ZIMBABWEAN

GOVERNMENT GAZETTE

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General Notice 1099 of 2022.

ZIMBABWE POWER COMPANY (ZPC)

Invitation to Competitive Bidding

INTERESTED and qualified companies are invited to bid for the below listed requirements. Tenders must be enclosed in sealed envelopes and endorsed on the outside with the advertised procurement reference number, the tender description and tender. Closing Date. Tenders must be received at ZPC not later than 1000 hours on or before the respective indicated closing date or delivered by hand to the tender Box addressed to the attention of The Accounting Officer, Zimbabwe Power Company, 12th Floor, Megawatt House, 44, Samora Machel Avenue, Harare, Zimbabwe. Tender number:

ZPC/HO INT.13/2021. Supply, delivery, installation and commissioning of sealing water pumps and variable frequency drives (VFDS) for ash slurry pumps at Hwange Power Station. Site visit date: 31st May, 2022. Closing date and time: 7th June, 2022, at 1000 hours.

ZPC/HO DOM/04/2021. Supply and delivery of laptops at ZPC Head Office. Closing date and time: 14th June, 2022, at 1000 hours.

ZPC/HO DOM/08/2022. Supply and delivery of condenser cleaning equipment at Hwange Power Station. Closing date and time: 14th June, 2022, at 1000 hours.

ZPC/HO DOM/11/2022. Supply and delivery of online leak repair materials at Hwange Power Station. Closing date and time: 14th June, 2022, at 1000 hours.

ZPC/HO DOM/14/2022. Supply and delivery of pipework and flanges complete with header extension at Hwange Power Station. Closing date and time: 31st May, 2022, at 1000 hours.

Interested bidders are required to download tender documents that consist the instructions and scope of work from the ZPC website https://www.zpc.co.zw/tenders. Your submissions should reach The Zimbabwe Power Company not later than the indicated closing date for each tender. Bidders must regularly check the website until the tender closes for updates and responses to queries. Site visit is compulsory and clearance is two weeks before site visit date. Your submissions should reach The Zimbabwe Power Company not later than the indicated closing date for each tender.

NOTE: late submissions will not be accepted.

General Notice 1100 of 2022.

TSHOLOTSHO RURAL DISTRICT COUNCIL (TRDC)

Invitation to Competitive Bidding: Domestic

TENDERS are invited from reputable PRAZ registered contractors or the provision of the following services:

Tender number:

TRDC/03/2022. Rehabilitation of Efusini Roads, Terminus and Babude Theksheni Road.

Tsholotsho Terminus
- Equipment hire
- Levelling
- Dumping
- Compaction
- Surfacing
- Supply and delivery of surfacing materials

Efusini Road
- Equipment hire

Location for services required: Tsholotsho Rural District Council. Closing date: 3rd June, 2022. Site visit meeting date: 10th June, 2022.


General Notice 1101 of 2022.

Parliamentary Support Programme (PSP)

Consulting Services (Re-Advertisement).

Sector: Governance | Financing Agreement Reference: 00116496


Tender number:

RFP: PSP/Poz/02/2022: Mid Term Evaluation for the Parliamentary Support Programme (PSP).

The Parliament of Zimbabwe is inviting applications from interested Consultants with knowledge of and experience in evaluation of Democratic Governance Programmes in general and Parliamentary Support Programmes in particular.

Interested consultants should access the consultancy Terms of Reference (TORs) on the Parliament of Zimbabwe and UNDP websites: www.parl Zimbabwe.gov.zw; www.zw.undp.org.

Potential consultants should submit three (3) copies each separate technical and financial proposals, sealed and clearly labelled with the description of the tender, to: Procurement Specialist, Parliament of Zimbabwe, Third Floor, Room 313, corner Kwame Nkrumah Avenue/Patrice Lumumba Street, Harare, Zimbabwe, or by email to: mangenal@parl Zimbabwe.gov.zw, on or before 30th May, 2022, not later than 1000 hours (Local Time).

General Notice 1102 of 2022.

SILO FOOD INDUSTRIES (SFI) LIMITED

Invitation to Tenders

Tender number:

SFI/INFO/CB/09/02/2022B. Invitation for expression of Interest (EOI) for the supply and delivery of raw materials for Silo Food Industries' two business units. Closing date: 23rd July, 2022, at 1000 hours.

Background

Silo Food Industries (SFI) wishes to engage suppliers/ manufacturers/commodity brokers/financial intermediaries under a Collateral Management Agreement (CMA). The products/commodities will be kept at SFI's three main warehouses at Country Feeds Warehouse in Norton, Belmont, Bulawayo, and Cleveland in Masasa Harare.

The suppliers/manufacturers/commodity brokers/financial intermediaries should highlight the following:

• Willingness and capacity to keep their raw materials at SFI's three warehouses under the control of a collateral manager appointed by the supplier/manufacturer/commodity broker/financial intermediary.
• Willingness to release products upon presentation of an official order by SFI.
• Prices-to be agreed in line with market conditions.

Key issues to be addressed in the profile include:

• Background of the supplier/manufacturer/commodity broker/financial intermediary.
• Experience of the supplier/manufacturer/commodity broker/financial intermediary.
• Willingness and capacity to work with payments linked to conversion cycle of 30 days.
• PRAZ registration.
• Valid Tax Clearance.
• Three (3) Trade references where Collateral Management Arrangements or similar trade finance arrangements/structures have been done.

List of raw materials

A. Sugar beans
B. Popcorn
C. Kapenta
D. Bulk salt
E. Cooking oil
F. Bulk coffee
G. White maize
H. Rice
I. Groundnuts
J. Prepacked sugar
K. Laundry bar soap
L. Prepacked self-raising flour
M. Soya beans
N. Soya meal
O. Maize bran
P. Wheat bran
Q. Full fat soya
R. Limestone flour
S. Limestone grit
T. Stock Feed Production Ingredients and Additives.
Tenders and Proposals must be hand delivered and deposited in a sealed envelope into the competitive box located at Silo Food Industries, clearly endorsed on the outside with the advertised tender number, description and closing date and time, addressed to the Managing Director, Silo Food Industries Limited, 14, Wimbledon Crescent, Eastlea, Harare, Zimbabwe. Cutoff date and time for Tender document request shall be a day before the closing date. Any request submitted afterwards will not be responded to.

Interested bidders are required to obtain the tender document that consists of the instructions and scope of work upon sending their requests to cmem@silfo.com or visiting our website www.silofoodindustries.co.zw SFI reserves the right to award the tender or part thereof to any bidder after evaluation.

General Notice 1103 of 2022.

MINISTRY OF HIGHER AND TERTIARY EDUCATION, INNOVATION, SCIENCE AND TECHNOLOGY

BULAWAYO POLYTECHNIC

Invitation to National Competitive Bidding

BULAWAYO Politechnic would like to solicit bids from registered companies for the supply, delivery and commissioning of procurement requirements as per the tenders below:


1. Tender documents are obtained from office No. 4, upon payment of a non-refundable fee ZWLS $1 000.00. The following banking details may be used for depositing the non-refundable tender fee:
   - Bank: ZH Bank
   - Branch: Belmont
   - Account Name: Bulawayo Politechnic
   - Account No: 4371 444851 090

2. Tender documents will be sold from 24th May, 2022, until the 21st of June, 2022.

3. Interested eligible bidders may obtain hard copy and electronic bidding documents from Bulawayo Politechnic Procurement Management Unit in the Administration Block Office No. 4.

4. The provisions in the Instructions to bidders and in the General Conditions of the Contract Contained in the bidding documents comply with the Public Procurement and Disposal of Public Assets Act [Chapter 22:23]. It is imperative that prospective bidders must be registered in the relevant Procurement Regulatory Authority (PRAZ) category they are bidding for.

5. No faxed, e-mailed or late tenders will be considered. Bulawayo Politechnic is not obliged to accept the lowest bid or any bid.

6. The tender number should be clearly specified on the left hand corner of a sealed khaki envelope.

7. The sealed envelopes must be addressed to:
   - The Acting Principal
   - Attn: Procurement Management Unit
   - Bulawayo Politechnic
   - P.O. Box 1392
   - Bulawayo.

8. The tender documents must be dropped in the tender boxes marked accordingly in Office No. 7, Main Administration Block on or before 1000 hours on the 21st of June, 2022. Bids will be opened in the presence of bidders' representatives who choose to attend at 1100 hours on deadline date.

NB: This is merely an advert and must not be construed as an offer to contract with your organisation.
For more information contact: Head of Procurement Management Unit on (09) 2230790.

General Notice 1106 of 2022.

CENTRAL MECHANICAL EQUIPMENT DEPARTMENT (CMED) PRIVATE LIMITED

Invitation to Competitive Bidding

Tenders are invited from registered suppliers of the following:

Tender number:
CMED/01/INT/2022 (Re-tender). Supply and delivery of road construction equipment. Closing date: 21st June, 2022, at 1000 hours.

Documents for the above captioned tenders will be issued upon payment of a non-refundable tender fee of ZWLS $1 500.00 from CMED Private Limited Head Office, corner Herbert Chitepo Avenue and Rekai Tangwena Avenue, Harare, or through email upon request. However, in order to curb against the spread of COVID-19 bidders are strongly encouraged to request the tender documents through the emails provided below.

Submission of tender
Tenders must be enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, description and closing date and time. The tender must be deposited at "CMED Private Limited, corner Herbert Chitepo Avenue and Rekai Tangwena Avenue, Harare, on or before 1000 hours on the closing date.

Note:
• Tenders which are received after 1000 hours on the closing date will not be considered.
• All requests and queries regarding any of the above tenders, should be forwarded in writing to the following email address: tender@cmed.co.zw

General Notice 1109 of 2022.

CITY OF MASVINGO (COM)

Invitation to Domestic Tenders

CITY OF Masvingo hereby invites bids for the following requirements:
Tender number
CE/10/2022. 3 x borehole siting, drilling and equipping. Closing date: 3rd June, 2022.

Tender documents with full details of specifications can be obtained from Civic Centre Offices, Robert Mugabe Way, Masvingo, upon payment of a non-refundable fee of $1 000.00, during working hours from 20th May, 2022, (Monday to Friday) or send a request for a free soft copy on masvingocitypmu@gmail.com

Tender documents in sealed envelopes clearly marked with the tender number and description must be deposited in the tender box in The Chamber Secretary’s Office on or before 3rd June, 2022, by 1000 hours and bids will be opened on the same day at 1200 hours.

Late bids shall not be accepted.

City of Masvingo,
PO. Box 17, Masvingo,
ENG. E. MUKARATIRWA,
Town Clerk.

General Notice 1107 of 2022.
TSHOLOTSHO RURAL DISTRICT COUNCIL (TRDC)

Invitation to Competitive Bidding (Domestic)

TENDERERS are invited from reputable registered contractors for the provision of the following services:

Tender number

Compulsory requirements
Certified copies of the following:
- Proof of Registration with the Procurement Regulatory Authority of Zimbabwe under a relevant category.
- Company profile.
- CR26 and CR14.
- Valid Tax Clearance Certificate.
- Certificate of Incorporation.
- NSSA Clearance certificate.
- Certificate for registration with the National Housing Trust Fund.

Interested bidders for the above-mentioned items should obtain bidding documents with complete specifications upon payment of a non-refundable fee of RTGS$5 000.00, for each copy of the invitation to tender from the Tsholotsho Rural District Council’s Offices. Completed bidding documents in sealed envelopes and endorsed on the outside with the procurement reference number and title of tender should be addressed and submitted to “The Procurement Management Unit, Tsholotsho Rural District Council, Box 40, Tsholotsho”. Submission of tenders is strictly by hand delivery and must be in triplicate with the original copy being clearly marked “Original” and the other two copies clearly marked “Copy 1” and “Copy 2”.

Closing date: 3rd June, 2022, at 1000 hours. Tenders which are received after 1100 hours on the 3rd of June, 2022, will be treated as late tenders and will be rejected. All bids will be opened in public on the 3rd of June, 2022, at 1200 hours at Tsholotsho Rural District Council boardroom.

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

General Notice 1108 of 2022.
SUNWAY CITY (SC) (PRIVATE) LIMITED

Domestic Competitive Bidding Invitation

SUNWAY City, a subsidiary of the Industrial Development Corporation of Zimbabwe Limited (IDCZ), is a developer of Integrated Industrial, Commercial, Institutional, Recreational and Residential Parks so as to provide relevant infrastructure to facilitate industrial and economic growth of Zimbabwe as well as regional integration and trade.

Bids are invited from interested firms and individuals to bid for the following:

Tender number
SC/09/2022. Sale of Hino truck FF 3HPKA (diesel) by public tender. Site visit 26th May, 2022, at 1100 hours [CAT]. Closing date and time: 13th June, 2022, at 1000 hours [CAT].

Documents for the above competitive bidding will be issued to interested bidders in soft copy and are obtainable from 0715 630 779, email: procurement@sunwaycity.co.zw

1. Submission of tender documents

Tenders must be enclosed with all relevant details in three sealed envelopes and clearly endorsed on the outside with the advertised tender number, the description and closing date. Tenders must be delivered and dropped in the tender box at Sunway City Offices, 2098, Ventersburg, Harare, by the closing date and time. Late tenders will not be accepted.

2. Opening of Tenders

Tenderers are free to witness the opening of tenders on the closing date and time at Sunway City Offices, 2098, Ventersburg, Harare.

For any further details or clarification, please contact The Procurement Management Unit on +263-024-2006473/8 or 0715 630 779 Email: procurement@sunwaycity.co.zw

General Notice 1109 of 2022.
MUNICIPALITY OF KARIBA (M.O.K)

Invitation to Domestic Tender

MUNICIPALITY of Kariba (M.O.K) invites all interested and qualified service providers to submit bids for the insurance portfolio for the period of three (3) years. The portfolio covers the following:
- Assets all risk
- Fidelity Liability
- Public Liability
- Motor Fleet
- Computers and all Electronic Equipment
- Plant all risk
- Machinery Breakdown
- Group Personal Accident Cover

All interested bidders are required to attend a compulsory site visit and pre-bid meeting on Tuesday, 24th May, 2022, at 1000 hours at Municipality of Kariba Head Office, Kariba Heights. The site visit and pre-bid meeting will commence promptly at the stated time.

Detailed documents in respect of the tenders are obtainable from Municipality of Kariba head office during working hours (0800 hours—1630 hours) upon payment of a non-refundable fee of ZWL$3 000.00, or upon sending a request on a company letterhead to interested bidders in soft copy and are obtainable from 0715 630 779, email: procurement@sunwaycity.co.zw

All bids must be submitted by hand on or before 3rd June, 2022, at 1200 hours. Bids must be submitted in sealed envelopes clearly
Late submissions will not be accepted.

Acting Town Clerk,
Municipality of Kariba,
PO. Box 130,
Kariba.

General Notice 1101 of 2022,

KAROI TOWN COUNCIL (KTC)

Invitation to Domestic Competitive Bidding

KAROI Town Council is inviting registered, reputable and well-established companies for the supply and delivery of the following:

Tender number

KTC/ENG/2022/03. Construction Services. Fix and supply flea market shed construction x 1.

Interested bidders are requested to submit their bidding documents in sealed envelopes clearly labeled e.g. "CONSTRUCTION OF A SHED" Tender number KTC/ENG/2022/02 together with the following documents:

- Company Profile
- Certificate of Incorporation
- At least three traceable references
- Tax Clearance Certificate
- Three months’ Bank Statement
- Proof of registration with the Procurement Regulatory Authority of Zimbabwe (PRAZ).
- NSSA registration certificate
- Bid Security of $100,000.00
- Proof of payment of tender fees of RTGS$1,000.00, deposited into account KTC Rates Account Number 125000653152 or Ecocash Merchant Code 28293 or a direct payment at Council Cash Office at the Main Offices.

There shall be a compulsory site visit on Friday, 27th May, 2022, at 1000 hours for the construction services.

Bid documents hardcopy with detailed specifications are obtainable from Karoi Town Council Registry Office, 78, Brooks Street, Karoi, or email on ktcpurchasing@gmail.com 061215 6402.

Bidding documents should be submitted in the tender box in the Registry Office, Council Main Offices, 78, Brooks Street, Karoi, before 1000 hours on Friday, 3rd June, 2022. Bidding documents will be opened at 1000 hours on the same day in the presence of available bidders.

Council Main Offices,
78, Brooks Street.
Karois
Acting Town Secretary.

General Notice 1111 of 2022.

MINISTRY OF ENVIRONMENT, CLIMATE, TOURISM AND HOSPITALITY INDUSTRY (MECTHI)

Procurement Notice for the Recruitment of a Consultant to Provide Consultancy Services to Develop or Adapt Greenhouse Gas Inventory Tools, Templates, Guidance and Protocols, QA/QC Plan and Provide Training for Local Experts, Compilers and Key Stakeholders on the Tools, Template Guidelines etc.


Background

In order to address some of the challenges the country is facing in reporting to the United Nations Framework Convention on Climate Change (UNFCCC), the Government through the Ministry of Environment, Climate, Tourism and Hospitality Industry (MECTHI), with assistance from the UN Environment (UNEP), applied for financial resources from the Global Environment Facility (GEF) Trust Fund - Capacity Building Initiative for Transparency (CBIT). A project was approved by the GEF and the country seeks to develop appropriate institutional, legal frameworks and institutionalise the Climate Transparency and Compliance Unit in Zimbabwe to meet the Enhancing Transparency Framework (ETF) requirements under the Paris Agreement.

Scope of the Consultancy

Within this context, the Ministry of Environment, Climate, Tourism and Hospitality Industry is seeking a team of qualified and experienced international consultants in the field of training GHG inventory compilation and reporting of Energy (including Transport); Industrial Processes and Product Use; Forestry and Other Land Use (FOLU); Agriculture and Waste under the CBIT project. The consulting team (or individual) will undertake the following tasks:

- Develop and, where possible, adapt tools, templates, guidance, and protocols for national GHG inventory elaboration, including data collection/compilation/reporting/QA/QC tools/improvement plan (including uncertainty assessment).
- Develop and operationalise a QA/QC Plan, and an Improvement Plan for the national GHG inventory. Provide a QA/QC assessment framework.
- Deliver training to at least 30 GHG inventory experts from technical expert groups, inventory compilers and academy on latest IPCC guidelines (2006 and 2019 Revisions), GHG inventory tools, templates, protocols, and the QA/QC plan and emission projections. This will include uncertainty assessment as well as methodologies for moving to higher IPCC tier cloning methods as defined in the scoping report.

Deliverables

- GHG inventory tools, templates, guidance and protocols for data collection, compilation, reporting and QA/QC (including sector-specific training materials for ToTs and programmes).
- Sector-specific QA/QC Plan and Improvement Plan and associated roadmaps for implementation.
- Five sector-specific training reports and training materials on latest IPCC guidelines, GHG inventory tools, emissions projections, templates, guidance protocols and the QA/QC plan. A Technical evaluation template should also be included.

Qualifications and Key Competencies of Consultant(s)

- At least 10 years of relevant professional experience in training GHG inventory compilation and reporting at international level.
- Minimum 2 relevant capacity building projects (GHG Inventories, UNFCCC climate change reporting, institutional arrangements, MRV systems and similar).
- In-depth knowledge of 2006 IPCC inventory guidelines and 2019 refinements, GHG inventory tools, templates, guidance protocols and the QA/QC plan. A Technical evaluation template should also be included.

Important note:

- Only applicants who meet the above qualifications will be considered.

How to apply:

Interested Consultant teams are requested to collect a Request for Proposal document from the Procurement Management Unit, Ministry of Environment, Climate, Tourism and Hospitality Industry, Rooms 11-58, Eleventh Floor, Kaguu Building, cnr Simon Vengai Mazengwa Street/Ahmed Ben Bella Avenue, Harare. Submission should be done using the tender box situated at the reception at the above-mentioned address by not later than 21st June, 2022, at 1000 hours local time. The documents should be placed in sealed envelopes, clearly marked EOI & PROPOSAL-"Greenhouse gas inventory capacity building Tender No: RFQ MECTHI/CBIT 003/2022".
TENDERS are invited from registered suppliers for the supply of goods and services below. Tender documents are available upon written request to procurement@petrotrade.co.zw citing the full description of the tender and its tender reference number.

Tenders are invited for the following:

**Tender number**

**PT/Legal/27/2022**  Provision of external legal counsel services.

Closing date: 27th May, 2022.

