



ZIMBABWEAN

GOVERNMENT GAZETTE

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General Notice 1944 of 2024.

CITY OF KADOMA (COK)

Invitation to Competitive Domestic Bidding

THE City of Kadoma is inviting interested, qualified and reputable PRAZ registered companies in accordance with Public Procurement and Disposal of Public Assets Act [Chapter 22:23], to bid for the requirements below:

Tender number

KDMC/CPT/23/24. Welding, fabrication, moulding, machining and related services. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KDMC/CPT/28/24. Maintenance and repairs of buildings. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KDMC/CPT/44/24. Light and heavy vehicle parts/spares. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KDMC/CPT/44/24. Supply, fit and repair tyres for machines, heavy and light vehicles. Wheel balancing and alignment. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KDMC/CPT/50/24. Oils/lubricants, greases, degreaser and related substances. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KMDC/CPT/56/24. Plumbing pipes and accessories for repairs/services and maintenance. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KMDC/CPT/57/24. Mechanical engineering spares for water pumps spares and accessories for repairs. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KMDC/CPT/62/24. Drugs: Clinics. Procurement method: Framework Agreement and direct to NatPharm. Closing date: 6th December, 2024, at 1000 hours.

KMDC/CPT/62/24. Disease outbreak materials and drugs. Procurement method: Framework Agreement and direct to NatPharm. Closing date: 6th December, 2024, at 1000 hours.

KDMC/CPT/02/24. ICT: Computers, printers, cartridges and accessories. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KDMC/CPT/55/24. Stationery. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KDMC/CPT/32/24. Food. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KMDC/CPT/55/24. Telecommunication services and networking. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KDMC/CMPT/02/25. Provision of legal services. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KDMC/CPT/112/25. Fuel. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KDMC/CPT/31/24. Water treatment chemicals. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

KMDC/CPT/98/24. 2 x Supply and delivery of 76-seater buses. Procurement method: Framework Agreement. Closing date: 6th December, 2024, at 1000 hours.

Tender documents which contains the eligibility requirements, instructions, the scope of work and Technical Specifications for the above tender will be available on PRAZ e-GP system free of charge as from Friday, 8th November, 2024.

The Procurement Office,
City of Kadoma,
Town House, Fitt Square,
P.O. Box 460,
Kadoma
Phone: +263682122044-6
Email: pmu@kadomacity.org.zw

Submission of tender

All responses to this procurement process will be done online using the e-GP system.

All queries regarding the above tender, should be forwarded in writing to the following email address pmu@kadomacity.org.zw

M. DONDO,
Town Clerk,
City of Kadoma,
Fitt Square,
P.O. Box 460,
Kadoma
+2636821 22044-6
kadtown@africaonline.co.zw

General Notice 1945 of 2024.

MANYAME RURAL DISTRICT COUNCIL (MRDC)

Invitation to Domestic Tender Bidding

MANYAME Rural District Council is inviting bids from reputable bidders registered with PRAZ to participate in the following tenders:

Tender number

MRDC/RW/04/24. Borehole drilling, supply and installation of

type B bush pump borehole spares. Supply and installation of borehole solar system—Re-advert. Closing date and time: 13th December, 2024, at 1000 hours.

MRDC/RW/17/24. Supply and delivery of brand-new motorvehicle. Closing date and time: 13th December, 2024, at 1000 hours.

MRDC/FA/03/24. Supply and delivery of food provisions and food humpers on Framework Agreement—Re-advert. Closing date and time: 13th December, 2024, at 1000 hours.

MRDC/FA/02/24. Procurement of vehicle maintenance services on Framework Agreement—Re-advert. Closing date and time: 13th December, 2024, at 1000 hours.

Bidding documents may be obtained by interested bidders free of charge on the electronic Government Procurement system (e-GP) <https://egp.praz.org.zw> and responses shall only be submitted via the electronic Government Procurement system <https://egp.praz.org.zw> before 1000 hours on the closing date. Inquiries should be sent on the e-GP.

F. GUTA,
Chief Executive Officer.

General Notice 1946 of 2024.

MINISTRY OF ENVIRONMENT, CLIMATE AND WILDLIFE (MECW)

Invitation to Expression of Interest for the Recruitment of Initiative for Climate Action Transparency (ICAT) Phase II Project Consultants

THE Ministry of Environment, Climate and Wildlife wishes to invite companies registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) to tender for the proposal below. Bidders' proposal offer must be submitted through PRAZ e-GP system (<https://egp.praz.org.zw>) on or before the closing date before 1000 hours CAT. The proposal document is available on the e-GP system from the 15th of November, 2024, free of charge.

Tender number

MECW/CS/12/2024. Domestic. Expression of Interest for the recruitment of ICAT Phase II project consultants. Tender publication date: 15th November, 2024. Closing date and time: 26th November, 2024, at 1000 hours CAT.

MECW56. Domestic. Rental and hire of cloud seeding air charter. Tender publication date: 15th November, 2024. Closing date and time: 26th November, 2024, at 1000 hours CAT.

