle Store, for Milton Usayiwevhu.

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 6th February, 2026.— Milton Usayiwevhu, applicant, 33563, Unit "P", Seke, Chitungwiza. 007835f

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, Sebakwe Road, Glen Norah "B", Harare, trading as Happy Times Bar, for Kudakwashe Mawoyo.

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 6th February, 2026.— Kudakwashe Mawoyo, applicant, 11, Rothbury Court, Eighth Avenue, Harare. 007837f

LIQUOR ACT [CHAPTER 14:12]

Application for Transfer of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 58 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for transfer of the Bar Liquor Licence in respect of premises situate at 3, Julius Nyerere Way, Harare, from Prudina Mkahanana, trading as Oxbow Bar, to Herbert Togarepi Chinyakata.

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 6th February, 2026.— Herbert Togarepi Chinyakata, applicant, 3, Julius Nyerere Way, Harare. 007836f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Stand No. 18606, Stoneridge, Harare, trading as Golan Heights Pub, for Peter Makasva.

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 6th February, 2026.— Peter Makasva, applicant, Stand No. 18606, Stoneridge, Harare. 007653f

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 Mberengwa Turn-off Business Centre, Mberengwa, trading as Corner 2 Bottle Store, for Mufaro Zhou.

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 6th February, 2026.— Mufaro Zhou, applicant, 1699, Highlands, Zvishavane. 007668f

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 561, Maglas Township, Zvishavane, trading as City Boys Bottle Store, for Oratile Dadira Shumba.

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 6th February, 2026.— Oratile Dadira Shumba, applicant, H1, Shushine, Mandava, Zvishavane. 007777f

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 8209, Makondo Extension Business Centre, Chiredzi, trading as Lasmas Incorporated, for Tasiwa Mupfeka.

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 6th February, 2026.— Tasiwa Mupfeka, applicant, 8209, Makondo Extension Business Centre, Chiredzi. 007639f

HC. 6342/2021

SHERIFF'S SALE

In the matter between Servious Zhou, plaintiff vs Dingani Zhou, defendant.

NOTICE is hereby given that the plan of distribution of the purchase-money received from the sale of the under-mentioned property, which was sold in pursuance of an order of the High Court, will lie for inspection at my office and at the office of Harare, for a period of 14 days from the date of publication of this notice.

Any person having an interest in the proceeds of the sale and objecting to the said plan of distribution may apply to the High Court to have it set aside or amended, after due notice to me and to other parties interested, stating the grounds for such objection.

"Certain piece of land situate in the district of Goromonzi being Stand No. 16050 Seki Township, measuring 202 square metres."

If no objections are made to the plan within the time stated in this notice, then I shall confirm the plan.

A. CHITEMAMWISE,
Head of Sheriff Services.

007752f

CHANGE OF ADDRESS

Nyangani Industries (Private) Limited

WE, Nyangani Industries (Private) Limited hereby want to acknowledge the public of the change of address from 1, Brodie Avenue, Southerton, Harare, Zimbabwe, to Unit 5, Arlington Industrial Complex, Harare, Zimbabwe.— Jalla Kurunakar Reddy, (Director). 007454f

HAPALONG CASSIDY C. MUGWAGWA
(in liquidation)

Master's Reference Number 1R1/24

Notice of the Meeting of Creditors

NOTICE is hereby given that a special meeting of creditors of Hapalong Cassidy Chitarisiro Mugwaga (in liquidation) will be held before the Master of the High Court (Court "A") Master's House, corner Herbert Chitepo Avenue/Sam Nujoma Street, Harare, on the 18th of February, 2026, at 0930 hours.

The purpose of the meeting is further proof of claims.

Proof of claims

Creditors will be required to complete the claim forms in triplicate and lodge with the Master of the High Court, corner Herbert Chitepo Avenue/Sam Nujoma Street, Harare, at least 48 hours before the meeting day. The claim forms are also available *via* electronic mail upon request. On the 18th of February, 2026, you in person or a representative of your organisation should then appear before the Master of the High Court in order to prove your claim.

If you have already submitted proof of claim, you will not be required to submit another set of forms. If you need assistance to complete the proof of claim forms or any assistance in connection with this liquidation, please contact the undersigned on the number and email given.

Cell: +263 775 180 287
Email: samrambiwa@gmail.com

SAMUEL C. RWAMBIWA—Liquidator.
Hapalong Cassidy Chitarisiro—in liquidation.
No. 30, Conald Road, Graniteside, Harare. 007498f

ADMINISTRATION OF ESTATE

In the estate of the late Sawley Ndlovu (DRB 228/26) who died at home at 8, Holgate Drive, Sheffield, UK, on 3rd November, 2016.

NOTICE is hereby given that Binah Ndlovu intends to apply to the Master of the High Court of Zimbabwe, for the resealing and countersignature of Sawley Ndlovu issued in his/her favour by the Leeds High Court of Justice, UK, on the 9th day of March, 2017.

Any person having any objections to such countersignature or having claims against the estate, are requested to provide details of such objections or claims to the undersigned within 21 days of this notice.—Binah Ndlovu, representative, No. 6, Clackmannon Road, Famaona, Bulawayo. 007447f

**PRIVATE VOLUNTARY ORGANISATIONS ACT
[CHAPTER 17:05]****Notice of Application for Registration of a Private Voluntary Organisation**

NOTICE is hereby given, in terms of section 9(2) of the Private Voluntary Organisations Act [Chapter 17:05], that an application for registration has been made in respect of Rufaro Development Organisation (RDO), 23C, Maribou Close, Tynwald, Harare, Zimbabwe.

Aims and objectives of the private voluntary organisation

Offering compassionate service, rooted in the love of Christ, with a commitment to empowering vulnerable individuals and households to realise their full potential.

Objectives

- (i) to provide quality educational assistance to Orphans and Vulnerable Children (OVC) and the disadvantaged through the provision of scholarships, learning resources and mentorship opportunities;
- (ii) to improve healthcare services, well-being and self sufficiency of the marginalised and disadvantaged community members through education and training, outreach programs and medical check-ups;
- (iii) to invest in sustainable livelihood projects and skills training programs that empower widows, orphans and unemployed individuals, disaster relief and preparedness programs for communities.

The private voluntary organisation wishes to render its services in Harare and all ten (10) provinces in Zimbabwe.

Any objections to the proposed registration must be addressed to P.O. Box CY 429, Causeway, not later than 21 days from the date of publication of this notice. 007841f13

GOVERNMENT GAZETTE**Conditions of Acceptance of Copy**

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

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

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

which two booklets are intended for complementary use.

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

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

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

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

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

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

Provided that any copy containing extensive alterations will be rejected.

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

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

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

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

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

5. (1) Should any copy—

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

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

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

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

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

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

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

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

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

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

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

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

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

(3) For the removal of doubt—

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

GOVERNMENT GAZETTE

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

Charges for statutory instruments

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

Charges for advertisements including general notices

THE area of advertisement multiplied by USD0,80.

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

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

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

Times of closing

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

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

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

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

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

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

Subscription rate

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

M. MUTETE,
Publications Officer.

GOVERNMENT GAZETTE

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

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

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

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

G. MAUPA,
Gazette Editor.

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

GOVERNMENT PUBLICATIONS ON SALE

(as available at time of ordering)

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

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Rhodesia subsidiary legislation, 1970 (four parts), per set

Rhodesia subsidiary legislation, 1971 (five parts), per part or, per set

Rhodesia subsidiary legislation, 1972 (seven parts), per part

Rhodesia subsidiary legislation, 1973 (seven parts), per part

Rhodesia subsidiary legislation, 1974 (five parts), per part

Rhodesia subsidiary legislation, 1975 (five parts), per part

Rhodesia subsidiary legislation, 1976 (six parts), per part
 Rhodesia subsidiary legislation, 1977 (four parts), per part
 Rhodesia subsidiary legislation, 1978 (four parts), per part
 Rhodesia subsidiary legislation, 1980 (five parts), per part
 Rhodesia subsidiary legislation, 1981 (four parts), per part
 Second Five-Year National Development Plan: 1991–1995
 Statutory Instruments, 1980 (five parts), per part
 Statutory Instruments, 1981 (four parts), per part
 Subsidiary Legislation from 1970 to 1981
 Transitional National Development Plan, 1982/83–1984/85: Volume Transitional
 National Development Plan, 1982/83–1984/85: Volume
 Zimbabwe law reports, from 1965 up to 1984
 Zimbabwe law reports, 1983 [Part 1] (soft cover)
 Zimbabwe law reports, 1983 [Part 2] (soft cover)
 Zimbabwe law reports, 1984 (soft cover)
 Zimbabwe Rhodesia subsidiary legislation, 1979 (four parts)

NEW ACTS: REVISED EDITIONS 1996

Individual Acts—

Access to Information and Protection of Privacy Act [*Chapter 10:27*]
 Administration of Estates Act [*Chapter 6:01*]
 Administrative Court Act [*Chapter 7:01*]
 Animal Health Act [*Chapter 19:01*]
 Arbitration Act, 1996 No. 6 of 1996
 Audit and Exchequer Act [*Chapter 22:03*]
 Banking Act [*Chapter 24:01*]
 Bills of Exchange Act [*Chapter 14:02*]
 Broadcasting Act [*Chapter 12:01*]
 Broadcasting Services Act [*Chapter 2:06*]
 Building Societies Act [*Chapter 24:02*]
 Capital Gains Tax Act [*Chapter 23:01*]
 Censorship and Entertainments Control Act [*Chapter 10:04*]
 Children's Protection and Adoption Act [*Chapter 5:06*]
 Citizenship of Zimbabwe Act [*Chapter 4:01*]
 Civil Evidence Act [*Chapter 8:01*]
 Civil Matters (Mutual Assistance) Act [*Chapter 8:02*]
 Civil Protection Act [*Chapter 10:06*]
 Commercial Premises Act (Lease Control) [*Chapter 14:04*]
 Commissions of Inquiry Act [*Chapter 10:07*]
 Communal Land Act [*Chapter 20:04*]
 Companies and Other Business Entities Act [*Chapter 24:31*]
 Competition Act, 1996 (No. 17 of 1996)
 Constitution of Zimbabwe
 Constitution of Zimbabwe Amendment Act (No. 17 of 2005)
 Consumer Contracts Act [*Chapter 8:03*]
 Contractual Penalties Act [*Chapter 8:04*]
 Control of Goods Act [*Chapter 14:05*]
 Co-operative Societies Act [*Chapter 24:05*]
 Copper Control Act [*Chapter 14:06*]
 Copyright and Neighbouring Rights Act [*Chapter 26:05*]
 Criminal Law Amendment Act [*Chapter 9:05*]
 Criminal Law (Codification and Reform) Act [*Chapter 9:23*]
 Criminal Matters Act (Mutual Assistance) [*Chapter 9:06*]
 Farmers Licensing and Levy Act [*Chapter 18:10*]
 Fencing Act [*Chapter 20:06*]
 Fertilizers, Farm Feeds and Remedies Act [*Chapter 18:12*]
 Finance Act [*Chapter 23:04*]
 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*]
 Harmful Liquids Act [*Chapter 9:10*]
 Health Professions Act [*Chapter 27:19*]
 High Court (formerly High Court of Zimbabwe) Act [*Chapter 7:06*]
 Hire-Purchase Act [*Chapter 14:09*]
 Housing and Building Act [*Chapter 22:07*]
 Immigration Act [*Chapter 4:02*]
 Income Tax Act
 Industrial Designs Act [*Chapter 26:02*]
 Inland Waters Shipping Act [*Chapter 13:06*]
 Inquests Act [*Chapter 7:07*]
 Insolvency Act [*Chapter 6:04*]
 Insurance Act [*Chapter 24:07*]
 Interpretation Act [*Chapter 1:01*]
 Labour Relations Act [*Chapter 28:01*]
 Labour Relations Amendment Act, 2002 (No. 17 of 2002)

Labour Relations Amendment Act (No. 7 of 2005)
 Land Acquisition Act [*Chapter 20:10*]
 Land Survey Act [*Chapter 20:12*]
 Land Surveyors Act [*Chapter 27:06*]
 Legal Practitioners Act [*Chapter 27:07*]
 Liquor Act [*Chapter 14:12*]
 Magistrates Court Act [*Chapter 7:10*]
 Maintenance Act [*Chapter 5:09*]
 Manpower Planning and Development Act [*Chapter 28:02*]
 Marriage Act [*Chapter 5:11*]
 Matrimonial Causes Act [*Chapter 5:13*]
 Mental Health Act, 1996 (No. 15 of 1996)
 Mines and Minerals Act [*Chapter 21:05*]
 Missing Persons Act [*Chapter 5:14*]
 Money Lending and Rates of Interest Act [*Chapter 14:14*]
 National Social Security Authority Act [*Chapter 17:04*]
 Official Secrets Act [*Chapter 11:09*]
 Parks and Wildlife Act [*Chapter 20:14*]
 Patents Act [*Chapter 26:03*]
 Pension and Provident Fund Act [*Chapter 24:09*]
 Pneumoconiosis Act [*Chapter 15:08*]
 Police Act [*Chapter 11:10*]
 Precious Stones Trade Act [*Chapter 21:06*]
 Prescribed Rate of Interest Act [*Chapter 8:10*]
 Prescription Act [*Chapter 8:11*]
 Presidential Powers (Temporary Measures) Act [*Chapter 10:20*]
 Prevention of Corruption Act [*Chapter 9:16*]
 Prisons Act [*Chapter 7:11*]
 Private Business Corporation Act [*Chapter 24:11*]
 Private Investigators and Security Guards (Control) Act [*Chapter 27:10*]
 Private Voluntary Organizations Act [*Chapter 17:05*]
 Privileges, Immunities and Powers of Parliament Act [*Chapter 2:08*]
 Protected Places and Areas Act [*Chapter 11:12*]
 Public Accountants and Auditors Act [*Chapter 27:12*]
 Public Health Act [*Chapter 15:09*]
 Public Order and Security Act [*Chapter 11:17*]
 Public Service Act [*Chapter 16:04*]
 Procurement Act [*Chapter 22:14*]
 Radio communication Services Act [*Chapter 12:04*]
 Railways Act [*Chapter 13:09*]
 Regional, Town and Country Planning Act [*Chapter 29:12*]
 Reserve Bank of Zimbabwe Act [*Chapter 22:10*]
 Revenue Authority Act [*Chapter 23:11*]
 Road Motor Transportation Act [*Chapter 13:10*]
 Road Traffic Act [*Chapter 13:11*]
 Roads Act [*Chapter 13:12*]
 Rural District Councils Act [*Chapter 29:13*]
 Securities Act [*Chapter 24:25*]
 Serious Offences (Confiscation of Profits) Act [*Chapter 9:17*]
 Shop Licences Act [*Chapter 14:17*]
 Small Claims Courts Act [*Chapter 7:12*]
 Sports and Recreation Commission Act [*Chapter 25:15*]
 Stamp Duties Act [*Chapter 23:09*]
 State Liabilities Act [*Chapter 8:14*]
 State Service (Disability Benefits) Act [*Chapter 16:05*]
 State Service (Pension) Act [*Chapter 16:06*]
 Stock Theft Act [*Chapter 9:18*]
 Stock Trespass Act [*Chapter 19:14*]
 Supreme Court (formerly Supreme Court of Zimbabwe) Act [*Chapter 7:13*]
 Tobacco Marketing and Levy Act [*Chapter 18:20*]
 Tourism Act [*Chapter 14:20*]
 Trade Marks Act [*Chapter 26:04*]
 Trade Measures Act [*Chapter 14:23*]
 Traditional Beer Act [*Chapter 14:24*]
 Traditional Leaders Act [*Chapter 29:17*]
 Traditional Medical Practitioners Act [*Chapter 27:14*]
 Trapping of Animals (Control) Act [*Chapter 20:21*]
 Urban Councils Act
 Vehicle Registration and Licensing Act [*Chapter 13:14*]
 Veterinary Surgeons Act [*Chapter 27:15*]
 War Veterans Act [*Chapter 11:15*]
 War Victims Compensation Act [*Chapter 11:16*]
 Water Act [*Chapter 20:22*]
 Wills Act [*Chapter 6:06*]
 ZINWA Act
 Zimbabwe Stock Exchange Act [*Chapter 24:18*]

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

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

M.H.C. 7

Number of estate	Name and description of estate	Date of death	Within a period of	Name and address of executor or representative
3246/2025	Edworks Edward Mhandu	9.8.2025	30 days	Abigail Mhandu, No. 2, Innerleithen Road, Mandara, Harare. 007463f
2345/2025	Salu Sharimo	9.8.2025	30 days	Hosiah Kusekarombe, 9050/4, Pumula East, Bulawayo. 007464f
140/2025	Norman John Tombs	3.1.2026	30 days	Cynthia Jessie Tombs, 16, Kildare Road, Hillside, Bulawayo. 007465f
B.2238/2025	Innocent Sofula	2.11.2024	30 days	Mary Sofula, 17, Devreaux Avenue, Sauerstown, Bulawayo. 007466f
B.113/2026	Ajida Mimo	29.5.2009	30 days	Clara Mlalazi, 30537/34, Entumbane, Bulawayo. 007467f
B.2438/2025	Tyrone Wilbur Francis	28.9.2025	30 days	Dalene Lachell Barrington, First Floor, Stanbic House, Liberation Legacy Avenue/JMN Nkomo Street, Bulawayo. 007468f
2838/2024	Ntombizodwa Ndabambi	22.10.2024	30 days	Florence Sithembiso Sithole, 16065, Nkulumane 12, Bulawayo. 007469f
B.1335/2021	Joyce Bopoto	1.12.2002	30 days	Ileen Bopoto, 5566, Nketa 9, P.O. Nkulumane, Bulawayo. 007470f
2276/2025	Siphiwe Chipo Makarichi	23.6.2021	30 days	Matthew Makarichi, Khami Prison Complex, P.O. Box 2094, Bulawayo. 007471f
34/2026	Jacob Chiweshe	14.9.2005	30 days	Laiza Chiweshe, 1480, Budiriro1, Harare. 007481f
1484/2025	Ncube Mzingaye.	13.7.2025	30 days	Ncube Sitheni, Plumtree School, Private Bag 5874, Plumtree. 007482f
2593/2025	Tabitha Miriam Mnkandachawe	6.9.2005	30 days	Elizabeth Timba, Block 57/1758, Mpopoma, Bulawayo. 007483f
B. 2618/2025	Havadi Maridzanye	19.4.2023	30 days	Wanzirayi Demetria Tevedzayi, 19999, Cowdray Park, Bulawayo. 007484f
2481/2025	Melody Moyo	13.10.2021	30 days	Mathias Moyo, 16703, Cowdray Park, Bulawayo. 007485f
2392/2025	Health Hilton Streak	3.9.2023	30 days	John Alexander Rennie, 6, Munn Road, Fortunesgate, Bulawayo. 007486f
B. 2301/2024	Marko Mpala	10.9.2011	30 days	Thulani Sigangatsha, 72412, Lobengula West, Bulawayo. 007487f
B. 2418/2025	Claudius Chikodzero	18.7.93	30 days	Ratidzai Chikodzero Katenaire-mbeure law chambers, 42, Goba house between Second & Third Avenue & Parirenyatwa Street, Bulawayo. 007488f
3630/2025	Mavuto Pukunyani	21.1.2021	30 days	Bothwell Pukunyani, 18, Choshire Road, Mount Pleasant, Harare. 007189f
GWE. 701/2025	Eshumael Chiyambata	30.10.2025	30 days	Oliver Masomera, c/o Obram Trust Company (Private) Limited, corner Joshua Nkomo Street and Robert Mugabe, Gweru. 007560f
GWE. 634/2025	Apolonia Mudzoro	19.5.2025	30 days	Isaac Tigere Muweli, c/o Obram Trust Company (Private) Limited, Corner Joshua Nkomo Street and Robert Mugabe, Gweru. 007561f
3141/2025	Gladys Kaseke Katupira	26.4.96	30 days	Carole Chido Rumbidza Katupira, K1341, Katanga, Norton. 007526f
4194/2025	Fisher Lova	24.11.2019	30 days	Moses Lova, 7321, Hunyani Zimre Park, Ruwa. 007527f
MRE. 650/2025	Enia Chitemu	15.2.2025	30 days	Patrick Mpfu, 4907, Area 3 Extension, P. O Dangamvura, Mutare. 007528f
B. 2069/2025	Jacob Sihoma	3.9.96	30 days	Admas Sihoma, 9407, Cowdray Park, Bulawayo. 007529f
MRE. 32/2026	Enita Chakawa	3.7.2020	30 days	Morris Chakawa, St Augustine's, P. O. Penhalonga, Mutare. 007530f
VFA. 73/2025	Benjamin Majoni	9.4.2006	30 days	Lawrence Sidwell Mapwashike, 6417 Mkhosna, Victoria Falls. 007531f
2375/2025	Lizzy Madlefirri Manguba	4.12.2003	30 days	Webb Low & Barry incorporating Ben Baron & Partners, 11, Luton Street, Belmont East, Bulawayo. 007532f
4455/2025	Sarudzai Churucheminzwa Mavanza Mudzi	8.7.2023	30 days	Rutendo Deliah Moyo, Farm 1061, Hampshire, Chivhu. 007534f
VFA. 85/2025	Nkululeko Nyoni	29.7.2013	30 days	Beatrice Nomazulu Nyoni, 4320/4, Chinotimba, Victoria Falls. 007536f
GWE. 714/2025	Nelson Hove	26.11.2025	30 days	Nyemudzai Masunda, 1639/17, Mbizo, Kwekwe. 007537f
GWE. 584/2025	Simon Maplazi	24.7.2025	30 days	Jenifer Maplazi, 4973, Mkoba 11, Gweru. 007538f
2821/2023	Olivia Mayipa Mubaiwa	2.7.2023	30 days	Kudakwashe Calvin Mubaiwa, 980, Budiriro 1, Harare. 007539f
1921/2025	Ester Muchatuta	3.7.2024	30 days	Takudzwa Muchatuta, of 226, Harrington Road, New Malborough, Harare. 007540f
3767/2025	Victor Vimbai Mudyiwa	20.9.2025	30 days	Nyikadzino, Simango & Associates, 7866, Belvedere West, Harare. 007541f
2002/2025	Victor Chido	28.4.2007	30 days	Professor Phillip Chido, 181, Suwoguru Street, Mvuri. 007542f
CZ. 293/2024	Eusebia Kamwaza	17.10.2022	30 days	Moreblessing Tawodzera of Ngongoni Tawodzera Pavari and Partners, Block 2, Office 309, Third Floor, Longcheng Plaza, Belvedere, Harare. 007543f
82/2026	Charles Nyika	18.12.2025	30 days	Israel Simbarashe Nyika, c/o Nyika Kanengoni & Partners, Third Floor Zimdef House, Mother Patrick Avenue, Harare. 007544f
GWE. 626/2025	Mpolend Bakali	17.10.2025	30 days	Awipu Maluwa, W 752, Amaveni, Kwekwe. 007546f