Tenders must be submitted to The Head of Procurement Management Unit, Petrotrade, Seventh Floor, Noczim House, 100, Leopold Takawira Street, Harare, and must be enclosed in sealed envelopes endorsed on the outside, with the advertised tender number, closing date and the nature of supply. Tenders must be posted in time to be received into Post Office Box CY 223, Causeway, before 1000 hours on the closing date.

**Tender number**

**PT/LEGAL/28/2022**  Provision of building materials.

Closing date: 27th May, 2022.

Tender documents are obtainable from 0800 hours to 1600 hours (from 0900 hours to 1530 hours) or email addresses: procurement@chikombardc.org.zw

Closing date and time: 21st June, 2022, at 1000 hours.

Tender documents are available for the purposes of acquiring tender documents due to COVID-19 regulations.

Tenders are invited for the following:

**Tender number**

**CRDC/07/2022**  Supply and delivery of a server.

**CRDC/06/2022**  Supply and delivery of backhoe loader.

**CRDC/05/2022**  Supply and delivery of bulldozer.

**CRDC/04/2022**  Supply and delivery of motorized water tanker.

**CRDC/03/2022**  Supply and delivery of motorized grader.

**CRDC/02/2022**  Provision of security services at Chikomba Rural District Council.

**CRDC/01/2022**  Framework Agreement for the supply and delivery of building materials.

Interested firms may obtain further information on:

**PROCUREMENT MANAGEMENT UNIT**

**CHIKOMBA RURAL DISTRICT COUNCIL (CRDC)**

**Invitation to Domestic Competitive Tenders**

CHIKOMBA Rural District Council invites bids from suitably qualified suppliers of the following requirements:

**Tender number**

**CRDC/01/2022**  Framework Agreement for the supply and delivery of building materials.

**CRDC/02/2022**  Provision of security services at Chikomba Rural District Council premises. Mandatory site visit date and time: 8th June, 2022, at 1130 hours.

**CRDC/03/2022**  Supply and delivery of motorized grader.

**CRDC/04/2022**  Supply and delivery of motorized water tanker/bowser.

**CRDC/05/2022**  Supply and delivery of bulldozer.

**CRDC/06/2022**  Supply and delivery of backhoe loader.

**CRDC/07/2022**  Supply and delivery of a server.

Tender documents are available from 0800 hours to 1600 hours at Chikomba Rural District Council Head Office, 542, Terreblanche Street, Chivhu, upon payment of a non-refundable fee of ZWL $1 500.00 per tender payable in cash or into our Bank Account as below:

Account Name: Chikomba Rural District Council Untied Fund Account

Name of Bank: CBZ Branch: Chivhu

Account Number: 0203851440148

ECOCASH: *151*2*2*85728*Amount#

**Submission instructions**

Bids (original plus one copy) must be in English enclosed in sealed envelopes clearly marked: "Tender Number — Tender Description" must be deposited in the tender box located at Chikomba Rural District Council Head Office on or before the closing date and time addressed to:

The Chief Executive Officer, Chikomba Rural District Council, 542, Terreblanche Street, PO Box 19, Chivhu.

Closing date and time: 21st June, 2022, at 1000 hours.

Thereafter, bidders/representatives will be free to witness the opening of bids.

**NB:** Council will not bind itself to accept the lowest bid, it reserves the right to accept whole or part of the bid and reserves the right to cancel the tender. Tenders received after closing date and time whether by hand, email or post will be treated as late bids and shall be rejected.

Interested firms may obtain further information on:

**PRODUCTION MANAGEMENT UNIT**

**CHIKOMBA RURAL DISTRICT COUNCIL (CRDC)**

**Invitation to Domestic Competitive Tenders**

CHIKOMBA Rural District Council invites bids from suitably qualified suppliers of the following requirements:

**Tender number**

**PT/LEGAL/27/2022**  Provision of external legal counsel services.

Closing date: 27th May, 2022.

Tenders must be submitted to The Head of Procurement Management Unit, Petrotrade, Seventh Floor, Noczim House, 100, Leopold Takawira Street, Harare, and must be enclosed in sealed envelopes endorsed on the outside, with the advertised tender number, closing date and the nature of supply. Tenders must be posted in time to be received into Post Office Box CY 223, Causeway, before 1000 hours on the closing date.

**Tender number**

**PT/LEGAL/28/2022**  Provision of external legal counsel services.

Closing date: 27th May, 2022.

Tenders must be submitted to The Head of Procurement Management Unit, Petrotrade, Seventh Floor, Noczim House, 100, Leopold Takawira Street, Harare, and must be enclosed in sealed envelopes endorsed on the outside, with the advertised tender number, closing date and the nature of supply. Tenders must be posted in time to be received into Post Office Box CY 223, Causeway, before 1000 hours on the closing date.

**Tender number**

**PT/LEGAL/29/2022**  Provision of external legal counsel services.

Closing date: 27th May, 2022.

Tenders must be submitted to The Head of Procurement Management Unit, Petrotrade, Seventh Floor, Noczim House, 100, Leopold Takawira Street, Harare, and must be enclosed in sealed envelopes endorsed on the outside, with the advertised tender number, closing date and the nature of supply. Tenders must be posted in time to be received into Post Office Box CY 223, Causeway, before 1000 hours on the closing date.

**Tender number**

**PT/LEGAL/30/2022**  Provision of external legal counsel services.

Closing date: 27th May, 2022.

Tenders must be submitted to The Head of Procurement Management Unit, Petrotrade, Seventh Floor, Noczim House, 100, Leopold Takawira Street, Harare, and must be enclosed in sealed envelopes endorsed on the outside, with the advertised tender number, closing date and the nature of supply. Tenders must be posted in time to be received into Post Office Box CY 223, Causeway, before 1000 hours on the closing date.
General Notice 1121 of 2022.

HEALTH PROFESSIONS AUTHORITY ZIMBABWE (HPA)

Invitation to Domestic Competitive Tender

THE Health Professions Authority of Zimbabwe is inviting prospective suppliers registered with the Procurement Regulatory Authority of Zimbabwe to participate in the following tender:

Tender number:

HPA/G1/2022: Supply and delivery of laptops.

Interested bidders are required to obtain the tender document from the Procurement Officer, Health Professions Authority, 7, Ross Avenue, Belgravia, Harare, upon payment of a non-refundable fee of ZW$300.00.

Tenders must be enclosed in sealed envelopes and endorsed on the outside with the advertised tender number and description of the tender and shall be clearly addressed to: the Accounting Officer, Health Professions Authority, 7, Ross Avenue, Belgravia, Harare, or P.O. Box A410, Avondale, Harare.

Bidders must deposit their bids into the tender box on or before 1600 hours (4 p.m.) 21st June, 2022. Submissions that reach the Health Professions Authority after the indicated date and time will not be accepted.

General Notice 1122 of 2022.

ZIMBABWE REVENUE AUTHORITY (ZIMRA)

Invitation to Competitive Bidding

THE Zimbabwe Revenue Authority (ZIMRA) invites prospective reputable suppliers registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) to participate in the following tenders:

Tender number:

ZIMRA NCB/24/2022. Supply and delivery of household and office furniture. Closing date and time: Tuesday, 21st June, 2022, at 1000 hours. CAT.

ZIMRA NCB/32/2022. Supply and delivery of printer spares. Closing date and time: Wednesday, 1st June, 2022, at 1000 hours. CAT.

ZIMRA NCB/37/2022. Supply and delivery of household and office equipment. Closing date and time: Tuesday, 21st June, 2022, at 1000 hours. CAT.

ZIMRA ICB/06/2022. Supply and delivery of brand new motor vehicles. Tuesday, 21st June, 2022, at 1000 hours. CAT.

ZIMRA ICB/07/2022. Supply and delivery of laptops. Friday, 10th June, 2022, at 1000 hours. CAT.

A complete set of bidding documents must be downloaded from the ZIMRA website: www.zimra.co.zw and any further communications about these tenders including addenda. Due to the Covid-19 pandemic, we will not be entertaining walk in clients for acquiring bidding documents.

Interested eligible bidders may obtain further information from ZIMRA Procurement Management Unit via E-mail: procurement@zimra.co.zw

The provisions in the instructions to bidders and in the general conditions of contract contained in the bidding documents comply with the Zimbabwe Public Procurement and Disposal of Public Assets Act [Chapter 22:23] standard bidding document for the procurement of goods. The Procurement method applicable for the bidding process shall be domestic competitive bidding.

Bids must be enclosed in a sealed envelope and endorsed on the outside with the advertised tender number, description and closing date. Bids must be delivered and deposited in a tender box situated at ZB Centre, Sixth Floor, Reception, corner Kwame Nkrumah Avenue/Fourth Street, Harare, addressed to: The Director Procurement Management Unit, Zimbabwe Revenue Authority, ZB Centre, corner First Street Mall/Kwame Nkrumah Avenue, Harare, Zimbabwe.

Please note that no payment is required to obtain the bidding document(s).

General Notice 1123 of 2022.

ZIMBABWE INVESTMENT AND DEVELOPMENT AGENCY (ZIDA)

Invitation to Competitive Tenders: Domestic

THE provision of the following to Zimbabwe Investment and Development Agency (ZIDA):

Tender number:

ZIDA/DOM11/2022- ICT EQUIPMENT. ICT equipment (desktops, laptops and servers). Closing date: Tuesday 17th June, 2022, at 1000 hours.

Tender documents are obtainable from the Zimbabwe Investment and Development Agency (ZIDA) website, www.zidainvest.com/tenders freely of charge and responses enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, the description, the closing date and must be posted in time or delivered by hand to: The Procurement Manager, Zimbabwe Investment and Development Agency, First Floor, ZB Life Towers, cnr Jason Moyo Avenue and Sam Nujoma Street, Harare, Zimbabwe, on or before the specified closing dates and times.

NB: Please sign up your details before you download the tender document from the website to ensure immediate registration with ZIDA for any would be queries.

General Notice 1124 of 2022.

PEOPLE’S OWN SAVINGS BANK OF ZIMBABWE (POSB)

Invitation to Domestic Competitive Bidding

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

Tender number:


POSB.102/2022. Supply and delivery of routers and switches. Closing date: 17th June, 2022, at 1000 hours.

Tender documents can be downloaded for free on the website www.possb.co.zw or electronically distributed free of charge upon submission of a written request on a company letterhead using the following email address: procurement@possb.co.zw

Late bids shall not be accepted.

General Notice 1125 of 2022.

PARIRENYATWA GROUP OF HOSPITALS (PGH)

Tender Notes

Invitation to Domestic Competitive Tenders

Tender number:


PGH.30/2022. Hospital lighting upgrading. Compulsory sample viewing and site visit date: 34th May, 2022, at 1000 hours.

Closing date for the above tenders is 27th May, 2022, at 1000 hours. Tender documents can be inspected and are obtainable from Parirenyatwa Group of Hospitals, Procurement Management Unit upon payment of a non-refundable fee of USD 10.00 or equivalent at a prevailing auction rate per copy in the Accounts Department.

Invitation to Domestic Competitive Tenders

Tender number:

PGH.31/2022. Repairs and maintenance of PGH pool vehicles. Compulsory sample viewing and site visit date: 3rd May, 2022, at 1100 hours.
Tender number:

Request for Proposal (RFP)


Competitive bidding tender domestic (CBTD)


CBTD.112-22. Provision of a contractor for landscaping along Simon Muzenda Street. Closing date and time: 23rd June, 2022, at 1100 hours.


CBTD.114-22. Provision of a contractor for motor vehicle repairs on framework agreement. Closing date and time: 23rd June, 2022, at 1100 hours.

Competitive bidding tender international (CBTI)

CBT104-22. Supply and delivery of CPES. Closing date and time: 26th May, 2022, at 1100 hours.

Tenders must be enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, description and closing date. Bid must be delivered and deposited in a tender box situated at Chitungwiza Municipality, Registry Office, addressed to:

The Acting Town Clerk
Chitungwiza Municipality
6004 Telco Industrial Drive
Zengeza 2
Chitungwiza

Any queries regarding this advert must be addressed to the Procurement Manager 0719021364 Nyeko D.

Chitungwiza Municipality reserves the right to award the tender or part thereof to any bidder after evaluation.

TENDERs are invited from registered and reputable companies for the following requirements:

Tender number:


Interested Bidders can obtain bid documents that consist of the instructions and procurement requirements from the receipt Accounts Section at the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development, Ngungunyana Building, 1, Liberation Legacy Way, Harare, upon payment of a non-refundable fee of RTGS$1,000.00.

Your submission should reach the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development no later than the closing time and date. Late submissions either by post or hand delivery will not be accepted.

Tender number:


- Be registered with the Procurement Regulatory Authority of Zimbabwe and attach proof.
- Bids to be in United States Dollars (USD)

Tenders must be enclosed in sealed envelopes (2 copies marked original and copy) endorsed on the outside with the advertised tender number, describing the goods and services to be supplied and the closing date. Tender documents must be submitted to Tender Box 22 at the Council’s Secretariat. No extensions of deadlines will be granted. Tender documents are sold between 1000 hours and 1230 hours during working days only.

The sealed envelopes with completed tender forms to be addressed as follows:
The Town Clerk, Municipalities of Gwanda, P.O. Box 70, Gwanda.
Telephone: 0777039769
Email: gwandatownclerk@gmail.com

General Notice 1130 of 2022.

**MUNICIPALITY OF GWANDA (MOG)**

**Invitation to Domestic Competitive Tenders**

**Tender number:**

- MOG HCS.01/2022. Supply and delivery of building materials: Phakama Primary School toilet block
- MOG HR.01/2022. Supply and delivery of protective clothing,
  - Lot 1: Workwear
  - Lot 2: Uniforms
  - Lot 3: Fireman PPE
- MOG CS.02/2022. Hire of landfill equipment
- MOG ENG.04/2022. Supply and delivery of 2 x single cabs utility trucks
- MOG ENG.05/2022. Champion grader repairs (Compulsory site visit to be held on 24th May, 2022, at 1000 hours)

Companies registered with the Procurement Regulatory Authority of Zimbabwe under the specific categories of the requirements may obtain tender documents at the Council’s Main offices upon payment of a non-refundable fee of ZWL $2 000 per document.

Tenders must be enclosed in sealed envelopes (2 copies marked original and copy) endorsed on the outside with the advertised tender number, the description, closing date and must be delivered to the Tender box at the Council's reception on or before 1000 hours of the closing date. No faxed, e-mailed or late tenders will be accepted.

The sealed envelopes with completed tender forms to be addressed as follows:
The Chief Executive Officer, Attention: Mr. T. Matavire, Chivi Rural District Council, P.O. Box 527, Chivi.

Telephone: 0777039769
Email: procurement@timb.co.zw

General Notice 1133 of 2022.

**MINISTRY OF HEALTH AND CHILD CARE (MOHCC)**

**Invitation to Tender**

THE Ministry of Health and Child Care would like to solicit bids from qualified entities for the supply of building materials for construction of health facilities. Bids are invited from reputable and eligible bidders for the following:

**Tender number:**

MOHCC CT.008/2022. Provision of security services for Harare Government Dental School of Therapy. Pre-bid meeting date: Yes, 14th June, 2022. Closing date: 23rd June, 2022, at 1000 hours.

**Mandatory requirements:**
- Must be registered for a period of not less than one year.
- Must have a Certificate of Incorporation.
- Must have a valid vendor number.
- Must have a valid registration with Procurement Regulatory Authority of Zimbabwe (PRAZ).
- Must have a valid tax clearance.
- Must have VAT Certificate.

Tenders must be enclosed in sealed envelopes (2 copies marked original and copy) endorsed on the outside with the advertised tender number, the description, closing date, and must be delivered to the tender box at the Council's reception on or before 1000 hours of the closing date. Please note that no application will be accepted after the closing time and date.

Further, there shall be no extension of these deadlines. Tender documents are sold between 1000 hours and 1230 hours during working days only. Tenders are sold in Second Floor Cashier's office Room 89. Tender documents are sold between 1000 hours and 1230 hours during working days only.

Please note that this advert is not to be construed in any way as an offer to contract with your organisation.

General Notice 1133 of 2022.

**ZIMREF GOLD (PRIVATE) LIMITED**

**Invitation to Competitive Bidding**

ZIMREF Gold (Private) Limited is inviting reputable and eligible bidders for the following:

**Tender number:**

ZIMREF04/2022. Supply, delivery, installation and commission of 1 x 750kVA UK Perkins with complete meccalte alternator and sound proof canopy. Closing date and time: 21st June, 2022, at 1400 hours.

Tenders must be hand delivered and deposited in a sealed envelope into the tender box located at No. 6649, corner Burton and Princess Drive, Suite 1, First Floor, North Wing, Belvedere Square, Belvedere, Harare.

Interested bidders can obtain the tender document upon sending an email request to hubert.tyanhongo@gmail.com with subject ZIMREF04/2022.
General Notice 1134 of 2022.

GRAIN MARKETING BOARD (GMB)

Invitation to Competitive Bidding

THE Grain Marketing Board [GMB] is inviting reputable and eligible bidders for the following:

Tender number

GMB/INT/05/05/22. Supply and delivery of trucks. Closing date and time: 14th June, 2022, at 1000 hours.

Details of the tender shall be contained in the Invitation to Tender (ITT) document. The Invitation to Tender (ITT) document shall be downloaded from GMB website www.gmbdura.co.zw.

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

In a bid to maintain social distancing considering the COVID-19 pandemic, please note that we will not be entertaining walk-in customers for the purpose of acquiring bidding documents.

Any queries regarding the advertised tenders you can call on +263 242 790 950/967 (004 941); or send email to the following: shangaiq@gmbdura.co.zw/almendas@gmbdura.co.zw/mutumiswal@gmbdura.co.zw

Please note that no payment is required for the ITT(s) documents.

GMB reserves the right to award the tender or part thereof to any bidder after evaluation.

General Notice 1135 of 2022.

MASVINGO RURAL DISTRICT COUNCIL (MRDC)

Invitation to Competitive Bidding

COUNCIL invites interested bidders to participate in the following bid:

Tender number

MRDC/07/2022. (Domestic). Provision of payroll package that covers at least sixty (60) people x 1.

Closing date and time: 27th May, 2022, at 1000 hours.

Mandatory requirements

- Certificate of Incorporation.
- Company Profile.
- NSSA compliance certificate.
- Current Tax Clearance.
- Proof of registration with the Procurement Regulatory Authority of Zimbabwe (PRAZ).

Interested bidders are to request tender documents through email from masvingordcprocurement@gmail.com and requests after the closing date will not be responded to.

Submission of tender

Sealed bids to be placed in a marked tender box stationed at Masvingo Rural District Council Offices, Nemanwa Growth Point. For more details, contact 0775035793.

General Notice 1136 of 2022.

LABOUR ACT [CHAPTER 28:01]

Application for Registration of a Trade Union: Amalgamated Rural and Urban Domestic Workers’ Union of Zimbabwe

IT is hereby notified, in terms of section 33 of the Labour Act [Chapter 28:01], that an application has been received for the registration of Amalgamated Rural and Urban Domestic Workers’ Union of Zimbabwe to represent the interests of domestic workers employed in domestic households.

Any person who wishes to make any representations relating to the application is invited to lodge such representations with the Registrar of Labour, at Compensation House, at the corner of Simon Vengu/ Mupando Street and Ahemed Ben Bella Avenue, Harare, or post them to Private Bag 7707, Causeway, within 30 days of the publication of this notice and to state whether he or the wishes to appear in support of such representations at any accreditation proceedings.

20-5-2022.

T. MUNGOGEZEI,
Acting Registrar of Labour.

General Notice 1137 of 2022.

CITY OF GWERU (COG)

Invitation to Domestic Tenders

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

Tender number


COG03/05/2022. Rehabilitation of White Waters sand filters. Site visit: 30th May, 2022, at 1000 hours. Closing date: 6th June, 2022.

COG04/05/2022. Supply, delivery, installation and commissioning of water pump and electric motors—white waters. Site visit: 30th May, 2022, at 1000 hours. Closing date: 6th June, 2022.

Tender documents containing bidding instructions and the scope of work are obtained free of charge in electronic form upon the interested bidder's request on email to procurement@gwercity.org.zw or gwerucity@88@gmail.com.

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

For any further details, please contact The Procurement Management Unit on +263542224320 or on email: procurement@gwercity.org.zw or gwerucity08@gmail.com.

V. D. CHIKWEKWE,
The Acting Town Clerk,
Third Floor Civic Centre/Town House, cnr R.G. Mugabe Way/8th Street,
City of Gweru.

General Notice 1138 of 2022.