The consultants required are as follows:

1. Climate Change adaptation consultant.
2. Climate Change monitoring and evaluation consultant.
3. Digital Tool Development Consultant.
4. Gender and Inclusive Consultant.
5. ICAT Project Admin and Financial Assistant.
6. Climate Change Management Bill Consultant.
7. Data Sharing and Collection Tools Consultant.

Immediately after downloading the document, bidders must advise the Ministry of Environment, Climate and Wildlife through email environmentpmu@gmail.com that they have downloaded the document stating the Procurement ref number and the procurement description. There will be no pre-bid meeting for this proposal.

General Notice 1947 of 2024.

POSTAL AND TELECOMMUNICATIONS REGULATORY AUTHORITY OF ZIMBABWE (POTRAZ)

Expression of Interest

Tender number

POTRAZ/EOI/06/11/2023. Provision of consultancy services for the development and implementation of an open data kit and power BI integrated system for monitoring and evaluation in the ICT innovation drive programme.

Part 1: Notice of Advert

The Universal Service Fund, represented by its Trustee, the Postal and Telecommunications Regulatory Authority of Zimbabwe (POTRAZ),

among many of its general policy objectives, spearheads the National ICT Innovation Drive Programme. The programme stands as a strategic initiative aimed at fostering technological innovation and economic development within Zimbabwe. This ambitious programme collaborates closely with the Ministry of Information Communication Technology, Postal and Courier Services, leveraging the synergies among stakeholders to nurture and advance Information Communication Technologies (ICTs) across the nation.

Within that mandate, POTRAZ is inviting proposals from suitably qualified and experienced ICT System/Applications/Software development consultants to develop and implement an integrated system utilising Open Data Kit (ODK) and Power BI, aimed at enhancing the Monitoring and Evaluation (M&E) capabilities within the ICT Innovation Drive Programme. The selected consultant will deliver a solution that streamlines data collection, analysis, and reporting processes, contributing to improved decision-making and programme outcomes.

Consultants/Firms will be selected in accordance with the procedures specified in Part VIII of the Public Procurement and Disposal of Public Assets Act [Chapter 22:23] and Part VI of the Public Procurement and Disposal of Public Assets (General) Regulations, 2018 (Statutory Instrument 5 of 2018), as amended, and in accordance with the shortlisting criteria indicated in the Expression of Interest (EOI) document.

Short-listed Consultants/Firms will be invited to submit their proposals on a separate document based on the Standard Request for Proposals for the Selection of Consultancy Services. The Consultant submitting the most successful proposal will be engaged on the contractual terms set out in that document and in accordance with the General Conditions of Contract for Consultancy Services. Copies of the Act and regulations and the standard documentation are available on the website of the Procurement Regulatory Authority of Zimbabwe.

Late applications will not be considered and no liability will be accepted for loss or late delivery. POTRAZ will not be responsible for any costs or expenses incurred by firms in connection with preparation or delivery of the application.

The Expression of Interest document can be obtained by downloading from the e-Government Procurement (e-GP) system: <https://egp.praz.org.zw>

The Expressions of Interest shall be submitted through the e-GP system no later than 12th December, 2024, at 1000 hours. You are advised to familiarise yourselves with the e-GP system, and to submit bids within sufficient time frames, taking into consideration any potential system challenges.

Please note that we will not be entertaining walk-in visitors for the purposes of acquiring the documents, and NO payments are required for this tender.

For any enquiries regarding the advertised Expression of Interest, you can contact the Procurement Management Unit on +263 242 – 333032 ext. 1067/1068/1091 or through email on pmu@potraz.zw

General Notice 1948 of 2024.

SUNWAY CITY (PRIVATE) LIMITED (SC)

Invitation to Domestic Competitive Tender

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 to provide relevant infrastructure to facilitate industrial and economic growth of Zimbabwe as well as regional integration and trade.

Tenders are invited from PRAZ registered companies in possession of certificate of incorporation and current tax clearance for the supply of the following:

Tender number

SC/10/2024. Supply and delivery of ICT gadgets. Compulsory site visit: 21st November, 2024, at 1100 hours [CAT]. Closing date and time: 13th December, 2024, at 1000 hours [CAT].

Submission of tender documents

Tenders must be submitted online through the electronic Government Procurement system (e-GP) on or before the closing date. No payment shall be made to obtain the documents online and NO bids shall be accepted through hard copies.

The tender documents can be downloaded from PRAZ e-GP Portal <http://egp.praz.org.zw/> at no cost.

For any further details or clarification, please contact the Procurement Management Unit on +263-4-006473/8 Email: procurement@sunwaycity.co.zw

General Notice 1949 of 2024.

UNITED BULAWAYO HOSPITALS (UBH)

Invitation to Competitive Tenders

UBH wishes to invite prospective suppliers to participate in competitive tenders and enter into agreements for the supply and delivery of the following:

Tender number

UBH/FRAM.01/2024. Supply and delivery of surgical sundries.

UBH/FRAM.12/2024. Supply and delivery of drugs.