M.H.C. 7 (continued)

Number of estate	Name and description of estate	Date of death	Within a period of	Name and address of executor or representative
GWE. 343/2025	Tapera Anisto Mazhindu	4.7.2025	30 days	Selina Muhove, 13, Charles Street, Newtown, Kwekwe. 007547f
GWE. 578/2025	Eusto Wurayai Fakazi	27.8.2025	30 days	Valeria Chipoka, Village Chipoka, Chief Ruya, Kwekwe. 007548f
GK. 7/2025	Thomas Murebwi	20.2.2003	30 days	Sifelani Moyo, Stand No 6217, Njelele, Gokwe. 007551f
GWE. 609/2025	Naison Salesio Chingombe	6.6.91	30 days	Mavhiringidze & Mashanyare legal Practitioner, Third Floor CCAIPF, Zimra Building, Kwekwe. 007552f
4344/2025	Christopher Mahachi	27.2.2020	30 days	Sylvia Mahachi, 1348, Sally Mugabe, Harare. 007553f
CY. 370/2025	Unity Tagwireyi	5.2.2025	30 days	Tinashe Tagwireyi, 6, Mfuti Close/ Mzari/ Chinhoyi. Kwekwe. 007554f
4092/2025	Eliphaz Davidzo Maphosa	2.10.2025	30 days	Agnes Edella C. Maphosa, No.2, Aitkenade Close, Hatfield, Harare. 007555f
GWE. 541/2025	Tenyson Chisvo	30.6.2025	30 days	Calvin Chisvo, Flat 8, Athlone Block 2, Gweru. 007556f
GWE. 03/2026	Lovemore Nyoni	9.11.2022	30 days	Priscilla Chenai Nyoni, 2301 Mkoba 7, Gweru. 007557f
GWE. 28/2026	Joseph Leonard	8.8.2025	30 days	Fatima Joseph, K3, Athens Mine, Mvuma. 007558f
GWE. 01/2026	Ronald Manenji Msipambi	24.12.2025	30 days	Sibongile Ndlovu, 1022, Mkoba 13, Gweru. 007559f
4348/2025	Edson Mapiye Jiri	4.10.89	30 days	Charles M. Jiri, 2033, Section 6, Kambuzuma, Harare. 007503f
4315/2025	Harald Karl Heinrich Roth	11.5.2019	30 days	Harare Board of Executors, P.O. Box 2093, Harare. 007363f
MRE. 587/2025	Makanditswata Sadazi	11.9.2008	30 days	Mary Saungweme, 12, Falcon Close, Greenside, 007364f
MRE. 563/2025	Susan Mandeya	13.8.2025	30 days	Simbarashe Dzira, Pafiwa Mutasa High School, P.O. Box 3497, Watsomba, Mutare. 007365f
2095/2025	Erick Masona	14.3.99	30 days	Linclola Kuzivakwashe Museba, 804, High Density, Hwedza. 007366f
2312/2024	Standford Mupemba	10.6.2024	30 days	Chitumani Law Chambers, twentieth Floor, Karigamombe Centre, Harare. 007367f
456/2025	Densi Kamutowo	1.12.2025	30 days	Betty Mera, 3230, Munhumutapa, Rimuka, Kadoma. 007368f
3425/2025	Chenesai Chanduru	20.6.2025	30 days	Ruvimbo Chanduru, 17, Drummond Road, Greendale, Harare. 007369f
4454/2025	Fawzia Claver	11.10.2025	30 days	Fawzia Larissa Claver, 406. 6th Avenue, Parktown, Waterfalls, Harare. 007370f
2937/2024	Kennedy Mikiri	3.1.2022	30 days	Revai Ngandu, Fuchira School, P. O. Box 92, Mudzi. 007371f
2379/2025	Apollonia Ament	15.6.2025	30 days	Antony William Mackintosh, 162, The Chase Mount Pleasant, Harare. 007372f
02/2026	Gladys Kamhuka	28.11.25	30 days	Luna Chigabab, 5723, Unit J, Seke, Chitungwiza. 007373f
4082/2025	Lucian Tanyanyiwa Gandhi	4.6.2003	30 days	Chipo Zendera, 19B-26th Street, Mbare, Harare. 007374f
247/2019	Hatendi Maguchu	26.7.97	30 days	Jennifer Maguchu, 7664, Unit K, Seke, Chitungwiza. 007375f
1597/2025	Elizabeth Nyambowa	-	30 days	Tinashe Siti, Kamoto Village, Chiveshe, First Floor, JLC Building, No. 115, Abdel Gomal Nasser Road, Harare. (Legal Practitioners) 007376f
3724/2025	Jani Matekenya	25.5.2025	30 days	Neliah Paradza, 8736, Budiro 5B, Harare 007377f
197/2026	Polite Sibanda	19.3.2013	30 days	Audrey Nokhuthaba Mkwandawire, c/o Mambara and Partners, 9, Meredith Road, Eastlea, Harare. 007378f
MRE. 686/2025	Dennis Mutambanashhe	22.7.2008	30 days	E. Mutambanashhe, Kushinga Primary School, P. O. Box 34, Odzi. 007379f
MRE. 388/2024	Davey Mwendamberi	27.3.2010	30 days	Manyara Mwendamberi, 9, Hampshire Road, Yevil, Mutare . 007380f
4663/2025	Bhelitha Ndlovu	20.10.2008	30 days	Munyaradzi K, Siwelah, 11421, Cold Comfort, Harare. 007426f
4294/2025	Fungrayi Jonathan Marufu	14.2.2025	30 days	Tracy Marufu, c/o Matlaw, No. 20 Wembly Crescent, Eastlea, Harare. 007427f
3658/2025	Vincent Muchadya Bernard Dupwa	10.8.2025	30 days	Rodgers Matsikidze c/o Matlaw, No.20, Wembly Crescent, Eastlea, Harare. 007428f
112/2026	Reginald Scott Bradley	6.11.2025	30 days	Andre Vermaak Accounting & Executor Services, 21, Cannock Road, Mount Pleasant, Harare. 007443f
CZ. 532/2025	Sarudzai Tichaona	3.11.2025	30 days	Ackison Kadungure, No. 6436, Phase 4, Ushewekudze, Harare. 007445f
CZ. 14/2026	Blessmore Mandipe	27.8.2021	30 days	Regina Chivambe, 9533, Unit K, Seke, Chitungwiza. Box 34, Odzi. 007446f
GWE. 744/2025	Manyeruke Manners Pambana	28.10.2025	30 days	Thabiso Manyeruke, L6, Amaveni, Kwekwe. 007550f
274/2025	Elisha Mangarayi Maromo	26.3.95	30 days	The Executor's Chambers, First Floor, Boka House, Harare. 007801f
483/2025	Zadock Msipambi Hove	7.7.2025	30 days	Tinotenda Kanganwirai Hove, No. 5449, Dzivarasekwa Extension, Harare and Tariro Hove, No. 231, Low Density, Chipinge. 007586f
MS. 260/2022	Lameck Nkiwane Muyambi	26.4.2022	30 days	Jeremiah Matenhese, Polka Executor Services, 46, Edison Zvobgo Street, Masvingo. 007587f
MS. 25/2026	Solomon Zimano	27.11.2025	30 days	Concilia Chikwaya, No. MB7, Eland, Mkwasine, Chiredzi. 007588f
12/2026	Esther Madondoro	16.7.2025	30 days	Tirivanhu Daniel Madondoro, No. 1087, Circular Drive, Burnside, Bulawayo. 007590f
539/2025	Paul Bgwaya	26.11.2021	30 days	Nomatter Mutikila, 32, Dura, Zengeza, Chitungwiza. 007702f
152/2026	Rowena Revai Karuru	9.8.2022	30 days	Nicholas Musinga, 5398, Nkwisi Gardens, Westlea, Harare. 007703f
271/2026	Kazitonge Misheck Masinga	13.6.2018	30 days	Charels Masinga, 2314, St Marys, P.O. Zengeza, Chitungwiza. 007704f
3486/2025	Stanley Chimutsa	18.6.2025	30 days	Tabeth Chimutsa, 12045, Zengeza 4, Chitungwiza. 007705f
1895/2024	Sirewu Chipadze	25.3.2024	30 days	David Mutambara, 14, Sawley Way, Marlborough, Harare. 007706f
4469/2025	Mark Makaure Kakurira	30.10.89	30 days	Nomsa Kakurira, 7, Chelmsford Road, Belgravia, Harare. 007707f

M.H.C. 7 (continued)

Number of estate	Name and description of estate	Date of death	Within a period of	Name and address of executor or representative
CZ. 518/2025	Hluphekile Moyo	8.11.2025	30 days	Mark Prosper Junior, No. 5, Mambara Complex, Town Centre, Chitungwiza. Obram Trust Company. 007708f
2463/2025	Same Dondo	18.1.2025	30 days	Tommy Dondo, Magaranhewe Primary School, Private Bag 2074, Rushinga. 007709f
16/2026	Zhuwao January	12.10.2012	30 days	Ezekiel Sanga, T. Gweru, 19768, Zengeza 3, Chitungwiza. 007710f
4091/2025	Tapera Gomo	11.7.2025	30 days	Alice Gomo, LDV 83, Mvuma. 007711f
3269/2025	Darcas Mucharwa	23.7.2021	30 days	Patricia Arifaneti, 27087, Unit "J" Extension, Seke, Chitungwiza. 007712f
3976/2025	Saint Alex Mandizha	2.12.2022	30 days	Faustina Mandizha, 1760, Shawasha Hills, Harare. 007713f
MRE. 636/2025	Herbert Gopito	16.10.2025	30 days	Brian Mutikuwe, 997 B, Dangamvura, Mutare. 007714f
MRE. 664/2025	Marcus Muchirewesi	26.11.2025	30 days	Munyaradzi Muchirewesi, 17292, Gimboki, Dangamvura, Mutare. 007715f
MRE. 665/2025	David Muchabaya	8.8.2023	30 days	Simbarashe Kuodza, 9122, Chikanga Extension, Mutare. 007716f
389/2025	Maxwell Kadhimbo	9.10.2025	30 days	Simbarashe Mapfumo, Chiripanyanga Village, Chief Chirau, Zvimba. 007618f
455/2025	Desmond Harold Gibbons	25.11.2025	30 days	Blessed Tsutsutsu, 7677, Ruvimbo Phase 1, Chinhoyi. 007619f
MS. 468/2025	Emmanuel Rukasha	3.6.2025	30 days	Cassian F Rukasha, No. 17145, Makasi Street, Mucheke F, Masvingo. 007592f
MS. 39/2026	Ellen Muchara	22.12.2022	30 days	Tambudza A Mudisi, Mandiki Primary School, P. O. Box 551, Nyika. 007593f
MS. 21/2026	Elizabeth Mutsvangwa	20.3.2002	30 days	Dominic Mhande, No. 20129, Ingwe Drive, Rujeko C, Masvingo. 007594f
MS. 17/2026	Flora Munyai	17.8.2014	30 days	Jestina Hlongwani, No. 19, Dulibadzimu Township, Beitbridge. 007595f
MS. 07/2026	Elison Magoche	28.12.2025	30 days	Rosemary Roda Magoche, No. 25, Lundi Star Drive, Rhodene, Masvingo. 007596f
MRE. 511/2025	Ignatious Makwara	14.2.2001	30 days	Miriam Doba, M214 B, Area C, Dangamvura, Mutare. 007621f
MRE. 455/2025	Rutete Dick Manjowe	20.8.84	30 days	Lennie Manjowe, 11, Zizi Street, New Mabvuku, 007622f
3025/2025	Charl Grobbelaar	1.6.2025	30 days	Margaret Louise Taylor, 7, Hillfriars, 35, Ceres Road, Avondale, Harare. 007623f
MRE. 661/2024	Newengo Ngwarayi Edward	19.12.2000	30 days	Memory Newengo, 36, Old Dangare, Sakubva, Mutare. 007717f
MRE. 644/2025	Godfrey Nyakufu	17.7.2005	30 days	Prisca Nyakufu, Chingosi Primary School, P.O. Box 3348, Chiendambuya, Makoni. 007718f
MRE. 663/2025	Alindine Thawani	11.11.2025	30 days	Martha Hazvineyi Thawani, 3428, ZBS, Chipinge. 007719f
CY. 424/2025	Peter Maziya	15.8.2025	30 days	Magrine Maziya, 38171, Coldstream, Chinhoyi. 007720f
4382/2025	Chimucheka Kasina	17.12.86	30 days	Rhoda Hwiridza, No. 9194, Glen Norah Extension, Harare. 007721f
3831/2025	Iona Mary Gamble	24.7.2007	30 days	Theresa Grimmell, Trivade (Private) Limited, 17235, Eland Close, Borrowdale West, Harare. 007491f
436/2025	Tafirenyika Masike	4.4.2020	30 days	Nyasha Petronella Masike, 153, Sally Mugabe Heights, Goromonzi. 007493f
3738/2022	Maxwell Takawira Chiramba	14.4.2022	30 days	Nyamayaro Bakara Attorneys, 5, Clarendon Circle, Belvedere, Harare. 007494f
229/2026	Beven Mandigora	9.12.2025	30 days	Beaula Mandigora, 1875-220 Close, Kuwadzana 2, Harare. 007495f
3952/2024	Misheck Tenia Samuel Chinamasa	27.8.2008	30 days	Maguchu & Muchada Business Attorneys, Block B, Smatsatsa Office Park, Borrowdale, Harare. 007496f
B. 1033/2025	Dumaza Ndlovu	30.4.2025	30 days	Lwendo Aisha Hakainzi, 7916/8, Sizinda, Bulawayo. 007489f
B. 2486/2025	Kenneth Nkomo	10.8.2025	30 days	Nokuthula Nkomo, Mawabeni Primary School, Esigodini. 007490f
146/2026	Sandile Moyo	20.4.2021	30 days	Bongani Mkwebu, 25051, Pumula South, Bulawayo. 007497f
357/2025	Gibson Museza Shoniwa	9.2.2023	30 days	Lee Chakanetsa Shoniwa, 52, Merlin Close, Waterfalls, Harare. 007455f
862/2015	Marume Nyariya	11.8.2008	30 days	Theresa Tsitsi Nyarira, 4022, New Canaan, Highfield, Harare. 007456f
3659/2025	David Donnelly Jowah	26.4.98	30 days	Godfrey Jowah, 54, Alfred Road, Greendale, Harare. 007457f
MS.491/2025	Florence Dzinoreva	5.7.2024	30 days	Nomore Dzinoreva, Tagarika Primary School, P.O. Box 9402, Neshuro. 007458f
MS.32/2026	Ottilia Gwato	12.11.2025	30 days	Nevanji Mabika, Chimedza Primary School, Private Bag 9023, Masvingo. 007459f
MS.535/2025	Webster Mutandwa	30.11.2025	30 days	Tatenda Mutandwa, House No. 7454, Vashandi Housing, Victoria Range, Masvingo. 007460f
4278/2025	Macnab Senzere	13.7.2021	30 days	Faustina Makamu, 3862, Woodbrooke, Bindura. 007165f
4180/2025	Lydia Soko	1.2.2025	30 days	Nattasha Moyo, 596A, Makomo, Epworth, Harare. 007166f
4127/2025	Rosemary Jambwa	9.10.2025	30 days	Thompsons, 48, Steppes Road, Chisipite, Harare. 007167f
MS.11/2026	Jefta Tandanda	2.4.2025	30 days	Nyaradzai Matuvi, Mutatiri Primary School, Private Bag 9017, Masvingo. 007506f
MS.476/2025	Clemence Mutikani	19.1.2020	30 days	Egnes Matombo, Maboke Primary School, P.O. Box 10, Nyika. 007507f
MS.532/2025	Charles Ndondo	21.8.2010	30 days	Mervis Ndondo, House No. 1736, Jerera, Zaka. 007508f
MS.16/2026	Sungai Chindakuda Dziva	29.5.2019	30 days	Irene Dziva, Stand No. 221, Neshuro, Mwenezi. 007509f
M.27/2026	Ruth Mubaiwa	14.8.2014	30 days	Muchazviona Wonder Mubaiwa, No. 36, Egret Close, Eastvale, Mashava. 007510f

M.H.C. 7 (continued)

Number of estate	Name and description of estate	Date of death	Within a period of	Name and address of executor or representative	
3207/2024	Chengetai Nyapfere	3.9.2024	30 days	Natalie Ngwenya, 1730, Breeze Street, Westgate, Harare.	007511f
MS.263/2022	Taurai Peter Mzarabani	16.8.2020	30 days	Walter Wutaunash Muzarabani, c/o Dube-Banda Nzarayapenga & Partners, 1059, Bradburn Road, Masvingo.	007512f
49/2026	Nyamayaro Damiano Takawira	30.11.2025	30 days	Valentine Tafadzwa Takawira, House No. 2908, 62 Crescent, Kuwadzana, Harare.	007513f
4605/2025	Fungisai Kazizi	2.11.2025	30 days	Rosemary Ndoro, 6002, Westlea, Harare.	007514f
1960/2025	Betty Munyaka	28.10.2024	30 days	Lucas Munyaka, Mhumurwi Primary School, Bindura.	007515f
4057/2024	Toas Figueiredo	21.10.2024	30 days	Luck Muinzani, 5, Grassmere, Norton.	007516f
4333/2025	Rutendo Zimunya	7.9.2025	30 days	Mike Siwa, 35050, Eastview Phase 4, Harare.	007518f
2205/2025	John Sibangani Sibanda	4.10.2025	30 days	Sithabile Sibanda, 14843, Nkulumane 12, Bulawayo.	007519f
B.1945/2025	Silethokuhle Khumalo	3.11.2024	30 days	Margarine Khumalo, 29, Gifford, Northend, Bulawayo.	007520f
B.2080/2025	Tapson Nyathi	7.11.2006	30 days	Juliet Ndovu, 5615912, Old Lobengula, Bulawayo.	007522f
B.1685/2025	Jim Mdingibele Moyo	19.10.92	30 days	Sipho Moyo, Plot 96, Gwatemba, Insiza.	007523f
B.114/2026	Percy Hlazo Dhlamini	26.5.2025	30 days	Neglot Dhlamini, 5485, Luveve, Bulawayo.	007524f
1506/2022	Mkhululi Sibanda	5.2.2015	30 days	Mxolisi Sibanda, 5244, Magwegwe West, Bulawayo.	007525f
2277/2025	Rebecca Tshuma	21.8.2016	30 days	Jenifa Chabuda, 8112, Pumula East, Bulawayo.	007472f
332/2013	Ephraim Nduku	29.5.2013	30 days	Elizabeth Memory Nduku, 12, Windmill Crescent, Buenavista, Bulawayo.	007473f
B.120/2026	Willie Nkululeko Nkomo	28.12.2021	30 days	Dewa Nkomo, Chief Deli, Umguza.	007474f
2602/2025	Natsai Mhlanga	24.1.2025	30 days	Soyapi Mhlanga, 16660, Cowdray Park, P.O. Box Luveve, Bulawayo.	007475f
B.126/2026	Adam Ndlovu	4.11.2025	30 days	Angeline Ndlovu, 6053, Luveve 5, Bulawayo.	007476f
B.2500/2025	Senzani Tshuma	14.11.2025	30 days	Cephas Tshuma, 18, Prestbury Road, South Wold, Bulawayo.	007477f
B.2359/2025	Sophie Dube	9.9.2005	30 days	Wallace Law Chambers, 42, Goba House, between 2nd and Nelson Kutshekhaya Avenue and Parirenyatwa Street, N.K Ndlovu Avenue, Bulawayo.	007478f
B.563/2019	Olidah Ncube	12.10.2016	30 days	Wisdom Moyo, 16023, New Parklands, Bulawayo.	007479f
B.2410/2025	Nelia Hatinaziwe Grace Ngorima	9.2.2009	30 days	Clement Ngorima, 8679, Nkulumane, Bulawayo.	007480f
R.25/2025	Tonderayi Mugenge	5.12.2021	30 days	Simba Mugenge, Kutsanzira Village Makoni District, Rusape.	007565f
MRE.504/2025	Jonathan Patchette Horsfield	7.9.2025	30 days	Henning Lock, P.O. Box 1170, Mutare.	007566f
MRE.615/2025	Elizabeth Ann Bruce	2.11.2025	30 days	Henning Lock, P.O. Box 1170, Mutare.	007567f
3319/2025	George Roderick Wylie Mackay	18.1.2025	30 days	Nyaradzo G. Maphosa, c/o Sawyer and Mkushi Legal Practitioners, Eleventh Floor, Social Security Centre, cnr Sam Nunjoma Street/ Julius Nyerere Way, Harare.	007568f
MRE.534/2025	Taguta Elias Mushatirwa	31.7.2013	30 days	Lovemore Musesengwa, 5, Rennie Road, Fern Valley, Mutare.	007569f
MRE.621/2025	Elijah Gumise	11.6.97	30 days	Trevor Simba Chasinda, 5, Darwin Circle, Westlea, Mutare.	007570f
2792/2025	Chiriwo Loda	2.9.2018	30 days	Hellen Willie, 1757—5, Dulibadzimu, Beitbridge.	007571f
MRE.676/2025	Peter Matopi	12.10.2025	30 days	Justiya Matopi, 4325, Chikanga 2, Mutare.	007573f
MRE.620/2025	Elinah Gumise	6.8.2007	30 days	Trevor Simba Chasinda, 5, Darwin Circle, Westlea, Mutare.	007574f
MRE.674/2025	Booker Mufambi	18.11.2025	30 days	Chido Mufambi, Maanhu School, P.O. Box 69, Odzi, Mutare.	007575f
191/2026	Crispen Mutiro	4.11.2018	30 days	Precious Marwenze, 1035, 5th Close, Kuwadzana 1, Harare.	007576f
4386/2025	Monika Beate Medway	26.10.2025	30 days	Rosemary Anne Meiring Beck, c/o Marel Consultants (Private) Limited, 17235, Eland Close, Borrowdale West, Harare.	007492f

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.