ZIMBABWE SCHOOL EXAMINATIONS COUNCIL (ZIMSEC)

Invitation to Competitive Bidding Tender

TENDERS are invited from reputable, reliable and well established firms, registered with the Procurement Regulatory Authority of Zimbabwe, for the supply and delivery of the items listed below to the Zimbabwe School Examinations Council.

Tender number

ZIMSECDOM/03/2022. Provision for cleaning services. Site visit dates and time: 1st June, 2022, at 1000 hours. Closing date and time: 17th June, 2022, at 1000 hours.

Tender documents are available for collection upon payment of a non-refundable cash deposit of ZWL $1 000.00, per set of tender documents from the Accounts Office at:

The Zimbabwe School Examinations Council Offices,
Examinations Centre,
Upper East Road,
Mount Pleasant,
Harare.

Interested eligible bidders may obtain further information from ZIMSEC Procurement Management Unit via e-mail procurement@zimsec.co.zw
Tenders must be enclosed in sealed envelopes and endorsed on the outside with the advertised tender number, the description and the closing date and must be delivered and deposited in the tender box situated at The Zimbabwe School Examinations Council Offices, Examinations Centre, Upper East Road, Mount Pleasant, Harare and addressed to:

The Director,
Zimbabwe School Examinations Council,
P.O. Box CY 1464,
Causeway,

Tenders shall remain valid for a period of 90 days from the tender closing date.

Bidders will be allowed to attend the tender opening process to be held on the same date and time as the closing date.

For PRAZ registration you can contact enquiries@praz.org.zw or reception@praz.org.zw

General Notice 1139 of 2022.

PARLIAMENT OF ZIMBABWE

Publication of Bill

THE following Bill is published with this Gazette in terms of Standing Order No. 134(1) of the National Assembly.

Medical Service Amendment Bill, 2022 (H.B. 1, 2022).

K.M. CHOKUDA,
Clerk of Parliament.

20-5-2022.

General Notice 1140 of 2022.

MANPOWER PLANNING AND DEVELOPMENT ACT

[CHAPTER 28:02]

Appointment of Members: Tertiary Education Council

IT is hereby notified that the Minister of Higher and Tertiary Education, Innovation, Science and Technology has, in terms of section 59A(5) of the Manpower Planning and Development Act [Chapter 28:02], appointed the persons specified in the Schedule as members of the Tertiary Education Council (TEC).

HON. PROF. A. MURWIRA,
Minister of Higher and Tertiary Education,
Innovation, Science and Technology.

20-5-2022.

SCHEDULE

MEMBERS OF TERTIARY EDUCATION COUNCIL

1. Mrs Martha Muguti, Chairperson.
2. Mr Johnasi Tandi Dewah, Vice Chairperson.
3. Dr Edward Matthew Gumpo.
4. Mr Zedkai Madumbu Nyathi.
5. Prof Chipo Dyanda.
6. Dr Peter Manyere.
7. Mrs Rebecca Kaviya.

General Notice 1141 of 2022.

MANPOWER PLANNING AND DEVELOPMENT ACT

[CHAPTER 28:02]

Appointment of Members: Management Training Bureau

IT is hereby notified that the Minister of Higher and Tertiary Education, Innovation, Science and Technology has, in terms of section 5(2) of the Manpower Planning and Development (Zimbabwe Centre for High Performance Computing) Regulations, 2019, published in Statutory Instrument 168 of 2019, appointed the persons specified in the Schedule as members of the Zimbabwe Centre for High Performance Computing Committee (ZCHPC).

HON. PROF. A. MURWIRA,
Minister of Higher and Tertiary Education,
Innovation, Science and Technology.

20-5-2022.

SCHEDULE

MEMBERS OF ZIMBABWE CENTRE FOR HIGH PERFORMANCE COMPUTING COMMITTEE

1. Dr Benny Manyaradzi Nyambo, Chairperson.
2. Dr Lucy Sakala, Vice Chairperson.
3. Mrs Theresa Muchinguri.
5. Mr Tambo Niyati.
6. Mr Success Mhangwa.
7. Pinos Gweme.

General Notice 1142 of 2022.

TRAFFIC SAFETY COUNCIL OF ZIMBABWE (TSCZ)

Invitation to Domestic Competitive Bidding

THE Traffic Safety Council of Zimbabwe (TSCZ) invites prospective reputable bidders registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) in the category advertised for to participate in the following tenders:

Tender number
TSCZ/CW/2022. Supply and delivery of staff corporate wear. Closing date and time: 16th June, 2022, at 1030 hours.
TSCZ/MOB CLINIC/2022. Supply and delivery of Mobile Medical Bus Clinic. Closing date and time: 16th June, 2022, at 1030 hours.
TSCZ/Office Fix/Fit 2022. TSCZ Head office fittings. Closing date and time: 16th June, 2022, at 1030 hours.

Tenders in sealed envelopes and endorsed on the outside with the advertised tender number, title of the tender, the closing date and time shown above must be submitted before the closing date and time at Second Floor, TSCZ Head Offices, 4, Park Street, Harare, in the tender box addressed to:

The Accounting Officer,
Traffic Safety Council of Zimbabwe,
4, Park Street,
Harare.
ONLY bidders registered in the particular field of business category with PRAZ need to respond. The tender shall be publicly opened on the same day soon after closing time.

Bidding documents with detailed specifications are obtainable from the TSCZ upon payment of a non-refundable fee of ZWL$ 000.00 between 0830 hours to 1200 hours and 1400 hours to 1500 hours during normal working days (Monday to Friday), or they may be requested through email below. Request should be made on company letterhead, signed and scanned before emailed otherwise they won’t be responded to.

All queries concerning the above tenders are to be addressed to:

PMU Department through the following email address: procurement@trafficsafety.co.zw

Contact details:
Tel: 242751203/751208
0772988259

General Notice 1144 of 2022.

CONSTITUTION OF ZIMBABWE

Publication of Law

THE following law, which was assented to by His Excellency the President, is published in terms of section 131(6)(a) of the Constitution of Zimbabwe—

Guardianship of Minors Amendment Act, 2022 (No. 2 of 2022).

DR M. J. M. SIBANDA,
Chief Secretary to the President and Cabinet.

General Notice 1145 of 2022.

ALLIED TIMBERS ZIMBABWE (ATZ) (PRIVATE) LIMITED

Invitation to Tenders

ALLIED Timbers Zimbabwe wishes to invite reputable companies registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) to tender for the requirements below. Bidders must submit their bids to The Head-Procurement Management Unit, Allied Timbers Zimbabwe, No. 125A, Borgward Road, Msasa, Harare, on the dates specified below. With procurement reference number as the subject of the matter on or before closing date, at or before 1000 hours C.A.T. Bids should be sealed in the tender box situated at the given address on or before 1000 hours.

Closing date and time: 21st June, 2022, at 1000 hours.

Bidding documents with detailed specifications are obtainable from the TSCZ upon payment of a non-refundable fee of ZWL$ 000.00 between 0830 hours to 1200 hours and 1400 hours to 1500 hours during normal working days (Monday to Friday), or they may be requested through email below. Request should be made on company letterhead, signed and scanned before emailed otherwise they won’t be responded to.

All queries concerning the above tenders are to be addressed to:

PMU Department through the following email address: procurement@trafficsafety.co.zw

Contact details:
Tel: 242751203/751208
0772988259

General Notice 1144 of 2022.

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed of change of name executed before me, Kumbirai Auxillia Madondo, a legal practitioner and notary public, at Bulawayo, on the 9th day of May, 2022, Moureen Zulu appeared and changed her surname from Nkomo to Moyo and the Minor child shall henceforth be known on all occasions by the name Charleen Moyo.

Dated at Bulawayo this 9th day of May, 2022.— Kumbirai Auxillia Madondo, c/o Nyawo Ruzive Attorneys, No. 16, Robert Mugabe Way, Northend, Bulawayo.

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed of change of name executed before me, Kumbirai Auxillia Madondo, a legal practitioner and notary public, at Bulawayo, on the 9th day of May, 2022, Moureen Zulu appeared and changed her surname from Nkomo to Moyo and the Minor child shall henceforth be known on all occasions by the name Charleen Moyo.

Dated at Bulawayo this 9th day of May, 2022.— Kumbirai Auxillia Madondo, c/o Nyawo Ruzive Attorneys, No. 16, Robert Mugabe Way, Northend, Bulawayo.

CHANGE OF NAME

TAKE notice that, on the 3rd day of August, 2020, before me, Gift Nyathi, a legal practitioner and notary public, appeared Sibongisile Gqomo (born on 13th December, 1971) (ID 53-026227 C 53), in her capacity as the natural mother and guardian changed her minor child’s name from Carrington Mopiki Nkomo (born on 13th May, 2004), so that, henceforth, for all purposes and occasions he shall be known by the name Carrington Mopiki Sibanda.— Gift Nyathi, c/o TJ Mabhikwa and Partners, applicant’s legal practitioners, PO Box 1169, Bulawayo.

CHANGE OF NAME

TAKE notice that, on the 3rd day of March, 2020, before me, Gift Nyathi, a legal practitioner and notary public, appeared Milbonett Nkomo (born on 21st October, 1995) (ID 08-900863 A 53), and changed her surname from Nkomo to Sibanda, so that, henceforth, for all purposes and occasions she shall be known by the name Milbonett Sibanda.

Dated at Bulawayo this 10th day of March, 2020.— Gift Nyathi, c/o TJ Mabhikwa and Partners, applicant’s legal practitioners, PO Box 1169, Bulawayo.

CHANGE OF NAME

TAKE notice that, on the 20th of December, 2021, Prudance Nomathashangane Sitole (born on 23rd August, 1994) appeared before me, Kossam Neube and by notarial deed of change of name, changed her minor child’s name from Renee Nomhle Nkomo to Renee Nomathashangane Nsimago, which name shall be used in all records, deeds, documents and transactions pertaining to her.

Dated at Bulawayo on this 29th day of April, 2022.— Kossam Neube, notary public/legal practitioner, c/o Kossam Neube & Partner Office 605, Sixth Floor, LAPF House, Liberation Legacy Avenue and Jason Moyo Street, Bulawayo.
CHANGE OF NAME

NOTICE is hereby given that, on the 12th day of April, 2022, Moses Tatenda Chimuzemadze (born on 10th November, 1992) appeared before me, Francis Chirimunua, a legal practitioner and notary public, at Harare, Moses Tatenda Chimuzemadze changed his name to Moses Tatenda Madzinga, so that he shall henceforth be known and referred to as Moses Tatenda Madzinga on all occasions and in all records, deeds, documents and transactions.

Dated at Harare this 10th day of May, 2022.—Francis Chirimunua, c/o Chirimunua & Associates, legal practitioners, 12, Inverness Road, Eastlea, Harare.

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Thembeni Sigogo, a legal practitioner, at Harare, on the 12th day of May, 2022, Catherine Kuziwa Nhau (born on 27th September, 1970) changed her name to Catherine Kuziwa Kwaradzimia, which name shall be used in all records, deeds, documents and other writings, and in all actions, suits and proceedings, as well as all dealings and transactions and on all occasions whatsoever.

Dated at Harare, this 9th day of May, 2022.—Thierawza Garagaba, c/o Garagaba, Nesbe & Partners, 52, Harvey Brown, Milton Park, Harare.

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Billiat Julajulah, a legal practitioner and notary public, at Harare, on the 23rd day of May, 2022, Christopher Mutonhori Rwodzi changed his name to Mutonho Mutonhwo, by which name he shall henceforth be known for all purposes.

Dated at Harare, this 13th day of May, 2022.—Billiat Julajulah, c/o Julajulah Law Chambers Legal Practitioners, First Floor, Construction House, 108-110, Leopold Takawira Street, Harare.

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Shovorai Gutsa, a notary public, at Harare, personally came and appeared Bhekithemba Sibanda, (born on 8th July, 1968), appeared before me, Pretty Murove, a legal practitioner and notary public, at Harare, and changed his name from Bhekithemba Sibanda to Bhekithemba Muzondiwa, (born on 3rd June, 1985), so that, henceforth he shall be known by the name Bhekithemba Muzondiwa on all occasions and in all records, deeds, documents and transactions.

Dated at Harare, this 10th day of May, 2022.— Pretty Murove, c/o Gutsa & Chimhoga Attorneys, Sixth Floor, Karigamombe Centre, Harare.

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Shovorai Gutsa, a notary public, at Harare, personally came and appeared Bhekithemba Sibanda, (born on 8th July, 1968), appeared before me, Pretty Murove, a legal practitioner and notary public, at Harare, and changed his name from Bhekithemba Sibanda to Bhekithemba Muzondiwa, (born on 3rd June, 1985), so that, henceforth he shall be known by the name Bhekithemba Muzondiwa on all occasions and in all records, deeds, documents and transactions.

Dated at Harare, this 10th day of May, 2022.— Pretty Murove, c/o Gutsa & Chimhoga Attorneys, Sixth Floor, Karigamombe Centre, Harare.

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Shovorai Gutsa, a notary public, at Harare, personally came and appeared Bhekithemba Sibanda, (born on 8th July, 1968), appeared before me, Pretty Murove, a legal practitioner and notary public, at Harare, and changed his name from Bhekithemba Sibanda to Bhekithemba Muzondiwa, (born on 3rd June, 1985), so that, henceforth he shall be known by the name Bhekithemba Muzondiwa on all occasions and in all records, deeds, documents and transactions.

Dated at Harare, this 10th day of May, 2022.— Pretty Murove, c/o Gutsa & Chimhoga Attorneys, Sixth Floor, Karigamombe Centre, Harare.

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Shovorai Gutsa, a notary public, at Harare, personally came and appeared Bhekithemba Sibanda, (born on 8th July, 1968), appeared before me, Pretty Murove, a legal practitioner and notary public, at Harare, and changed his name from Bhekithemba Sibanda to Bhekithemba Muzondiwa, (born on 3rd June, 1985), so that, henceforth he shall be known by the name Bhekithemba Muzondiwa on all occasions and in all records, deeds, documents and transactions.

Dated at Harare, this 10th day of May, 2022.— Pretty Murove, c/o Gutsa & Chimhoga Attorneys, Sixth Floor, Karigamombe Centre, Harare.

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Shovorai Gutsa, a notary public, at Harare, personally came and appeared Bhekithemba Sibanda, (born on 8th July, 1968), appeared before me, Pretty Murove, a legal practitioner and notary public, at Harare, and changed his name from Bhekithemba Sibanda to Bhekithemba Muzondiwa, (born on 3rd June, 1985), so that, henceforth he shall be known by the name Bhekithemba Muzondiwa on all occasions and in all records, deeds, documents and transactions.

Dated at Harare, this 10th day of May, 2022.— Pretty Murove, c/o Gutsa & Chimhoga Attorneys, Sixth Floor, Karigamombe Centre, Harare.

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Shovorai Gutsa, a notary public, at Harare, personally came and appeared Bhekithemba Sibanda, (born on 8th July, 1968), appeared before me, Pretty Murove, a legal practitioner and notary public, at Harare, and changed his name from Bhekithemba Sibanda to Bhekithemba Muzondiwa, (born on 3rd June, 1985), so that, henceforth he shall be known by the name Bhekithemba Muzondiwa on all occasions and in all records, deeds, documents and transactions.

Dated at Harare, this 10th day of May, 2022.— Pretty Murove, c/o Gutsa & Chimhoga Attorneys, Sixth Floor, Karigamombe Centre, Harare.

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Shovorai Gutsa, a notary public, at Harare, personally came and appeared Bhekithemba Sibanda, (born on 8th July, 1968), appeared before me, Pretty Murove, a legal practitioner and notary public, at Harare, and changed his name from Bhekithemba Sibanda to Bhekithemba Muzondiwa, (born on 3rd June, 1985), so that, henceforth he shall be known by the name Bhekithemba Muzondiwa on all occasions and in all records, deeds, documents and transactions.

Dated at Harare, this 10th day of May, 2022.— Pretty Murove, c/o Gutsa & Chimhoga Attorneys, Sixth Floor, Karigamombe Centre, Harare.

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Shovorai Gutsa, a notary public, at Harare, personally came and appeared Bhekithemba Sibanda, (born on 8th July, 1968), appeared before me, Pretty Murove, a legal practitioner and notary public, at Harare, and changed his name from Bhekithemba Sibanda to Bhekithemba Muzondiwa, (born on 3rd June, 1985), so that, henceforth he shall be known by the name Bhekithemba Muzondiwa on all occasions and in all records, deeds, documents and transactions.

Dated at Harare, this 10th day of May, 2022.— Pretty Murove, c/o Gutsa & Chimhoga Attorneys, Sixth Floor, Karigamombe Centre, Harare.

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Dated at Harare, this 10th day of May, 2022.— Pretty Murove, c/o Gutsa & Chimhoga Attorneys, Sixth Floor, Karigamombe Centre, Harare.

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Dated at Harare, this 10th day of May, 2022.— Pretty Murove, c/o Gutsa & Chimhoga Attorneys, Sixth Floor, Karigamombe Centre, Harare.

CHANGE OF NAME

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Dated at Harare, this 10th day of May, 2022.— Pretty Murove, c/o Gutsa & Chimhoga Attorneys, Sixth Floor, Karigamombe Centre, Harare.

LOSE CERTIFICATES OF REGISTRATION

NOTICE is hereby given that the under-mentioned certificates of registration issued in the name of Sensh Enterprises (Private) Limited, have been lost or mislaid that application will be made for the Provincial Mining Director, Mashonaland West Province,
LOST CERTIFICATE OF REGISTRATION

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Grant 21/2015, dated 30th December, 2014, passed in favour of Ticharwa Murechwa, in the name of Ticharwa Murechwa, in the district of Salisbury, measuring 200 square metres.

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

Dated at Harare on this 12th day of May, 2022.— Matsikidze, Matshukile, applicant.

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 0008/2017, dated 4th January, 2017, made in favour of Ntombizodwa Charity Gora (born on 31st March, 1964), whereby certain piece of land situated in the district of Bulawayo being Stand 1290 Emakhandeni Township of Stand 1 Emakhandeni, measuring 166 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 Bulawayo this 6th day of May, 2022.— James Moyo-Mawabu & Nyoni, legal practitioners, Second Floor, Exchange Building, JMN Nkomo Street/Leopold Takawira Avenue, Bulawayo.

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 176/2007, dated 23rd January, 2007, made in favour of Nomthizowanda Charity Goma (born on 31st March, 1964), whereby certain piece of land situated in the district of Bulawayo being Stand 1290 Emakhandeni Township of Stand 1 Emakhandeni, measuring 166 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 Bulawayo this 8th day of May, 2022.— — Rubaya Chinuwo, legal practitioners, Second Floor, Exchange Building, JMN Nkomo Street/Leopold Takawira Avenue, Bulawayo.

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 1608/2001, dated 18th March, 2001, made in favour of Floice (Private) Limited, whereby certain piece of land situated in the district of Salisbury called Stand 731 Salisbury Township of Salisbury, measuring 654 square metres.

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

Dated at Harare this 9th day of May, 2022.— Rubaya Chinuwo, Rubaya, applicant.

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 1117/2019, dated 31st March, 2019, made in favour of Shephered Njodzi Chawira (born on 15th July, 1966), whereby certain piece of land situated in the district of Salisbury called Msengezi 38A, measuring 166.3 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.

Dated at Harare this 9th day of May, 2022.— Legal Aid Directorate, 38, Nelson Mandela Avenue, Harare.
called Stand 688 Bluffhill Township 14 of Bluffhill, measuring 5,626 square metres held under Deed of Transfer 1608/83, dated 22nd March, 1983, was conveyed.

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

Dated at Harare this 16th day of May, 2022.—Zimbabwe and Associates, Second Floor, Bard House, 69, Samora Machel Avenue, Harare. 362386f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 5000/97, dated 20th June, 1997, in favour of Joseph Tafirenyika Jabangwe (born on 25th July, 1943) (ID 63-455980E13), whereby certain piece of land situate in the district of Charter called Muro 12, measuring 76,182 4 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 6th May, 2022.—Madzima Chidyauku Museta, legal practitioners, 356, Herbert Chitepo Avenue, Harare. 362387f

TITLES REGISTRATION AND DERELICT LANDS ACT

[CHAPTER 20:20]

Notice of Application

AN application has been received for an order presuming the death of/for the administration of the estate of Benjamin Mbavarira who was ordinarily resident at No. 18, Southway Avenue, Burnside, Bulawayo. An inquiry will be held in terms of section 5 of the above Act at Bulawayo Provincial Magistrates Court at 0830 hours on the 30th May, 2022.