UBH/FRAM.13/2024. Supply and delivery of laboratory re-agents, accessories and drugs.

UBH/FRAM.03/2024. Supply and delivery of cleaning consumables.

UBH/FRAM.15/2024. Supply and delivery of corporate wear.

UBH/FRAM.16/2024. Repairs and servicing of motor vehicles.

UBH/FRAM.03/2024. Supply and delivery of laboratory re-agents.

UBH/FRAM.06/2024. Supply and delivery of fruits and vegetables.

UBH/MEATS.01/2024. Supply and delivery of beef and poultry products.

UBH/FUM.10/2024-RT. Provision of fumigation services. Compulsory site visit: 26th November, 2024, at 1100 hours. Venue PMU.

Tenders documents are obtainable by interested bidders free of charge on the electronic Government Procurement system: <https://egp.praz.org.zw>. Bids to be submitted strictly on the portal: <https://egp.praz.org.zw>. Please take note that bids submitted outside the e-GP system will not be accepted. Closing date 12th December, 2024, at 1030 hours.

General Notice 1950 of 2024.

MINISTRY OF JUSTICE, LEGAL AND PARLIAMENTARY AFFAIRS (MOJLPA)

Invitation to Domestic Competitive Tenders

THE Ministry of Justice, Legal and Parliamentary Affairs (MOJLPA) is inviting suitably, qualified and reputable PRAZ registered suppliers only to participate in the following domestic tenders:

Tender number

MOJLPA/21/2024. Supply and delivery of office stationery—Re-tender. Closing date and time: 25th November, 2024, at 1000 hours.

MOJLPA/25/2024. Supply and delivery of Toyota vehicles. Closing date and time: 12th December, 2024, at 1000 hours.

MOJLPA/26/2024. Supply, delivery and installation of office blinds. Mandatory site visit: 20th November, 2024. Closing date and time: 22nd November, 2024, at 1000 hours.

MOJLPA/27/2024. Provision of auction services. Closing date and time: 20th November, 2024, at 1000 hours.

Note:

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

Bids submission is available on the electronic Government Procurement (e-GP) system <https://egp.praz.org.zw/>

General Notice 1951 of 2024.

TOBACCO RESEARCH BOARD (TRB): KUTSAGA

Invitation to Domestic Competitive Bidding

TOBACCO Research Board is inviting bids from reputable bidders registered with the Procurement Regulatory Authority of Zimbabwe to participate in the competitive bidding process for the following:

Tender number

TRB/T0000070. Supply and delivery of brand new Toyota Fortuner.

Closing date and time: 16th December, 2024, at 100 hours (CAT).

TRB/0000070b. Supply and delivery of brand new 8-ton Nissan UD lorry. Closing date and time: 16th December, 2024, at 1000 hours (CAT).

TRB/T0000070a. Supply and delivery of brand new Toyota single cab vehicles. Closing date and time: 16th December, 2024, at 1000 hours (CAT).

Interested bidders should obtain a soft copy of the bidding documents free of charge via the electronic Government Procurement system (e-GP). Bids must be submitted online through the e-GP no later than the above deadline.

General Notice 1952 of 2024.

ZIMBABWE ELECTRICITY TRANSMISSION AND DISTRIBUTION COMPANY (ZETDC)

Invitation to Competitive Tender

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

Tender number

ZETDC/DOM/13/2024. Request for Expressions of Interest for Environmental and Social Impact Assessment, Bindura –Mutoko 132kV transmission project. Closing date: 17th December, 2024.

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

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

Enquiries relating to the bidding process may be addressed to the Procurement Management Unit at ZETDC Head Office, Second Floor, Electricity Centre, 25, Samora Machel Avenue, Harare, Zimbabwe, during office hours (from 0900 hours to 1530 hours) or email address: procurement@zetdc.co.zw

General Notice 1953 of 2024.

ZIMBABWE PARKS AND WILDLIFE MANAGEMENT AUTHORITY (ZPWMA)

Invitation to Domestic Competitive Bidding

TENDERS are invited from suitable companies for the provision of the following:

Tender number

PWMA/CB004/2024. Provision of travel agency and air travel ticketing services using Framework Agreement and Subsequent Call-off Contracts. Type: Framework Agreement. Closing date: 16th December, 2024.

PWMA/CB005/2024. Supply and delivery of diaries, calendars and stationery. Type: Competitive Bidding. Closing date: 16th December, 2024.

Interested eligible suppliers may obtain bidding documents from the PRAZ e-GP portal <https://egp.praz.org.zw> at no cost. Any enquiries and clarifications to the tender should be addressed to pmadzima@zimparks.org.zw before tender closing date.

Completed bids must be submitted on the electronic Government Procurement system <https://egp.praz.org.zw> on or before 1000 hours of the due date.

General Notice 1954 of 2024.

CHITUNGWIZA MUNICIPALITY (CM)

Invitation to Domestic Competitive Bidding

CHITUNGWIZA Municipality is inviting reputable and eligible PRAZ registered bidders for the following:

Tender number

CM/RA/09/24 RE-TENDER. Re-tender provision of insurance services for Chitungwiza Municipality. Date of issue: 18th November, 2024. Closing date and time: 13th December, 2024, at 1000 hours.