Number of estate	Name and description of estate	Date or period	Description of account	Office of the	M.H.C. 28
476/2018	Damasios Machingu Maredza	21 days	First and Final Distribution Account	Master of the High Court, Harare.	007545f
3098/2015	John Edward Todd	21 days	Distribution and Liquidation Account	Master of the High Court, Harare.	007188f
MS.424/2025	Eshmael Mafoti	21 days	First and Final Account	Master of the High Court, Masvingo.	007505f
2633/2018	Isaac Kasiyandima	21 days	Amended First and Final Distribution Account	Master of the High Court, Harare.	007517f

M.H.C. 28 (continued)

Number of estate	Name and description of estate	Date or period	Description of account	Office of the	
3798/2001	Enock Ginya	21 days	First Interim Account	Master of the High Court, Harare.	007429f
2740/2018	Stewart Anthony Smyth	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	007430f
2177/2023B	Venganai Benjamin Gudza	21 days	First and Final Account	Master of the High Court, Harare.	007433f
689/2023	George Foxen	21 days	First and Final Administration and Distribution Account	Master of the High Court, Harare.	007434f
138/2024	Ismail Mohamed Meman	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	007435f
CZ.197/2025	Tangayi John Chakahwata	21 days	First and Final Account	Master of the High Court, Chitungwiza.	007436f
120/2020	Margaret Tungwarara	21 days	First and Final Account	Master of the High Court, Chitungwiza.	007437f
3621/2024	Douglas James Appel	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	007438f
2823/2004	Truelove Tariro Tsvakai	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	007439f
764/2025	David James Fitches	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	007440f
2396/2025	Andrew Richard Bruford	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	007441f
763/2025	Jeannie Imelda Fitches	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	007442f
MRE.600/2025	Anna Nyagawa	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Mutare.	007444f
1753/24	Madzudzo Spencer Pawadyira	21 days	First and Final Distribution Account	Master of the High Court, Harare.	007164f
KK.40/2025	Leo Makoni	21 days	First and Final Distribution Account	Magistrates, Kwekwe	007502f
MRE.88/2025	Thomas Kunatsa	21 days	First and Final Liquidation Account	Master of the High Court, Mutare.	007171f
B.193/2025	Martin Geoffrey White	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Bulawayo.	007172f
B.1324/2025	Namatirai Lunga	21 days	First and Final Account	Master of the High Court, Bulawayo.	007173f
688/2025	Christoffel Gideon Lourens	21 days	First and Final Account	Master of the High Court, Bulawayo.	007174f
B.351/2025	Gift Chidakwa	21 days	First and Final Account	Master of the High Court, Bulawayo.	007175f
301/2025	Esinati Museve	21 days	First and Final Account	Master of the High Court, Bulawayo.	007176f
B.1038/2023	Thokozile Siziba	21 days	First and Final Account	Master of the High Court, Bulawayo.	007177f
B.1379/2024	Lilian Mafi also known as Lilian Mafu	21 days	First and Final Account	Master of the High Court, Bulawayo.	007178f
4022/2021	Saneliso Hove	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Bulawayo.	007179f
B.2913/2024	Nonjabulo Moyo	21 days	First and Final Account	Master of the High Court, Bulawayo.	007180f
1444/2024	Salamon Cassim	21 days	First and Final Account	Master of the High Court, Bulawayo.	007181f
1197/2025	Tumba Moffat Sibanda	21 days	First and Final Account	Master of the High Court, Bulawayo.	007182f
1196/2025	Manglasi Sibanda	21 days	First and Final Account	Master of the High Court, Bulawayo.	007183f
GWE.227/2023	Sifile Misheck Mpesi	21 days	First and Final Account	Master of the High Court, Gweru.	0078184f
GWE.502/2025	Belliot Shumba	21 days	First and Final Account	Master of the High Court, Gweru.	007185f
MRE.25/2023	Betera William Zoridzai	21 days	First and Final Account	Master of the High Court, Mutare.	007186f
1130/2015	Adelaid Chivinge	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Mutare.	007187f
271/2023	Justin Makaya	21 days	First and Final Account	Master of the High Court, Harare.	007504f
1564/2025	Susan Elizabeth Maggie Babbage	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	007572f

M.H.C. 28 (continued)

Number of estate	Name and description of estate	Date or period	Description of account	Office of the	
626/2024	Nelson Chinowaita	21 days	First and Final Distribution Account	Master of the High Court, Harare.	007577f
4321/2025	Maureen Ann Marsden.	21 days	First and Final Account	Master of the High Court, Harare.	007499f
4576/2025	Basil Brian Stone	21 days	First and Final Account	Master of the High Court, Harare.	007500f
CY.400/2025	Jackson Patrick Mupinda	21 days	First and Final Account	Master of the High Court, Chinhoyi.	007701f
MS.141/2020	Samuel Hungoidza	21 days	First and Final Account	Master of the High Court, Masvingo.	007589f
284/2025	Ruth Heather Johnson	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	007604f
MRE.216/2022	Custon Rutikayi Zengeni	21 days	First and Final Liquidation Account	Master of the High Court, Mutare.	007605f
MRE.520/2021	Kelly Chipepera	21 days	First and Final Liquidation Account	Master of the High Court, Mutare.	007606f
MRE/270/2025	Fambai Highland Nyakurukwa	21 days	First and Final Liquidation Account	Master of the High Court, Mutare.	007607f
133/2025	Joseph Francis Ndlovu	21 days	Liquidation and Distribution Account	Magistrates, Chipinge.	007608f
87/2025	Kennias Moyana	21 days	Liquidation and Distribution Account	Magistrates, Chipinge.	007609f
MRE.42/2024	Gumiso Maria	21 days	First and Final Account	Master of the High Court, Mutare.	007610f
114/2025	Samuel L Maibeki	21 days	Liquidation and Distribution Account	Magistrates, Chipinge.	007611f
29/2025	Grace Rudo Sigauke	21 days	Liquidation and Distribution Account	Magistrates, Chipinge.	007612f
1612/2021	Ruzvidzo Getrude	21 days	First and Final Account	Master of the High Court, Harare.	007613f
513/2021	Phillip Malawusi	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	007614f
MRE.43/2025	Justin Mazvita Nyakunu	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Mutare.	007615f
1495/2022	Sailas Rusike	21 days	First and Final Distribution Account	Master of the High Court, Harare.	007616f
106/2024	Graham Macaulay Mills	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	007617f
VFA.21/2025	Claudio De Leo	21 days	First and Final Account	Magistrates, Victoria Falls	007620f

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

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

M.H.C. 25

Number of Estate	Name and Description of Estate	Time of Meeting		Place of Meeting	For Selection of
		Date	Hour		
175/2026	Fanda Khan	2.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative. 007825f
178/2026	Meki Notezi	2.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative. 007825f
177/2026	Charles Ronald Kenoughty	2.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative. 007825f
300/2025	Webster Maradze Muronda	2.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative. 007825f
186/2026	Obert Tembo	2.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative. 007825f
1429/2020	Shephard Gwasira	2.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative. 007825f
193/2026	Mafusire Arthur Brian Ndabaningi	2.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative. 007825f
3360/2025	Margaret Clarique Wells	2.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative. 007825f
211/2026	Ngonidzashe Ncube	2.2.2026	09:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative. 007825f
222/2026	Simon Nyazenga	2.2.2026	09:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative. 007825f

M.H.C. 25 (continued)

Number of estate	Name and description of estate	Time of meeting		Place of meeting	For selection of	
		Date	Hour			
140/2024	Blessed Gwata	2.2.2026	10:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
4167/2025	Obert Tongai	2.2.2026	11:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
4320/2025	Pauline Murape	2.2.2026	11:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
241/2026	Louise Marlyn De Souza	3.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
1895/2023	Sydney Chizemo	3.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
254/2026	Obert Chiradza	3.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
253/2026	Tichawona Muzariri	3.2.2026	09:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
255/2026	Andrew Chakabveyo	3.2.2026	09:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
256/2026	Ernest Tapera Chiweshe	3.2.2026	09:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
2176/2022	Jonah Kharo Dombamuromo	3.2.2026	09:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
387/2023	Joseph Chamisa Kumire	3.2.2026	09:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
268/2026	David Machiri	3.2.2026	09:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
263/2026	Hui Zhang	3.2.2026	10:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
1645/2007	Joyline Nyamandwe	3.2.2026	10:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
273/2026	James Asani	3.2.2026	10:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
269/2024	Gabriel Makeyi	3.2.2026	11:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
277/2026	Chandaengerwa Nenohwe	3.2.2026	11:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
3273/2025	Hazvinei Kumapenda	3.2.2026	11:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
281/2026	Pilate Mpinduwa	9.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
283/2026	Elizabeth Mpinduwa	9.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
199/2026	Alfred Mufudzi Gamanya	9.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
198/2026	Tennyson David Ford	9.2.2026	08:30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative.	007825f
139/2026	Samukele Mguni	18.2.2026	10:00 a.m.	Office of the Master of High Court, Fifth Floor, Compensation House, Bulawayo.	Executor dative.	007825f
142/2026	Sailota Chagadama	3.2.2026	10:00 a.m.	Office of the Master of High Court, Fifth Floor, Compensation House, Bulawayo.	Executor dative.	007825f
148/2026	Jonas Ndhlovu	19.2.2026	09:00 a.m.	Office of the Master of High Court, Fifth Floor, Compensation House, Bulawayo.	Executor dative.	007825f
162/2026	Graham Charm Mhlanga	23.2.2026	09:00 a.m.	Office of the Master of High Court, Fifth Floor, Compensation House, Bulawayo.	Executor dative.	007825f
669/2025	Farai Belt	12.2.2026	11:00 a.m.	Office of the Master of High Court, Fifth Floor, Compensation House, Bulawayo.	Executor dative.	007825f
MRE. 34/2026	Mutambirwa Joel Mugwagwa	13.2.2026	08:30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Centre, Mutare.	Executor dative.	007825f
MRE. 38/2026	Chikukwa Adam	13.2.2026	08:30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Centre, Mutare.	Executor dative.	007825f
GWE. 35/2026	Thokozani Mugara	5.2.2026	08:30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Building, Gweru.	Executor dative.	007825f
GWE. 36/2026	Nyereyegona Norman	5.2.2026	08:30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Building, Gweru.	Executor dative.	007825f
GWE. 447/2025	Matope Adam	5.2.2026	08:30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Building, Gweru.	Executor dative.	007825f
GWE. 510/2025	Murehwa Jonathan	12.2.2026	08:30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Building, Gweru.	Executor dative.	007825f
MS. 43/2026	Wicleffe Musingarimi	11.2.2026	09:00 a.m.	Office of the Master of High Court, Fourth Floor, ZIMRE Centre, Masvingo.	Executor dative.	007825f
MS. 45/2026	Felistas Chinyama	11.2.2026	09:00 a.m.	Office of the Master of High Court, Fourth Floor, ZIMRE Centre, Masvingo.	Executor dative.	007825f
CY. 15/2026	Makaza Hasmonia	10.2.2026	09:00 a.m.	Office of the Master of High Court, Nickhill Office Park, Midway Street, Chinhoyi.	Executor dative.	007825f
CY. 304/2026	Maririmba Midia	10.2.2026	09:00 a.m.	Office of the Master of High Court, Nickhill Office Park, Midway Street, Chinhoyi.	Executor dative.	007825f

CORPORATE RESCUE NOTICE

(pursuant to section (140) of the Insolvency Act [Chapter 6:07])

NOTICE is hereby given that a meeting of creditors will be held on the date and time and places for the purposes set forth herein.

Insolvency Act [Chapter 6:07]—Corporate Rescue—Form

Number	Name of company	Whether meeting of creditors and/or contributories	Day, date and hour of meeting			Place of meeting	Purpose of meeting	
			Day	Date	Hour			
CCR/B16/2025	Prime Seasons (Private) Limited (under corporate rescue)	First meeting of creditors	Fri.	30.1.2026	10.00 a.m.	Office of the Master of High Court, Fifth Floor Compensation House cnr Leopold Takawira and JMN Nkomo Street, Bulawayo	- Proof of claims. - Presentation of the practitioner's preliminary report. - Presentation of the Master's statement on the company's prospects of recovery. - Consideration of the need to constitute a committee of creditors.	007562f

COMPANY LIQUIDATION NOTICES

NOTICE is hereby given that the liquidation accounts and plans of distribution in the liquidations mentioned below will lie open at the offices mentioned for a period of 14 days, or such longer period as is stated, from the date mentioned or from the date of publication hereof, whichever may be later, for inspection by creditors.

Number	Name of company	Description of account	Offices at which account will lie open	Dates from which account will lie open	Period for which account will lie open
4/2025	Papyrus Paper & Stationery (Private) Limited.	First Interim Liquidation and Distribution Account	Masters House High Court, Harare	30.1.2026	14 days. 007168f
CR/H7/2025	Suave Kids Trading (Private) Limited	First and Final Liquidation and Distribution Account	Masters House High Court, Harare	30.1.2026	14 days. 007602f

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	Company Secretary
17000A01102024	Luxus Kitchens (Private) Limited	Luxus (Private) Limited	007600f

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32. High Court Act [Chapter 7:06]: Establishment of a High Court Seat at Kwekwe	79	37. Air Zimbabwe (Private) Limited (AIRZIM): Notice of Cancellation of Domestic and International Competitive Bidding for Aviation Insurance	80
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		16. Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry.	

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy
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 as set out in the Schedule which further amends the agreement published in Statutory Instrument 76 of 2017, and was registered in terms of section 79 of Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE FERRO-
ALLOY INDUSTRY IN ZIMBABWE
COLLECTIVE BARGAINING AGREEMENT: FERRO-ALLOY
INDUSTRY IN ZIMBABWE

Made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] (hereinafter referred to as “the Act”) as amended, between the Ferro-Alloy Industry Employers’ Association (herein referred to as “the employers” or “employers organisation”) of the one part, and the National Union of Metal and Allied Industries in Zimbabwe (hereinafter referred to as “the employees” or “the trade union”), of the other part, being parties to the National Employment Council for the Ferro-Alloy Industry in Zimbabwe.

The Collective Bargaining Agreement for the Ferro-Alloy Industry in Zimbabwe, published in Statutory Instrument 76 of 2017, is amended by parties as follows—

ARRANGEMENTS OF SECTIONS

PART I

APPLICATION, DURATION AND INTERPRETATION

Section

1. Scope and application of agreement.
2. Period of operation and amendment of agreement.
3. Interpretation.

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy
Industry

PART II

ADMINISTRATION, COUNCIL DUES AND TRADE UNION FEES

4. Administration of agreement.
5. Exemptions from agreement.
6. Applications for and grant of exemptions.
7. Council's dues.

PART III

CONDITIONS OF EMPLOYMENT

8. Grading and wages.
9. Hours of work; employees, other than shift workers.
10. Hours of work; shift workers.
11. Contracts for hourly work.
12. Conversion of rates.
13. Payment of overtime.
14. Deductions.
15. Payment of remuneration.
16. Piece-work, task-work and work on a ticket system.
17. Incentive production schemes.
18. Special provisions: casual employees.
19. Special provisions: learners and trainees.
20. Vacation leave.
21. Industrial holidays.
22. Benefits during sickness.
23. Contract and notice.
24. Continuous service.
25. Service increment.
26. Record of service.
27. Protective clothing.

Section

28. Gratuities on termination of employment.
29. Bathing facilities.
30. Workers' Committees.
31. Works Council.
32. Leave for trade union officials.
33. Labour market information.
34. Standby and callout allowances.
35. Housing allowance.
36. Copy of regulations and notice.

FIRST SCHEDULE: Grading and wages.

SECOND SCHEDULE: Periods of learnership or training.

THIRD SCHEDULE: Gratuities.

FOURTH SCHEDULE: Code of Conduct.

FIFTH SCHEDULE: Agreed duration of fixed term contract.

SIXTH SCHEDULE: Employment of young person.

SEVENTH SCHEDULE: Mandatory minimum personal protective Equipment (PPE) Requirements.

EIGHTH SCHEDULE: Shift roster and hours of work.

ANNEXURE "A": Application for exemption form.

ANNEXURE "B": Exemptions Committee form.

Scope and application of agreement

1. (1) In terms of the provisions of section 82 of the Labour Act [*Chapter 28:01*], the terms of this agreement are binding upon and shall be observed by—

- (a) the employers and employees engaged in the Ferro-Alloy Industry who are members of the employers' organisation and the trade union respectively, in Zimbabwe;
- (b) all other employers and employees in the industry engaged in any occupation listed in the Ferro Alloy Industry, in Zimbabwe.

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

(2) This agreement is concerned solely with the conditions and categories of employment and the preservation of good labour relations in the Ferro-Alloy Industry.

(3) No employer or employee shall waive any provision of this agreement. Each provision shall create a right or obligation, as the case may be, independently of the existence of other provisions. In the event of any provision of this agreement being inoperative or *ultra vires*, the powers of the parties, or of the Labour Act [*Chapter 28:01*], or regulations made thereunder, either before or after publication of this agreement under the provisions of that Act, this shall in no way affect the remainder of the agreement, which shall in that event, constitute the agreement.

Period of operation and amendment of agreement

2. (1) This agreement shall come into operation on the date of its registration in terms of section 79 of the Labour Act [*Chapter 28:01*] and shall remain in force until amended by parties by mutual agreement:

(2) In the interests of promoting stability in the industry, the employers' organisation and the trade union have agreed that they shall not seek to amend this agreement during the first twelve months of operation unless there are fundamental changes in the operating environment or if there is legislative change or if there is a ministerial directive; provided that wage rates may be reviewed periodically to take into account such wage legislation as may be promulgated by the government or agreed by the National Employment Council or change in the macroeconomic environment.

(3) Nothing shall preclude the parties to amend this collective bargaining agreement anytime before the expiry of the twelve months provided that the changes sought to be introduced are by agreement or in terms of subsection (2) above.

(4) Where this agreement provides terms, conditions and benefits which differ from those provided under previous agreements and regulations displaced by this agreement, the new provisions shall apply from the date of registration of the agreement and not retrospectively.