Any person who—

(a) has any information relating to the circumstances in which the missing person disappeared;

(b) can show cause why the missing person should not be presumed to be dead or why his estate should not be replaced under an administrator; or

(c) wishes to make any other representations in connexion with the application;

should lodge with the Clerk of the Bulawayo Provincial Magistrates Court at Tredgold Building, corner Benjamin Biriombo Street and Leopold Takawira Avenue, Bulawayo, any such information or representation, in writing, on or before the 30th May, 2022.—Irene Mhavarira, 61, Cecil Avenue, Hillside, Bulawayo. 362372f
LAND SURVEY ACT [CHAPTER 20:12]

Application for Cancellation of Portions of General Plan No. DT 3883 of Stands 6571-6782, 6903-6911 and 6914-6915
Tyndall Township: Salisbury District

NOTICE is hereby given, in terms of section 47(3) of the Land Survey Act [Chapter 20:12], that the undernamed intends to apply to the Surveyor General for the cancellation of the Portions of General Plan DT 3883 represented by Stands 6571-6782, 6903-6911 (inclusive of a 25 metre roadway) and 6914-6915 Tyndall Township and defined by the following beacons: — 659a, 659b, 6584a, 6584b, 6585a, 6586a, 6583a, 6581a, 6580c, 6579c, 6575a, 6576a, 6576f, 6576e, 6577e, 6576c, 6575b and 6589a and A where A is a point 25 metres from beacon 6689x in the direction 090:00:10 from beacon 6690a, 6690b, 6703c, 6703d, 6702x, 6702a, 6721a, 6720c, 6916c and A, situated in the district of Salisbury. The General Plan is filed at the office of the Surveyor-General, Trust Towers, 56, Samora Machel Avenue Central, Harare, where it can be inspected.

Any person who objects to the proposed cancellation must lodge his/her objection, in writing, giving his/her name and address and his/her grounds of objection with the Surveyor-General, at P.O. Box CY 540, Causeway, on or before the end of 21 days after final publication of this notice.

An objector may, if he/she considers it advisable, lodge a copy of the objection with the applicant at the address given below.

Private Bag 7706, Causeway, The Secretary for Local Government Harare, and Public works.

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

In the matter of Fabian Gono, applicant, for his appointment as legal guardian of the minor child Ian Gono (born on 31st December, 2008), in terms of section 9(3) of the Guardianship of Minors Act [Chapter 5:08].

TAKE notice that the above mentioned matter is set down for hearing in the Children’s Court on the 3rd day of June, 2022, at 8:30 am or soon thereafter as counsel may be heard for the appointment of the applicant as the guardian of the minor child Ian Gono.

Further take notice that the founding affidavit of Fabian Gono and other supporting documents will be used in support of the application.

Any person with the interest has to lodge legal objection with the Clerk of Children’s Court and the applicant before 3rd of June, 2022.

Dated at Harare, this 10th day of May, 2022.— Wintertons Legal Practitioners, applicant’s legal practitioners, 11, John Landa Nkomo Avenue, Beverly Corner, Harare.— Clerk of the Children’s Court, Harare.

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. 144, Crowborough, Masvingo, trading as Happy Days Bottle Store, for Rewayi Gwesu.

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 27th May, 2022. — Rewayi Gwesu, applicant, Stand 3441, Crowborough, Harare. 362398f

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. 114, Longdale Farm Business Centre, Masvingo, trading as Ganzvand Investments, for Stephen Gunza.

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 27th May, 2022. — Stephen Gunza, applicant, Zano Primary School, Private Bag 9235, Masvingo.

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 131, Mandava, trading as Mheta Bottle Store, for Erasmous Emmanuel Shoko.

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 27th May, 2022. — Erasmous Emmanuel Shoko, applicant, House No. 20, Teachers’ Cottage, Mandava, Masvingo.

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. 4, Mheta Business Centre, Masvingo, trading as Hanyas, for Phillimom Mahanya.

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 27th May, 2022. — Phillimom Mahanya, applicant, House No. 20, Teachers’ Cottage, Mandava, Masvingo.

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. 4, Mheta Business Centre, Masvingo, trading as Mheta Bottle Store, for Erasmous Emmanuel Shoko.

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 27th May, 2022. — Erasmous Emmanuel Shoko, applicant, House No. 20, Teachers’ Cottage, Mandava, Masvingo.

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. 4, Mheta Business Centre, Masvingo, trading as Mheta Bottle Store, for Tafadzwa Makosa.

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 27th May, 2022. — Tafadzwa Makosa, applicant, Mazowe Flowers, Glendale.
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 Blhobho Garande Business Centre, Chivhese, Mazowe, trading as Domboreshi Bar, for Georgina Mandizha.

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 27th May, 2022. — Georgina Mandizha, applicant, Bhamala Primary School, P.O. Box 8036, Zhombe.

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 Chibhu, Harare, for Vaida Makore, applicant, Bhamala Primary School, P.O. Box 8036, Zhombe.

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 33, Tariro Township, Mbudzi People’s Market, Hopely, Harare, trading as Parwizi Sports Bar, for Nyaradzo Manonge.

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 Blhobho Garande Business Centre, Chivhese, Mazowe, trading as Domboreshi Bar, for Georgina Mandizha.

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 27th May, 2022. — Georgina Mandizha, applicant, Bhamala Primary School, P.O. Box 8036, Zhombe.

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 Blhobho Garande Business Centre, Chivhese, Mazowe, trading as Domboreshi Bar, for Georgina Mandizha.

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 27th May, 2022. — Georgina Mandizha, applicant, Bhamala Primary School, P.O. Box 8036, Zhombe.

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 Blhobho Garande Business Centre, Chivhese, Mazowe, trading as Domboreshi Bar, for Georgina Mandizha.

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 27th May, 2022. — Georgina Mandizha, applicant, Bhamala Primary School, P.O. Box 8036, Zhombe.

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 Blhobho Garande Business Centre, Chivhese, Mazowe, trading as Domboreshi Bar, for Georgina Mandizha.

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 27th May, 2022. — Georgina Mandizha, applicant, Bhamala Primary School, P.O. Box 8036, Zhombe.

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 Blhobho Garande Business Centre, Chivhese, Mazowe, trading as Domboreshi Bar, for Georgina Mandizha.

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 27th May, 2022. — Georgina Mandizha, applicant, Bhamala Primary School, P.O. Box 8036, Zhombe.

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 Blhobho Garande Business Centre, Chivhese, Mazowe, trading as Domboreshi Bar, for Georgina Mandizha.

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 27th May, 2022. — Georgina Mandizha, applicant, Bhamala Primary School, P.O. Box 8036, Zhombe.

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 Blhobho Garande Business Centre, Chivhese, Mazowe, trading as Domboreshi Bar, for Georgina Mandizha.

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 27th May, 2022. — Georgina Mandizha, applicant, Bhamala Primary School, P.O. Box 8036, Zhombe.

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 Blhobho Garande Business Centre, Chivhese, Mazowe, trading as Domboreshi Bar, for Georgina Mandizha.

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 27th May, 2022. — Georgina Mandizha, applicant, Bhamala Primary School, P.O. Box 8036, Zhombe.

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 Blhobho Garande Business Centre, Chivhese, Mazowe, trading as Domboreshi Bar, for Georgina Mandizha.

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 27th May, 2022. — Georgina Mandizha, applicant, Bhamala Primary School, P.O. Box 8036, Zhombe.

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 Blhobho Garande Business Centre, Chivhese, Mazowe, trading as Domboreshi Bar, for Georgina Mandizha.

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 27th May, 2022. — Georgina Mandizha, applicant, Bhamala Primary School, P.O. Box 8036, Zhombe.

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 Blhobho Garande Business Centre, Chivhese, Mazowe, trading as Domboreshi Bar, for Georgina Mandizha.

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 27th May, 2022. — Georgina Mandizha, applicant, Bhamala Primary School, P.O. Box 8036, Zhombe.
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 104, Chivhu Location, Chikomba, trading as Project Unlimited Bottle Store, for Lewis 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 27th May, 2022.—Lewis Sibanda, applicant, 104, Chivhu, Chikomba.

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 80, Chivhu Location, Chikomba, trading as Cutting Edge, for Tongai Tarubona.

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 27th May, 2022.—Tongai Tarubona, applicant, 3, Hawk Drive, Rydale Ridge Park, Zvimba.
in respect of premises situate at 14559, Zengeza 3, Chitungwiza, trading as Gwagwadza Bottle Store, for Vitalis Mbadane.

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 27th May, 2022. — Vitalis Mbadane, applicant, 195, Porter Road, Watersfalls, Harare. 362045f

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 Kezi New Business Centre, Matobo Rural District Council, Matobo.

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 27th May, 2022. — Vitalis Mbadane, applicant, Stand 32, Kezi New Business Centre, Matobo Rural District Council, Matobo. 362350f

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 Silalatshani Business Centre, Filabusi, Zvimba, trading as Kanhanda Bottle Store, for Last Hwengwere.

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 27th May, 2022. — Last Hwengwere, applicant, 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 Hoya Business Centre, Muzarabani, Centenary, trading as Kunonoka Huvizura, for Dudzai Sosono.

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 27th May, 2022. — Dudzai Sosono, applicant, Muzarabani Clinic, P/A Muzarabani, Centenary. 362601f

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 Hoza Business Centre, Zvimba, trading as Kanhanda Bottle Store, for Last Hwengwere.

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 27th May, 2022. — Last Hwengwere, applicant, 6895, Riverside, Chinhoyi. 362347f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bottle Liquor Licence in respect of premises situate at Stand No. 1, Tabi Business Centre, Gwanda Rural District Council, Gwanda, trading as Malutha Bottle Store, for Dalana Nyathi.

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 27th May, 2022. — Dalana Nyathi, applicant, P.O. Box 124, Darwendale. 362040f

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 Kutama Farm, trading as Matare Bottle Store, for Bigboy Matare.

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 27th May, 2022. — Bigboy Matare, applicant, 6164, Emganwini, Bulawayo. 362402f

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. 12, Newland Business Centre, Zvimba, trading as Kanhanda Bottle Store, for Last Hwengwere.

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 27th May, 2022. — Last Hwengwere, applicant, 6895, Riverside, Chinhoyi. 362347f

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 14559, Zengeza 3, Chitungwiza, trading as Gwagwadza Bottle Store, for Vitalis Mbadane.

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 27th May, 2022. — Vitalis Mbadane, applicant, 195, Porter Road, Watersfalls, Harare. 362045f

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 883, Ngangu Business Centre, Chimanimani, trading as Hideout Bottle Store, for Lionel Sarai.

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 27th May, 2022. — Lionel Sarai, applicant, 195, Porter Road, Watersfalls, Harare. 362045f

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 883, Ngangu Business Centre, Chimanimani, trading as Hideout Bottle Store, for Lionel Sarai.

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 27th May, 2022. — Lionel Sarai, applicant, 195, Porter Road, Watersfalls, Harare. 362045f
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 Bottles Liquor Licence in respect of premises situate at Stand 2387, Ngoni Township, Norton, trading as Mercury Produce, for Mercury Muhwati.

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 27th May, 2022.— Mercury Muhwati.

Application for the Issue of a Part II Liquor Licence

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 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for transfer of the Bottles Liquor Licence for the premises situate at Stand 107, Murambinda, Buhera, trading as The Famous Bar, to Job Takunda Nyamaropa.

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Wholesale Liquor Licence in respect of premises situate at Stand 1 and 2, CNS, Raffingora, Zvimba, trading as Kenyan Whisky Wholesale, for Robbie Mangirande.

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 27th May, 2022.— Robbie Mangirande.
In the matter between The Cold Chain Zambia, plaintiff, and David Tendai Kingsley, 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 offices of Bulawayo, Chinhoyi, Masvingo and Mutare for a period of 14 days from the date of publication of this notice. 

"Certain piece of land called Stand 41A Avondale West of Lot 21 Block D of Avondale."

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

The Sheriff's Office, Mapondera Building, G. SIWARDI, Samora Machel Avenue, Head of Sheriff Services, Harare. 362394f

SHERIFF'S SALE

In the matter between Desmond Muchina, plaintiff, and Sparkles Services & Godfrey Muyamana, defendants.

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 offices of Bulawayo, Chinhoyi, Masvingo and Mutare for a period of 14 days from the date of publication of this notice.

"Certain piece of land situate in the district of Salisbury called Remainder of 67 Guildford Estate Township of Subdivision H of Guildford of Borrowdale Estate, measuring 4,063 square meters."

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

The Sheriff's Office, Mapondera Building, G. SIWARDI, Samora Machel Avenue, Head of Sheriff Services, Harare. 362394f

SHERIFF'S SALE

In the matter between Electrical and Pulley Components (Private) Limited, plaintiff, and Shamu Trading (Private) Limited, 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 offices of Bulawayo, Chinhoyi, Masvingo and Mutare for a period of 14 days from the date of publication of this notice. 

"Certain piece of land being Mining Claims registered G1977, for Leonard George Shumbe."

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

The Sheriff's Office, Mapondera Building, G. SIWARDI, Samora Machel Avenue, Head of Sheriff Services, Harare. 362394f

SHERIFF'S SALE
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.

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 straightforward 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 long insurance policies, deceased estates, company liquidations, notices in terms of the Insolvency Act (Chapter 6:04), changes of companies' names: U$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 USD100.00 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 preceding the Friday of publication.

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

Any copy which is received after the respective closing-times will automatically be held over for insertion in the Gazette of the following week, in which case no responsibility can be accepted if the purpose of the notice is thereby nullified.
When public holidays occur, the normal closing-times are varied, and such variations are notified in the Gazette in advance.

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

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

Subscription rate

The subscription rate for the Gazette for half year is RTGS$720.00, for software and RTGS$200.00, 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 courtesy 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 immediately of any change of address.

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

H. MATINGWINA,
Gazette Editor.

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

GOVERNMENT PUBLICATIONS ON SALE

(as available at time of ordering)

THE following publications are available from the following offices: Printflow Publications Office, Cecil House, 95, Jason Moyo Avenue, Harare (P.O. Box CY 341, Causeway); or Printflow Publications Office, No. 8, Josiah Chimanimani/Manchester Roads (P.O. Box 8507), Bulawayo; or from the Printflow Publications Office, No. 2, Robert Mugabe Avenue, Mutare (Private Bag Q 7739, Mutare); or from the Printflow Publications Office, Stand No. 7150B, Bradburn Street, Masvingo (Private Bag 9293, Masvingo); MSU Batanai Complex, Mugabe Avenue, Mutare (Private Bag Q 7738, Mutare); or from the Printflow Publications Office, No. 2, Robert Cecil House, 95, Jason Moyo Avenue, Harare (P.O. Box CY 341, Causeway).

NEW ACTS: REVISED EDITIONS 1996

Access to Information and Protection of Privacy Act [Chapter 10-02]
Administrative Laws Act [Chapter 8-03]
Animal Health Act [Chapter 20-02]
Arbitration Act [Chapter 24-03]
Audit and Exchequer Act [Chapter 22-05]
Banking Act [Chapter 34-01]
Bills of Exchange Act [Chapter 14-02]
Broadcasting Act [Chapter 17-01]
Business Enterprises Act [Chapter 20-04]
Capital Gains Tax Act [Chapter 23-01]
Charter and Concessions Control Act [Chapter 10-04]
Children's Protection and Adoption Act [Chapter 5-05]
Citizenship of Zimbabwe Act [Chapter 4-02]
Civil Evidence Act [Chapter 9-02]
Civil Matters Act (Mutual Assistance) Act [Chapter 9-03]
Civil Protection Act [Chapter 10-05]
Commercial Premises Act (Lease Control) Act [Chapter 14-04]
Commissions of Inquiry Act [Chapter 10-06]
Commonwealth Land Act [Chapter 20-06]
Companies Act [Chapter 24-08]
Competition Act, 1996 [Chapter 20-08]
Construction of Zimbabwe Act [Chapter 22-03]
Consumption of Zubere Control Act [Chapter 12-07]
Control of Goods Act [Chapter 13-01]
Control of Goods Act [Chapter 14-04]
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Criminal Law Amendment Act [Chapter 15-01]
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Control of Goods Act (Lease Control) Act [Chapter 15-04]
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Consumer Contracts Act [Chapter 15-08]
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Commonwealth Land Act [Chapter 20-52]
Consumer Contracts Act [Chapter 20-53]
Constitutional Penalities Act [Chapter 20-54]
Control of Goods Act [Chapter 20-55]
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 undermentioned 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