CM/EN/14/24 RE-TENDER. Re-tender supply and delivery of heavy vehicles. Date of issue: 18th November, 2024. Closing date and time: 13th December, 2024, at 1000 hours.

Details of the tender shall be contained in the standard bidding document. The standard bidding document shall be obtainable on Zimbabwe electronic Government Procurement (e-GP) system.

Bids must be submitted through the e-GP system.

Any queries regarding this advert please call the Procurement Management Unit 0719 410 440.

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

General Notice 1955 of 2024.

CHIPINGE TOWN COUNCIL (CTC)**Invitation to Competitive Bidding**

CHIPINGE Town Council is inviting registered bidders to participate in the following domestic tender:

Tender number

CTC.0099. Expression of Interest for the provision of land title survey of 500 high density stands and 100 medium density stands. Closing date and time: 6th December, 2024, at 1000 hours.

Bidders are advised to visit the PRAZ e-GP system for them to access the bidding requirements. For any clarification please contact:

The Town Secretary,
Chipinge Town Council,
Stand 281, E.D. Mnangagwa Street,
P.O. Box 90,
Chipinge.
Tel: 027-2653/2734/2858/3239/3321
Email: chipingetowncouncilprocurement@gmail.com

General Notice 1956 of 2024.

MINISTRY OF HOME AFFAIRS AND CULTURAL HERITAGE (MOHACH)**Invitation to Competitive Bidding**

BIDS are invited from suitable and reputable suppliers for refurbishment of toilets and kitchens; and supply and delivery of office furniture.

Tender number

MOHACH/119/24. Competitive Bidding. Refurbishment of toilets and kitchens. Closing date and time: 12th December, 2024, at 1000 hours.

MOHACH/120/24. Competitive Bidding. Supply and delivery of office furniture. Closing date and time: 12th December, 2024, at 1000 hours.

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

Submission of tender

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

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

The Permanent Secretary,
Ministry of Home Affairs and Cultural Heritage, Eleventh Floor (reception), Mukwati Building, corner Fifth Street and Oliver Tambo Avenue, Harare, Zimbabwe.
Telephone +263 242 701 719/703643-3

General Notice 1957 of 2024.

MUNICIPALITY OF MARONDERA (MM)**Invitation to Tenders****Tender number**

MM/EOV/26/24. Supply and delivery of an executive offroad vehicle. Closing date and time: 13th December, 2024, at 1000 hours. Clarifications are done up to 6th December, 2024.

MM/CMCS/27/24. Supply and delivery of construction materials—culverts and shelves. Closing date and time: 26th November, 2024, at 1000 hours. Clarifications are done up to 22nd November, 2024.

MM/HEME/28/24. Hire of earth moving equipment—bulldozer and grader. Closing date and time: 26th November, 2024, at 1000 hours. Clarifications are done up to 22nd November, 2024.

Bidding documents are available on the electronic Government Procurement system (e-GP) using the below website address and submission of bids will be done on the same website: e-GP website: <https://egp.praz.org.zw>

Tender must be submitted online through the electronic Government Procurement system (e-GP) on or before the closing date. No payment shall be made to obtain the documents online and no bid shall be accepted through hard copies.

General Notice 1958 of 2024.

SCIENTIFIC AND INDUSTRIAL RESEARCH AND DEVELOPMENT CENTRE (SIRDC)**Invitation to Domestic Competitive Bidding**

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

Tender number

SIRDC.14/2024. Domestic. Supply and fix of a clearview fence at SIRDC. Mandatory site visit: 21st November, 2024, at 0900 hours. Closing date: 16th December, 2024, at 1000 hours.

SIRDC.15/2024. Domestic. Supply, delivery and installation of air conditioning units and dust suckers at SIRDC. Mandatory site visit: 21st November, 2024, at 0900 hours. Closing date: 16th December, 2024, at 1000 hours.

The Standard Bidding Document for each tender is obtainable on the PRAZ portal <https://egp.praz.org.zw>

Submission of tender—Bids must be submitted through the e-GPs system PRAZ portal <https://egp.praz.org.zw> before the above closing dates and times.

General Notice 1959 of 2024.

MUTARE RURAL DISTRICT COUNCIL (MRDC)**Invitation to Tenders**

MUTARE Rural District Council hereby invites bids for the following tenders:

Tender number

MUT/RDC/6/2024. Provision of security services: Guarding of Council premises at:

- Council Head Office near Mutare
 - Zimunya Sub-office in Zimunya Township
 - Council Workshops near Zimunya Turnoff
- Compulsory site visit on 20th November, 2024, at 1000 hours. Period: Two years

Closing date and time: 13th December, 2024, at 1000 hours.

MUT/RDC/7/2024. Provision of insurance cover. Pre-bid meeting on 19th November, 2024.

Period: Two years

Closing date and time: 13th December, 2024, at 1000 hours.