Interpretation

3. In these regulations—

“Act” means the Labour Act [*Chapter 28:01*];

“agreement” means a collective bargaining agreement or any such agreement entered between the parties to the Employment Council which can be enforced at law;

“agreement of Council” means this agreement and any future agreement between the parties to this agreement which relates to employment in the industry;

“casual employee” means an employee who is engaged on a contract with a particular employer for a period not exceeding a total of six weeks in any three consecutive months;

“continuous service” means the total period of unbroken service of an employee with an employer in terms of section 23 of this collective bargaining agreement;

“control-room operator” means an employee based mainly in the control-room, and who operates and assists a production supervisor responsible for the safe and efficient control of one or more furnaces or plants;

“collective bargaining agreement” means an agreement negotiated in accordance with the Act which regulates the terms and conditions of employment of employees;

“Council” means the National Employment Council for the Ferro-Alloy Industry of Zimbabwe;

“day off” means, in the case of an employee employed for six days per week, Sunday or that day of the week in place of Sunday on which an employee is not normally required to work, or, in the case of an employee employed for five days per week, Saturday and Sunday or those days in the week on which an employee is not normally required to work, or, in the case of shift-workers on a fixed-roster system, those days in the roster on which such employees are not normally required to work;

“day-shift” means a shift that falls within the 6 a.m. to 6 p.m. working hours period;

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“emergency work” means, work which must be performed immediately in a situation where life, property or equipment is in danger or in which a serious stoppage in production, the receiving of raw materials or final products, caused by unforeseen events, has occurred or is about to occur;

“employee” means any person who performs work or services for another person for remuneration or reward on such terms and conditions as agreed upon by the parties or as provided for in the Act, and includes a person performing work or services for another person—

- (a) in circumstances where, even if the person performing the work or services supplies his or her own tools or works under flexible conditions of service, the hirer provides the substantial investment in or assumes the substantial risk of the undertaking; or
- (b) in any other circumstances that more closely resemble the relationship between an employee and employer than that between an independent contractor and hirer of services;

“employer” means any person whatsoever who employs or provides work for another person and remunerates or expressly or tacitly undertakes to remunerate him or her, and includes—

- (a) the manager, agent or representative of such person who is in charge or control of the work upon which such other person is employed; and
- (b) the judicial manager of such person appointed in terms of the Companies and Other Business Entities Act [*Chapter 24:31*];
- (c) the liquidator or trustee of the insolvent estate of such person, if authorised to carry on the business of such person by—
 - (i) the creditors; or
 - (ii) in the absence of any instructions given by the creditors, the Master of the High Court;

- (d) the executor of the deceased estate of such person, if authorised to carry on the business of such person by the Master of the High Court;
- (e) the curator of such person who is a patient as defined in the Mental Health Act [*Chapter 15:12*] (No. 15 of 1996), if authorised to carry on the business of such person in terms of section 88 of that Act;

“engineering assistant” means an employee who is employed to assist an artisan, and who works under the supervision of the artisan, may include mechanical or electrical maintenance involving the use of hand or power tools;

“exemptions” means a determination made by the Council or a committee so delegated by the Council to make such a decision which allows an employer or an employee to be absolved from complying fully or partially with any collective bargaining agreement made in the undertaking;

“ferro-alloy industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated together in the production of ferro-chrome, ferro manganese and ferro-silicon chrome, low carbon ferrochrome from ore and associated materials, and includes all operations incidental thereto, but includes such production where the mining and beneficiation and additionally, or alternatively, the processing of such ore are carried out by the same employer and his or her employees; provided where within an establishment or workplace or a company or plant or unit if there are other employees who ordinarily must belong to another undertaking such employees shall be regarded as part of the ferro-alloy undertaking and the undertaking must grade and determine their working conditions;

“first-aider”, means an employee engaged in first-aid duties, and who holds the certificate issued by the Medical, Dental and Allied Professions Council, Red Cross Society, St Johns Ambulance Services and any other authorised bodies;

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- “fixed term contract” means where an employee is engaged for a period of fixed duration or for the performance of a specific task and the contract of employment is terminated on the expiry of such period or on the completion of such task;
- “grade” means classification of occupations as listed in the First Schedule;
- “handyman” means an employee who carries out repairs or renovations of a minor nature to his employer’s property, but who is not required to embark upon or carry out any single task in an occupation prescribed or a trade designated or deemed to have been designated in terms of the Manpower Development Act [*Chapter 28:02*];
- “industrial holiday” means any day prescribed as a paid holiday in terms of Public Holiday and Prohibition of Business Act [*Chapter 10:21*];
- “laboratory assistant” means an employee who has satisfactorily completed a course of secondary education with passes at “O” level English, Mathematics and one Science subject and who has undergone a period of training of not less than eighteen months under the direction of a laboratory technician/laboratory analyst who carries out the chemical analysis of alloys, ores and other inorganic compounds, without direct supervision, in accordance with standard procedures laid down or specific instructions issued by a person authorised to do so;
- “medical assistant” means an employee engaged on as a healthcare professional who performs both clinical and administrative tasks under the supervision of a physician or other healthcare provider;
- “medical practitioner” means any person who is legally permitted to practice as a Medical Practitioner in Zimbabwe;
- “night-shift” means a shift that falls within the 6pm to 6am working hours period;

- “overtime” means approved excess hours worked by an employee outside the total working hours permitted per day provided the authorisation for such excess hours is in writing between the employer and the employee;
- “person to holder” occurs when an employee is made to occupy a job at a lower level whilst having a higher grade. The employee maintains his grade despite the disparity in the grade on the position he is holding. A new incumbent will occupy the position in terms of the actual grade and conditions;
- “remuneration” the total compensation received by an employee including base salary, bonuses, commission payments, overtime pay and any other monetary benefits that the employee receives;
- “senior clerk” means an employee engaged on clerical duties, who is in charge of other clerks who may be placed under him, and who is capable of controlling the work of such other clerks;
- “section” means any section or paragraph of this agreement unless reference is made to another Act or regulations;
- “shift” means a scheduled period of time during which employees perform their duties in a way that ensures continuous operations;
- “shift-worker” means an employee who works on rotating schedules (morning, afternoon and night) and is covered by this agreement or works in the undertaking as a non-managerial employee;
- “skilled worker” means the holder of a certificate of skilled worker qualification in terms of section 44 of the Manpower Planning and Development Act [*Chapter 28:02*] or any other law which designate an employee as a skilled worker;
- “skilled worker’s assistant” means an employee who assists a skilled worker as directed but who may not perform skilled worker’s work;
- “salary” a fixed regular payment, typically paid on a monthly basis;

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“task work” means the setting by an employer to an employee of a stated task to be completed as a condition of earning a wage;

“ticket system” means a system whereby an employee is engaged at a wage calculated by reference to the completion of a ticket of an agreed number of days worked or a record based on the number of days worked;

“piecework” means any system by which earnings are calculated wholly on the quantity or output of work done, irrespective of the time spent on such work;

“wage” a fixed regular payment earned for work or services, typically paid on a daily or weekly basis.

PART II

ADMINISTRATION, COUNCIL DUES AND TRADE UNION FEES

Administration of agreement

4. The Council shall be the body responsible for the administration of this agreement, and it may issue expressions of opinion not inconsistent with the provisions hereof for the guidance of employers and employees, and may delegate any of its duties or powers of administration to any committee appointed by the Council, subject to the provisions of its constitution relating to the appointment of committees.

Exemptions from collective bargaining agreements

5. Exemptions from any of the provisions of a collective bargaining agreement may be applied for by a registered employer or employers organisation or employee or trade union in the manner provided for in the NEC Constitution, and any application for exemption may be refused, partially granted or be granted in full or granted with conditions or may be cancelled or amended at any time.

Applications for and grant of exemptions

6. (1) The employee or trade union or employer or employer organisation may submit an application, in writing, to the exemptions committee in the form prescribed by Council for exemption from

all or any of the provisions of this agreement (See forms, annexure A and B), and shall furnish the exemptions committee with such further information as it may require for the purpose of determining the application.

(2) For avoidance of doubt an exemption application shall contain the following—

- (a) audited accounts;
- (b) management accounts (including income and expenditure of that company);
- (c) in the absence of (i) and (ii) a report of the financial standing by a certified Public Accountant or auditor;
- (d) wage bill for managerial and non-managerial employees including benefits;
- (e) employees affected and their grades and or any other information which the employer believe would assist in the consideration of the application for exemption:

Provided this information referred above shall be confidential information which shall not be distributed outside the exemptions committee.

(3) The exemption committee shall within fourteen days of receipt of the exemption application, determine such application unless by agreement parties agree for extension of time or there are compelling reasons to extend time.

(4) The exemptions committee shall have powers to make the following decisions—

- (a) refuse; or
- (b) partially grant; or
- (c) grant in full; or
- (d) grant with conditions; or
- (e) cancel; or
- (f) amend at any time the application for exemption.

(4) A copy of such a certificate or the notification of any rejection and the reason therefore, shall be sent to the employees or trade union and employer or employers organisation.

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(5) Any exemption that would have been granted may be revoked or amended as the case may be, and such revocation or amendment shall have effect from such date as the committee may fix and shall be notified to the parties concerned; provided the parties before that decision is made are given a right to be heard.

(6) The party who has received a notification of the decision, may within fourteen days, lodge an appeal, in writing to the Council who shall determine the appeal in writing within fourteen days of its receipt.

(7) The Chairperson of the exemptions committee or the Chairperson of the Council in exemption matters shall have a casting vote where there is a deadlock.

(8) The Council may make any decision which an exemption committee has powers to make and its decision shall be final.

(9) Any exemption granted under the repealed collective bargaining agreement shall be treated as if granted under the current collective bargaining agreement.

Council's dues

7. Council's dues shall consist of contributions to the general fund made up as follows—

- (a) 2% deducted from an employee's basic salary as set by the Employment Council for each grade;
- (b) 2% contribution by the employer matching the employee contribution as set in this section.

(2) Every employer and employee shall pay the Council dues whether they are affiliated to the undertaking or not provided the employer's main business is under the scope of coverage of the undertaking.

(3) Deductions shall apply to employees who would have worked ten days or more during that working month.

(4) The Council dues shall be paid on the same day the employees receive their salaries or wages and it shall be an unfair labour practice for an employer not to pay Council dues as required

under this provision; provided that where the employer delays paying the salary, the Council dues shall not be remitted not later than the 10th of every month.

(5) The Council shall forthwith apply for a garnish order or institute any form of legal proceedings against an employer who fails to pay Council dues as prescribed under this collective bargaining agreement.

(6) The Council shall forthwith apply for a garnish order or institute any form of legal proceedings against an employer who under declares the number of employees employed at the company as prescribed under this collective bargaining agreement.

(7) The Council shall have powers to set or review from time to time the employment Council dues and such decision shall be binding on all employers and employees in the undertaking.

(8) The employer shall add the amount specified in subsection (7)(a) to equal amounts required to be paid by employees.

PART III

CONDITIONS OF EMPLOYMENT

Grading and wages

8. (1) Every employer shall—

- (a) place each employee in a grade appropriate to his occupation; and
- (b) pay a wage to such employee of at least the amount prescribed in the First Schedule for the occupation of the employee:

Provided that any employer who wants to pay less shall apply for exemption.

(2) An employee who at the date of commencement of these regulations, is in receipt of a higher wage for his or her particular occupation than the wage prescribed in terms of this section shall not by reason of these regulations, suffer any reduction in his or her wage.

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(3) An employee who is required to perform work in a lower grade than that in which he or she is normally employed shall be paid the wage applicable to the grade of work which he or she normally performs.

(4) An employee who is required to perform work in a higher grade than that in which he or she is normally employed, shall be paid the wage applicable to such higher grade for all hours spent working in the higher grade.

(5) Where an operation performed by an employee is not specified in the First Schedule—

- (a) the employer shall provisionally place the employee in a grade; and
- (b) the employer or employee shall notify the General Secretary to the Council; and
- (c) the General Secretary in consultation with the Job Evaluation Committee, shall determine a classification of the operation, which shall be subject to ratification by the Council at its next meeting.

(6) If the interim classification by the employer or the final classification by the Council places the employee in a grade—

- (a) higher than the employee's current grade, he shall be paid not less than the minimum wage prescribed for such higher grade, with effect from the date of approval by Council;
- (b) lower than the employee's current grade, it shall be unlawful to reduce his or her wage but shall remain person-to-holder, with effect from the date upon which such classification is determined.

(7) No employer shall reduce the wage of an employee for anytime not worked if the employee was able and willing to work and was present at his or her place of work but the employer was unable or unwilling to furnish him or her with work.

Hours of work; employees other than shift-workers

9. (1) The provisions of this section shall not apply to shift-workers unless provided otherwise in this agreement.

(2) The ordinary hours of work for employees other than guards, shall not exceed forty-eight hours per week:

Provided that the ordinary hours of work shall not exceed nine hours per day.

(3) The ordinary hours of work for guards shall not exceed forty eight hours per week:

Provided that the ordinary hours of work shall not exceed twelve hours in any period of twenty-four hours.

(4) No employer shall require or allow an employee to work overtime, except in an emergency, to maintain essential services, or where the exigencies of the situation require that work be performed with greater rapidity than would be possible by working the normal hours prescribed or permitted by these regulations.

(5) An employee who refuses, without reasonable cause, to work approved overtime referred to in subsection (4) above may be disciplined.

(6) Except in the case of emergency work, no employer shall require or permit any employee, other than a guard, to work more than fifty six hours, ordinary time and overtime included, in any one week.

(7) Every employee shall receive at least one day off duty in each week.

(8) An employee of a services department may be required to work on his day off, but no employee shall be required to work on his off days in successive weeks, except in a case of emergency work. Once the emergency has been dealt with, the days must be compensated for.

(9) No employer shall require or permit any employee, other than a guard, to work for a continuous period of more than six hours without a break of at least thirty minutes;

Provided that such continuous period shall be deemed not to be broken by the break prescribed in subsection (10).

(10) An employer shall permit all employees to have a 15-minute break between the second and fourth hour after starting work.

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(11) An employer shall allow an employee who has been required to work continuous overtime following a normal working shift, when such overtime is worked beyond 11 p.m., a rest period of at least eight hours before recommencing work on the next succeeding normal shift.

Hours of work: shift-workers

10. (1) The provisions of subsections (4) to (6) of section 9 shall apply to shift-workers.

(2) The ordinary hours of work for shift-workers shall not exceed forty-two hours per week or nine hours in any period of twenty-four hours:

Provided that, by mutual agreement between the employer and the employee concerned, shift-work may be worked on a four-week cycle, in which period the average weekly working time shall not exceed forty-two hours, and each shift shall not be less than seven hours or more than nine hours in any period of twenty-four hours.

(3) No employee shall be required to work two shifts in one day, except for the purpose of changing shifts, or in a case of emergency work, and no employee shall commence work on the new shift until at least eight hours have elapsed after the completion of his or her previous shift.

(4) Nothing contained in this section shall confer any right to payment for overtime on any shift-worker who is required to work two shifts in one day for the purpose of changing shifts.

(5) No shift-worker shall be kept on night-shift for a continuous period of more than four weeks without his or her consent or where even if consent is obtained the employee's health and safety is endangered or other people's safety maybe endangered.

(6) A shift-worker who is changed from night-shift to day-shift shall be placed on day-shift for a period at least equal to the period during which he was on night-shift, unless he otherwise agrees.

(7) Except in the case of emergency, no employer shall permit a shift-worker to work for a continuous period of more than six hours without a break of at least fifteen minutes.

(8) The employer shall provide each shift-worker with a free beverage during the prescribed fifteen-minute break.

Contracts for hourly work

11. No employer shall engage an employee on terms that the employee will be paid only for the hours that such employee actually works—

- (a) on terms that prohibit such employee from being employed by another employer or on his or her own account, during the hours when he or she is not working for the first mentioned employer;
- (b) if the effect of such contract is that in any consecutive period of two months the employee earns less than the minimum remuneration or wage fixed in a collective bargaining agreement as the minimum rate of remuneration or minimum wage for the undertaking or industry, and grade and type of occupation governed by that collective bargaining agreement, in which event the employee concerned shall be entitled to be paid the difference between what he or she has earned in that period of two months and one month's remuneration or wage;
- (c) if such contracts are prohibited by the collective bargaining agreement governing the undertaking, industry and grade and type of occupation.

Conversion of rates

12. For the purpose of converting monthly wage to hourly rate—

- (a) the formula for obtaining an hourly rate for an employee in a particular grade shall be monthly basic salary divided by 182.5 hours;
- (b) there shall be a schedule for total maximum hours per grade in the schedule of the Collective Bargaining Agreement;
- (c) computations similar to those set out in subsection (a) shall be used when converting hourly, monthly or annual rates.

Payment of overtime

13. (1) The provisions of this section shall apply to all employees.

(2) An employer shall pay for overtime on a working day at not less than one and a half times the current hourly wage of the employee.

(3) An employer shall pay an employee who is called on their day off to provide service or for an employee who works on an industrial holiday at a double rate.

Deductions

14. No deduction or set-off of any description shall be made or allowed from any remuneration, other than a bonus, due to an employee, except—

- (a) such deductions as are prescribed in the agreement as contributions to the General Fund of the Council; or
- (b) where the employee is absent without leave from work on days other than paid holidays or vacation leave, a 'pro rata' amount of the wage only for the period of such absence; or
- (c) by a written stop-order for contributions to insurance policies, medical-aid schemes or pension funds; or
- (d) any amount which the employer is compelled by law or legal process to pay on behalf of the employee; or
- (e) for goods purchased or services rendered to the employee, or money lent to the employee by his employer, on stop-order signed by the employer for any amount up to but not exceeding twenty-five (25) *per centum* of the gross wage due to such employee:

Provided that, where such goods have been purchased or the services rendered by a supplier at the direction or dictation of the employer, such deduction shall not be made; or

- (f) upon termination of service, the balance of any money owed to the employer in terms of paragraph (e).

Payment of remuneration

15. (a) Every employer shall pay remuneration due to each employee, weekly or monthly as the case may be, on or by the due date:

Provided that payments of overtime, bonuses and allowances shall be made to each employee, weekly or monthly, as the case may be, within fourteen working days of the due date.

(2) When the services of an employee are terminated, payment of all remuneration due shall be made within thirty (30) days.

(3) All remuneration shall be paid in cash, cheque or bank deposit, and shall be accompanied by a wage-slip showing—

- (a) the name of the employer and grade of the employee; and
- (b) the wage-rate; and
- (c) the total number of hours worked; and
- (d) the amount of overtime; and
- (e) allowances and or bonus, paid to the employee; and
- (f) any deductions, which may include deductions for absence without leave, or other deductions permitted in terms of section 13; and
- (g) the net amount received by the employee; and
- (h) the period for which payment is made; and
- (i) the date of engagement of the employee.

Piece-work, task-work and work on a ticket system

16. No employer shall give out, and no employee shall perform, work on—

- (a) a piece-work basis; or
- (b) a task-work basis; or
- (c) a ticket system.

Incentive production schemes

17. Notwithstanding the provisions of section 15, an employer may operate an incentive production scheme whereby the remuneration of the employee in excess of the minimum wage and payment for overtime, if any may be determined by quantity, quality and additionally, or alternatively, economy of production work performed.

Special provisions: casual employees

18. (1) A casual employee whose period of employment exceeds six weeks in any three consecutive months shall be deemed to be a full-time employee.

(2) A casual employee shall be paid at not less than double the hourly equivalent of the wage prescribed for his occupation in the First Schedule.

Special provisions: learners and trainees

19. (1) An employer may engage a learner or trainee in an occupation, but in all such instances, the contract of learnership shall state the period of learnership or training.

(2) On satisfactory completion of the period of learnership or training the trainee or learner may be employed in the appropriate occupation and grade if a vacancy is available.

Vacation leave

20. (1) In this section—

“qualifying service”, in relation to vacation leave accrued by an employee, means any period of employment following the completion of the employee’s first year of employment with an employer.

(2) Unless more favourable conditions have been provided for in any employment contract or in any enactment, paid vacation leave shall accrue in terms of this section to an employee at the rate of one twelfth of his or her qualifying service in each year of employment, subject to a maximum accrual of ninety days’ paid vacation leave:

Provided that, if an employee is granted only a portion of the total vacation leave which may have accrued to him or her, he or she may be granted the remaining portion at a later date, together with any further vacation leave which may have accrued to him or her at that date, without forfeiting any such accrued leave.

(3) All Saturdays, Sundays and public holidays falling within a period of vacation leave shall be counted as part of vacation leave.

(4) An employee who becomes ill or is injured during a period of vacation leave may cancel his or her vacation leave and apply for sick leave.

(5) Where an employee has no vacation leave accrued, he or she may be granted vacation leave without pay.

Industrial holiday

21. (1) All holidays declared in terms of the Public Holidays and Prohibition of Business Act [*Chapter 10:21*], as public holidays which fall on days of the week which would normally be working days shall be industrial holidays.

(2) Subject to the provisions of subsection (3), every employee shall be granted leave of absence on industrial holidays, and shall be paid his or her current daily wage for every industrial holiday.

(3) An employer may require an employee to work on any industrial holiday, in which case he or she shall be paid in terms of section 12 in respect of time worked, and in addition to the payment prescribed in subsection (2).

Benefits during sickness

22. (1) If an employee, whilst at work, claims to be unfit for work owing to sickness or accident, his or her employer shall grant to the employee such facilities as may be necessary to enable such employee to be examined by a medical practitioner.

(2) Upon being medically examined, an employee shall obtain a medical certificate stating—

(a) whether or not he or she is fit for work; and

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- (b) if he or she is not fit for work, the period for which he or she is likely to be unfit for work.

and shall produce such certificate on his or her return to work if requested to do so by his or her employer.

(3) If an employee has obtained from a medical practitioner a certificate stating that he or she is unfit for work, he or she shall be entitled to full pay for the first ninety days of illness and to half month's salary for the immediate subsequent period of ninety days.

(4) Subject to the provisions of subsection (7) of section 22, an employer shall be entitled to terminate the contract of employment upon fulfilment of the provisions of subsection (3).

(5) An employee shall be entitled to the benefits of this section unless his sickness or injury was wilfully self-induced or intentionally self-inflicted.

(6) When no medical practitioner is available, certificate issued by a suitable qualified person or a State Registered Nurse shall be accepted in place of a medical practitioner.