<table>
<thead>
<tr>
<th>Number of estate</th>
<th>Name and description of estate</th>
<th>Date of death</th>
<th>Within a period of</th>
<th>Name and address of executor or representative</th>
</tr>
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<tbody>
<tr>
<td>2386/2019</td>
<td>Ivel Ferdinand Marimira</td>
<td>23.9.2018</td>
<td>30 days</td>
<td>Scholastic Chirungu, 6098, Glen Norah, B Plots, Harare.</td>
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<td>8561/2021</td>
<td>Willia Gwanzura</td>
<td>15.4.2020</td>
<td>30 days</td>
<td>Ratendo Willia Chirungu, 37, Avondale, Avondale, Harare.</td>
</tr>
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<td>1141/2021</td>
<td>Salome Nkuma</td>
<td>6.1.2022</td>
<td>30 days</td>
<td>Phoebes Nkuma, 9104-4th Circle, Glen View 8, Harare.</td>
</tr>
<tr>
<td>741/2022</td>
<td>Lovenore Mupfumo</td>
<td>5.7.2021</td>
<td>30 days</td>
<td>Zimbabwe Inheritance Services, Aurora House, 127, Nelson Mandela Avenue, Harare.</td>
</tr>
<tr>
<td>182/2022</td>
<td>Mureya Chikwuma</td>
<td>10.11.2020</td>
<td>30 days</td>
<td>Helen Chikwuma, Stand No. 520, Lomend, Chinhu, Hamilton Ndlovu, 129, Nelson Mandela Avenue, Harare.</td>
</tr>
<tr>
<td>9/2022</td>
<td>Dominic Nzuma</td>
<td>27.10.2021</td>
<td>30 days</td>
<td>Garasa Nkosa, 3099, Manyame Park, Chitungwiza.</td>
</tr>
<tr>
<td>Number of estate</td>
<td>Name and description of estate</td>
<td>Date of death</td>
<td>Within a period of</td>
<td>Name and address of executor or representative</td>
</tr>
<tr>
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<td>583/2022</td>
<td>Tembo Muchadakunda</td>
<td>19.1.2022</td>
<td>30 days</td>
<td>Takwir Chinenge, Sandringham Farm, Ward 23, Mazowe West.</td>
</tr>
<tr>
<td>723/2021</td>
<td>Maud Blessing Stella Mwawaxangepe</td>
<td>6.1.2021</td>
<td>30 days</td>
<td>M. Darkwa, c/o Dondo &amp; Partners Legal Practitioners, 3, Kelvin North Road, Belvedere, Harare.</td>
</tr>
<tr>
<td>1128</td>
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<tr>
<td>613/2022</td>
<td>Edward Chiumunya</td>
<td>2.11.2020</td>
<td>30 days</td>
<td>Nancy Mabiza, 1417B, Dumbally, Ruwa.</td>
</tr>
<tr>
<td>535/2022</td>
<td>Catherine Mumbi</td>
<td>18.11.2021</td>
<td>30 days</td>
<td>Evangelista Tsora, 548, Mahathata North, Bulawayo.</td>
</tr>
<tr>
<td>74/2022</td>
<td>Peri Tshuma</td>
<td>17.2.2015</td>
<td></td>
<td>Joyce Mapui, 17234, Unit &quot;M&quot;, Seke, Chitungwiza.</td>
</tr>
<tr>
<td>5018/2021</td>
<td>Stanley Togarasezy Kolindo</td>
<td>21.1.2007</td>
<td></td>
<td>Charles Sabaika, 74, St Andrews Road, Hatfield, Harare.</td>
</tr>
<tr>
<td>694/2022</td>
<td>Velapi Emmanuel Musengi</td>
<td>12.11.2021</td>
<td>30 days</td>
<td>C. N. Baamba, c/o Kambaswa &amp; Musenzi, 279, Robert Chitepo Street, Harare.</td>
</tr>
<tr>
<td>C.32/2022</td>
<td>Nicholas Richard Mpiwa</td>
<td>12.5.2016</td>
<td>30 days</td>
<td>Fungayi, Chisvede, 23, Munda Street, Zengeza 3, Chitungwiza.</td>
</tr>
<tr>
<td>B.214/2022</td>
<td>Yowes Tshuma</td>
<td>21.8.2012</td>
<td>30 days</td>
<td>Cowlode Tshuma, 38, Chigdian Avenue, Kukula, Bulawayo.</td>
</tr>
<tr>
<td>B.71/2022</td>
<td>Susan Chipungura</td>
<td>20.7.2021</td>
<td>30 days</td>
<td>Alice Mkabeta, 560, Road, Louve, Bulawayo.</td>
</tr>
<tr>
<td>B.1165/2020</td>
<td>Salive Mungu Nchebe also known as Salive Ndebe Mungu</td>
<td>8.7.2020</td>
<td>30 days</td>
<td>Mariam Sibanda, 2210, Nikia 8, Bulawayo.</td>
</tr>
<tr>
<td>B.426/2022</td>
<td>Batsirai Macumera</td>
<td>26.10.2002</td>
<td>30 days</td>
<td>Desert Makumera, Chikura School, P.O. Box 365, Matobo.</td>
</tr>
<tr>
<td>540/2022</td>
<td>Sankayi Nyanzi</td>
<td>21.10.2020</td>
<td>30 days</td>
<td>Siphatsho Nyanzi, 570, Pelandaba West, Bulawayo.</td>
</tr>
<tr>
<td>405/2021</td>
<td>Tendai Chitendo</td>
<td>4.8.2021</td>
<td>30 days</td>
<td>Marvis Nkomo, 6, Colley Road, Matumberi, Bulawayo.</td>
</tr>
<tr>
<td>B.792/2015</td>
<td>Diana Sibanda also known as Dinah Sibanda</td>
<td>24.3.2012</td>
<td>30 days</td>
<td>Dorothy Sibanda, 90, Napier Avenue, Hillside, Bulawayo.</td>
</tr>
<tr>
<td>1475/2022</td>
<td>Junior Mavute</td>
<td>13.7.2021</td>
<td>30 days</td>
<td>Emily Emma Mavute, 40 — Sixth Avenue, Mbele, Bulawayo.</td>
</tr>
<tr>
<td>B.204/2022</td>
<td>Shelmavesi Arthur Ncube also known as Shelmaveso Arthur Ncube</td>
<td>15.1.2022</td>
<td>30 days</td>
<td>Carolin Ncube, 2872, Cowdery Park, Bulawayo.</td>
</tr>
<tr>
<td>36/2021</td>
<td>Sophia Sibanda</td>
<td>29.7.2021</td>
<td>30 days</td>
<td>Zvikavanjanu Tembo, House No. 88, Section 4, Colleen Bawn, Gwanda.</td>
</tr>
<tr>
<td>B.1212/2021</td>
<td>Nozula Phakathi also known as Nozula Phakati</td>
<td>11.8.2021</td>
<td>30 days</td>
<td>Kenzy Phakathi, 7 Coventry Road, Waterford, Bulawayo.</td>
</tr>
<tr>
<td>B.305/2022</td>
<td>Betty Vudula</td>
<td>7.4.2003</td>
<td>30 days</td>
<td>Thelma Nesisa Sibanda, 8954, Pamela East, Bulawayo.</td>
</tr>
<tr>
<td>B.4023/2021</td>
<td>Rumbidzai Maruiza</td>
<td>22.10.2021</td>
<td>30 days</td>
<td>Morde Chimhamunzi, 2573 Unit B, P.O. Box Seke, Chitungwiza.</td>
</tr>
<tr>
<td>B.331/2022</td>
<td>Sisembo Aaron Mudenda also known as Aaron Sutombo Muedza</td>
<td>17.8.2021</td>
<td>30 days</td>
<td>Jane Mudenda 3219, Empumalanga, Hwange.</td>
</tr>
<tr>
<td>189/2022</td>
<td>Beki Tembo Moyo also known as Bekithembu Moyo</td>
<td>3.1.2022</td>
<td>30 days</td>
<td>Rosalina Mesi, 5766, Louve 5, Bulawayo.</td>
</tr>
<tr>
<td>B.72/2021</td>
<td>Buziwe Melody Rusaie</td>
<td>18.1.2021</td>
<td>30 days</td>
<td>Tatongeng Gariner Rusaie, 17, Nyanyadzi Street, Bulawayo.</td>
</tr>
</tbody>
</table>

Beki Tembo Moyo also known as Bekithembu Moyo.

Remigio Manyere.
<table>
<thead>
<tr>
<th>Number of estate</th>
<th>Name and description of estate</th>
<th>Date of death</th>
<th>Within a period of</th>
<th>Name and address of executor or representative</th>
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</thead>
<tbody>
<tr>
<td>B.3824/2021</td>
<td>Lameck Tavingei</td>
<td>13.7.2009</td>
<td>30 days</td>
<td>Musiwa, 21, Nqangwa, 20074, Pomula South, Bulawayo.</td>
</tr>
<tr>
<td>B.2977/2021</td>
<td>Johannes Oliver Chiwya also known as Johannes Oliver Chituva</td>
<td>7.10.2019</td>
<td>30 days</td>
<td>Chisira Nathan, 3242, Old Lawwee, Bulawayo.</td>
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<tr>
<td>B.538/2022</td>
<td>Gerald Moyo</td>
<td>28.2.2022</td>
<td>30 days</td>
<td>Maria Obhe, 621, Emmarentia, PO. Nickelmane, Bulawayo.</td>
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<td>B.1045/2021</td>
<td>Sithole Mpho</td>
<td>17.0.2021</td>
<td>30 days</td>
<td>Stephen Sibanda, 46, Tzvounyabara Road, Mountrose, Bulawayo.</td>
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<td>B.3840/2022</td>
<td>Denzy Mzini</td>
<td>10.10.2019</td>
<td>30 days</td>
<td>Moffatt Mzini, 538141, Mabutweni, Bulawayo.</td>
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<tr>
<td>B.627/2021</td>
<td>Dominic Miki Mlanyama Ndube also known as Dominic Mlanyama Ndube</td>
<td>5.1.2021</td>
<td>30 days</td>
<td>Nonhlovwe Muparali, 588, Mbiridzvira, Bulawayo.</td>
</tr>
<tr>
<td>B.1222/2021</td>
<td>Edson Petro</td>
<td>1.5.2022</td>
<td>30 days</td>
<td>Nonkwenza Rodah Petro Mhlanga, 5125, Nketa9, Bulawayo.</td>
</tr>
<tr>
<td>3577/2021</td>
<td>Chibaro Jona also known as Jona Chibaro also known as Chibaro Jonah</td>
<td>13.2.2019</td>
<td>30 days</td>
<td>Azania Muparali, 572, Murchison Road, Killarney, Bulawayo.</td>
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<tr>
<td>B.243/2021</td>
<td>Eggie Dube</td>
<td>21.1.2022</td>
<td>30 days</td>
<td>Zodwa Dube, 4, Queensdale Avenue, Northvale, Bulawayo.</td>
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<tr>
<td>MS.144/2022</td>
<td>Edson Mondo</td>
<td>11.3.2022</td>
<td>30 days</td>
<td>Tariro Mondo, PO. Box 32, Jerera, Masvingo.</td>
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<tr>
<td>GW.331/2022</td>
<td>Eleanor</td>
<td>18.3.2020</td>
<td>30 days</td>
<td>Fannuel Tshuma, 2325/2, Mkoba 14, Gweru, Bulawayo.</td>
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<td>B.190/2022</td>
<td>Annie Ncube</td>
<td>3.7.2004</td>
<td>30 days</td>
<td>Vincent Mhlanga, 31, Wynne Road, Riverside, Bulawayo.</td>
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<td>B.3908/2021</td>
<td>Tigere Chimina</td>
<td>8.6.2019</td>
<td>30 days</td>
<td>Annah Chimina, 758427, Tshabalala, Bulawayo.</td>
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<tr>
<td>1212/2022</td>
<td>Nigel Munyaradzi Mhene</td>
<td>3.5.2019</td>
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<td>Mafinge Willie Nyamwanza, 141, Fife Road, Greendale, Harare.</td>
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<tr>
<td>1270/2022</td>
<td>John Magirazi</td>
<td>16.3.2022</td>
<td>30 days</td>
<td>Elizabeth Nyahuye, 1, Bodmin Avenue, Mabelreign, Harare.</td>
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<tr>
<td>346/2022</td>
<td>Ennet Sibindi</td>
<td>7.1.2022</td>
<td>30 days</td>
<td>Richard Moyo Matuwa, Exchange Building, Leonard Takawira Avenue, 137, George Street, Bulawayo.</td>
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<td>7116/2022</td>
<td>Solomon Jarzin</td>
<td>23.2.2021</td>
<td>30 days</td>
<td>Prosper Mota, c/o Moshe Executors &amp; Trust Private Limited, Bulawayo.</td>
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<td>170/2022</td>
<td>Michael Molloy</td>
<td>3.5.2022</td>
<td>30 days</td>
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<td>361/2022</td>
<td>Siboniso Mavuta</td>
<td>20.1.2022</td>
<td>30 days</td>
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<td>310/2022</td>
<td>Ruth Sibanda</td>
<td>11.1.2022</td>
<td>30 days</td>
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<td>1031/2021</td>
<td>Reeta Sibanda also known as Theresa Mary Sibanda</td>
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<td>30 days</td>
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<tr>
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<td>30 days</td>
<td>Prosper Mota, c/o Moshe Executors &amp; Trust Private Limited, Bulawayo.</td>
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<td>369/2021</td>
<td>Shindila Gumbo</td>
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<tr>
<td>346/2022</td>
<td>Emes Sibindi</td>
<td>7.1.2022</td>
<td>30 days</td>
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</tr>
<tr>
<td>1470/2019</td>
<td>Nchau Mhoka</td>
<td>30.4.2016</td>
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<td>Prosper Mota, c/o Moshe Executors &amp; Trust Private Limited, Bulawayo.</td>
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<tr>
<td>162/2022</td>
<td>Florence Chisowa</td>
<td>10.2.2001</td>
<td>30 days</td>
<td>Prosper Mota, c/o Moshe Executors &amp; Trust Private Limited, Bulawayo.</td>
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<tr>
<td>676/2022</td>
<td>Betty margaret Blake</td>
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<td>5.1.2022</td>
<td>30 days</td>
<td>Prosper Mota, c/o Moshe Executors &amp; Trust Private Limited, Bulawayo.</td>
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<td>Solomon Jara</td>
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<td>30 days</td>
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<tr>
<td>KK 21/2016</td>
<td>Berenice Mangisi</td>
<td>11.11.2013</td>
<td>30 days</td>
<td>Malcom Katiyo, 382/12, Mtizu, Kwekwe.</td>
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<tr>
<td>KK 59/2022</td>
<td>Tamara Dzwayi</td>
<td>26.5.2009</td>
<td>30 days</td>
<td>Duncan Dzwayi, 2, Chestor Road, Fidelisha, Kwekwe.</td>
</tr>
<tr>
<td>NEM 04/2022</td>
<td>Wonder Dokotera</td>
<td>20.12.2020</td>
<td>30 days</td>
<td>Simbarashe Dokotera, Nyamarero Primary School, Private Bag 1052, Nemhunduia.</td>
</tr>
<tr>
<td>CH 3/2021</td>
<td>Elvin Mufika</td>
<td>20.4.2020</td>
<td>30 days</td>
<td>Bevi Shani Mufika, House No. 1025, Mhondoro Ngezi.</td>
</tr>
<tr>
<td>10/2022</td>
<td>Jerome Nyadzana</td>
<td>27.1.2022</td>
<td>30 days</td>
<td>Eugenia Chimputa, Maitope Primary School, PO Box 191, Mt Darwin.</td>
</tr>
<tr>
<td>MS 146/2022</td>
<td>Johnson Tumayi</td>
<td>20.3.2021</td>
<td>30 days</td>
<td>Genesis Chipinga, Zvambe Primary School, Private Bag 9035, Masvingo.</td>
</tr>
<tr>
<td>MS 77/2022</td>
<td>Raphael Der Jaravaza</td>
<td>7.2.2022</td>
<td>30 days</td>
<td>Demusani Brian Hwacha, executor testamentary; cil Nellou &amp; Hwacha Legal Practitioners, 46, Simon Vergesiua Munorda Street, Masvingo.</td>
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<tr>
<td>MS 105/2022</td>
<td>Jacinta Museva</td>
<td>26.9.2021</td>
<td>30 days</td>
<td>Filahire Masebe, 26004, Street Mushandile, Paragon, Masvingo.</td>
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<tr>
<td>MS 149/2022</td>
<td>Solomon Chirwa</td>
<td>22.4.2017</td>
<td>30 days</td>
<td>Yeikai Chipinga, GIB, Kambudzi Township, Zv'ambe.</td>
</tr>
<tr>
<td>ZE 14/2022</td>
<td>Kweva Tangrini</td>
<td>5.1.2021</td>
<td>30 days</td>
<td>Jinzi Mupara, Village Chirungwa, Chief Nkera, Zaka.</td>
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<tr>
<td>577/2020</td>
<td>Eveline Chimbiri</td>
<td>3.2.2011</td>
<td>30 days</td>
<td>Mutizidz Dennis Chimbiri, 464—16th Crescent, Glen View 1, Harare.</td>
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<tr>
<td>1996/2021</td>
<td>Moshek Tendai Gwira</td>
<td>4.1.2021</td>
<td>30 days</td>
<td>Kiaxelwane S. Gwira, 1115, Jump Crescent, Mbulaison, RosIP.</td>
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<tr>
<td>B 1189/2021</td>
<td>Engelbert Sibanda</td>
<td>17.5.2021</td>
<td>30 days</td>
<td>Lovines Sibanda, 4194, Delimbuzi Drive, Beitbridge.</td>
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<tr>
<td>B 554/2022</td>
<td>Moshek Nyathi</td>
<td>5.6.2014</td>
<td>30 days</td>
<td>Enath Moyo, No. 7009, Pensula North, Bulawayo.</td>
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<tr>
<td>B 553/2022</td>
<td>Frank Peter Mugami</td>
<td>17.11.2021</td>
<td>30 days</td>
<td>Misam Mupara, 7296791, Lobengula West, Bulawayo.</td>
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<tr>
<td>B 383/2022</td>
<td>Kennedy Terhibbi</td>
<td>5.8.2021</td>
<td>30 days</td>
<td>Sethelle Terhibbi, 3625, Cowipsy Park, Bulawayo.</td>
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<tr>
<td>H155/2022</td>
<td>Roya Jereva</td>
<td>8.5.93</td>
<td>30 days</td>
<td>Seka Rachel毛泽东, 10, Hlovos Road, Greencroft, Harare.</td>
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<tr>
<td>70/2022</td>
<td>Lyttton Musvigno</td>
<td>17.4.2022</td>
<td>30 days</td>
<td>Seka Gauld, 1117, Urayuni, Chimboyi.</td>
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<tr>
<td>10/2022</td>
<td>Jonathan Mushedhe</td>
<td>20.12.2021</td>
<td>30 days</td>
<td>Chidochasse C. Mushedhe, Plot 4, Allenby Plot, Old Gwark Road, Kwekwe.</td>
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<tr>
<td>1547/2019</td>
<td>Elsiott Jane Beck</td>
<td>17.11.2018</td>
<td>30 days</td>
<td>Honey &amp; Blaunkenberg, 206, Herbert Chitipho Avenue, Harare.</td>
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<td>E037/2022</td>
<td>John David Graham Mushedhe</td>
<td>16.7.2022</td>
<td>30 days</td>
<td>Mared Consultants (Private) Limited, P.O. Box A 1267, Averdi, Harare.</td>
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<td>145/2021</td>
<td>Portia Chisumikire</td>
<td>26.3.2019</td>
<td>30 days</td>
<td>Ephraim Mbuyani, 3124, Chikumhoro, Chimboyi.</td>
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<tr>
<td>B 379/2021</td>
<td>Janet Hadibe also known as Janet Hadibe</td>
<td>14.8.91</td>
<td>30 days</td>
<td>James S. Hubbe, 3942, Gwabalanda, Bulawayo.</td>
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<tr>
<td>B 652/2022</td>
<td>Simanduka David Mbuya also known as Simanduka David</td>
<td>26.10.2009</td>
<td>30 days</td>
<td>Angelina Mbuya, 31581, Entebtone “C”, Bulawayo.</td>
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<tr>
<td>482/2022</td>
<td>Evelyn Sushimi</td>
<td>31.1.2022</td>
<td>30 days</td>
<td>Nathaniel Chiaziwa, 11377, Kwaigma Extension, Harare.</td>
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<tr>
<td>731/2022</td>
<td>Takwira Gidio</td>
<td>10.1.2022</td>
<td>30 days</td>
<td>Leah Mupfumbo, 1, Harare Drive, Waterfalls, Harare.</td>
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<tr>
<td>745/2022</td>
<td>Davidsson Mubika</td>
<td>22.2.2022</td>
<td>30 days</td>
<td>Pauline Mubika, 8, Copper Chadwick, Southerton, Harare.</td>
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<tr>
<td>842/2022</td>
<td>Othelia Chihambakwe</td>
<td>19.7.2021</td>
<td>30 days</td>
<td>Simplicius Julius Chihambakwe of Chihambakwe Motiwa &amp; Partners, 18, Westside Road, Milton Park, Harare.</td>
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</table>
ZIMBABWEAN GOVERNMENT GAZETTE, 20TH MAY, 2022 1131

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.

<table>
<thead>
<tr>
<th>Number of estate</th>
<th>Name and description of estate</th>
<th>Date of death</th>
<th>Within a period of</th>
<th>Name and address of executor or representative</th>
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<tbody>
<tr>
<td>447/2022</td>
<td>Roger Graham Howe</td>
<td>23.9.2021</td>
<td>30 days</td>
<td>Honey &amp; Blanckenberg, 201, Herbert Chirungu Avenue, Harare.</td>
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<td>543/2022</td>
<td>Margaret Jane Chiremba</td>
<td>15.1.2020</td>
<td>30 days</td>
<td>Tabitha Marit Chiremba, 1215, Multiflora Crescent, Roxboro Park, Marondera.</td>
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<tr>
<td>542/2022</td>
<td>Beatrice Paulina Chiremba</td>
<td>13.3.2004</td>
<td>30 days</td>
<td>Tabitha Marit Chiremba, 1215, Multiflora Crescent, Roxboro Park, Marondera.</td>
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<tr>
<td>1092/2022</td>
<td>Miriam Naqi</td>
<td>25.2.2022</td>
<td>30 days</td>
<td>Glanzinur Anta Naqi, 18, Cosmo Crescent, Ridgeview, Harare.</td>
</tr>
<tr>
<td>819/2022</td>
<td>Rosa Bernardina Rodrigues</td>
<td>23.2.2022</td>
<td>30 days</td>
<td>Valerie Phoebe Rodrigues, 14, Sunbury Green, Green Close, Borrowdale, Harare.</td>
</tr>
<tr>
<td>124/2022</td>
<td>Chalde Sekesi Ghami</td>
<td>7.3.2021</td>
<td>30 days</td>
<td>Penia Chakora, 9039, Mist Road, Old Windsor, Ruwa.</td>
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</tbody>
</table>

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<tr>
<th>Number of estate</th>
<th>Name and description of estate</th>
<th>Date of death</th>
<th>Description of account</th>
<th>Office of the</th>
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<tr>
<td>MW.02/2022</td>
<td>Fanbhi Cleophas Mungwarini</td>
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<td>Magistrates, Muwara.</td>
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<td>02/2021</td>
<td>Mark Ndowe</td>
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<td>Magistrates, Marondera.</td>
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<td>126/2022</td>
<td>Denvine Sybil Gardner</td>
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<td>First and Final Account</td>
<td>Master of the High Court, Harare.</td>
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<td>76/2020</td>
<td>David Dzangai Kandarira</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Magistrates, Chitungwiza.</td>
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<td>440/2021</td>
<td>Reginald Gwizani</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Harare.</td>
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<td>4350/2021</td>
<td>Mohamed Fazulhmed</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Harare.</td>
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<td>464/2020</td>
<td>Margaret Vambwe</td>
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<td>First and Final Account</td>
<td>Master of the High Court, Harare.</td>
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<td>1592/2021</td>
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<td>First and Final Account</td>
<td>Master of the High Court, Harare.</td>
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<td>494/2021</td>
<td>John Eric Solomon Miedzi</td>
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<td>First and Final Account</td>
<td>Master of the High Court, Harare.</td>
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<tr>
<td>MS.10/2022</td>
<td>Stanley Aphiri</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Harare.</td>
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<tr>
<td>4226/2021</td>
<td>Ray Maruva</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Harare.</td>
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<td>1124/2021</td>
<td>Wayne Makoni</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Harare.</td>
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<td>1894/2021</td>
<td>Elina Dimoni</td>
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<td>First and Final Account</td>
<td>Master of the High Court, Harare.</td>
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<td>BY.386/2017</td>
<td>Edna Macebo also known as Edna Macebo Gasela</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Bulawayo.</td>
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<tr>
<td>3869/2021</td>
<td>Smart Katsanzira</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Bulawayo.</td>
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<td>B.1052/2015</td>
<td>Mahaya Lancelet Neube also known as Lancelet Mahaya Chawanda</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Bulawayo.</td>
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<tr>
<td>B.526/2009</td>
<td>Kemo Sibanda</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Bulawayo.</td>
</tr>
<tr>
<td>B.888/2021</td>
<td>Serenzi Sibanda</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Bulawayo.</td>
</tr>
<tr>
<td>B.543/2001</td>
<td>Temba Dumile also known as Temba Dumile</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Bulawayo.</td>
</tr>
<tr>
<td>B.162/2011</td>
<td>Shabilla Zondo</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Bulawayo.</td>
</tr>
<tr>
<td>1106/2021</td>
<td>Sikender Bhadella</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Bulawayo.</td>
</tr>
<tr>
<td>82/2022</td>
<td>Chuchel Ratanje</td>
<td>21 days</td>
<td>First and Final Account</td>
<td>Master of the High Court, Bulawayo.</td>
</tr>
</tbody>
</table>
## 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 edict meetings will be held in respect of the estates of the under-mentioned deceased persons at the office of the Master in Harare or the Office of the Magistrate for the district, as the case may be, on the dates and times, and for the purposes specified hereunder.