MUT/RDC/8/2024. Provision of debt collection services. Pre-bid meeting on 19th November, 2024.

Period: Two years

Closing date and time: 13th December, 2024, at 1000 hours.

Conditions

Bid documents are obtainable from electronic Government Procurement system (e-GP) <https://egp.praz.org.zw>. Bids must indicate the bid number and description. For further communication contact the following:

Mutare Rural District Council,
P.O. Box 604,
29 "C" Avenue,
cnr Riverside Drive and "C" Avenue, S. D. CHINAKA,
Mutare. Chief Executive Officer.

General Notice 1960 of 2024.

MINISTRY OF WOMEN AFFAIRS, COMMUNITY, SMALL AND MEDIUM ENTERPRISES DEVELOPMENT (MWACSMED)

Invitation to Domestic Competitive Bidding

THE Ministry of Women Affairs, Community, Small and Medium Enterprises Development is inviting suitably and qualified bidders registered with the Procurement Regulatory Authority of Zimbabwe to participate in the following tenders:

Tender number

MWACSMED/08/24. Supply and delivery of calendars and diaries. Closing date and time: 13th December, 2024, at 1000 hours.

MWACSMED/09/24. Capital Asset disposal. Closing date and time: 13th December, 2024, at 1000 hours.

Mandatory requirements

- Bidders must be registered with the Procurement Regulatory Authority of Zimbabwe. Current tax clearance certificate, CR14, Certificate of incorporation, Vendor number, Company profile. Women owned business are encouraged to participate as there is a preference percentage for them.
- For acquiring bidding documents, these will be available for free on e-GP system.

General Notice 1961 of 2024.

CITY OF VICTORIA FALLS (COVF)

Invitation to Tender: Domestic Competitive Bidding

Tender number

VFCC.0094. Supply and delivery of laptops.

The City of Victoria Falls invites tenders from reliable and legally registered companies for supply and delivery of laptops. Tender bidding documents with specifications are obtainable from the electronic Government Procurement system (e-GP), PRAZ e-GP portal – <https://egp.praz.org.zw> 24/7 free of charge.

Completed bid documents must be submitted on the electronic Government Procurement system <https://egp.praz.org.zw> on or before closing date and time. Any request for clarification on the bidding documents must also be requested through the system.

Closing date: 11th December, 2024, at 1100 hours.

R. DUBE,
Town Clerk.

General Notice 1962 of 2024.

NETONE CELLULAR (PRIVATE) LIMITED

Invitation to Competitive Bidding

BIDDERS are invited for the supply of the following:

Tender number

NET/CORP/15/11/24/01. Domestic tender for the provision of customs clearance services. Closing date and time: 11th December, 2024, at 1000 hours.

NET/CORP/15/11/24/02. Domestic tender for the provision of auctioneering services. Closing date and time: 12th December, 2024, at 1000 hours.

NET/CORP/15/11/24/03. Domestic tender for the provision of aircon repairs and maintenance services. Closing date and time: 13th December, 2024, at 1000 hours.

NET/TEC/15/11/24/01. Domestic tender for the provision of bulk fuel distribution services. Closing date and time: 13th December, 2024, at 1000 hours.

NET/ADM/15/11/24/01. Domestic tender for the provision of motor vehicle service and maintenance. Closing date and time: 13th December, 2024, at 1000 hours.

NET/IT/15/11/24/01. Domestic tender for the supply and delivery of mobile phones. Closing date and time: 11th December, 2024, at 1000 hours.

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

Bidders may request the tender document via email: procurement@netone.co.zw Electronic copies are obtained at no cost. Bidders are free to witness the tender opening process on the closing date.

General Notice 1963 of 2024.

ZIMBABWE POWER COMPANY (ZPC)

Invitation to Competitive Bidding

INTERESTED and qualified companies are invited to bid for the below requirements. Tenders must be submitted online through the Zimbabwe electronic Government Procurement (e-GP) system not later than 1000 hours on or before the respective indicated closing date:

Tender number

ZPC/HO INT.22/2024. Supply and delivery of single and double cab pickup trucks at HESCO Hwange Power Station. Closing date and time: 21st January, 2025, at 1000 hours.

ZPC/HO DOM.96/2024. Turbine hall cranes servicing and repairs at Hwange Power Station. Closing date and time: 16th December, 2024, at 1000 hours.

ZPC/HO DOM.97/2024. Calibration of boiler safety valves at Hwange Power Station. Site visit/pre-bid date and time: 11th December, 2024, at 1000 hours. Closing date and time: 10th January, 2025, at 1000 hours.

Interested bidders are required to obtain tender documents that consist the instructions and scope of work on e-GP. Site visit is compulsory and clearance is two weeks before site visit date. Requests for clearance for site visit must be forwarded to supplychain@zpc.co.zw Bidders must regularly check on e-GP until the tender closes for updates and responses to queries.

Note: Late submissions will not be accepted.

General Notice 1964 of 2024.