(7) The provisions of subsections (4) to (6) shall not apply to any employee whose sickness or accident is covered by the provisions of the Workmen's Compensation Act or the State Service (Disability Benefits) Act [*Chapter 16:05*] or any other enactment relating to compensation. For avoidance of doubt no employee shall benefit twice for a sickness or accident.

Contract and notice

23. (1) Every person who is employed by or working for any other person and receiving or entitled to receive any remuneration in respect of such employment or work shall be deemed to be under a contract of employment with that other person, whether such contract is reduced to writing or not.

(2) An employer shall, upon engagement of an employee, inform the employee in writing of the following details—

- (a) name and address of employer;
- (b) his or her grade; and
- (c) his or her wage and when it will be paid; and

- (d) provision for accommodation; and
- (e) the period of notice required to terminate contract of employment;
- (f) the hours of work; and
- (g) the details of any bonus or incentive production scheme in operation; and
- (h) provision for benefits during sickness, or pregnancy;
- (i) provision of vacation leave, and vacation pay;
- (j) any probationary period;
- (k) the period of time, if limited for which the employee is engaged;
- (l) terms of any employment code;
- (m) particulars of any other benefits provided under the contract of employment.

(3) A contract of employment that does not specify its duration or date of termination, other than a contract for casual work or seasonal work or for the performance of some specific service, shall be deemed to be a contract without limit of time:

Provided that a casual worker shall be deemed to have become an employee on a contract of employment without limit of time on the day that his or her period of engagement with a particular employer exceeds a total of six weeks in any three consecutive months.

(4) Except where a longer period of notice has been provided for under a contract of employment or in any relevant enactment, and subject to subsections (5), (6) and (7), notice of termination of the contract of employment to be given by either party shall be—

- (a) three months in the case of a contract without limit of time or a contract for a period of two years or more;
- (b) two months in the case of a contract for a period of one year or more but less than two years;
- (c) one month in the case of a contract for a period of six months or more but less than one year;

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- (d) two weeks in the case of a contract for a period of three months or more but less than six months;
- (e) one day in the case of a contract for a period of less than three months or in the case of casual work or seasonal work.

(5) Notice periods required to be given by the employee

(6) A contract of employment may provide in writing for a single, non-renewable probationary period of not more than—

- (a) one day in the case of casual work or seasonal work; or
- (b) three months in any other case;

during which notice of termination of the contract to be given by either party may be one week in the case of casual work or seasonal work or two weeks in any other case.

(7) Whenever an employee has been provided with accommodation directly or indirectly by his or her employer, the employee shall not be required to vacate the accommodation before the expiry of a period of one month after the period of notice specified in terms of section (d).

(8) The parties to any contract of employment may, by mutual agreement, waive the right to notice:

Provided that where the termination is at the initiative of the employer, the employee shall have a right to payment for a period corresponding to the appropriate period of notice required.

(9) Neither an employer nor employee shall give notice of termination of contract whilst the employee is on vacation leave, and no such period of notice shall run, or be deemed to have run, concurrently with any period of vacation or sick leave.

(10) Any contract of employment which is for a stipulated period shall specify the date of commencement and the date of termination thereof, and no further notice to terminate the contract shall be required from either party.

Continuous service

24. (1) Continuous service shall be deemed to be broken only by the death, resignation, retirement or discharge of the employee concerned:

Provided that an employee who is discharged and re-engaged by the same employer within two months of such discharge shall be deemed not to have broken his or her continuous service.

(2) A period of absence without the permission of the employer, or a period of absence between discharge and re-engagement of less than two months, shall not be taken into consideration in calculating any benefits in terms of sections 8, 19, 21 or 27.

(3) If, upon the change of ownership of an establishment, an employee enters the service of the new owner, or continues his or her employment in the establishment, his or her service with the previous owner shall be reckoned as service with the new owner, and shall be deemed not to have been broken by such change of employer:

Provided that, if such employee is paid by the previous owner, the gratuity in terms of section 27 in respect of his or her service with that owner, the gratuity payable by the new owner on the death, resignation, retirement or discharge of such employee may be reduced by the amount of the gratuity paid by the previous owner.

Service increment

25. The minimum wages prescribed in the First Schedule for employees, shall be increased by the appropriate percentage specified hereunder in respect of employees whose total service with the same employer amounts to five years or more, as follows—

- (a) five years or more, four *per centum*;
- (b) ten years or more, six *per centum*;
- (c) fifteen years or more, eight *per centum*;
- (d) twenty years or more, ten *per centum*;
- (e) twenty-five years or more, twelve *per centum*.

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Record of service

26. (1) An employee whose services are terminated, for any cause whatsoever, may request a record of service from his or her employer.

(2) The record of service supplied by the employer to the employee shall specify the period of service served by the employee and the occupation in which he or she was employed.

Protective clothing

27. (1) An employer shall supply, free of charge, suitable protective clothing to every employee who, in the course of his or her duties, is habitually exposed to inclement weather, or such protective clothing as is reasonably required for the occupation or operation in which the employee is engaged.

(2) Protective clothing issued in terms of subsection (a) shall —

- (a) remain the property of the employer if he or she is responsible for mending, washing and otherwise maintaining such clothing; or
- (b) become the property of the employee should he leave the company after three months of continuous service, if he or she is responsible for mending, washing and otherwise maintaining such clothing:

Provided that emblems and insignia provided by the employer to be worn on such clothing shall remain the property of the employer.

3. Every Employer is obliged to comply with all the regulations in the Factories and Works Act [*Chapter 14:08*] and the NEC PPE Matrix Schedule which shall be amended from time to time.

Gratuities on termination of employment

28. (1) An employee who has completed ten or more years of continuous service shall, on termination of such employment, irrespective of the circumstances of such termination be paid a gratuity of not less than the amount derived by multiplying the number of completed years of continuous service by the appropriate percentage

as set out in the Third Schedule, of his or her current monthly wage on termination.

(2) If an employee who has completed ten years of continuous service dies before receiving a gratuity in terms of subsection (1) there shall be paid to his or her estate the sum which the employee would have received if this contract of employment had terminated on the day of his or her death.

(3) Notwithstanding the provisions of subsections (1) and (2), no gratuity shall be payable to, or to the estate of, an employee under this section if his or her employer has made provision for him or her by means of a pension or gratuity scheme registered as a fund in terms of the Pension and Provident Funds Act, [*Chapter 24:09*], which provides benefits which are not less favourable than those prescribed in this section.

Bathing facilities

29. (1) An employer shall provide sufficient bathing facilities for all employees to be able to bath themselves at the conclusion of a shift.

(2) The facilities referred to in subsection (1) shall be provided in accordance with regulations made in terms of the Factories and Works Act [*Chapter 14:08*].

Workers' Committees

30. (1) For the purposes of this section—

“establishment” means any factory, works, production or assembly plant, together with the associated stores offices, detached units and off-site work places, in which the activities of the industry are being carried out.

(2) Every establishment which does not have a worker's committee shall, if its employees so desire, afford the employees reasonable facilities and opportunities for meeting and communicating with each other for the purpose of forming a steering committee with the objective of creating a workers' committee. For this purpose the employer concerned shall supply the steering committee with the names, occupations, grades or class of skill of his or her employees.

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(3) A workers' committee shall be formed and shall conduct its affairs and proceedings in accordance with the provisions of the Labour Act but shall do nothing which is inconsistent with the provisions of this agreement.

(4) A workers' committee shall for the purpose of its meetings be provided by the employer concerned with an adequate room and furniture at his establishment.

(5) Meetings shall be held outside of working hours unless the employer gives his or her consent for a meeting within working hours. Members of the workers' committee who require to investigate matters falling within their jurisdiction, shall on application be allowed reasonable time off to do so.

Works Councils

31. (1) Where in an establishment a Workers' Committee exists, the employer shall set up a works council which shall be the forum in which the workers' committee shall make its representations to and conduct negotiations with the employer.

(2) The functions and duties of the Works Council shall be—

- (a) to provide and maintain an exchange of information and ideas, and to establish co-operation and understanding between the establishment and the employees, with a view to reducing problem areas and to preventing misunderstandings;
- (b) to assist employees in gaining a greater understanding of the establishment's activities in order to foster an appreciation of the establishment's aims and objectives;
- (c) to gain the co-operation of employees in the understanding and implementation of the employer's policies in respect of the use of manpower, equipment and other resources so that the employer's objectives in terms of standards and production are attained;
- (d) to promote employment security, general work satisfaction and job enrichment, safety and health;

- (e) to foster and maintain good relations between employees at all levels, and to understand and seek solutions to their common problems;
- (f) to promote the general and common interest and welfare of both the establishment and its employees and to this end to assist management in attaining its objectives;
- (g) Generally to secure the mutual co-operation and trust of employees, employer and the trade unions in the interests of industrial peace, improved working conditions, greater efficiency and increased productivity.

(3) The areas of discussion of a works council, in so far as each establishment and this agreement are concerned, shall be confined to the following—

- (a) improvements of working conditions;
- (b) procedures for dealing with grievances;
- (c) promotion of occupational health and safety measures, and their enforcement;
- (d) all matters pertaining to employee's welfare within the establishment, where such matters are not covered by this agreement;
- (e) methods of increasing efficiency, productivity and improving quality;
- (f) the means of avoiding wastage of manpower, raw materials and equipment;
- (g) general discipline and conduct:

Provided that any specific cases of misconduct shall be dealt with in accordance with normal practice in the establishment, and shall therefore not be subject to discussion by the works council;

- (i) other matters having the objective of improving relations between the establishment and workers:

Provided that such matters—

- (ii) do not infringe upon or impede in any way the rights of the employer to manage his or her business as he deems fit and are not covered by any current industrial agreements.

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(4) The works council shall be constituted in accordance with the following—

- (a) it shall consist of not less than five worker representatives, to be known as “elected members”, who shall be nominated by the workers’ committee from amongst their number, and a Chairman and not less than four other employer representatives, to be known as “appointed members”, who shall be nominated by the employer;
- (b) Provided that there shall be an equality of voting power at each meeting of the works council which shall be obtained by increasing or decreasing the number of elected members or appointed members, as the case may be;
- (c) the period of office of elected members shall be twenty four months and of appointed members for the period of their nomination, and members shall be eligible for further periods of office.
- (d) meetings and the business of the works council shall be conducted in accordance with the following—
 - (iii) it shall meet as required during normal working hours for the proper discharge of its functions;
 - (iv) items for the agenda shall be submitted in writing to the Chairman at least five working days before the meeting and the Chairman shall prepare the agenda and perform such other duties as, by usage and custom, pertain to that office:

Provided that a meeting may be held at any time to deal with matters of urgency;

- (v) minutes of meetings shall be distributed to all works council members, and shall be displayed on establishment notice boards not later than seven working days after each works council meeting;
- (vi) the quorum for a meeting shall consist of two elected members and two appointed members. If within fifteen minutes of the time fixed for any meeting a quorum is not present, the meeting shall

stand adjourned for five working days at the same time and place and if, at such adjourned meeting a quorum is not present council shall be informed of the reasons for the meeting not being held:

Provided that if the day to which a meeting is adjourned is an industrial holiday the meeting shall stand adjourned to the next working day following the industrial holiday;

- (vii) the attendance at meetings shall be restricted to elected members and appointed members:

Provided that the works council shall only be made to co-opt additional members in an advisory and non-voting capacity on specific terms;

- (viii) decisions or recommendations shall only be made by a majority of the elected members and of the appointed members voting in favour thereof.

Leave for trade union officials

32. (1) An official or office bearer of a registered Trade Union or federation shall be entitled to take such reasonable paid or unpaid leave during working hours for the purpose of enabling the Official or Office bearer to perform the functions of his or her office.

(2) The maximum number of paid leave days for Trade Union Officials shall be 12 days in a year.

(3) An employee as an official or office bearer of a registered Trade Union or Federation shall be on paid leave if the business being attended to relates to Employment Council meetings such meetings shall not be capped in terms of the number of days. For avoidance of doubt no employer shall deduct from the employees leave days for any day spent by the employee attending Employment Council business and any other legislative meetings. Provided that an employee shall produce a duly signed release letter by the General Secretary of the Employment Council or any relevant authority.

Labour market information

33. Every employer shall furnish the Employment Council on a monthly basis the following information—

- (a) total number of workforce within its establishments;
- (b) ratios of female to male employees;
- (c) employees living with disabilities;
- (d) employees on maternity leave;
- (e) employees dismissed due to misconduct;
- (f) employees retrenched;
- (g) employees who died in work-related accident related accidents;
- (h) employees injured at work;
- (i) number of strikes;
- (j) age proportional ratios (16-25; 26-35; 31-35; 36-45; 46-55; 56-65; 65+);
- (k) retired employees.

Standby and callout allowances

34. (1) In certain circumstances, it becomes necessary for non-shift employees to be on standby outside normal working hours, in order to attend to emergency situation. When an employee is on standby, he or she is paid a standby allowance for the inconvenience of being restricted to his or her home.

(2) Duration of standby Standby shall be for a period of one week, commencing 1600 hours Friday and ending 1600 hours the following Friday.

- (3) Payment of standby and callout—
 - (i) employees on standby shall be paid an allowance equivalent to a full shift for any one period they are on standby;
 - (ii) when an employee is called out, he or she shall be paid overtime for the hours worked;

- (iii) if an employee is called out after 10pm and exceed six hours working, he or she shall be granted a normal rest before commencing normal shift.

Housing allowance

35. That the housing allowance in the Ferro Alloy Industry of Zimbabwe shall be 7% of an employee's basic wage with effect from 1st March, 2024.

Copy of regulations and notice

36. (1) Every employer shall exhibit a copy of these regulations and all amendments thereto in a place easily accessible to every employee.

(2) No person shall, without lawful cause, alter, deface or remove, or cause to be altered, defaced or removed, the copy of the regulations, save on the instruction of the employer in effecting his responsibilities under subsection (1).

FIRST SCHEDULE (*Sections 1, 3 and 8*)

GRADING AND WAGES

<i>Classification of occupations in grades</i>	<i>Minimum (USD) wages/salary</i>
Grade 1	\$332,03
Cleaners (excluding those specified in grade 2)	
Labourers (excluding those specified in grades 2 and 3)	
Grade 2	\$340,33
Labourers—	
Alloys-recovery	
Ingot-breaking	
Melting-furnace	
Butt welding	
Alloy-sorting	
Concentrator	
Steel-bar-handling (No. 1)	
Chemical dispenser	

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Attendants-
Crusher
Lift
Hoist
Screen
Scales
Slimes-dam
Jig-discharge

Classification of occupations in grades

Others—
Builder's Assistant
Bagging assistant
Office-cleaner/messenger
Wooden-pallet-maker/repair
Assistant cook
Caretaker/gardener
Kitchen help

Grade 3 \$347,73

Labourers—
Casting-bay (including slingers)
Furnace
Journeyman
Laboratory
Checker/Spotter
Attendants-
Conveyers
Dryer
Breaker
Charger
Ball-mill
Primary crusher
Stores issues
Tippler
Trippler
Tunnel
Charge-bin
Spiral

Diesel
 Flagger
 Dam
 Return Ore
 Bin
 Belt

Others—

Senior gardener
 Tapper
 Jack-hammer-repairer
 Ladle-fettler
 Assistant storekeeper (workshop)
 Drum-maker

Grade 4

\$358,59

Mechanic's assistant
 Tyre-repairer
 Diesel plant fitter assistant
 Greaser
 Electrode-assembler
 Assistant-storekeeper
 Drum-sealer/filler
 Belt-repairer
 Tailor
 Workshop tool-store attendant
 Gas Fire Attendant
 Packing Material Attendant
 Mixer Attendant
 Furnace Charger
 Fire Attendant

Grade 5

\$381,54

Learner engineering assistant
 Dumper-driver
 Machine-handler (quarry)
 Fan Control Room Operator
 Charge Car Operator

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Grade 6 \$404,47

Clerks-
Vehicle-scale (tipper)
Wages
Auto Electrician assistant
Boiler maker assistant
Clerk
Diesel and plant issue clerk
Personnel
Protective clothing
Packing and dispatch
Manning
Transport
Raw materials
General relief
Stores issue
Workshop
Control Room
Junior leading hands-
Ramsey
Felsites quarry
Office

Others—
Engineering assistant (fitting)
Fork-lift driver
Pointsman
Guard (security)
Light attendant
Sampler
Signwriter
Panel-attendant (briquetting)
Pipe-fitter's assistant
Weigh-bridge clerk/attendant
Stores goods received
Stores dispatch assistant
Ingot-breaker-driver
Instrument mechanic's assistant
Alloy-stock-controller

Cobbler	
Grade 7	\$420,18
Attendants-	
Slag-granulation	
Jig compressors	
Others —	
Panel-attendant (raw materials)	
Cleaning supervisor/Team leader	
Burner	
General relief stores	
Shopkeeper	
Cook	
Hydrocone Crusher Operator	
Grade 8	\$441,90
Clerks —	
Production personnel	
Time office	
Engineering planning	
Stores (audit)	
Stores accounts section	
Stores analysis	
Drivers —	
Locomotive	
Tractor	
Lorry	
Proclaim	
Bulldozer/grader	
Tipper	
Car/bus	
Heavy vehicle	
Diesel bowzer truck driver	
Leading hands —	
Clerk of works	
Production consumables	
Mechanical	

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Electrical

“E” metal

Slag disposal

Lime-bagging

Site-maintenance

Stores

electrode-assembly

pool-gang

alloy-sorting

breaker and crusher

paste-gang

Others—

corporal (security)

stores typist/clerk

Leading Hand

Grade 9

\$469,68

ADT Operator

BOB Cat operator

Dozer operator

Excavator operator

FEL Operator

Grader Operator(Final Cutter)

overhead-crane driver (under 40 tonnes)

front-end loader driver

self-loader driver

charger-car driver

printing clerk

locomotive-driver (slag-disposal)

locomotive-driver (40 tonnes)

Grade 10

\$524,01

Leading hands—

metal-recovery

packing and dispatch

raw materials

casting-bay

cobbing

Ramsey
 sampling
 Metal from slag (M.F.S)
 projects
 production safety
 junior laboratory assistant
 Others—
 senior clerk
 sergeant (security)
 mobile-crane driver
 chauffer
 stores-expediter
 trainee control-room operator
 chef
 senior sampler
 taphole operator

Grade 11

\$562,65

Senior leading hands—
 electrical workshop
 Metal from slag (M.F.S)
 refractories
 drumming
 transport
 Others—
 trainee welding-shop assistant
 senior clerk
 laboratory assistant
 production clerk
 stores (accounts clerk)
 handyman (woodworker)
 handyman (bricklayer)
 sergeant-major (security)
 overhead-crane driver (40 tonnes and over)
 clerical assistant (costs)
 metallurgical assistant
 telephone/reception

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copy typist
plant maintenance assistant
Semi-skilled DPF Assistant
Carpenter class (II)
SPV Team Leader

Grade 12 \$658,03

Senior leading hands-
felsite
tippler
metal-handling
heavy gang

Others—

Bagging supervisor
assistant storeman
control-room operator
senior laboratory assistant
manning assistant
briquetting assistant
overhead-crane driver (65 tonnes and over)
data-processing assistant
cashier
welding-shop assistant
administrative assistant (trainee)
accounts clerk
shorthand typist
administrative assistant
accounts-machine operator
accounts cashier
personnel assistant (welfare)
personnel assistant (administration)
supervisor (administrative services)

Grade 13 \$813,80

Trainee/relief supervisor—
production
metal handling
Metal from slag (M.F.S)
pack and dispatch

Others—
 skilled welder-operator
 skilled heavy-gang operator
 timekeeper
 book-keeper
 secretary
 senior salaries clerk
 raw materials clerk
 senior statistics/production clerk

Grade 14 \$856,05

Supervisors—
 Food and Accommodation supervisor
 production
 metal-handling
 Metal from slag (M.F.S)
 material-handling
 briquetting-plant
 production consumables
 safety
 property
 data-processing
 pack and dispatch
 technical assistant (engineering)
 assistant personnel manager
 private secretary
 senior confidential secretary
 industrial nursing sister
 storeman
 assistant personnel officer
 wages cashier

Grade 15 \$898,31

Journeyman (class 2)
 Fitter
 Welder
 Mechanic
 Lab Analyst

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Grade 16	\$1 023,89
Skilled Worker (class 1)	
Assistant Accountant	
Commercial Liaison Officer	
Security Officer	
Draughtsman	
Assistant Stores-Controller	
Trades Instructor	
Laboratory Technician	
Auto Electrician	
Boiler Maker (Class 1 Journeyman)	
Diesel Mechanic	
Diesel Plant Fitter	
HL Electrician	
Fitter (Class 1 Journeyman)	
Fitter and Turner (Class 1 Journeyman).	