<table>
<thead>
<tr>
<th>Number of estate</th>
<th>Name and description of estate</th>
<th>Date</th>
<th>Time of meeting</th>
<th>Place of meeting</th>
<th>For selection of</th>
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</thead>
<tbody>
<tr>
<td>1163/2022</td>
<td>Gabriela Katsande</td>
<td></td>
<td>26.5.2022</td>
<td>Harare</td>
<td>Executor dative. 362440f</td>
</tr>
<tr>
<td>1416/2022</td>
<td>Morris Mukuruva</td>
<td></td>
<td>26.5.2022</td>
<td>Harare</td>
<td>Executor dative. 362441f</td>
</tr>
<tr>
<td>1422/2022</td>
<td>Wilfred Karwowski</td>
<td></td>
<td>26.5.2022</td>
<td>Harare</td>
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</tr>
<tr>
<td>1447/2022</td>
<td>Linus Nwambiri</td>
<td></td>
<td>26.5.2022</td>
<td>Harare</td>
<td>Executor dative. 362443f</td>
</tr>
<tr>
<td>1456/2022</td>
<td>Francis Masingwe</td>
<td></td>
<td>26.5.2022</td>
<td>Harare</td>
<td>Executor dative. 362444f</td>
</tr>
<tr>
<td>1461/2022</td>
<td>Walter Vila</td>
<td></td>
<td>26.5.2022</td>
<td>Harare</td>
<td>Executor dative. 362445f</td>
</tr>
<tr>
<td>152/1995</td>
<td>Nyikadzino Chigwende</td>
<td></td>
<td>26.5.2022</td>
<td>Harare</td>
<td>Executor dative. 362446f</td>
</tr>
<tr>
<td>CZ.118/2022</td>
<td>Shami Mhaka Ngwara</td>
<td></td>
<td>26.5.2022</td>
<td>Chiwungwiza</td>
<td>Executor dative. 362447f</td>
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<tr>
<td>CZ.110/2022</td>
<td>Masai Patricia Chongogudza</td>
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<td>26.5.2022</td>
<td>Chiwungwiza</td>
<td>Executor dative. 362448f</td>
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<tr>
<td>CY.72/2022</td>
<td>West Kapuka</td>
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<td>26.5.2022</td>
<td>Chiwungwiza</td>
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</tr>
<tr>
<td>VF.814/2022</td>
<td>Tobias Duve</td>
<td></td>
<td>26.5.2022</td>
<td>Victoria Falls</td>
<td>Executor dative. 362450f</td>
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<tr>
<td>VF.817/2022</td>
<td>Alexander Mushongambi</td>
<td></td>
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<td>Victoria Falls</td>
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<tr>
<td>B.531/2020</td>
<td>Mhlangano Nyathi</td>
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<td>26.5.2022</td>
<td>Bulawayo</td>
<td>Executor dative. 362452f</td>
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<tr>
<td>B.821/2012</td>
<td>Amos Chirengwe</td>
<td></td>
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<td>Bulawayo</td>
<td>Executor dative. 362453f</td>
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<tr>
<td>B.1134/2002</td>
<td>Jesi Sibana</td>
<td></td>
<td>26.5.2022</td>
<td>Bulawayo</td>
<td>Executor dative. 362454f</td>
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<tr>
<td>B.827/2012</td>
<td>Ngeva Phakathi</td>
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<td>Bulawayo</td>
<td>Executor dative. 362455f</td>
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<tr>
<td>B.635/2022</td>
<td>Phulani Edward Nhobe</td>
<td></td>
<td>26.5.2022</td>
<td>Bulawayo</td>
<td>Executor dative. 362456f</td>
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<tr>
<td>B.625/2022</td>
<td>Gidzilu</td>
<td></td>
<td>26.5.2022</td>
<td>Bulawayo</td>
<td>Executor dative. 362457f</td>
</tr>
<tr>
<td>B.822/2012</td>
<td>Ronniah Mudara</td>
<td></td>
<td>26.5.2022</td>
<td>Bulawayo</td>
<td>Executor dative. 362458f</td>
</tr>
<tr>
<td>MRE.174/2022</td>
<td>Mubaso Gladys</td>
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<td>26.5.2022</td>
<td>Mutare</td>
<td>Executor dative. 362459f</td>
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<tr>
<td>MRE.168/2022</td>
<td>Sithole Gugu Goodison</td>
<td></td>
<td>26.5.2022</td>
<td>Mutare</td>
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</tr>
</tbody>
</table>

## 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 or her approval to change the names of the under-mentioned companies as indicated below.

<table>
<thead>
<tr>
<th>Number</th>
<th>Name of company before amendment</th>
<th>New name of company</th>
<th>Agent</th>
</tr>
</thead>
<tbody>
<tr>
<td>I2516/2020</td>
<td>Nijo Development Corporation (Private) Limited</td>
<td>Chaminuka Estates (Private) Limited</td>
<td>Tafadzwa Mugwisi, corner Samora and Machel Avenue and Abdul Gamal Nasser Road, Harare.</td>
</tr>
</tbody>
</table>
COMPANY LIQUIDATION NOTICE
(pursuant to subsection (2) of section 143 of the Insolvency Act [Chapter 6:07])

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Name of company</th>
<th>Whom meeting of creditors and/or contributories will be held</th>
<th>Day, date and hour of meeting</th>
<th>Place of meeting</th>
<th>Purpose of meeting</th>
</tr>
</thead>
<tbody>
<tr>
<td>P.9/2021</td>
<td>Form Scaff Zimbabwe (Corporate Rescure)</td>
<td>Creditors and contributories meeting</td>
<td>Wed. 1.6.2022, 8.30 a.m.</td>
<td>Master of High Court Harare</td>
<td>- Overview of Corporate rescue interim report. -Proof of claims -Formation of creditors committee.</td>
</tr>
<tr>
<td>08/2021</td>
<td>Pimentos Trading (Private) Limited</td>
<td>Creditors and contributories meeting</td>
<td>Wed. 15.6.2022, 8.30 a.m.</td>
<td>Master of High Court Harare</td>
<td>-First meeting for the proof of claims and consideration of Liquidator's report.</td>
</tr>
<tr>
<td>10/2021</td>
<td>Tiles for Africa (Private) Limited</td>
<td>Creditors and contributories meeting</td>
<td>Wed. 15.6.2022, 8.30 a.m.</td>
<td>Master of High Court Harare</td>
<td>-First meeting for the proof of claims and consideration of Liquidator's report.</td>
</tr>
</tbody>
</table>

LOST CERTIFICATE OF REGISTERED TITLE

NOTICE is hereby given that, Paxon Mukwenya in his capacity as Director of Watermount Estates (Private) Limited intends to apply for a replacement copy of Certificate of Registered Title 4954/2020, dated 4th day of November, 2022, in respect of—

(1) The Remainder of Craig Grag Estate, measuring 600,907 2 hectares;

(2) Lot 1 of East Anglia of The Craig of the Grag Estate, measuring 13,699.8.

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

Dated at Harare, this 17th day of May, 2022,—Tavenhave & Machingauta, legal practitioners, 95, Nelson Mandela Avenue, Harare.

LOST DEED OF TRANSFER

NOTICE is hereby given that application will be made for a certified copy of Deed of Transfer 7986/97, dated 8th October, 1997, made in favour of Hlanganiso Tandiwe Matangaidze, whereby certain piece of land called The Remaining Extent of Umtali, measuring 7.0018 7 hectares, was conveyed.

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

Dated at Harare this 16th May, 2022.—Chatsanga & Partners, legal practitioners, Eleventh Floor, Causeway Building, corner Ahmed Ben Bella Avenue/Patrice Lumumba Street, Harare.
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<td>Karoi Town Council (KTC): Invitation to Domestic Competitive Bidding</td>
<td>1106</td>
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<td>Municipality of Kariba (M.O.K): Invitation to Domestic Tender</td>
<td>1106</td>
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<td>1107</td>
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<tr>
<td>1121</td>
<td>Tsholotsho Rural District Council (TRDC): Invitation to Competitive Bidding: Domestic</td>
<td>1107</td>
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<tr>
<td>1122</td>
<td>Central Mechanical Equipment Department (CMED) Private Limited: Invitation to Competitive Bidding</td>
<td>1107</td>
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<tr>
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<tr>
<td>1124</td>
<td>Ministry of Environment, Climate, Tourism and Hospitality Industry (MECTHI): Procurement Notice for the Recruitment of a Consultant Team to Provide Consultancy Services to Develop or Adapt Greenhouse Gas Inventory Tools, templates, Guidance and Protocols, QA/QC Plan and Provide Training for Local Experts, Compliers and Key Stakeholders on the Tools, Templates Guidelines ETC</td>
<td>1108</td>
</tr>
<tr>
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<tr>
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<td>1144</td>
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<tr>
<td>1145</td>
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<td>1146</td>
<td>Zimbabwe Revenue Authority (ZIMRA): Invitation to Competitive Bidding</td>
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<td>1147</td>
<td>Labour Relations (Domestic Workers) Employment (Amendment) Regulations, 2022 (No. 21)</td>
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Statutory Instruments Issued as Supplements to this Gazette

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<td></td>
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</table>

Collective Bargaining Agreement: for the Textile Manufacturing Industry

IT is hereby notified, in terms of section 80 of the Labour Act [Chapter 28.01], that the Minister of Labour and Social Welfare has approved the publication of the Collective Bargaining Agreement set out in the Schedule, which has been registered in terms of section 79 of the Labour Act.

SCHEDULE

EMPLOYMENT CODE OF CONDUCT FOR THE TEXTILE MANUFACTURING INDUSTRY

CONTENTS

1. Preamble.
2. Application.
3. PART I:—Disciplinary Procedure.
4. PART II:—Grievance Resolution Procedure.
5. PART III—Dispute Resolution Procedure.
6. Declaration.
7. Schedules

Preamble

In this Code, any reference to the masculine gender shall include the feminine gender and vice versa.

1. (1) Disciplinary behaviour and related rules and regulations are essential for the protection of the employees and employers alike and for the successful functioning of the industry.

2. For this reason the importance of good industrial relations, based on humanitarian principles between the employers and the employees in every establishment, cannot be over-emphasised. Therefore this Code must be uniformly administered to ensure that all employees are treated in a fair and consistent manner.

3. Disciplinary action should be regarded initially as educational and corrective. Only when both educational and corrective
action has proved ineffectual should punitive action be instituted as a matter of procedure, unless the offence is so serious as to warrant dismissal.

(4) When an employee breaks the terms and conditions of his contract of employment, or behaves in an unacceptable way, he or she must be disciplined in accordance with the procedure set out in the Code without undue delay. The offender should be dealt with fairly, firmly, promptly and without bias or prejudice.

(5) Since this Code cannot cover every specific case that can occur, officials administering it must use discretion when exercising their right to take disciplinary action, having due regard for the spirit and intention behind it when dealing with such cases.

That is—

(i) Non personalization of disciplinary issues that compromises justice delivery system hence the need to handle emotions.

(ii) Need for thorough investigations before corrective or punitive measures are taken thus avoiding pre-judging the case as well as the need to comply with the laid down disciplinary procedures.

(iii) Neutrality and impartiality either by management or worker’s representatives.

(iv) Need for prompt disciplinary action, justice delayed is justice denied.

(v) Fairness and consistency that is interested parties should be recused.

(6) It should be noted that every employee has a right to a fair hearing on any issue which involves an entry on his or her disciplinary record.

Application

2. (1) This Code shall apply to all employees, both management and workers alike regardless of race, tribe, place of origin, political opinion, colour, creed, sex, or any like consideration. In the absence of a managerial workers committee the alleged offender shall have the right to choose a representative of own choice.
(2) Failure to comply with the provisions of the Code shall constitute an unfair labour practice in terms of section 8 and 9 of the Labour Act [Chapter 28.01] ("the Act") as amended.

(3) The Code of Conduct Appeals Board established in terms of the Code section 3.5.7 shall investigate all failures to comply with the Code and deal with them in such a manner as the Board may, in its discretion considered being appropriate in the circumstance.

3.—

PART I

CODE OF CONDUCT DISCIPLINARY PROCEDURE

Section

1. Offences and their level of seriousness.
2. Definition of Offences.
4. Duration/period of operation of warnings.
5. Disciplinary procedure.
   5.1 General Considerations.
   5.2 Enquiry Procedure.
   5.3 Written Warnings.
   5.4 Suspension pending investigations.
   5.5 Appeals procedure.
   5.6 N.E.C. Code of Conduct Appeals Board.
   5.7 Composition of the Code of Conduct Appeals Board.
   5.8 Functions of the Board.

Forms
SCHEDULE A: Warning/Suspension
SCHEDULE B: Internal Appeals
SCHEDULE C: Appeal to the Code of Conduct Appeals Board

Offenses and their level of seriousness

3.1 There are varying levels of seriousness of breaches of the Code and misconduct under the Code. These are categorised hereunder.
A verbal warning given by an employer shall not form part of disciplinary procedure set out in the Code but may be recorded on the employee's personal record in the presence of a workers committee representative or a fellow employee of own choice.

3.1.1 Minor Offences

Corrective action shall start with a verbal warning which shall last for 3 months for the following offences—
1. Poor time-keeping.
2. Leaving job or place of work without permission.
3. Absence from work for a period of not more than 2 working days without reasonable excuse.
4. Loafing and Loitering.
5. Gambling.
7. Concealing one's defective work.
8. Sub-standard work performance, including carelessness.

3.1.2 Major Offences

Corrective action shall start with a written warning which shall last for 4 months for the following offences:
10. Deliberate failure to clock in or out.
11. Inefficiency.
12. Intoxication or drunkenness.
13. Sleeping on duty.
14. Insubordination, including rudeness.
15. Indecency, including obscene behaviour.
17. Abuse of privilege of office.
18. Threatening or attempting to do bodily harm to any other person on company premises.
19. Negligence that causes damage to company property or failure to report damage to company property.

20. Insulting or abusive language.

21. Absence from work for a period of 3 or 4 working days without reasonable excuse.

22. Disorderly behaviour likely to cause or resulting in damage to company property or of any other person on company premises.

3.1.3 Serious Misconducts

(a) The offences covered by this section shall warrant dismissal.

(b) However, prior to making the decision to dismiss an employee, the presiding officer in consultation with the Disciplinary Committee shall take into consideration such factors as the offender's length of service, previous disciplinary record, work performance and any special circumstances pertaining to the case such as extreme provocation etc.

Having due regard for the aforementioned, the presiding officer may, having assessed the merits and demerits of the case in consultation with the disciplinary committee as well shall mete out one of the following as an alternative to dismissal:

(i) a final written warning with suspension for a maximum period of two weeks without pay; or

(ii) a final written warning with reduced pay to not lower than the level immediately below his current level for a maximum period of three months; or

(iii) a final written warning with a reduction in pay to not more than two levels below his current level for a maximum period of one year.

3.1.4 The following offences warrant dismissal

23. Attacking or assaulting a fellow employee or any other person, including fighting on company premises.
24. Possession of a dangerous weapon such as a firearm or prohibited drugs and alcohol on company premises without authorisation.

25. Wilful damage or destruction of the employer's property or that of a fellow-employee within the company premises;

26. Theft, fraud, bribery, embezzlement, extortion, forgery or corruption;

27. Absence from work for a period of 5 or more consecutive working days without a reasonable excuse;

28. Habitual or substantial neglect of duties;

29. Serious violation of health or safety rules or regulations;

30. Making unauthorised press statements;

31. Refusal or failure to obey lawful instructions or to perform duties, and knowingly issuing unlawful instructions;

32. Illegal collective job action;

33. Wilfully sleeping on duty;

34. Harassment at the workplace;

35. Gross Incompetence.

3.2 Definition of Offences

1. "Poor time-keeping", this includes the following types of misconduct committed without reasonable excuse—
   (a) Reporting late for work.
   (b) Leaving work early without permission.
   (c) Extended or unauthorised breaks during working hours.

2. "Leaving job or place of work without permission", offence is self-explanatory.

3. "Absence from work for not more than 2 working days without reasonable excuse", this includes taking time off without leave and tacking time off without being granted leave of absence.
4. “Loafing and loitering” means spending time idly and aimlessly.

5. “Gambling” means playing games of chance for money during working hours.

6. “Minor breach of health and safety regulations” includes failure to wear or utilize protective or safety clothing or equipment, failure to report any situation hazardous, or potentially hazardous to the health or safety of others.

7. “Concealing one’s defective work” is self-explanatory.

8. “Sub-standard work performance, including carelessness” includes work performed below the level of expertise which would normally be expected of the individual and includes neglect of work.

9. “Boisterous behaviour” includes rough or noisy behaviour or playing practical jokes which may affect the concentration or performance of other persons at the work place.

10. “Deliberate failure to clock in and out” is self-explanatory.

11. “Inefficiency” includes state of not achieving maximum productivity or failure to make the best of time or resources.

12. “Intoxication or drunkenness” means being under the influence of alcohol or drugs to an extent which renders the employee incapable of performing his or her duties properly.

13. “Sleeping on duty” means failing to keep awake while on duty.

14. “Insubordination” means discreditable conduct which includes rudeness, or disrespect for persons in authority.

15. “Indecency and obscene behaviour” include offensive or unbecoming behaviour against normally accepted standards of morals or tastes.

16. “Malicious allegations” are utterances or publication of words which are derogatory of any persons, race, tribe,
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religion, or sex which have no truth or evidence validating their utterances or publication.

17. "Abuse of privilege or office" includes—
   (a) engaging in personal hobby during work;
   (b) reading material unconnected with employment during working hours;
   (c) engaging in personal telephone conversations of unreasonable duration during working hours;
   (d) using employer's office for improper purposes;
   (e) concealing or covering-up defective work, either one’s own or another’s work;
   (f) Abusing any other privilege offered by the employer.

18. "Threatening or attempting to do bodily harm to any other person on company premises" consists of any act or gesture which causes another person to have reasonable fear of infliction of physical violence or harm on him/her or his/her family or property.

19. "Negligence that causes damage to company property or failure to report damage to company property" consists of not exercising the standard of care or diligence which can reasonably be expected of an employee in his particular position. "Damage to property" includes loss thereof and loss of production.

20. "Insulting or abusive language" means language or behaviour towards another person or groups of persons which shows hatred, ridicule or contempt or is likely to provoke retaliation or violence. The offence is aggravated if it is related to race, tribe, and religion, place of origin, colour or political opinion of the person or persons addressed.

21. "Absence from work for 3 to 4 working days without reasonable excuse" is the same as described in 3 above except for the duration of absence. It includes overstaying leave of absence. However, the employee may be excused
only if he can offer reasonable excuse for his absence but he may nonetheless, suffer loss of pay for the days he has been absent without leave.