MINISTRY OF PRIMARY AND SECONDARY EDUCATION (MOPSE)

HARARE METROPOLITAN PROVINCE

Invitation to Competitive Bidding

BIDDERS are invited from suitably registered and qualified companies for the supply and delivery of a pre-owned 14-seater bus at Houghton Park Primary School: Mbare/Hatfield District.

Tender number

DHS/01/2024. Supply and delivery of a pre-owned 14-seater bus. Closing date and time for tender: 6th December, 2024, at 1000 hours.

All applications must meet the following requirements:

- Current NSSA Compliance Certificate
- Certificate of Incorporation
- CR14, CR6
- Current Tax Certificate (form ITF 263)
- Vendor number
- Current proof of Registration with the Procurement Regulatory Authority of Zimbabwe (PRAZ) in the relevant category.
- Three traceable reference letters similar jobs.

Tender documents are available upon payment of a non-refundable cash payment of USD\$25.00, at Houghton Park Primary School in Waterfalls, Harare.

Envelopes must be clearly addressed and labelled indicating the advertised tender number, descriptions and the closing date. The bids shall be deposited in the tender box at the school, reception on or before 1000 hours on the closing day. Address to:

The Evaluation Committee,
Houghton Primary School,
Harare.

General Notice 1965 of 2024.

ELECTORAL ACT [CHAPTER 2:13]

Appointment to Senator

THE public is hereby notified, in terms of section 39(7)(a) of the Electoral Act [Chapter 2:13], that Kupfuma Midiah, who was nominated by the Citizens Coalition for Change (CCC) party to fill the vacancy in the Senate by virtue of section 120(1)(a) that occurred following the death of Honourable Keresencia Chabuda, has been appointed as Senator with effect from the date of publication of this notice.

P. M. CHIGUMBA,
Chairperson,
Zimbabwe Electoral Commission.

15-11-2024.

**PUBLIC ENTITIES CORPORATE GOVERNANCE ACT
[CHAPTER 10:31]**

Appointment of Members: Board of Transmedia Corporation (Private) Limited

IT is hereby notified that the Minister of Information, Publicity and Broadcasting Services has, in terms of section 11 of the Public Entities Corporate Governance Act [Chapter 10:31], appointed the persons specified in the Schedule as members of the Transmedia Corporation (Private) Limited Board, for a period of four (4) years with effect from 9th January, 2024.

N. MANGWANA,
Secretary for Information, Publicity and
Broadcasting Services.

15-11-2024.

SCHEDULE

TRANSMEDIA CORPORATION (PRIVATE) LIMITED BOARD

1. Lawrence Nkala.
2. Auxilia Katongomara.
3. Jonathan Gandari.
4. Tinayeshe Mutazu.

General Notice 1967 of 2024.

**PUBLIC ENTITIES CORPORATE GOVERNANCE ACT
[CHAPTER 10:31]**

Appointment of Members: Board of Transmedia Corporation (Private) Limited

IT is hereby notified that the Minister of Information, Publicity and Broadcasting Services has, in terms of section 11 of the Public Entities Corporate Governance Act [Chapter 10:31], appointed the

persons specified in the Schedule as members of the Transmedia Corporation (Private) Limited Board, for a period of four (4) years with effect from 17th July, 2024.

N. MANGWANA,
Secretary for Information, Publicity and
Broadcasting Services.

SCHEDULE

TRANSMEDIA CORPORATION (PRIVATE) LIMITED BOARD

1. Mildred Kujinga.
2. Blessing Gurajena.
3. Tapson Dzvetero.
4. Thembielihle Khumalo.
5. Nonkululeko Zandile Ndlovu.

General Notice 1968 of 2024.

**MINISTRY OF PRIMARY AND SECONDARY EDUCATION
(MOPSE)**

MUKORE HIGH SCHOOL

Invitation to Tender

Tender number

MOPSE/MHS/1/2024. Supply and delivery of a diesel 16-seater brand new kombi.

Tender registration fee: US\$50.00.

Banking details

Bank: ZB Bank
Account number: 4564-094292405
Branch: Masvingo

Mukore High School Development Association invites bidders from registered car dealers and agencies for the supply and delivery of a brand new 16-seater diesel kombi. Interested Companies may obtain detailed tender documents from Mukore High School, P.O. Box 500, Nyika, Bikita, between 0900 hours – 1500 hours Monday to Friday upon payment of the non-refundable tender registration fee. The tender documents, in sealed envelope marked with the tender description and reference number should be addressed to:

The Deputy Head,
Mukore High School,
P.O. Box 241,
Masvingo.
Phone number: 0779 908 355/0717 814 335
Email address: mukorehigh@gmail.com

Completed tender documents should be deposited in the tender box at the reception not later than 5th December, 2024, at 1000 hours local time. Opening shall be on 15th November, 2024, at 1400 hours in the presence of bidders.

General Notice 1969 of 2024.

TOBACCO INDUSTRY MARKETING BOARD (TIMB)

Invitation to Domestic Competitive Bidding

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

Tender number

TIMB/CON/044//2024. (Domestic Tender). Provision for renewal of convene with audio and video conferencing. Closing date: 12th December, 2024.