SECOND SCHEDULE (Section 19)

PERIODS OF LEARNERSHIP OR TRAINING

<i>Occupation/learnership</i>	<i>Period of training</i>
Learner driver (unlicensed vehicles and equipment)	3 months
Learner laboratory assistant	18 months
Trainee production operatives.....	12 months
Trainee materials-handling supervisors (raw materials and packing-bay).....	12 months
Trainee metal-jig operatives.....	12 months

THIRD SCHEDULE (Section 28)

GRATUITIES

<i>Length of service Years</i>	<i>Percentage of monthly wage on termination of employment</i>
10	15
11	16
12	17
13	18

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<i>Length of service Years</i>	<i>Percentage of monthly wage on termination of employment</i>
14	19
15	20
16	21
17	22
18	23
19	24
20	25
21	26
22	27
23	28
24	29
25	30
26	31
27	32
28	33
29	34
30	35
31	36
32	37
33	38
34	39
35	40

FOURTH SCHEDULE:

CODE OF CONDUCT

It is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 101 of the Labour Act [*Chapter 28:01*], approved publication of the Collective Bargaining Agreement set out in the Schedule.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE FERRO ALLOY
INDUSTRY COLLECTIVE BARGAINING AGREEMENT: FERRO
ALLOY INDUSTRY (EMPLOYMENT CODE OF CONDUCT AND
GRIEVANCE PROCEDURE)

This agreement, to be known as (“the Ferro Alloy Code of Conduct and Grievance Procedure”) has been made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Ferro Alloy Industry

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

Employers' Association (hereinafter referred to as the "employers") and National Union of Metal and Allied Industries in Zimbabwe. (hereinafter referred to as the "employees".

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PART A: DISCIPLINARY PROCEDURE

SECTION 1

1.0 INTRODUCTION

1.1 Preamble

It is hereby notified that the Code of Conduct set out in this Schedule has been registered in terms of section 101 of the Labour Act [*Chapter 28:01*]. This Code obliges both the employers and employees to respect the fundamental rights and duties of workers and employers as provided for in the applicable statutes. Where this Code of Conduct is inconsistent with the provisions of the Labour Act [*Chapter 28:01*], the latter shall take precedence. The overall objective of this Code of Conduct is to preserve natural justice and discipline thereby promoting orderly conduct. Officials administering this Code must have regard to the spirit and intention behind it.

1.2 Name and Structure of the Code of Conduct

The Code of Conduct shall be known as the National Employment Council for the Ferro Alloy Industry in Zimbabwe Code of Conduct.

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This Code is divided into:

Part A - Disciplinary Procedure

Part B - Grievance Procedure

1.3 Principles of administering the Code

1.3.1 This Employment Code of Conduct is based on the following principles:

- (i) In general, disciplinary action should, in the first instance, be educational and then corrective. Punitive action should only be taken when the earlier steps have proved ineffectual.
- (ii) This Code provides advance warning of the consequences of misconduct, grievance raising procedure and appeal procedure. All offences should be communicated to the alleged offender by the complainant.
- (iii) Prompt Disciplinary Action:—Once sufficient evidence is established, immediate disciplinary action should be taken against the alleged offender, so that he/she can associate the penalty with indiscipline. Delays in administering discipline may be misinterpreted by the alleged offenders, as the penalty will not be associated with the offence committed.
- (iv) Investigate the case (Burden of Proof):- All cases alleged to have been committed should be thoroughly investigated by the Investigating Committee.
- (v) Discipline in Good Faith:—Disciplinary action should always be taken in accordance with laid down procedures and with full regard for fairness and impartiality.
- (vi) Consistence in Treatment:—Similar offences must be treated in similar manner in accordance with laid down procedures of the Code of Conduct. Managers should always be guided by substantive and procedural fairness principles.
 - ✓ Provided that no deduction or set-off of any description shall be made from any remuneration except such deduction complies with section 12A(6) of the Labour Act [*Chapter 28:01*].

However, each case must be considered on its own merits, irrespective of how similar they may be. The following circumstantial factors should be considered when administering Code of Conduct:

- ✓ Personal work history and past disciplinary record.

- ✓ Severity of the offence.
 - ✓ Lapse of time since last misconduct.
 - ✓ Whether the circumstances were avoidable or not.
 - ✓ General organization practice for similar cases.
- (vii) Progressive Penalties:—Depending on the severity of the case, the Code of Conduct allows for gradual increase of penalties in administration of the Code. Where leniency has been considered due to prevailing mitigating factors, the Penalty shall only go 1 step backwards.
- (viii) Right of Representation:—All Alleged Offenders should always be given the right to be represented by Workers’ Representative(s), fellow employee(s) or legal practitioners of their choice.
- (ix) Right to Nominate witnesses:—Both the alleged offender and complainant would be allowed to nominate their witnesses.
- (x) Right to Cross-examine:—Alleged offenders have the right to cross-examine the complainant and witnesses. It is therefore important for the complainant, alleged offender and their witnesses to be present at a disciplinary hearing. The alleged offenders and their witnesses who give evidence will also be cross examined.
- (xi) Right of Appeal:—Since the Code of Conduct is dependent on human judgement, errors may occur. An appeals system is therefore, an integral part of the Code. All alleged offenders should be advised of their right and procedure to appeal to higher level authority if not satisfied with the determination.

1.4 Definitions and/or interpretation of terms and or/phrases

Any expressions used herein which are defined in the Labour Act [*Chapter 28:01*], shall, unless otherwise defined or specified herein, have the same meaning as in the Act; and any words importing the masculine gender shall include the feminine gender, and any word in the singular sense shall include the plural sense, unless inconsistent with the context:

1.4.1 “Act” means the Labour Act [*Chapter 28:01*].

1.4.2 “Appeals Officer” means anyone presiding over appeal cases.

1.4.3 “Breach” means misconduct as a result of an action or omission that violates the rules of conduct to be observed at the place of work, as defined in this Employment Code of Conduct.

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- 1.4.4 “Code”** means the National Employment Council for the Ferro Alloy Industry in Zimbabwe Code of Conduct.
- 1.4.6 “Company Appeals Committee”** means a Committee that is mandated to adjudicate appeal hearing proceedings within the company.
- 1.4.6 “Complainant”** means the immediate superior of the offending employee or aggrieved employee, who have lodged the complaint.
- 1.4.7 “Disciplinary and Grievance Committee”** means a Committee that is mandated to adjudicate disciplinary proceedings or hear or determine a grievance.
- 1.4.8 “Drug”** means any intoxicating drugs, except those prescribed by a Medical Practitioner in terms of the Health Professions Act [*Chapter 27:19*].
- 1.4.9 “Employee”** means any person who works for any company within the Ferro Alloy Industry in Zimbabwe in any capacity including contract employees, trainees, apprentices, casual workers and seasonal workers excluding those who are not NEC graded employees as defined under Section 2.1(a-c) of this Code of Conduct and those employees whose conditions are subject to a registered in-house Code of Conduct for their particular undertaking as stated in 2.1.
- 1.4.10 “Gender-based violence and harassment”** means violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment and or any action done by a person directly or indirectly in a manner that amounts to violence and harassment towards another person at the workplace including public and private spaces where they are a work of place.
- 1.4.11 “Grievance”** means any dissatisfaction or feeling of injustice out of the work itself or work situation.
- 1.4.12 “Investigating Committee”** means a Committee authorized to investigate an alleged act of misconduct.
- 1.4.13 “Line Supervisor”** means an employee who has direct responsibility for other employees both in terms of behavior and work performance as well as for implementing and enforcing the rules, procedures and penalties of this Code.
- 1.4.14 “Medical Report”** means a report on one’s illness(es) as issued by a Registered Medical practitioner who is registered under the Health Professions Act [*Chapter 27:19*].

- 1.4.15 “Next Line Supervisor”** means Senior to line supervisor.
- 1.4.16 “Presiding Officer”** means any designated person(s) in authority appointed to preside over disciplinary/grievance hearing.
- 1.4.17 “Technical Expert”** means a specialist in a given field.
- 1.4.18 “Violence and Harassment”** means a range of unacceptable behaviors and practices, threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment.
- 1.4.19 “Workers’ Representative”** means any Ferro Alloy Industry Workers’ Committee member employed at a respective undertaking, relevant Trade Union member of a company within the Ferro Alloy Industry.
- 1.4.20 “Working Days”** means any other day except public holidays and weekends. Where an employee is authorized to be absent from work because of illness or any authorized leave of absence, such days shall be excluded when reckoning time in terms of the Code of Conduct procedures.
- 1.4.21 “Works Council”** means a Council composed of an equal number of representatives of an employer and representatives drawn from members of a Workers Committee at the workplace.
- 1.4.23 “Legal Practitioner”** – means a lawyer registered in terms of the Legal Practitioners Act [*Chapter 27:07*].

SECTION 2

2.0 Application

- 2.1 This Code of Conduct shall apply to all employees within the Ferro Alloy industry whose conditions of employment are provided for in the Ferro Alloy Industry Collective Bargaining Agreement (CBA) and or related Agreements and statutes for the National Employment Council for Ferro Alloy Industry in Zimbabwe:
- 2.2 Companies Codes of Conduct that are approved by the NEC as provided for under section 101 of the Labour Act [*Chapter 28:01*] shall take precedence over the NEC Code.
- 2.3 The Code shall therefore cover all NEC graded employees in the following categories:—

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- (a) Employees in contracts without limit of time (permanent employees) including those on probationary period.
- (b) Employees in fixed term contracts.
- (c) Employees who are engaged in learnership contracts within the Ferro Alloy Industry including and not limited to Apprentices and Students on Work Related Learning.

SECTION 3

3.1 Duties and Rights of the Employer

The Employer shall have the following rights and duties in terms of this Code:

- (a) to manage and conduct business subject to the statutes, this Code of Conduct, Ferro Alloy Industry Collective Bargaining Agreements and in compliance with the prevailing labour regulations.
- (b) to ensure that the duties of workers are adequately defined for them and understood.
- (c) To ensure compliance with all labour laws, Ferro Alloy Industry Collective Bargaining Agreements and other applicable instruments.
- (d) To act in good faith in its relationship and deliberations with workers and their Trade Unions.
- (e) To ensure that workers are familiar with the provisions of this Code of Conduct through worker educational programs.
- (f) To ensure that workers organize themselves freely for the purposes of forming Workers' Committees and Trade Unions without interference and hindrances.
- (g) To refrain from unfair labour practices as defined in the Labour Act [*Chapter 28:01*].
- (h) To enforce discipline upon alleged offenders in terms of this Code of Conduct.
- (i) To maintain jointly with the employees or employees' representatives effective arrangements for negotiation, consultation and communication and, for settling grievances and labour disputes at shop floor level.
- (j) To ensure the creation of a conducive atmosphere for productivity and promote descent work.
- (k) To ensure effective human resource planning and development including policies and procedures.

- (l) To resolve disputes and grievances in accordance with the procedures as provided under Ferro Alloy Industry collective agreements; and
- (m) To promote schemes of worker participation in ownership and management of companies wherever possible.

3.2 Duties and Rights of Employees

Workers shall have the following rights and duties in terms of this Code:

- (a) To organize themselves freely for the purposes of forming Workers' Committees and Trade Unions as well as the right to engage in the lawful activities of such Trade Unions, Workers' Committees for advancing and protecting their interests, education and collective bargaining.
- (b) To obtain reasonable access to the employees at their place of work during working hours as provided for under section 7(2) of the Labour Act [*Chapter 28:01*].
- (c) Trade Union officials and Union members shall be granted reasonable paid leave of absence to attend to official Trade Union business, education and training, over and above the paid Special Leave provided for in the Labour Act [*Chapter 28:01*].
- (d) To ensure that employees and their representatives comply with all labour laws, Ferro Alloy Industry Collective Bargaining Agreements (CBA) and other applicable instruments.
- (e) To identify and call witnesses, including any technical expert where necessary, when required for ease of implementation of the Disciplinary and Grievance Procedures.
- (f) To be represented by a Fellow Employee, Workers Committee Member, Registered Trade Union Official within the Ferro Alloy Industry-or Legal Practitioner.
- (g) To act in good faith in its relationship with employers or employers' organization.
- (h) To encourage the promotion of productivity.

SECTION 4

CATEGORISATION OF ACTS OF MISCONDUCT

Breaches have been classified into four major categories. Allocation of particular breaches to one of the four categories listed is designed primarily to facilitate the administration of discipline and its control through statistical returns. The description of such breaches is designed to provide uniformity of procedure.

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4.1 Absenteeism and other Breaches Related to Absenteeism

Absenteeism in this context means absence from work without permission for the whole shift or day or poor time keeping, reporting late for work, leaving worksite without permission or extended and unauthorized breaks during working hours.

4.2 Breaches related to Sub-standard performance and irregularities

4.2.1 Unsatisfactory Work Performance

- (a) Negligence: performance of a task or duty without the exercise of due care and attention.
- (b) Neglect of duty: failure to exercise proper care and regard to the manner of discharging duty to the extent that tasks have to be repeated or equipment or persons are at risk of damage or injury.
- (c) Inefficiency: failure to carry out work to the required standard.
- (d) Loitering: passing time idly or failing without reasonable cause to complete tasks set.

4.2.2 Willful Loss, Damage or Misuse of Company Property.

- (a) Willful loss: any act where an employee willfully or deliberately loses or causes to be lost Company property.
- (b) Willful damage: any act where an employee willfully or deliberately damages or allows or causes to be damaged Company property.
- (c) Willful misuse: any act whereby an employee willfully or deliberately misuses Company property or accommodation.

4.3 Breaches relating to Indiscipline or Disorderly Behavior

4.3.1 Disobedience and Related Breaches

- (a) Refusing to obey an instruction: deliberate refusal to carry out a lawful instruction given by a person in authority.
- (b) Failing to obey an instruction: failure to obey a lawful instruction given by a person in authority.
- (c) Non-compliance with established procedures/standing instructions: failure to follow established procedures or failure to handle complaints or grievances in the prescribed manner.
- (d) Refusing to work overtime: failure to work overtime when required to do so in terms of any existing agreement provided that the need for such overtime work shall not contravene the

provisions of Section 9 of the NEC Collective Bargaining Agreement as shall be amended from time to time.

4.3.2 Abuse and Related Breaches

- (a) Abusive language: the uttering of any words or the publication of any writing expressing or showing hatred, ridicule or contempt, for any person or group of persons.
- (b) Insubordination: insolence towards a superior shown by demeanor, action or words.

4.3.3 Disorderly Behavior and Related Breaches

- (a) Disorderly behavior: indulging in rough or unruly behavior or horseplay.
- (b) Assault or attempted assault: occasioning or attempting to occasion bodily harm to any Company employee or any person involved in the Company business on work related issues or where such behavior is likely to interfere with production or affecting Industrial Relations within the Company.
- (c) Fighting: physical combat with any Company employee or any person involved in Company business whilst on Company property or plant.
- (d) Intimidation and/or Incitement:—any act by an employee, whether by herself/himself or in concert with other persons (whether or not such other persons are employees) inciting others to engage in an unlawful job action.

4.3.4 Alcohol, Drugs and or Substances Breaches

- (a) Incapable of working properly or reporting for work whilst apparently under the influence of alcohol, drugs and/or substances.
- (b) Being in possession of alcohol, drugs and/or substances other than medically prescribed drugs whilst on duty.
- (c) In possession of liquor or unauthorized intoxicating drugs at workplace:—Taking alcohol, drugs and or substances: taking, injecting or inhaling alcohol, drugs and or substances other than medically prescribed drugs whilst on duty.

Investigation into such cases may involve:—

- ✓ Administering of Breathalyzer by a Qualified and Certified Health Personnel

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- ✓ Visual observations of the Alleged Offender and or physical tests on balance whilst the Alleged Offender is standing on one leg and or speech tests. Such tests to be conducted by the Investigations Committee.
- 4.3.5 Negligent Loss, Damage or Misuse of Company Property Breaches
 - (a) Negligent loss of Company property: any act whereby an employee through carelessness or negligence loses Company property or is unable to account for it satisfactorily.
 - (b) Negligent damage to Company property: any act whereby an employee through carelessness or negligence causes or allows Company property whether or not in his/her charge, to become damaged.
 - (c) Misuse of Company property: using Company property or accommodation for a purpose or purposes other than that for which it was intended.
- 4.3.6 Unlawful Collective Job Action
 - (a) This refers to any action by one or more employees to withdraw their labour, or “go slow” or otherwise interference with the normal operations of the Company in furtherance of a dispute or with the object of compelling management to take or refrain from taking any specific action where the matter in dispute has not been processed through the relevant procedures prescribed by law, any action by any employee to persuade, encourage or intimidate any employee to take such unlawful job action, any action designed to interfere with the normal operations of the Company in the furtherance of any dispute or otherwise.
- 4.3.6.1 Sabotage:—Any act by an employee to interfere with the normal operations of the Company by damaging any plant, machinery or equipment or by interrupting any supplies of power, fuel, materials or services necessary to the operations.

4.4 Breaches Related to Safety, Health and Environment

- (a) Violation of Safety Rules:—Negligence or responsibility for a wrongful act or omission that causes accidents, injury or death at work.
- (b) Serious Violation of Safety Rules: - Failure to remove conditions, which might cause accident (s), disabling injury lost time and/or fatality to self-and/or others and/or serious damage to property.

SECTION 5

5.1 Suspension from Workplace

- (a) In certain circumstances, the complainant will ensure that the alleged offender is suspended from the work place pending investigations of the alleged breach(es). Generally, an employee will be suspended from the workplace when his continued presence is deemed likely to lead to a disturbance or when it is necessary to avoid injury to persons or loss or damage to Company property or alleged offender is likely to interfere with witnesses and/or investigations.
- (b) The Head of Department (HOD) to whom the complainant is subordinate, in consultation with Human Resources Official shall effect the suspension in the presence of a witness. The HOD will decide whether the alleged offender may return to work or should remain suspended from the workplace pending the outcome of the investigation and the hearing.
- (c) Suspension forms shall be dully signed as per procedure of this Code of Conduct.
- (d) The suspended employee shall be paid for the shift/s during which he/she is on suspension.
- (e) The alleged misconduct for the suspended employee shall be investigated and a hearing conducted.

5.2 Breaches at work for which suspension is Mandatory

An employee must be suspended from the workplace immediately if he/she has committed or is involved in any of the following breaches:—

- (a) Consuming intoxicating liquor or drugs at work or being unfit to carry out his duties due to the influence of intoxicating drink or drugs.
- (b) Any act or omission, which intentionally endangers the health or safety of others, or is likely to cause damage to Company property.
- (c) Fighting or riotous behavior, threatening violence or acting violently.
- (d) Abusive or provocative language and insubordination (when it is likely to cause a disturbance).
- (e) Theft or Fraud or any other business irregularity (where the employee's presence is likely to hinder or obstruct investigations).
- (f) Gender Base Violence and Harassment.

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SECTION 6

6.0 DISCIPLINARY PROCEDURE IN DETAIL

6.1 Composition of the Disciplinary Committee

- ✓ Presiding Officer
- ✓ Two (2) Workers Committee Representatives
- ✓ Two (2) Managerial Representatives
- ✓ Human Resources Official who shall be the secretary to the committee and is not part of the disciplinary committee

6.2 STAGE A

6.2.1 Action by Complainant when a Breach is Committed/Reported

- (a) When an offence has allegedly been committed, the complainant shall lay a formal disciplinary complaint within two (2) working days from the date of discovery. Provided that Complaints outside this period may be lodged in situations where parties are operating away from their base. In such circumstances the complainant is expected to lodge the complaint within two working days of their return to their base.
- (b) Formal complaints to be raised in the presence of the alleged offender and two (2) Worker Representative. Where the alleged offender has absconded or for some reasons cannot be available, the complaint shall be raised in absentia.
- (c) The complainant shall cite the alleged breach(es) in terms of the Code of Conduct, Schedule 1 – Offences.
- (d) The complainant then submits the complaint form to the Human Resources Department for disciplinary investigations within one (1) day of raising the charge. The Human Resources Official must ensure that the complaint form properly identifies the breach(es) and is otherwise correctly completed.

6.3 STAGE B

6.3.1 Disciplinary Investigations

6.3.1.1 Composition of the Investigating Committee

- ✓ Human Resources Official (Leading Investigations)
- ✓ Two (2) Workers' Representatives.

6.3.1.2 Investigation Procedure by the Investigating Committee

- (a) Investigations to be concluded within 3 working days from the date of raising the complaint form. Where more time is required to investigate the case, the Human Resources Official shall cause an adjournment of the hearing to allow for completion of investigations. Reasons for adjournment shall be cited on the adjournment form and agreed upon provided that a single adjournment shall not exceed 2 working days before reconvening the hearing.
- (b) The Investigating Committee therefore shall:
 - ✓ Record or procure in writing, statements from the complainant, the offending employee and/or witnesses of both parties. In the event of any party to the proceedings being unwilling or unable to furnish a written statement, the Investigating Committee will note this fact in writing and thereafter prepare a Question and Answer Report.
 - ✓ Ensure the complainant and the Alleged Offender name in writing any witnesses whom they think are necessary to ensure a fair hearing.
 - ✓ Assemble all relevant disciplinary documents, and hand them to the Presiding Officer, and shall inform the Alleged Offender accordingly. The Presiding Officer will then set the date for a hearing meeting in consultation with the Human Resources Official.
 - ✓ Authorize the Human Resources Official to investigate the domestic circumstances of the Alleged Offender where necessary; for example, when a domestic crisis is offered as reason for absence or in support of a plea of mitigation.

6.4 STAGE C

6.4.1 The Hearing Notice

- (a) The Human Resources Official shall invite in writing, the complainant, and the alleged offender to attend the hearing proceeding three (3) working days before the hearing date.

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- (b) The hearing notice memorandum shall state the date, time, venue and that the alleged offender has the right to bring at most two Workers Representatives, Fellow employees, or a Legal Practitioner of his/her own choice.
- (c) The hearing notice shall be validly and effectively served if:
 - (i) Personally, served to the employee, or
 - (ii) Delivered by hand to the employee's habitual residential or mailing address as notified in writing to the employee.
 - (iii) If the Alleged Offender makes it impossible to be served as above, sent through post to the employee's residential address as notified to the employee and such service shall be deemed to have been effected in normal course of the post.