22. “Disorderly behaviour likely to cause or resulting in damage to company property or the property of any person in company premises” means behaviour resulting or likely to result in disorder, disturbance of peace or an outbreak of lawlessness on the part of an individual or group of individuals. Damage includes situations which are potentially damaging to the employers property or production.

23. “Attacking or assaulting another person or fighting on company premises” consist of doing any physical act which causes another person to have reasonable fear of infliction of physical violence on him. The offence can be committed by striking or touching that other person in anger or vengeful or insolent manner. A final written warning may be imposed if there are extenuating features to the case, such as extreme provocation.

24. “Possession of a dangerous weapon such as a firearm or prohibited drugs and alcohol on company premises without permission” is self-explanatory.

25. “Wilful damage or destruction of the employer’s property or that of a fellow employee within company premises” An employee damages property if he unnecessarily or without justification, wilfully causes damage to the property or destroys or throws it away, or is reckless, or does not care whether the property will be damaged or destroyed by his or her conduct.

26. “Theft, fraud, bribery, embezzlement, extortion, forgery or corruption—

(a) Theft is the intentional removal of property belonging to another person with the intention of permanently depriving that person of the property. For the purpose of the Code, theft includes unauthorized borrowing and the removal of the employer’s property from the company premises without the employers’ permission.
(b) Fraud is the intentional making of a false representation (whether verbally, in writing or by conduct or implication) to another person which representation has the effect of prejudicing that other person. Fraud includes theft by false pretences and theft by conversion. It also includes obtaining concessions (such as leave, loans, pay advances, etc.) through false pretences, falsification of any document relating to the offender’s employment or his obtaining employment.

(c) Extortion is obtaining some advantage of benefit from another person by intentionally and unlawfully subjecting him or her to threats of bodily harm or damage to himself or herself, or his or her family, or property or arrest or prosecution, defamation, dismissal, civil proceedings, inconvenience or other such consequence.

(d) Corruption: an employee acts corruptly if he or she does or refrains from doing anything which is his or her duty to do or refrain from doing, in return for any form of favor or reward, whether such reward is solicited or unsolicited.

27. “Absence from work for a period of more than 5 consecutive working days without reasonable excuse” itself is explanatory.

28. “Habitual or substantial neglect of duties” is similar to the misconduct outlines in paragraph 8 above but of a more aggravated and sustained form.

29. “Serious violation of safety and health regulations” is similar to the misconduct outlined in paragraph 6 hereof and includes more serious breaches such as smoking in a prohibited area or failure to provide protective clothing.

30. “Making unauthorized press statements”: An employee is guilty of this misconduct if he or she makes a statement to the press concerning a matter relating solely to the affairs of his or her employer without permission from the employer.
31. "Refusal or failure to obey lawful instructions or to perform duties, and knowingly issuing unlawful instructions"—
   (a) an employee is guilty of this misconduct if he or she shows intention to resist carrying out a lawful and reasonable order or does not, in fact, carry out the order;
   (b) orders, instructions or duties may be in the form of factory regulation, standing orders, and circulars, written or oral instructions and may be expressed or implied. Duties also include those duties which an employee is obliged to perform or which are a part of or incidental to his or her job.

Unlawful instructions are those which are in violation of one’s contract of employment.

32. "Illegal collective job action" means an industrial action calculated to persuade or cause a party to an employment relationship to accede to a demand related to employment, and includes a strike, boycott, go-slow, lock out, sit-in or sit out, inciting others to engage in illegal, unconstitutional and disorderly behavior, or other such concerted efforts.

33. "Willfully sleeping on duty" is a blameworthy action done on purpose, governed by will without regard to reason, done obstinately, perversely, willfully, stubbornly, deliberately and intentionally for which compulsion, ignorance or accident is no excuse.

34. Harassment at the workplace; includes any action in the course of carrying out duties, linked with or arising out of work—
   (a) in the workplace, including public and private spaces where they are a place of work or work related business;
   (b) in places where the worker is paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities;
   (c) during work related trips, travel, training, events or workplace organised social activities;
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(d) through work-related communications, including those enabled by information and communication technologies;

(e) in employer-provided accommodation; and

(f) when commuting to and from work.

35. Gross Incompetence: means any professional misconduct or unreasonable lack of professional skill in the performance of professional practices.

3.3 Summary of disciplinary measures

<table>
<thead>
<tr>
<th>G/ence/Misconduct</th>
<th>1st Breach after a verbal warning</th>
<th>2nd Breach</th>
<th>3rd Breach</th>
<th>4th Breach</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Poor time-keeping</td>
<td>1st w/w</td>
<td>2nd w/w</td>
<td>f/w/w</td>
<td>Dismissal</td>
</tr>
<tr>
<td>2 Leaving job or place of work</td>
<td>1st w/w</td>
<td>2nd w/w</td>
<td>f/w/w</td>
<td>Dismissal</td>
</tr>
<tr>
<td>3 Absence without reasonable excuse to 2 days</td>
<td>1st w/w</td>
<td>2nd w/w</td>
<td>f/w/w</td>
<td>Dismissal</td>
</tr>
<tr>
<td>4 Loafing or loitering</td>
<td>1st w/w</td>
<td>2nd w/w</td>
<td>f/w/w</td>
<td>Dismissal</td>
</tr>
<tr>
<td>5 Gambling</td>
<td>1st w/w</td>
<td>2nd w/w</td>
<td>f/w/w</td>
<td>Dismissal</td>
</tr>
<tr>
<td>6 Minor breach of health and safety regulations</td>
<td>1st w/w</td>
<td>2nd w/w</td>
<td>f/w/w</td>
<td>Dismissal</td>
</tr>
<tr>
<td>7 Concealing one's defective work</td>
<td>1st w/w</td>
<td>2nd w/w</td>
<td>f/w/w</td>
<td>Dismissal</td>
</tr>
<tr>
<td>8 Sub-standard work performance</td>
<td>1st w/w</td>
<td>2nd w/w</td>
<td>f/w/w</td>
<td>Dismissal</td>
</tr>
<tr>
<td>9 Boisterous behaviour</td>
<td>1st w/w</td>
<td>2nd w/w</td>
<td>f/w/w</td>
<td>Dismissal</td>
</tr>
<tr>
<td>10 Deliberate failure to clock in or out</td>
<td>w/w</td>
<td>f/w/w</td>
<td>dismissal</td>
<td></td>
</tr>
<tr>
<td>11 Inefficiency</td>
<td>w/w</td>
<td>f/w/w</td>
<td>with or without demotion</td>
<td>dismissal</td>
</tr>
<tr>
<td>12 Intoxication or drunkenness</td>
<td>w/w</td>
<td>f/w/w</td>
<td>dismissal</td>
<td></td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>Conduct/Misconduct</th>
<th>1st Breach after a verbal warning</th>
<th>2nd Breach</th>
<th>3rd Breach</th>
<th>4th Breach</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sleeping on duty</td>
<td>w/w</td>
<td>f/w/w</td>
<td>dismissal</td>
<td>dismissal</td>
</tr>
<tr>
<td>Insubordination including rudeness</td>
<td>w/w</td>
<td>f/w/w</td>
<td>dismissal</td>
<td>dismissal</td>
</tr>
<tr>
<td>Indecency, including obscene behaviour</td>
<td>w/w</td>
<td>f/w/w</td>
<td>dismissal</td>
<td>dismissal</td>
</tr>
<tr>
<td>Malicious allegations</td>
<td>w/w</td>
<td>f/w/w</td>
<td>dismissal</td>
<td>dismissal</td>
</tr>
<tr>
<td>Abuse of privilege or office</td>
<td>w/w</td>
<td>f/w/w</td>
<td>dismissal</td>
<td>dismissal</td>
</tr>
<tr>
<td>Threatening or attempting to do bodily harm</td>
<td>w/w</td>
<td>f/w/w</td>
<td>dismissal</td>
<td>dismissal</td>
</tr>
<tr>
<td>Negligence</td>
<td>w/w</td>
<td>f/w/w</td>
<td>dismissal</td>
<td>dismissal</td>
</tr>
<tr>
<td>Insulting or abusive language</td>
<td>w/w</td>
<td>f/w/w</td>
<td>dismissal</td>
<td>dismissal</td>
</tr>
<tr>
<td>Absence without reasonable excuse 3 to 4 days</td>
<td>w/w</td>
<td>f/w/w</td>
<td>dismissal</td>
<td>dismissal</td>
</tr>
<tr>
<td>Disorderly behaviour</td>
<td>w/w</td>
<td>f/w/w</td>
<td>dismissal</td>
<td>dismissal</td>
</tr>
<tr>
<td>Attacking, assaulting etc.</td>
<td>dismissal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Possession of a dangerous weapon</td>
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<tr>
<td>Wilful damage or destruction of employer’s property</td>
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</tr>
<tr>
<td>Theft, fraud, bribery etc.</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Absence from work without reasonable excuse for 5 days or more</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Habitual or substantial neglect of duties</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Serious violation of health and safety regulations</td>
<td>&quot;&quot;</td>
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</tr>
</tbody>
</table>
N.B: Before dismissal for offences 23 to 35 the employer’s attention is drawn to the provision of section 3.1.3 (b) of this Code.

3.4 Duration/period of operation of warnings

1. Verbal warning: expires after 3 months.
   First written warning expires: after 4 months.
   Second written warning: expires after 6 months.
   Final warning: expires after 12 months.

2. The unexpired period of operation of a warning given for an offence in categories 1 to 9 and 10 to 22 of section 3 shall, within their categories have a cumulative effect in determining the appropriate punishment, and due weight shall be given to the seriousness of the offence for which the warning was given.

3. When considering the punishment to be imposed, the details of the offender’s record as a whole shall be taken into account.

3.5 Disciplinary Procedure

1. —

3.5.1 General Considerations

(a) The maintenance of discipline within a factory, in a department or in any work situation is a function
of line management, who are responsible for administering the Code.

(b) This section of the code covers the procedural stages to be followed in a disciplinary case, the requirements regarding investigation, preparation of disciplinary cases and the conduct of disciplinary hearings. The stages may be summarized as follows—

(i) Enquiry committee.
(ii) Hearing committee.
(iii) Disciplinary committee — first stage of internal appeal.
(iv) In the case of shortage of manpower the employer in consultation with the workers committee shall seek approval to combine either inquiry and hearing, or hearing and disciplinary committee during the initial stages.
(v) Company arbitrator — second and final stage of internal appeal within the company.
(vi) N.E.C Code of Conduct Appeal's Board.
(vii) Labour Court.
(viii) Supreme Court.

It should be noted that the arbitrator is the last stage of internal appeal as far as the company is concerned.

(c) In terms of the Labour Relations (Employment Codes of Conduct) Regulations, Statutory Instrument 379 of 1990 as amended, no proceedings commenced in terms of this code of conduct in respect of misconduct or breach of the rules and procedures of the code shall continue beyond 14 working days from the date of their commencement without a decision being reached.

(i) Disciplinary and appeals proceedings should be completed within 30 working days from the date they commenced. 14 working days should be with the disciplinary procedure and another 14 working days within the appeals procedure.
(ii) If 30 working days elapse and the matter has not been dealt with, the alleged offender has the right to refer the matter to a Labour Officer who will deal with the matter in terms of section 93 of the Labour Relations Act [Chapter 28.01] as amended.

2. Where there is a Human Resources Department, Officials in that department should be available to assist line management in the composition and training of disciplinary committee structures and ensure that disciplinary action and procedures are consistent in all departments and that they are in conformity with this Code.

3. When an employee is alleged to have committed misconduct in terms of this Code, the circumstances shall be thoroughly investigated by an Enquiry Committee headed by an investigating officer (“the I.O”) within 2 working days.

4. At the conclusion of the investigation, the I.O shall forward a written report of his or her findings to a managerial employee (“the Presiding Officer – P.O”) who shall conduct a hearing of the matter if the I.O has recommended that disciplinary action should be taken against the employee.

5. The employee may, if he so wishes, be represented at the hearing before the P.O. by a member of the workers’ committee or any fellow employee of his choice:
   - Provided that a managerial employee shall not have his interests represented by a member of the workers’ committee but by any other fellow employee of his choice.
   - At any hearing, at least two members of the workers committee (or managerial workers committee) shall be present and shall have the right to assess on any point pertaining to the case.

6. At the conclusion of the hearing, the P.O with the consent of the Hearing may impose any of the punishments provided by section 5 of the Code.

7. The category of managerial employees empowered to issue written warnings or suspend an employee (“Designated Persons”) shall be made known to all staff and employees.
8. Agents of the National Employment Council for the Textile Industry ("NEC") shall be responsible for the administration, policing and the implementation of the Code to ensure consistency and fair treatment of all at all levels.

3.5.2 Enquiry procedure: Enquiry Committee

1. The alleged offender shall be informed of the nature of misconduct in writing within twenty-four hours by his superior who shall also ensure that he obtains written proof of acknowledgement from the alleged offender.

   (a) If the misconduct is admitted, then the necessary disciplinary action may be taken in terms of this Code.

   (b) If the misconduct is refuted, the employee must be notified by his superior in writing within twenty four hours of the date, time and place where an official enquiry into the allegations against him shall be held.

2. An Enquiry Committee ("E.C") shall consist of equal numbers of representatives of management and the workers. Their number shall not be less than 2 or more than 4—

   (a) The Investigation Officer "I.O" (a managerial employee) shall preside over the enquiry. Whenever possible, the enquiry shall be conducted within 48 hours from the time the misconduct is reported.

   (b) The enquiry committee shall gather all the relevant evidence available whether written or oral.

3. Having considered all the evidence before it, the E.C. shall decide whether the allegation made against the employee is valid. If the allegation is considered to be not valid, the IO. Shall forward a written report of the findings to the Head of Department who shall inform the alleged offender in writing and the case will be closed.

4. Disciplinary Hearing

   (i) Composition of hearing committee: The hearing committee shall consist of two members of management and two members of the workers committee (or managerial workers committee) as the case may be.
(ii) Where the E.C. decides that the alleged offender has a case to answer, the I.O. shall forward a written report of the findings to a managerial employee ("the Presiding Officer —P.O.") who shall notify the alleged offender within two working days, in writing, of the day, time and place where a hearing shall be conducted. The P.O. shall also advise the alleged offender of his right, if he so wishes, to be represented at the hearing by a fellow employee of his choice and the right to bring in witnesses to support his case. The complainant in the case shall not be allowed to preside over the hearing.

The hearing shall be conducted within two working days in accordance with the following procedure—

(a) inform the employee of the charge against him in writing;

(b) invite the employee to admit or refute the charge;

(c) if the charge is admitted, the P.O. shall proceed to implement the appropriate disciplinary action regarding the category of misconduct in terms and procedures of the Code of Conduct;

(d) if the charge is refuted, the P.O. shall—
   (i) invite the employee to state his case;
   (ii) invite comments from his representatives and members of the workers committee;
   (iii) call in witnesses, one at a time;
   (iv) allow for cross-examination by both parties;
   (v) invite closing arguments;
   (vi) summarize and give the decision of the committee and complete the relevant form;
   (vii) inform the offender of his right of appeal against the decision and the procedure to be followed.
5. The proceedings may be adjourned for a period not exceeding 48 hours if the committee considers an adjournment to be necessary.

6. Should disciplinary action be taken, it will be the duty of the P.O to inform the employee of the consequences of any further misconduct, and of the improvement expected of the employee in the future. The P.O shall also make it clear to the employee that he has a right to appeal against the decision in terms of the Code.

7. Record of proceedings: The P.O. should always ensure that a written record of the proceedings is kept. The record should be well documented and, where necessary, the recording shall be verbatim and preferably typed. The record shall be kept for a period of not less than twelve months.

3.5.3 Written warnings

1. A written warning may only be issued by a designated person.

2. Written warnings shall be recorded on the Code of Conduct Warning/Suspension Form as set out in Schedule A.

3. The written warning, giving details of the offence, shall be served on the employee in the presence of a representative of the workers committee (or managerial workers committee) at the hearing.

4. A copy of the written warning and other relevant records shall be retained on file and shall be distributed in accordance with the instructions contained in schedule A.

3.5.4 Suspension pending investigation

1. An employer may suspend an employee, including a managerial employee, in writing, giving the reason for
the suspension, with or without pay, for a period not exceeding 14 working days as a precautionary measure in order to facilitate investigation of any offence or instance of misconduct allegedly committed by the employee.

2. Before so suspending an employee, the employer shall satisfy himself, from the information available to him, that there is a real danger that, if the employee is not so suspended, he is likely to interfere with or hamper such investigation.

3. Within 14 working days of suspension, the employer shall—
   (a) institute a hearing of the matter;
   (b) impose appropriate punishment in terms of the Code; or
   (c) re-instate the employee on full pay and benefits.

4. Any disciplinary measures implemented in relation to the employee at the conclusion of the investigation shall be in conformity with the Code and be effective from the date of the commencement of the suspension.

5. If any disciplinary measure is taken against a suspended employee, he shall be paid all the salary, wages and benefits which had accrued to him before the date of the salary, wages, benefits or privileges during the period of his suspension.

6. If no disciplinary measures are taken against an employee who has been suspended under this section, such employee shall be re-instated in his employment and shall be entitled to be paid all the salary, wages, benefits and privileges which should have been due to him had he not been suspended.

3.5.5 Appeals procedure

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

2. Disciplinary Committee—1st stage of Internal Appeal: Appeals from a disciplinary hearing will be lodged with the Disciplinary Committee ("the D.C."), in writing, within three working days of the issue of a written disciplinary action, giving full grounds of the issue of a written disciplinary
action, giving full grounds and reasons for the appeal. The appeals shall be considered within two working days of its receipt by the D.C.

3. The D.C shall consist of an equal number of management representatives and/or managerial employee representatives and representatives of the workers committee, altogether numbering not more than six and not less than four.

(a) The chairman shall be a representative member of management, while the secretary shall be appointed by the workers committee (or managerial workers committee).

(b) The chairman shall have a casting vote in addition to his deliberative vote.

(c) The secretary, in consultation with the chairman, may appoint a recorder to assist him during the proceedings.

4. Functions of the Disciplinary Committee—

(a) to consider the grounds of appeal and investigate the issues raised in order to determine their validity;

(b) to ensure that the charge preferred is the correct one;

(c) to ensure that the decision of the presiding officer confirms with the category of the misconduct;

(d) to ascertain that all the procedures were followed from the enquiry up to and during the hearing;

(e) to consider any new facts that may be raised by the appellant;

(f) to confirm, vary or alter the decision of the hearing committee; and

(g) to inform the employee of his right of appeal to the company arbitrator.

5. Arbitrator—2nd stage of Internal Appeal: in the event that the employee is not satisfied with the decision of the D.C., he may request arbitration, and the matter shall be referred to the Chief Executive of the company or an arbitrator appointed by him within three working days.
6. The arbitrator shall review all the evidence presented in the matter and he may also carry out such further investigations of the matter as he deems necessary.

7. The arbitrator shall announce his decision within five working days of the request for arbitration, and his decision will be regarded as final as far as the company is concerned.

8. If after receiving the decision of the arbitrator, the employee considers that the procedures of the Code have been violated or that the proceedings were in any way ultra vires the regulations set out herein, the employee shall have the right, within seven working days thereafter, to appeal, in writing, to the Code of Conduct Appeals Board (“the Board”) by completing Schedule C and presenting the same to the secretary of the N.E.C who shall forthwith notify the Board to review the appeal.

3.5.6 NEC Code of Conduct Appeals Board

1. During the period commencing on the date of lodging an appeal with the Code of Conduct Appeals Board (“the Board”) until the announcement of the decision of the Board—

   (a) an appealing employee who has been dismissed shall be considered to be on suspension without pay; and

   (b) neither the employee nor the employer may refer the matter to the Ministry of Labour.

2. Upon receipt of an appeal, the N.E.C secretary shall assign the designated agent to carry out investigations of the issue in whatever manner he deems necessary to obtain the facts and information concerning the appeal. The investigation shall be completed within fourteen working days, unless formally extended by the Board, and upon a report submitted to the Board in writing.

3. Whenever possible, appeals should be heard within thirty working days after the investigation.

4. Subject to the parties’ right to appeal to the Labour Court in terms of the Act, the decision of the Board shall be deemed to be final and binding on the parties.
3.5.7 Composition of the Board

1. Whenever possible, the Board shall consist of members of the Executive Committee of the N.E.C. But if a member should become an interested party, he shall declare such interest and his place taken by a person chosen by the trade union or employer's organization, whichever the case may be, in order to ensure the administration of justice. The Board shall have equal representation of not less than two and not more than three members from both the employer's representatives and the representatives of the employees.