Tenders must be submitted online through the electronic Government Procurement system (e-GP) on or before the closing date. No payment shall be made to obtain the documents online and no bid shall be accepted through hard copies. The tender documents can be downloaded from PRAZ e-GP portal <https://egp.praz.org.zw/> at no cost. Queries relating to these bidding processes may be addressed to the Procurement Management Unit at TIMB on the above address or email procurement@timb.co.zw on or before 5th December, 2024.

General Notice 1970 of 2024.

CUSTOMS AND EXCISE ACT [CHAPTER 23:02]

Zimbabwe Revenue Authority Rummage Sales for the Years 2024 to 2025

IT is hereby notified that the Commissioner-General of the Zimbabwe Revenue Authority, in terms of section 39(3) of the Customs and Excise Act [Chapter 23:02], has made notice that uncleared and forfeited goods in the following places will be sold by public auction within the venues and on the dates indicated in the Schedule.

Easpour Investments (Private) Limited, trading as Millenium Auctions shall conduct the auctions for Beitbridge for only four months and all sales shall commence at 0830 hours on the stated dates.

R. CHINAMASA,
Commissioner-General,
Zimbabwe Revenue Authority.

15-11-2024.

SCHEDULE

SCHEDULE OF RUMMAGE SALES DATES AND VENUES (2024–2025)

Month and year of Auction Sale	Date of Auction Sale	Station from which Auction Goods are from	Venue of Auction
December 2024	Wednesday 18th Thursday 19th	Beitbridge	Manica Transit Shed
January 2025	Thursday 23rd Friday 24th	Beitbridge	Manica Transit Shed
February 2025	Thursday 27th Friday 28th	Beitbridge	Manica Transit Shed
March 2025	Thursday 27th Friday 28th	Beitbridge	Manica Transit Shed

General Notice 1971 of 2024.

NATIONAL HANDLING SERVICES (NHS)

Invitation to Competitive Bidding

Tender number

NHS FR.06/2024. Framework Agreement for the supply and delivery of fuel and lubricants. Closing date and time: 19th December, 2024, at 1430 hours.

NHS FR.01/2024. Framework Agreement for the provision of tyres and filters. Closing date and time: 19th December, 2024, at 1400 hours.

NHS FR.07/2024. Framework Agreement for the provision of customs and clearing services. Closing date and time: 19th December, 2024, at 1200 hours.

NHS FR.04/2024. Framework Agreement for the supply and delivery of stationery. Closing date and time: 19th December, 2024, at 1530 hours.

NHS FR.05/2024. Framework Agreement for the supply and delivery of printing consumables. Closing date and time: 19th December, 2024, at 1500 hours.

NHS FR.02/2024. Framework Agreement for the supply and delivery of canteen dry groceries and meats. Closing date and time: 19th December, 2024, at 1500 hours.

NHS FR.03/2024. Framework Agreement for the supply and delivery of packaging material. Closing date and time: 19th December, 2024, at 1500 hours.

NHS FR.08/2024. Framework Agreement for the supply and delivery of cleaning materials. Closing date and time: 19th December, 2024, at 1500 hours.

Tender documents with instructions and specifications for these tenders are obtainable for free on the e-GP system egp.praz.org.zw

Bids must be addressed to the Accounting Officer, National Handling Services, First Floor, Domestic Terminal, Robert Gabriel Mugabe International Airport, Harare, Zimbabwe,

endorsed with the bidder's advertised tender number, description name, and closing date. The bids must be uploaded on the e-GP system egp.praz.org.zw on or before the tender closing deadline date and time.

General Notice 1972 of 2024.

MARONDERA RURAL DISTRICT COUNCIL (MRDC)

Invitation to Domestic Competitive Tender

MARONDERA Rural District Council (MRDC) invites bids from suitably qualified bidders of the following requirements:

Tender number

MRDC/ADMIN/06/2024. Request for proposal for the provision of legal services to Marondera Rural District Council.

Closing date: 20th December, 2024, at 1000 hours.

Documents with specifications are obtainable on electronic Government Procurement platform.

Submission of proposals

All proposals to be submitted on electronic Government Procurement platform before or on the 20th of December, 2024.

Late bids will be rejected. The Procuring Entity reserves the right to extend the bid submission deadline but will notify all potential bidders of the amended bid submission deadline on electronic Government Procurement platform.

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.

Interested firms may obtain further information on: Tel: +263 86775009553, 20734 Email: procurement@maronderardc.co.zw

Opening of tenders

Bidders and their representatives may witness the opening of bids which will take place online.

T. GUNDO,
Chief Executive Officer.

General Notice 1973 of 2024.

NATIONAL SOCIAL SECURITY AUTHORITY (NSSA)

Invitation to Tenders

Tender number

NSSA.83/2024. Supply, delivery and installation of shelving units. Tender closing date and time: 13th December, 2024, at 1000 hours (Cat).

NSSA.11/2024 RT1. Supply and delivery of modern lifts for Social Security Centre.