6.5 STAGE D

6.5.1 The Disciplinary Hearing Procedure

The procedure to be adopted at the hearing will be as outlined below:

- (a) The Presiding Officer shall explain to the Alleged Offender his/her rights to be represented and the disciplinary procedures to be followed.
- (b) Having ascertained that the particulars on the complaint form are correct, the Presiding Officer should inform the Alleged Offender of the charge against him/her and ensure that it is fully understood. If he/she is represented, his/her representative should confirm that the charge is fully understood.
- (c) The Presiding Officer shall invite the Alleged Offender to answer the allegations levelled against him or her.
- (d) The Alleged Offender and the Complainant shall be allowed to cross-examine each other and their named Witnesses where necessary. However, the Presiding Officer may terminate any such questioning if he or she considers it to be unfair, unduly prolonged or unnecessary.
- (e) The Disciplinary Hearing Committee may, where necessary, seek any clarifications from the Complainant, Alleged Offender and their named Witnesses.
- (f) Having satisfied himself/herself that he/she has all the facts, the Presiding Officer will invite the representative of the Alleged Offender to make submissions.

- (g) Disciplinary decision should only be given by the Hearing Committee and communicated through the Presiding Officer. Where the Committee does not agree, the Presiding Officer shall cause a vote to happen and more than 50% vote decision shall prevail provided that where there is a tie, the Hearing Officer shall cast a deciding vote.
- (h) If the finding is that the Alleged Offender is to be acquitted, he/she will be so informed and the finding “case dismissed” entered on the complaint form. The employee’s Disciplinary record will be cleared of all reference to the case.
- (i) Where an employee is found guilty, the Presiding Officer will consider the following:
 - (i) The employee’s record of service and live disciplinary record.
 - (ii) Any mitigating or aggravating circumstances
- (j) The Presiding Officer will advise the employee found guilty that if he/she wishes to lodge an appeal, this must be done within five (5) working days from the date of concluding the hearing.

6.5.2 The disciplinary proceedings shall not exceed 14 working days from the date when the formal disciplinary complaint was served to the date of the determination.

6.6 STAGE E

6.6.1 Penalties

Penalties should be given depending on severity of the breaches as given in the schedule of offences.

6.6.1.1 Verbal Warnings

Any Supervisor may at any time at his/her discretion, reprimand or counsel an employee without completing a Complaint Form depending on the severity of the breach as given in the schedule of offences.

6.6.1.2 Recorded Warnings

When a verbal warning is considered inadequate because of the nature of the Breach or when previous verbal warning has not achieved the desired correction, the Supervisor will lay a formal complaint in order to have the case formally dealt with and in order to have

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an entry made on the employee's Disciplinary Record. In increasing order of severity, there are three levels of recorded warnings:

- (a) First Written Warning
- (b) Second Written Warning
- (c) Final Written Warning

NB: Only Officials at Head of Department and above may award Final Written Warnings.

6.7 Dismissal

Dismissal is the final sanction

6.8 Demotion

This is used only as mitigation to dismissal. As a general rule, the employee may only be demoted one grade lower than his/her current grade, unless special circumstances exist in which case Disciplinary Committee/Appeals Committee will separately record the reasons or justification for such a decision in its written determination.

6.9 Forfeiture of Wages/Benefits

Forfeiture of Wages/Benefits of an employee who takes part in any unlawful collective job action, in addition to being penalized in terms of this Code, will be dealt with in term of the provisions of the Labour Act [*Chapter 28.01*].

SECTION 7

7.1 Role of Human Resources Officials in disciplinary proceedings

- 7.1.1 Render advice on the procedural fairness of the hearing to ensure consistency of hearing proceedings.
- 7.1.2 Render advice on interpretation of the Code of Conduct and provisions of the Labour Law.
- 7.1.3 Record minutes of the hearing proceedings and cause such minutes to be signed by the Disciplinary and or Appeals Committee. Such minutes shall be accepted for all purposes as *prima facie* evidence of the proceedings and decisions taken at the meeting.
- 7.1.4 Process all documentation in respect of Code of Conduct cases and appeals. Human Resources Officials should always attend such hearings.

- 7.1.5 Record and retain records of all disciplinary proceedings for at least 5 years and ensure that:
 - (a) All facts are collected, marshalled and presented without bias.
- 7.1.6 Receive grievance cases in case of employees not feeling comfortable raising such through the channels provided in the Grievance procedure.

SECTION 8

8.0 COMPANY APPEALS

Every employee has the right to appeal against any decision which involves an entry on his/her disciplinary record and which may thus affect his future employment prospects.

8.1 Composition of the Company Appeals Committee

- ✓ Appeals Officer
- ✓ Two (2) Workers Committee Representatives
- ✓ Two (2) Management Representatives
- ✓ Human Resources Official (as a Secretary to the committee)

8.2 Appeals Procedure

Stage 1: An aggrieved employee shall lodge in writing an appeal with the Appeals Officer within five (5) working days from the date of receipt of a penalty determination. Appeals raised outside the stipulated time shall be null and void, except where reasonable excuse has been given for the delay. The appeal letter shall be submitted through the Human Resources Department. The appeal letter shall clearly spell the grounds of appeal and date of receipt of the determination appealed against.

Stage 2: The Human Resources Department shall compile all necessary documents for the appeal and submit to the Appeals Officer within 5 working days of receiving the appeal letter. The Appeals officer shall set an appeal hearing date in liaison with the Human Resources Official.

Stage 3: The Human Resources Official shall assemble an Appeals Committee to hear the appeal and invite the Complainant and Appellant to attend the proceedings in writing three (3) working days before the date of the appeal hearing.

Stage 4: Appeal proceedings shall be attended by the appellant who may be accompanied by at most two Workers Representatives, Fellow employees, or a Legal Practitioner of his/her own choice.

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

Stage 5: Appeal hearing decision shall be reached by the Appeals Committee whose decision shall be final and binding within the company level. Where there is a tie, the Appeals Officer shall have a casting vote.

8.3 Company appeal proceedings should be concluded within 15 working days from the date of lodging the appeal

SECTION 9

9.0 EXTERNAL APPEALS

An aggrieved employee may appeal to the NEC Ferro-Alloy Designated Agent within 30 days of the conclusion of the internal proceedings whereupon the Designated Agent shall attempt to conciliate the dispute in terms of section 93 or exercise any other power provided for that in the section, alternatively an aggrieved employee shall appeal to the Labour Court.

**CODE OF CONDUCT-SCHEDULE OF OFFENCES AND PENALTIES
OFFENCES AND ACTION GUIDELINES
SCHEDULE (1) ON OFFENCES**

Classification	Level of Action	Absenteeism and other breaches related to absenteeism	Breaches related to Substandard performance & irregularities	Indiscipline & Disorderly Conduct	Safety, Health & Environment	Level of persons to process
Minor	1st written warning (Lapses after 5 months) Loss of pay for the hours or days lost in case of Absence from work without permission of leaving worksite without permission	<ul style="list-style-type: none"> ✓ Poor time keeping. ✓ Absence from work for 2 or less days without permission or reasonable cause. ✓ Leaves work site or place without permission. 	<ul style="list-style-type: none"> ✓ Poor supervision. ✓ Substandard work performance. ✓ Minor loss, misuse or damage of Company property through negligence. ✓ Negligence resulting in minor loss or prejudice ✓ Inefficiency resulting in minor loss or prejudice 	<ul style="list-style-type: none"> ✓ Horse play ✓ Minor failure to obey an instruction by a person in authority. ✓ Failure to follow a standing instruction resulting in minor loss, or prejudice 	<ul style="list-style-type: none"> ✓ M i n o r breaches of Company Rules (including Safety Rules) 	L i n e Supervisor
Severe	2nd Written Warning (Lapses after 6 months) Loss of pay for the hours or days lost in case of Absence from work without permission of leaving worksite without permission	<ul style="list-style-type: none"> ✓ Absence from work for more than 2 days and less than 5 days without permission or reasonable cause. 	<ul style="list-style-type: none"> ✓ Incompetence and/ or inefficiency ✓ Negligence resulting in significant loss or prejudice ✓ Unauthorised use of Company property, plant, transport and/or equipment. 	<ul style="list-style-type: none"> ✓ Giving Unauthorised Press Statement, either in print, verbally or on any social media platform/ ICT platforms regarding Company Business ✓ Noncompliance or Failure to follow standing instruction by a person in authority ✓ Gender based violence and harassment (verbal) for example; <ul style="list-style-type: none"> -Requesting sexual favors -Expressing a desire for sexual contact or conduct 	<ul style="list-style-type: none"> ✓ Violation of safety rules. ✓ S l e e p i n g on duty (in non-critical areas)) 	Head of Section

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

Classification	Level of Action	Absenteeism and other breaches related to absenteeism	Breaches related to Substandard performance & irregularities	Indiscipline & Disorderly Conduct	Safety, Health & Environment	Level of persons to process
More Severe	Final Written Warning (Lapses after 12 months)		<ul style="list-style-type: none"> ✓ Gambling on duty ✓ Use of Company Transport/ Equipment without appropriate Driver's license. 	<ul style="list-style-type: none"> - Using sexually explicit language - Telling sexual jokes - Commenting on a person's appearance - Speaking in a sexual tone - Using sexually suggestive nicknames or terms of endearment <ul style="list-style-type: none"> ✓ Possession of a firearm on site without Company approval. ✓ Indiscipline and Disorderly Conduct ✓ Violence and Harassment ✓ Gender based violence and harassment (Nonverbal) for example: <ul style="list-style-type: none"> - Exposing oneself - Blowing kisses and winking - Showing sexually explicit videos - Stalking 	<ul style="list-style-type: none"> ✓ Sleeping on duty • (in critical areas) 	Head of Department

Classification	Level of Action	Absenteeism and other breaches related to absenteeism	Branches related to Substandard performance & irregularities	Indiscipline & Disorderly Conduct	Safety, Health & Environment	Level of persons to process
Gross	Dismissal	<ul style="list-style-type: none"> ✓ Absence from work for a period of five (5) consecutive days or more reasonable cause 	<ul style="list-style-type: none"> ✓ Unauthorised use of Company property, plant, transport and/or equipment ✓ Gross inefficiency in the performance of work ✓ Gross incompetence in the performance of work ✓ Habitual or Substantial neglect of duty ✓ Drivers of vehicles going off scheduled routes without authority or reasonable cause ✓ Drivers of vehicles giving lifts to unauthorised non-company passengers ✓ Malicious damage to Company or Client(s)/ Customer(s) property 	<ul style="list-style-type: none"> ✓ Riotous behavior on work site ✓ Drunk on duty, consumes liquor on site or under the influence of drugs during working hours ✓ Unlawful Collective Job Action ✓ Theft of Fraud ✓ Found in possession of liquor or unauthorized intoxicating drugs (non-prescribed by a registered medical practitioner) at the work place ✓ Any act or omission in consistent with the fulfillment of the express or implied conditions of his or her contract ✓ Giving unauthorised press statement which causes or has potential to cause substantial cost or loss to the company ✓ Willful disobedience to a lawful order. ✓ Lack of skill which the employee expressly or impliedly held him/herself out to possess ✓ Gender based violence and harassment (physical) for example: <ul style="list-style-type: none"> -Expressing oneself -Touching another person's body, clothing or hair -Patting -Hugging or grabbing -Kissing -Pinching or biting 	<ul style="list-style-type: none"> ✓ Serious violation of Safety rules which causes or has potential to cause serious accident(s), serious injury or death at work. 	Head of Department

NB: In case of repeated cases whilst the other warning is valid, the level of warning shall move 1 step upward

PART B: GRIEVANCE PROCEDURE

SECTION 1

1.0 INTRODUCTION

1.1 Intention

It is in the interest of all parties to observe a grievance procedure by which all issues between employer and employee and between employees can be considered and resolved. The grievance handling procedure shall apply to both individual and collective grievances. It is important that grievances be resolved at the earliest stage and this must be done equitably, speedily and fairly. An unresolved grievance can give rise to a dispute, at which stage the solution is much more difficult. The following grievance procedure no way replaces or supersedes any provision of the Labour Act [*Chapter 28:01*] nor does it prejudice the rights of the individual under the Act or under the Ferro Alloy Industry collective bargaining agreement.

SECTION 2

2.0 THE ROLE OF THE SUPERVISOR

- 2.1 Make arrangements whereby no interruptions will take place.
- 2.2 Read out aloud the grounds of the grievance to all persons present at the grievance meeting.
- 2.3 Ask for further comment from aggrieved employee/s.
- 2.4 Ask for comment from the employee Organization representative if one is present.
- 2.5 Clarify any relevant point in the grievance.
- 2.6 Sum up the findings and make a decision.
- 2.7 Ensure that the grievance hearing will be attended by the aggrieved employee, together with a representative of their choice (where appropriate), a Human Resources Official and the Supervisor who is chairing the grievance meeting.

SECTION 3

3.0 ROLE OF HUMAN RESOURCES DEPARTMENT AND OTHER SERVICES

The Human Resources Department may at any stage in the procedure be consulted for information and advice by the employee or Supervisor. Employees may submit grievances without any prejudice whatsoever regarding their employment.

It is the responsibility of the person handling a grievance to record, on the Grievance Form, details of any additional reasons for his/her decision. In the event of the grievance proceeding further, this information will be available at the next and all subsequent stages.

SECTION 4

4.0 PROCEDURE

Stage 1

4.1 Line Supervisor

Stage 1 will deal with any matter which an employee, or group of employees, wishes or wish to raise as a grievance.

- 4.1.1 An employee who wishes to raise any issue in which he/she is directly concerned must first raise it with his/her immediate Supervisor. The Line Supervisor will do his/her best to resolve the issue within two (2) working days.
- 4.1.2 If the Line Supervisor does not settle the issue to the satisfaction of the employee, the latter may, if he/she wishes, seek the assistance of a Human Resources Official and an Employee Representative to raise the matter a second time with his/her immediate Supervisor. The time limit between the immediate Supervisor's first decision and the second meeting with the employee accompanied by the Human Resources Official will be two (2) working days.
- 4.1.3 If any issue affects two or more employees answerable to the same Line Supervisor not more than two of the employees concerned, accompanied where appropriate by the Human Resources Official or Employee Representative will raise the issue with the Supervisor concerned.
- 4.1.4 The Line Supervisor will do his/her best to resolve the issue.
 - (a) If the Line Supervisor does not settle the issue to the satisfaction of the employee, the latter may within three (3) working days complete a grievance form assisted by the Human Resources Official. The grievance form will be submitted to the next Line Supervisor, a copy retained by the Human Resources Official and a copy given to the employee.
 - (b) An employee may at this stage and any subsequent stage request, if he/she wishes that a representative from a Trade Union, Workers' Committee or a work Colleague attend a meeting and assist him/her which includes the right to ask

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

any relevant questions of any witness, at the next stages of the Grievance meeting.

Stage 2

4.2 Next Line Supervisors

NOTE: Depending on level of employee initiating the grievance, Stage 2 may represent 3 additional stages, i.e.

Stage 4.2.1 Next Line Supervisor

Stage 4.2.2 Next Line Supervisor other than those in Stage 4.2.1

Stage 2 will deal with:

- (a) Issues that have not been resolved at stage 1.
- (b) Issues affecting employees for whom the next Line Supervisor is the first common Supervisor.

4.2.1 The next Line Supervisor is responsible for arranging a meeting with the employee(s) and the Human Resources Official concerned.

4.2.2 If the next Line Supervisor does not settle the issue to the satisfaction of the employee, the employee may, within three (3) working days, resubmit the grievance form for consideration by the Section Head, by the Human Resources Official and Employee Representative.

Stage 3

4.3 Section Head

Stage 3 will deal with:

- (a) Issues which have not been resolved at Stage 2.
- (b) Issues affecting employees answerable to two or more Next Line Supervisors for whom the Section Head is the first common Supervisor.

4.3.1 The Section Head will arrange a meeting with the employee/s and Human Resources Official within three (3) working days of submission of the grievance form for his/her consideration.

4.3.2 If the Section Head does not settle the issue to the satisfaction of the employee/s, the employee/s may re-submit, within three (3) working days, the grievance form through the Human Resources Official for consideration by the Head of Department.

Stage 4

4.4 Head of Department

- 4.4.1 Stage 4 will deal with any issues that have not been resolved in Stage 3 or issues affecting employees reporting to more than one Sectional Head.
- 4.4.2 The Head of Department will arrange a meeting with the employee/s and Human Resources Official within three (3) working days of submission of the grievance form for his or her consideration.
- 4.4.3 The Head of Department's decision will be binding on all parties

Stage 5

4.5 Grievance Appeals Committee

If the Head of Department does not settle the grievance to the satisfaction of the employee/s, the employee may appeal to the Grievance Appeals Committee chaired by a person senior to the Head of Department.

4.5.1 Composition of the Committee

- ✓ General Manager/Director or his designee
- ✓ Human Resources Official
- ✓ Two (2) Workers Committee Representatives

4.5.2 Grievance Appeal Procedure

Stage 1: Submit the grievance appeal letter to the Grievance Appeals Committee within three (3) working days of the decision reached by the Head of Department. The employee must put his/her reasons for appealing in writing, stating clearly his/her grounds for appeal.

Stage 2: Setting of the grievance appeals hearing date by the General Manager or his or her Designee in liaison with the Human Resources Official. The Human Resources Officer shall then invite in writing two (2) working days before the grievance hearing.

Stage 3: Grievance appeal hearing. The Grievance Appeals Committee may call upon such persons involved in the grievances as may be considered relevant. If not resolved to the satisfaction of the aggrieved, the aggrieved may take out the issue to the NEC Ferro Alloy Industry Designated Agent.

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

NEC FERRO ALLOY INDUSTRY IN ZIMBABWE

ANNEXURE 'FORM No. 1'

CODE OF CONDUCT: WRITTEN WARNING FORM

Name of Company

Address of Company.....

Telephone

Employee Name.....

Job Title.....

Department.....

Subject: First/Second/Final Written Warning (*tick where applicable*)

This letter serves as a formal warning regarding (*describe issue*).....

.....

.....

which does not meet the expected standards of

.....

(*Company name*). Failure to improve may result in further disciplinary action.

I, acknowledge receipt of this written warning and understand its contents.

SIGNATURE Date

WITNESS: (Worker Representative)

SIGNED: (Supervisor)

SIGNED: (Human Resources Official)

NEC FERRO ALLOY INDUSTRY IN ZIMBABWE

ANNEXURE 'FORM No. 2'

CODE OF CONDUCT: SUSPENSION FROM WORK

Name of Company

To: Alleged Offender & W/Number

Job Title:.....

From: (Designated Official's Position)

Department/Section: Date:

RE: SUSPENSION FROM WORK PENDING FURTHER INVESTIGATION AND HEARING

Please be advised that you are suspended from work with immediate effect pending further investigations, into your alleged

.....
(Offence as per Code). It is alleged that on.....

(Date), you

.....(Details of misconduct).

The allegation(s) being levelled against you constitute an offence in terms of the NEC for Ferro Alloys in Zimbabwe Code of Conduct, Schedule 1 on offences, Offence (s) Number (s)..... On completion of the investigation, a hearing will be arranged as shall be advised in writing by the Human Resources Official. Also note that your suspension is **with** full pay and benefits. Furthermore, you are expected to cooperate with the investigating team and for you to be accessible to them as and when they need you during normal working hours.

Acknowledge receipt of this communication by signing below: —

Signed By (Names and Signatures)

H.O.D Suspending..... Date:

Alleged Offender: Date:

Witness: Date:

cc: Human Resources Department

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

NEC FERRO ALLOY INDUSTRY IN ZIMBABWE

ANNEXURE 'FORM No. 3'

CODE OF CONDUCT: DISCIPLINARY COMPLAINT FORM

Name of Company

Company Address

..... Telephone No.:

1. Name of Complainant..... Position Held.....

2. Name of Alleged Offender Works No:

Position Grade.....

Department Section

3. Nature of Complaint (Quote the alleged offence as per Schedule '1' on Offences, then explain what happened)

.....
.....
.....

4. Names of Complainant's witnesses & Works Numbers;

4.1

4.2

5. Signed by:

5.1 ComplainantDate:.....

5.2 Alleged offenderDate:.....

5.3 Workers Representative:.....Date:.....

5.4 Workers Representative:.....Date:.....

NEC FERRO ALLOY INDUSTRY IN ZIMBABWE

ANNEXURE 'FORM No. 4'

CODE OF CONDUCT: HEARING DETERMINATION FORM

Name of Company

Company Address

..... Telephone No.:

1. Name of Complainant..... Position Held.....

Nature of Complaint (*in brief*)

.....

.....

.....

2. Complainant against: Name Works No:

Job title Department.....

3. Hearing Committee's assessment of the case, including mitigating factors. .

.....

.....

.....

Hearing Committee's Verdict

4. Signed by:

4.1 Employee Disciplined

4.2 Workers' Representatives

4.3 Management Representatives:.....

4.4 Human Resources Official:.....

(*Position*)

4.5 Presiding Officer's Signature:.....

(*Position*)

Date: Place:.....