2. The Chairman of the Board shall be the Secretary of the N.E.C and the designated agent shall act as his secretary. He shall not be required to vote in the proceedings except in the event of an equality of votes when he shall exercise a casting vote in order that a determination may be reached. If one or both secretary or designated agent is not available the administration shall appoint an independent person.

3.5.8 Functions of the Board

1. The functions of the Board shall be—

(a) to receive appeals and all necessary documents and submissions relevant to the appeal from the N.E.C's designated agent.

(b) to ascertain that the Code of Conduct procedures have been complied with, and that no variation, deviation or misinterpretation has occurred or been perceived during the conduct of any disciplinary or grievance resolution proceedings;

(c) to ascertain that any charge or allegations involving disciplinary action have been properly determined;

(d) To ensure that at all times during the application of the Code the basic rules of natural justice and due process have been observed.

2. In the event that the Board determines that there has been:

(a) breach of disciplinary procedure;

(b) incorrect determination of a charge or allegation; or

(c) any other violation of the Code that is deemed to be prejudicial to either the employer or the employee;
the Board shall, in the discharge of its authority—

(i) direct re-instatement or dismissal (as the case may be) of the employee affected thereby; or

(ii) direct that the case be re-investigated; or

(iii) order that the Code be complied within a fresh proceedings; or

(iv) give any other directive which will ensure that justice between the parties has been done and fairness observed in the case

3. In the event of any party not being satisfied with the decision of the Board, the party may appeal to the Labour Court in terms of the Act.

4. The designated agent of the N.E.C shall be responsible for ensuring that there has been compliance with decisions made under the Code of Conduct.

5. If an employer fails or refuses to comply with a decision of the CCAB he shall be guilty of an unfair labour practice in terms of section 8(e) of the Labour Relations Act [Chapter 28:01] as amended.

PART II
GRIEVANCE RESOLUTION PROCEDURE

Preamble

4. —

A. A grievance is any feeling of dissatisfaction or unfair treatment which an employee experiences in relation to his work. All employees have the right to seek redress of their grievances. It is in the Industry's interest that the grievance be resolved at the earliest stage possible. This should happen as near the point of origin as possible.

B. All employees should also be made aware that grievances may be submitted without any form of recrimination, or risk of victimisation.
SCHEDULE D

GRIEVANCE RESOLUTION PROCEDURE FORM

Procedure

1. An employee who wishes to raise any issue as a grievance should, in the first instance, raise it with his immediate superior. (With the exception that in the event of the grievance, being against the immediate superior, the employee may raise the grievance with his departmental head or the next superior line manager).

2. The superior with whom the grievance is raised shall investigate the grievance thoroughly in an attempt to resolve the matter within a period of two working days. His findings, and the date of the same, should be recorded on the Grievance Form (Schedule D).

3. If the superior is unable to resolve the grievance to the satisfaction of the employee, the employee may then approach the superior line manager (“the Departmental Head – D.H.”) in the company of a representative of the workers committee or a fellow employee of his choice and re-submit the grievance form.

4. The D.H. must continue to investigate the matter and attempt to resolve it within two working days. His findings shall be recorded on the grievance form.

5. If the D.H. is unable to resolve the grievance to the satisfaction of the employee, the employee will be entitled to ask for a Grievance Tribunal (G.T.”) to meet to resolve the matter.

6. The G.T. will consist of management representatives and workers committee representatives, all together numbering not less than four and not more than six. The G.T. will consider the matter and record its findings on the same grievance form within a period of three working days of the submission of the application.

7. The G.T. shall make every effort to resolve the matter. The employee shall attend the proceedings and offer such evidence and other information as may be relevant to the resolution of his grievance.

8. In the event that the employee is not satisfied with the decision of the G.T., he may request arbitration, where the matter will be placed before the chief executive of the company or an arbitrator appointed by him for the arbitration.
Collective Bargaining Agreement: for the Textile Manufacturing Industry

9. The arbitrator shall review all the evidence presented in the matter, and he may carry out such further investigations of the matter as he deems necessary. He shall announce his decision within five working days of the request for arbitration, and his decision shall be regarded as final in relation to the company.

10. If an employee remains unsatisfied with the outcome of the arbitration, or if any grievance is outstanding for a period of more than fourteen days from the date of its submission, the employee may appeal to the N.E.C., and the Code of Conduct Appeals Board shall attempt to resolve the grievance within 30 working days.

PART III

DISPUTE RESOLUTION PROCEDURE

Types of Disputes

1. Dispute of Right

2. Dispute of Interest

FORMS

SCHEDULE E: Notification to Party to Attend Proceedings

SCHEDULE F: Certificate of Settlement

SCHEDULE G: Certificate of no Settlement

DEFINITIONS

(a) A dispute is an argument or disagreement, especially an official one between workers and employers.

(b) Rights are moral/legal entitlement to have or to do something.

(c) Interest is a feeling of wanting something.

   - e.g. (wage increases) etc....

1. Disputes of Rights

   — Normally involves legal rights and obligations including; - Pay, Pension Gratuity, etc...
S.I. 99 of 2022


Settlement procedure
(a) Appeal to the Designated Agent.
(b) Notification to attend Hearing.
(c) Findings on a balance of probabilities.
(d) Certificate of settlement or no settlement.
(e) Draft ruling by the DA.
(f) Application by the DA for confirmation of the draft order to the Labour Court.
(g) Review of the draft ruling by the Labour Court.
(h) Enforcement of the civil judgment by the appropriate Court.

2. Disputes of Interests

Preamble
Normally these disputes are collective and are resolved through adjudication/determinations, through either compulsory arbitration or voluntary arbitration. E.g. economic interest (wage increases) etc.

Settlement Procedure
(b) Mediation – a mechanism in which parties allow an independent third party (Mediator) to help them reach a point of settlement of which decisions are made by disputing parties.
(c) Arbitration – a formal submission of the dispute to one or more arbitrators for a decision to be reached and the decision is binding depending on the terms of reference of the arbitration.
Collective Bargaining Agreement: for the Textile Manufacturing Industry

(d) Conciliation – similar to mediation except that the active role of the third party (conciliator) is putting forward suggestions for compromise.

3. Dispute Settlement Procedure

(a) Hearing/Arbitration.
(b) Appeal—Application to the Labour Court/Arbitrator.
(c) Ruling of the labour court/Arbitrator.
(d) Appeals for review by the Labour Court/High Court.
(e) Supreme Court.
(f) Constitutional Court.

6. Declaration

The employers and the employees, having arrived at the agreement set forth herein, the undersigned hereby declare that the forgoing is the agreement arrived at, and affix their signatures hereto.

Signed at Bulawayo this 29th day of November, 2021.

B. MANGENA,
Chairman.

B. MBEVE.
Vice Chairman.

W. CHAREHWA,
Council Secretary.
7. Schedules

**SCHEDULE A**

THE TEXTILE INDUSTRY OF ZIMBABWE

Code of conduct: Warning/Suspension form

Name of company: 

Name of employee: 

Position held: 

Department: 

Nature of offence: 

Date: 

Written Statement (Recorded by Personnel): 

Disciplinary action taken: 

I acknowledge that the nature of this warning and consequences has been explained to me without prejudice to my right of appeal: 

Signature of employee: 

I wish to appeal against the decision: 

(applicant)
Signature of workers’ committee Rep/Witness

Signature of the designated person:

This form is to be completed in triplicate and distributed as follows:

- One copy to the offender.
- One copy to the offender employees’ record.
- One copy to the personnel representative.

SCHEDULE: B

THE TEXTILE INDUSTRY OF ZIMBABWE

Code of Conduct: Internal Appeal Form

To: —

Name of employee: Contact Details:

Name of company:

Employment No.: Position held:

Department:

Length of service:

Nature of offence:

Reasons/Grounds for appeal:
Collective Bargaining Agreement: for the Textile Manufacturing Industry

Employee's signature: ......................... Date Submitted: .........................

Employer's signature: ......................... Date Signed: .........................

This form is to be in duplicate:
- One copy is to be retained by the employee.
- The other copy forwarded to the determining authority.

SCHEDULE: C

THE TEXTILE INDUSTRY OF ZIMBABWE

Appeal to Council

To:—

Secretary
N.E.C for the Textile Industry
P.O. Box 1028
Bulawayo

Applicant's Contact Address

Name of employee: ..............................................................

Name of company: .............................................................

Department: ........................................................................

Employments No.: ................................................................

Position held: ......................................................................

Length of service: ..............................................................

Nature of offence: ..............................................................

Reasons/Grounds for appeal (Recorded with the assistance of Personnel): .....

..............................................................
This form is to be completed in duplicate:

- One copy is to be retained by the employee;
- And the other copy to be receipted and retained by the N.E.C agent.

SCHEDULE D

THE TEXTILE INDUSTRY OF ZIMBABWE
Grievance Handling Procedure Form

Name of company: .................................................................
Name of employee: ........................................ Contact Details...........
Department: ...........................................................................
Work No: ..............................................................................
Nature of grievance: ...............................................................
...............................................................................................
Date submitted: .................. Complainant’s Signature: ..............

1. Superior’s remarks: ................................................................
...............................................................................................
Date recorded: .................. Superior’s Signature: ......................

2. Head of department’s remarks: ..............................................
...............................................................................................
...............................................................................................
Date recorded: .................. H.O.D Signature: ............................
Collective Bargaining Agreement: for the Textile Manufacturing Industry

3. Grevance tribunal’s findings:

Date recorded: ... Chairman’s Signature:...

4. Arbitrator’s recommendations:

Date Closed: ... Complainant’s signature: ...

Workers Committee Representative Signature

SCHEDULE: E

Form L.R.6

LABOUR ACT [CHAPTER 28:01]

Notification to Party to Attend Proceedings

(name and address of party)

You are hereby notified that the matter concerning:

(subject matter)

In respect of which reference was made on the and to which you are a party shall be heard before

(specify the name of the conciliator or ruling authority)

At...

(Place)

On...

(Date)
S.I. 99 of 2022

At..........................................................am/pm

NB: if as a party, you fail to attend the hearing at the time and place notified, the hearing may proceed without you to the possible detriment of your interest.

GIVEN under my hand at............................this ..............day of.........................

20...........

CONCILIATORY/RULING AUTHORITY

SCHEDULE: F
Labour (Settlement of Disputes) Regulations, 2003
LABOUR ACT [CHAPTER 28.01]

CERTIFICATE OF SETTLEMENT

N.B: Three copies of this form shall be completed by the officer concerned, of which one shall be retained by him and the others shall be given to the parties in the matter.

Case Number..............

PART I

CERTIFICATE BY CONCILIATING AUTHORITY

I,................................. certify that the dispute between :
(Certifying authority)

............................................ and............................................
(Employee party) (Employer party)

Referred to conciliation on:
.......................................................... (Date)

concerning

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

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

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

(Issues in dispute)

was resolved by agreement of the parties on the ............................................ (Date)
Collective Bargaining Agreement: for the Textile Manufacturing Industry

and further that the terms of the agreement are as follows:

(Annex agreement if necessary)

Name of officer: ..................................................

Signature of officer: ............................................

Date and place:..................................................

PART II

We the undersigned, being parties to the above dispute do hereby confirm having agreed as indicated above.

Signed ........................................ Date ........................................

(Employee party)

Signed ........................................ Date ........................................

(Employee party)

SCHEDULE: G

Labour (Settlement Of Disputes) Regulations, 2003

L.R. 2

LABOUR ACT [CHAPTER 28.01]

CERTIFICATE OF NO SETTLEMENT

N.B: Three copies of this form shall be completed by the officer concerned, of which one shall be retained by him and the others shall be given to the parties in the matter.

Case Number............... 

CERTIFICATE BY CONCILIATING AUTHORITY

I, ................................................................., certify that the dispute between:

(conciliating authority)

................................................., and .................................................

(Employee party) ...................................... (Employer party)
S.I. 99 of 2022

Referred to conciliation on:

(Date)

concerning

(Issues in dispute)

remains unresolved as at

(date)

Name of officer: ..........................................................
Signature of officer: ..................................................
Date and place: ..........................................................

Signed ........................................ Date ........................................
(Employee party)

Signed ........................................ Date ........................................
(Employer party)

Supplement to the Zimbabwean Government Gazette dated the 20th May, 2022.
Printed by the Government Printer, Harare.

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Collective Bargaining Agreement: Water Institutions and Ice Blocks Manufacturing 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], approved the publication of the Collective Bargaining Agreement set out in the Schedule registered in terms of section 79 of the Labour Act [Chapter 28:01].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR WATER INSTITUTIONS AND ICE BLOCKS MANUFACTURING INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: WATER INSTITUTIONS AND ICE BLOCKS MANUFACTURING INDUSTRY

Made and entered in accordance with the Labour Act [Chapter 28:01], as amended from time to time between the Zimbabwe Water Institutions and Ice Blocks Employers Association, of one part (herein referred to as “Employer” or the “employer organisation”), and the Zimbabwe Water Institutions and Ice Blocks Manufacturing Industry Workers Union (herein referred to as “the employees” or the “trade union”), of the other part, being parties to the National Employment Council for Water Institutions and Ice Blocks Manufacturing Industry. (hereinafter referred to as “the Council”).

1. Parties agreed to the following definitions

Sector Definitions and Interpretations

(a) Borehole drilling—means extraction of ground water, getting water from underground for purposes of treatment, packaging and human consumption.

(b) Water catchment service areas—means a catchment area or part of a catchment area of water gathering installation that is subject to the protection of water utility limitation.

(c) Water sub-catchment service areas—means a part of a catchment area of water gathering installation that is subject to the protection of water utility limitation.
Collective Bargaining Agreement: Water Institutions and Ice Blocks Manufacturing Industry

(d) Bulk Water Suppliers—means a source of water not bottled by its owner but which is transported via tanker truck or an equivalent method from one area to another for the purposes of treatment, packaging and human consumption and other purposes.

(e) Ice-blocks and cubes manufacturing—means unflavored or flavored frozen water into blocks.

2. Minimum wage

This agreement is endorsed by the employers and employees amends the agreement published in Statutory Instrument 274 of 2020.

As a result of the new dispensations contained in the Reserve Bank's Monetary Policy Statement it has been agreed by parties to set minimum salary for the industry in United States dollars. Please note the employment council is not stipulating that companies must pay in actual US dollars but it is the Council's decision that using the US dollar figures be a basis for determining the fair value of remuneration taking account the prevailing official Reserve Bank of Zimbabwe rate.

The minimum wage has been agreed at two hundred and fifty United States Dollars (USD250.00) with effect from 1st October, 2021.

Transport and housing allowances

Council agreed to transport allowance of twenty United States Dollars (USD20.00) and housing allowance of thirty United States Dollars (USD30.00) per month with effect from 1st October, 2021.

Transport and housing allowances will not be payable where an employer is providing transport and housing.

3. Council dues

For the purpose of meeting expenses of the Council as referred to of the Council's constitution, every employer shall, with effect from the 1st July, 2020, deduct from the basic monthly wage/salary of each of his or her permanent, seasonal, casual and fixed term contract
employees, 1.5% per month and remit such deductions to NEC for Water Institutions and Ice Blocks Industry.

4. **Gratuity**

Every employee shall qualify for a gratuity of 15% of the salary/wage after completing five years of continuous service. Any employee above 5 years shall have an increment of 1% for every year served above five years.

5. **Allowances**

**Night duty allowance**

Where an employee is encouraged to work night duty work, shall be paid at least 2% of the salary per each day worked.

**Travel and subsistence allowance**

Travel and subsistence allowance should be paid to employees who work away from the place of employment or home on employer’s assignment. These shall be as follows:

- Breakfast: USD12.00
- Lunch: USD12.00
- Dinner: USD12.00
- Inconvenience Allowance: USD20.00

**Funeral allowance**

The employer should be encouraged to assist in funeral expenses when the employee dies in the case of an employer who did not have a funeral group Scheme.

6. **Payment of Statutory Benefits**

The employer should conform to the payment of statutory benefits as required by the law of the land such as NEC, NSSA, AIDS Levy, Trade Union where a stop order form has been signed and pension contributions.

**Declaration**

The employer’s organisation and the trade union having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at, and affix their signatures thereto:
Collective Bargaining Agreement: Water Institutions and Ice Blocks Manufacturing Industry

That's signed at Harare on the 30th of November, 2021.

Dr. C. MAKINA,
NEC. Chairman.

Rev. C. P. CHIVIRU,
NEC. Acting Secretary.

R. CHITAKATIRA,
President,
Zimbabwe Water Institutions Employers' Association.

J. CHIFAMBA,
President Zimbabwe Water Institutions and Ice-Blocks and Cubes Manufacturing Workers Union.

Supplement to the Zimbabwean Government Gazette dated the 20th May, 2022.  
Printed by the Government Printer, Harare.
Labour Relations (Specification of Minimum Wages) (Amendment) Notice, 2022 (No.16)

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare, in terms of section 20 of the Labour Act [Chapter 28:01], has made the following notice:

1. This notice may be cited as the Labour Relations (Specification of Minimum Wages) (Amendment) Notice, 2022 (No.16).


"SCHEDULE (Section 5(I))
MINIMUM WAGES

Per month

For all employees whose remuneration is not fixed by or in terms of any agreement, determination or regulations made under the Act . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 25 000.00

Where the wage paid to an employee referred to in the Schedule to the principal notice in respect of his or her employment as such from the date of commencement of this notice was less than the wage prescribed in that Schedule as substituted by section 3, the employer shall pay the difference not later than two months after the date of commencement of this notice.
IT is hereby notified that the Minister of Public Service, Labour and Social Welfare, in terms of section 17 of the Labour Act [Chapter 28:01], has made the following regulations:

1. These regulations may be cited as the Labour Relations (Domestic Workers) Employment (Amendment) Regulations, 2022 (No. 21).

2. The Labour Relations (Domestic Workers) Employment Regulations, 1992, published in Statutory Instrument 377 of 1992, are amended by the repeal of the First and Second Schedules and the substitution of the following—

"FIRST SCHEDULE

PROPOSED DOMESTIC WORKERS’ MINIMUM WAGES BY GRADE

<table>
<thead>
<tr>
<th>GRADE</th>
<th>WAGE RATES ZWL</th>
<th>Monthly $</th>
<th>Weekly $</th>
<th>Daily $</th>
<th>Hourly $</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Yardworker/gardener</td>
<td>10 000,00</td>
<td>2 500,00</td>
<td>454,50</td>
<td>50,50</td>
<td></td>
</tr>
<tr>
<td>2. Cook/housekeeper</td>
<td>10 500,00</td>
<td>2 625,00</td>
<td>477,30</td>
<td>53,03</td>
<td></td>
</tr>
<tr>
<td>3. Child-minder or disabled/aged minder</td>
<td>11 025,00</td>
<td>2 756,25</td>
<td>501,13</td>
<td>55,68</td>
<td></td>
</tr>
<tr>
<td>4. Disabled/aged minder with Red Cross Certificate or equivalent</td>
<td>11 576,25</td>
<td>2 894,00</td>
<td>526,18</td>
<td>58,46</td>
<td></td>
</tr>
</tbody>
</table>

SECOND SCHEDULE

In the case of workers who do not reside on their work premise

<table>
<thead>
<tr>
<th>Item</th>
<th>Accommodation and Transport</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate (ZWL)</td>
<td>4 000,00</td>
</tr>
</tbody>
</table>

3. The Labour Relations (Domestic Workers) Employment (Amendment) Regulations, 2020 (No. 20), published in Statutory Instrument 139 of 2020, are repealed.

Supplement to the Zimbabwean Government Gazette dated the 20th May, 2022.
Printed by the Government Printer, Harare.
IT is hereby notified that the Minister of Industry and Commerce has, in terms of section 4(1) of the Control of Goods (Import and Export) (Commerce) Regulations, 1974, published in Rhodesia Government Notice No. 766 of 1974, made the following notice:

1. This notice may be cited as Control of Goods (Open General Import Licence) (Amendment) Notice, 2022 (No. 9).

2. The Control of Goods (Open General Import Licence) (Amendment) Notice, 2018, published in Statutory Instrument 237A of 2018, is amended by the insertion of the following products to the Open General Import Licence (OGIL) —

   (xxx) Sugar;
   (xxxi) Milk powder;
   (xxxii) Infants milk formula;
   (xxxiii) Petroleum jelly;
   (xxxiv) Bath soap;
   (xxxv) Laundry bar; and
   (xxxvi) Washing powder.

3. Sanitary and Phytosanitary (SPS) measures will remain in force.