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

NEC FERRO ALLOY INDUSTRY IN ZIMBABWE

ANNEXURE 'FORM No.. 5'

CODE OF CONDUCT: RIGHT TO APPEAL NOTIFICATION FORM

I..... (Name Of Appellant) having been duly advised of my right of appeal within five (5 working days from the date of conclusion of this hearing which was on (Date of Code of Conduct Action given).

I have further been informed that I must state the grounds of my appeal, to be given in writing, within five (5 working days appeal period. Out of time appeals will not normally be considered unless reasonable grounds are given.

I fully understand these rights as explained to me by the Disciplinary Hearing Committee.

SIGNED: Date:

WITNESS: (Worker Representative)

WITNESS: (Management Representative)

SIGNED: (Human Resources Official)

SIGNED: (Presiding/Appeals Officer)

NEC FERRO ALLOY INDUSTRY IN ZIMBABWE

ANNEXURE 'FORM No. 5A'

CODE OF CONDUCT: COMPANY APPEAL DETERMINATION FORM

Name of Company

Company Address

..... Telephone No.:

S.I. 16 of 2026

1. Name of Appellant..... Job Title: W/No:
Department Section
Grounds of Appeal: *(To be stated on a separate sheet and attached)*

2. Initial Hearing Determination:
Period of Validity:.....
Nature of Offence Alleged:.....

3. Appeals Committee's Findings.....
.....
.....
.....
Determination:
Period of Validity:.....
Signature of Alleged offender:
Workers' Representative's Signature:.....
Management's Representative's Signature:.....
Human Resources Official:.....
(Position)
Appeals Officer's Signature:.....
(Position)

- Date: Place:.....

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

NEC FERRO ALLOY INDUSTRY IN ZIMBABWE

ANNEXURE 'FORM NO. 5'

**INITIAL DISCIPLINARY/APPEAL/GRIEVANCE HEARING
ADJOURNMENT FORM**

The parties hereby agree to adjourn this Disciplinary/Grievance hearing to (Day) (Date)20..... at hours.

ALLEGED OFFENDER:..... WORKS NO:.....

NATURE OF CASE: DISCIPLINARY CASE/GRIEVANCE CASE

DETAILS:
.....
.....
.....

DATE RECEIVED:

REASON (S) FOR ADJOURNMENT:
.....
.....

ALLEGED OFFENDER: DATE:

WORKER REP: DATE:

WORKER REP: DATE:

COMPLAINANT: DATE:

HR OFFICIAL: DATE:

PRESIDING/APPEALS OFFICER: DATE:

NEC FERRO ALLOY INDUSTRY IN ZIMBABWE

STAGE 1

ANNEXURE “A”

GRIEVANCE PROCEDURE FORM

DATE OF SUBMISSION:

NATURE OF GRIEVANCE:

COMMENTS BY SUPERVISOR:

COMMENTS BY WORKERS' REPRESENTATIVES:

NAME & SIGNATURE OF SUPERVISOR

NAME & SIGNATURE OF AGGRIEVED:

NAMES & SIGNATURE OF W/REPS:

SIGNATURE OF HR OFFICIAL:..... DATE:

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

AGGRIEVED PERSON ADVISED OF RIGHT TO APPEAL WITHIN 3 (THREE) WORKING DAYS

SIGNED:..... Date:

CASE CLOSED/APPEALED

ALLEGED OFFENDER SIGNED:..... **DATE:**

COPIES: ORIGINAL - HEAD OF DEPARTMENT

FIRST COPY - AGGRIEVED PERSON

SECOND COPY - HUMAN RESOURCES OFFICIAL

THIRD COPY – SUPERVISOR

NEC FERRO ALLOY INDUSTRY IN ZIMBABWE

STAGE 2

ANNEXURE “B”

GRIEVANCE PROCEDURE FORM

DATE OF SUBMISSION:

REASON FOR DISSATISFACTION OF DECISION MADE AT STAGE 1:..

FINDINGS & DECISION OF SECTION HEAD:

NAME & SIGNATURE OF SUPERVISOR

NAME & SIGNATURE OF AGGRIEVED:

NAMES & SIGNATURE OF W/REPS:

SIGNATURE OF HR OFFICIAL:..... DATE:.....

**AGGRIEVED PERSON ADVISED OF RIGHT TO APPEAL WITHIN 3
(THREE) WORKING DAYS**

SIGNED:..... DATE:.....

CASE CLOSED/APPEALED

ALLEGED OFFENDER SIGNED:..... DATE:.....

COPIES: ORIGINAL—HEAD OF DEPARTMENT

FIRST COPY—AGGRIEVED PERSON

SECOND COPY—HUMAN RESOURCES OFFICIAL

THIRD COPY—SUPERVISOR

FOURTH COPY—HEAD OF SECTION

NEC FERRO ALLOY INDUSTRY IN ZIMBABWE

STAGE 3

ANNEXURE “C”

GRIEVANCE PROCEDURE FORM

DATE OF SUBMISSION:.....

REASON FOR DISSATISFACTION OF DECISION MADE AT STAGE 2: ...
.....

FINDINGS AND DECISION OF DEPARTMENT HEAD:
.....

NAME AND SIGNATURE OF HOD:.....

NAME AND SIGNATURE OF AGGRIEVED:.....

NAME AND SIGNATURE OF W/REPS:.....
.....

SIGNATURE OF HR OFFICIAL:..... DATE:.....

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

AGGRIEVED PERSON ADVISED OF RIGHT TO APPEAL WITHIN 3 (THREE) WORKING DAYS

SIGNED: _____ DATE: _____

CASE CLOSED/APPEALED

ALLEGED OFFENDER SIGNED: _____ DATE: _____

COPIES: ORIGINAL – HEAD OF DEPARTMENT

FIRST COPY – AGGRIEVED PERSON

SECOND COPY – HUMAN RESOURCES OFFICIAL

THIRD COPY – SUPERVISOR

FOURTH COPY – HEAD OF SECTION

NEC FERRO ALLOY INDUSTRY IN ZIMBABWE

STAGE 4

ANNEXURE “D”

GRIEVANCE APPEAL FORM

DATE OF SUBMISSION:.....

REASON FOR DISSATISFACTION OF DECISION MADE AT STAGE 3:.....
.....
.....

FINDINGS AND DECISION OF GENERAL MANAGER:.....
.....

NAME AND SIGNATURE OF GENERAL MANAGER:
.....

NAME AND SIGNATURE OF AGGRIEVED:.....

NAMES AND SIGNATURE OF W/REPS:.....
.....
.....

SIGNATURE OF HR OFFICIAL:..... DATE:.....

AGGRIEVED PERSON ADVISED OF RIGHT TO APPEAL WITHIN 3
(THREE) WORKING DAYS

SIGNED: _____ DATE: _____

CASE CLOSED/Appealed

ALLEGED OFFENDER SIGNED: _____ DATE: _____

COPIES: ORIGINAL — HEAD OF DEPARTMENT

FIRST COPY — AGGRIEVED PERSON

SECOND COPY — HUMAN RESOURCES OFFICIAL

THIRD COPY — SUPERVISOR

FOURTH COPY — HEAD OF SECTION

NEC FERRO ALLOY INDUSTRY IN ZIMBABWE

FORMAL GRIEVANCE STATEMENT FORM

ANNEXURE “E”

STATEMENT BY: WORKS No:

JOB TITLE.....

GRIEVANCE STATEMENT:

.....
.....
.....
.....
.....

SIGNED: DATE:

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

10.0 Amendment of the Code

This Code of Conduct may be amended by the National Employment Council for the Ferro Alloy Industry in Zimbabwe from time to time to address changed circumstances, or emerging acts of misconduct.

11.0 Memorandum of Agreement

The National Employment Council for the Ferro Alloy Industry in Zimbabwe Employment Code of Conduct has been adopted under the authority of the National Employment Council for Ferro Alloy Industry in Zimbabwe in terms of section 101 of the Labour Act, [*Chapter 28:01*].

FIFTH SCHEDULE:

AGREED DURATION OF FIXED TERM CONTRACT

Statutory Instrument 88 of 2017.

[CAP. 28:01

Collective Bargaining Agreement: Ferro-Alloy Industry

It is hereby notified that in terms of section 80 of the Labour Act [*Chapter 28:01*], the Minister of Public Service, Labour, and Social Welfare has approved the publication of the Collective Bargaining Agreement set out in the Schedule which further amends the agreement published in Statutory Instrument 76 of 2017, registered in terms of 79 of Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE FERRO-ALLOY INDUSTRY IN ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT: FERRO-ALLOY INDUSTRY IN ZIMBABWE

Made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] (hereinafter referred to as “the Act”) as amended, between the Ferro-Alloy Industry Employers’ Association (herein referred to as “the employers” or “employers organisation”) of the one part, and the National Union of Metal and Allied Industries in Zimbabwe (hereinafter referred to as “the employees” or “the trade union”), of the other part, being parties to the National Employment Council for the Ferro-Alloy Industry in Zimbabwe.

The Collective Bargaining Agreement for the Ferro-Alloy Industry in Zimbabwe, published in Statutory Instrument 76 of 2017, is amended by parties as follows—

Amendment of Section 3

Section 3 (*Interpretation*) of Collective Bargaining Agreement, for the Ferro-Alloy Industry in Zimbabwe (Statutory Instrument 76 of 2017) herein after referred to as the Principal Collective Bargaining Agreement, to be amended by insertion of these clauses:

Child-means any young person who has not yet attained the legal age of majority being eighteen (18) years.

Child Labour- refers to work that deprives young persons of their childhood and dignity, compromises their educational development or forces the children to drop out of school prematurely, or requires them to combine school attendance with excessively long and heavy workloads that is in violation of the country's minimum age regulations, and the work being mentally, physically, socially, or morally dangerous and harmful to the well-being of the children.

Worst Forms of Child Labour -means extreme forms of child labour which involves child slavery, exposure to serious hazards and illnesses and or leaving children to fend for themselves on the streets at a very tender age.

Hazardous work- Any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardise education, health, safety, or morals.

Light work-work, which is not likely to jeopardise the education, health, safety, rest or the social, physical or mental development of a child.

Amendment of Section 22

Section 22 (*Contract and Notice*) of the Principal Act is to be amended by the insertion of subsection (j) on EMPLOYMENT OF YOUNG PERSONS as follows:

(1) No employer shall employ any person in any position who is under the age of sixteen (16) years.

- (a) as an apprentice;
- (b) other than an apprentice to perform any work in an undertaking.

(2) No employer shall employ any person below the age of eighteen (18).

- (a) to perform hazardous work;
- (b) to perform work in an undertaking other than as an apprentice or in conjunction with training at a vocational or technical training school.

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

(3) No Employer shall cause any person under the age of eighteen (18) to perform the following work:—

- (a) any work which is likely to jeopardise or interfere with the education of the child or young person;
- (b) any work involving contact with any hazardous substance, article or process;
- (c) any work involving underground/surface mining;
- (d) any work that exposes a child to electrically powered tools, fuel powered tools cutting or grinding blades;
- (e) any work that exposes a child to excess heat, cold, noise or whole-body vibration;
- (f) any night shifts.

(4) The following activities shall be regarded as child labour and no Employer shall engage or cause a child to perform any of the activities tabulated in Table 1:

List of hazardous work in the Ferro-Alloy Industry

HAZARD	RISK
Confined spaces in the plant	Injuries
Moving trucks and machinery	Accidents
Manual offloading of overweighed trucks or loaders on the weighbridge	Injuries
Oil spills from trucks and loaders	Slides, slips, falls, ignition and fire
Acid fumes	Lung inflammation
Heat and Cold	Colds and fever
Water ponds	Drowning
Snakes	Snake bites
Material falling from trucks and conveyer belts	Injuries
Noise; During tipping and loading of raw materials and during crushing	Hearing loss
Furnace eruptions	Fatalities and burns
Dust	Respiratory diseases for instance pneumoconiosis
Working at heights	Falling

FERRO ALLOY INDUSTRY
MANDATORY MINIMUM PERSONAL PROTECTIVE EQUIPMENT (PPE) REQUIREMENTS

OBJECTIVE

To prevent occupational injuries through mandatory provision of PPE to employees by all players in the Ferro Alloy industry.

No	Job Title	Hard hat 3yrs	Safety goggles/ suits/ overalls 9mths	Work suits/ overalls 9mths	Safety shoes/ boots 9mths	Dust mask/ chemical respirator 1yr	Ear plug/ muffs As per request	Leather spats 6mths	Leather apron 1 yr	Welding helmet 2 yrs	Monkey hood 6 mths	Leather gloves As per request	PVC gloves As per request	Gum boots 1yrs	Rain suit 1yrs	Canvas jacket 9 mths	Face shield 1yr	Shin guards 1yr	
1.0																			
RAW MATERIALS																			
1.1	Loco driver	1	1	2	1	4	1												
1.1	Pointsmen																		
1.2	Offloaders	1	1	2	1	4	1					1							
1.3	Batch operator	1	1	2	1	4	1					1	1	1	1				
2.0	ABOVE TAPHOLE																		
2.1	Fee Control Room operator	1	1	2	1	4	1					1						1	
2.2	Overhead Crane driver	1	1	2	1	4	1											1	
2.3	Bin attendant	1	1	2	1	4	1	1			1	1						1	1

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

No	Job Title	Hard hat 3yrs	Safety goggles/ glasses 3 mths	Work suits/ overalls 9mths	Safety shoes/ boots 9mths	Dust mask/ chemical respirator 1yr	Ear plug/ muffs As per request	Leather spats 6mths	Leather apron 1 yr	Welding helmet 2 yrs	Monkey hood 6 mths	Leather gloves As per request	PVC gloves As per request	Gum boots 1yrs	Rain suit 1yrs	Canvas jacket 9 mths	Face shield 1yr	Shin guards 1yr	
2.4	C/Car driver Furnace charger	1	1	2	1	4	1				1	1			1	1			
2.5	Paste Handler	1	1	2	1	4	1					1			1				
3.0		BELOW TAPHOLE																	
3.1	Tapper	1	1	2	1	4	1	1			1	1			1	1	1		
3.2	Slinger	1	1	2	1	4	1	1			1	1			1	1	1		
3.3	Chillmould Preparer	1	1	2	1	4	1	1			1	1		1	1	1			
3.4	Mudgun preparer	1	1	2	1	4	1	1			1	1		1	1	1			
3.5	Quench man	1	1	2	1	4	1				1	1	1	1	1	1			
3.6	Ladle fettler	1	1	2	1	4	1	1	1			1		1	1	1			
3.7	Fees cleaner	1	1	2	1	4	1	1				1		1	1	1		1	
4.0		CRUSHING AND SCREENING																	
4.1	QA Inspector	1	1	2	1	4	1								1	1			
4.2	Stock Cont	1	1	2	1	4	1								1	1			
4.3	Screen att	1	1	2	1	4	1						1	2	1				
4.4	Crusher attendant	1	1	2	1	4	1					1		2	1				

No	Job Title	Hard hat 3yrs	Safety goggles/ 3 mths	Work suits/ 9mths	Safety shoes/ 9mths	Dust mask/ chemical respirator	Ear plug/ muffs	Leather spats 6mths	Leather apron 1 yr	Welding helmet 2 yrs	Monkey hood 6 mths	Leather gloves As per request	PVC gloves As per request	Gum boots lyrs	Rain suit lyrs	Canvas jacket 9 mths	Face shield lyr	Skin guards lyr	
4.5	Crusher attendant	1	1	2	1	4	1					1		2	1				
4.6	Ball mill att	1	1	2	1	4	1					1		2	1				
5.0																			
JIGGING AND SLIMES																			
5.1	Slimes dam att	1	1	2	1	4	1							3	1				
5.2	Jig Attendant	1	1	2	1	4	1				1	1	1	3	1				
6.0																			
LABORATORY																			
6.1	Lab Personnel	1	1	2	1	4	1												
7.0																			
BREAKING FLOORS																			
7.1	Ingot breakers	1	1	2	1	4	1												
7.2	Slinger	1	1	2	1	4	1	1			1	1		1	1			1	
7.3	Overhead Crane driver	1	1	2	1	4	1												
7.4	Breaker Driver/ Bin Att	1	1	2	1	4	1	1			1	1						1	
8.0																			
MAINTENANCE																			
8.1	Filter	1	1	2	1	4	1							1	1				

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy Industry

No	Job Title	Hard hat 3yrs	Safety goggles/ glasses 3 mths	Work suits/ overalls 9mths	Safety shoes/ boots 9mths	Dust mask/ respirator	chemical respirator 1yr	Ear plug/ muffs As per request	Leather spats 6mths	Leather apron 1 yr	Welding helmet 2 yrs	Monkey hood 6 mths	Leather gloves As per request	PVC gloves As per request	Gum boots 1yrs	Rain suit 1yrs	Canvas jacket 9 mths	Face shield 1yr	Shin guards 1yr
8.2	Anniversary Boiler Maker	1	1	2	1	4		1		1	1		1		1	1			
8.3	Electrician Technician	1	1	2	1	4		1					1		1	1			
8.4	Rigger	1	1	2	1	4		1					1		1	1			
8.5	Garage	1	1	2	1	4									1	1			
8.6	Bricklayer / Plumber	1	1	2	1	4		1						1	1	1			
9.0	ADMINISTRATION WORKERS																		
9.1	Stores clerk	1	1	2	1	4		1											
9.2	Security	1	1	2	1	4		1											
9.3	Production clerk	1	1	2	1	4		1											
9.4	Messengers	1	1	2	1	4		1											
9.5	General Hands	1	1	2	1	4		1											

S.I. 16 of 2026

- Dust mask should be changed as and when it is necessary up to a maximum of three working days.
- Hard hat inserts should be changed as and when it is necessary.
- Employees who need to visit the plant for the purpose of executing their duties should be provided with appropriate PPE.e.g HR personnel conducting investigations.
- Companies currently on best practise are encouraged to maintain those standards.
- PPE which have been torn due to wear and tear should be replaced immediately. No employee shall be permitted to work with torn PPE.
- Work places which require specialised PPE should be provided with such e.g laboratory – acid resistant PPE, heat resistant PPE, Oil resistant PPE and purpose made PPE.
- A PPE Register must be made available whenever it is requested.
- Visitors must be provided with the basic PPE such as hard hat, work suit, dust mask and goggles whenever they are entering the plant.
- Every enterprise must constitute a SHE Committee that will handle occupational safety issues for the organisation.

EIGHTH SCHEDULE
SHIFT ROSTER AND HOURS OF WORK

1 8:8:8 shift					
	A	B	C	D	
Jul -24	176	184	192	192	
Aug-24	192	184	176	192	
Sep-24	184	184	176	176	
Oct-24	176	192	192	184	
Nov-24	184	168	184	184	
Dec-24	192	184	176	192	
Jan-25	184	192	192	176	
Feb-25	168	168	168	168	
Mar-25	176	184	192	192	
Apr-25	184	176	176	184	
May-25	192	192	184	176	
Jun-25	176	184	184	176	
	2184	2192	2192	2192	Total hours
	182.00	182.67	182.67	182.67	8760
					Check hours
					8760
2 12 hour shifts					
4 days on - 4 days off					
Jul -24	192	180	180	180	
Aug-24	192	192	180	180	
Sep-24	168	168	192	192	
Oct-24	180	180	192	192	
Nov-24	180	180	180	180	
Dec-24	192	192	180	180	
Jan-25	192	192	180	180	
Feb-25	156	156	180	180	
Mar-25	180	180	192	192	
Apr-25	192	192	168	168	
May-25	192	192	180	180	
Jun-25	180	180	180	180	
	2196	2184	2184	2196	Total hours
	183.00	182.00	182.00	183.00	8760

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy
Industry

Annexure A

NATIONAL EMPLOYMENT COUNCIL FOR THE FERRO ALLOY
INDUSTRY IN ZIMBABWE

APPLICATION FOR EXEMPTION FORM

NAME OF APPLICANT

DATE OF APPLICATION FOR EXEMPTION

TOTAL NUMBER OF NEC EMPLOYEES/ EMPLOYERS

SECTION OF THE CBA TO BE EXEMPTED FROM

REASON FOR APPLICATION OF EXEMPTION (ATTACH PROOF)

.....
.....
.....
.....
.....

NAME OF THE APPLICANT

SIGNATURE

DATE

Annexure B

NATIONAL EMPLOYMENT COUNCIL FOR THE FERRO ALLOY
INDUSTRY IN ZIMBABWE

CERTIFICATE EXEMPTION FORM

NAME OF COMPANY

DATE OF APPLICATION FOR EXEMPTION

TOTAL NUMBER OF NEC EMPLOYEES

SECTION OF THE CBA TO BE EXEMPTED FROM

EXEMPTION GRANTED/NOT GRANTED

PERIOD OF EXEMPTION FROM.....TO.....

COMMENTS

.....

.....

.....

.....

.....

EXEMPTION COMMITTEE NAMES AND SIGNATURES

NAME

SIGNATURE

DATE

.....

.....

.....

DECLARATION

The Employers' Association and the Trade Union, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the consolidated agreement arrived at and affix their signatures thereto.

Signed at Kwekwe this.....day of....., 2025.

Collective Bargaining Agreement: Salaries and Wages: Ferro-Alloy
Industry

Name	Signature	Position
G. Shambare	NEC Chairman
M. Dzinoreva	Employers Representative
A. Nyashanu	Trade Union Representative
P. Chachoka	NEC General Secretary

*Supplement to the Zimbabwean Government Gazette dated the 30th January, 2026.
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