Mandatory Pre-bid meeting shall be held at Social Security Centre, corner Julius Nyerere Way and Sam Nujoma Street, on 22nd November, 2024, at 1100 hours. Tender closing date and time: 13th December, 2024, at 1000 hours (Cat).

Tender conditions

1. Bidders are required to be registered on the electronic Government Procurement system (e-GP) to participate in the tenders.
2. Bidding documents are available online (free of charge) on the electronic Government Procurement system (e-GP) <https://egp.praz.org.zw/>
3. Bid submission must be online on the electronic Government Procurement system (e-GP) <https://egp.praz.org.zw/> not later than the tender closing date.

General Notice 1974 of 2024.

NORTON TOWN COUNCIL (NTC)

Invitation to Competitive Domestic Tenders

NORTON Town Council is inviting interested, qualified, reputable and PRAZ registered companies in accordance with the

PPDPA Act [Chapter 22:23], to bid for the requirements below:

Tender number

ENG/SOLARLIGHTS/10/2024. Supply and fix solar street lights. Quantity/Unit of measure: 54. Closing date and time: 27th December, 2024 at 1000 hours GMT.

ENG/EXCAVATOR/11/24. Excavator. Quantity/Unit of measure: 1. Closing date and time: 27th December, 2024 at 1000 hours GMT.

ENG/COMPACTOR/10/24. Pedestrain double drum roller compactor. Quantity/Unit of measure: 1. Closing date and time: 27th December, 2024 at 1000 hours GMT.

ADMIN/SERVICE/CARS/11/24 READVERT.

Lot 1: Supply and delivery of a brand new 4 x 2 double cab. Quantity/Unit of measure: 1. Closing date and time: 27th December, 2024 at 1000 hours GMT.

ADMIN/SERVICE/CARS/11/24 READVERT.

Lot 2: Supply and delivery of brand-new SUV vehicles. Quantity/Unit of measure: 2. Closing date and time: 27th December, 2024 at 1000 hours GMT.

ADMIN/SERVICE/CARS/11/24 READVERT.

Lot 3: Supply and delivery of a brand new 4 x 2 single cab. Quantity/Unit of measure: 1. Closing date and time: 27th December, 2024 at 1000 hours GMT.

Requirements

Tender documents which contain the eligibility, requirements, instructions and the technical specifications for the above tender will be issued in the following ways through email upon request and be submitted strictly via e-GP portal.

1. e-GP portal egp.praz.org.zw
2. Hardcopy upon payment of a non-refundable tender fee of \$10 USD or ZiG equivalent per tender document and must be collected between 0800 hours and 1600 hours, Mondays to Friday at the below mentioned address

The Town Secretary's PA Office,
Norton Town Council,
Central Administration Offices,
208, Galloway Road, Norton.
Phone: +263242152226-8
Email: procurement@nortontc.org.zw

General Notice 1975 of 2024.

MINISTRY OF PRIMARY AND SECONDARY EDUCATION
(MOPSE)

HARARE METROPOLITAN PROVINCE
SOUTHLEA PRIMARY SCHOOL

Invitation to Tender

Purchase of a School Bus

TENDERERS are invited from suitably qualified registered companies for the supply and delivery of a pre-owned 18-seater bus.

Tender number

SPS/01/2024. Supply and delivery of a pre-owned 18-seater bus. Closing date and time for tender: 13th December, 2024, at 1030 hours.

All applications must include the following:

- Proof of Registration with the Motor Industry.
- Proof of Registration with NSSA.
- Certificate of incorporation, CR14.
- Current Zimra Tax Certificate(form ITF 263).
- Government Vendor number.

Tender documents are available upon payment of a non-refundable cash deposit of US\$10,00, per tender from the reception office at Southlea Primary School Administration Block.

Tenders must be bound and sealed in envelopes and endorsed on the outside with advertised tender number, the descriptions and the closing date the bids shall be addressed to:

The Head,
Southlea Primary School,
P.O. Box GN31,
Glen Norah,
Harare.

General Notice 1976 of 2024.

PETROZIM LINE (PRIVATE) LIMITED (PZL)

Invitation to Tenders

Tender number

PZL/OFFICE FURNITURE/HQ 2024. Invitation for the domestic competitive procurement for the supply and delivery of office furniture at head office for Petrozim Line (Private) Limited. Closing date: 12th December, 2024, at 1000 hours CAT.

PZL/Z-CAN CARDS/M 2024. Invitation for domestic competitive procurement for the supply and delivery of z-can cards at Msasa for Petrozim Line (Private) Limited. Closing date: 19th December, 2024, at 1000 hours CAT.

PZL/PRESS SWITCH/M 2024. Invitation for domestic competitive procurement for the supply and delivery of pressure switch at Msasa for Petrozim Line (Private) Limited. Closing date: 27th December, 2024, at 1000 hours CAT.

PZL/DIESEL FUEL LIN/2024. Invitation for domestic competitive procurement for the supply, delivery, installation and commissioning of diesel fuel lines at Msasa for Petrozim Line (Private) Limited. Site visit/Pre-bid meeting: Yes. Compulsory site visit: 16th December, 2024. Closing date: 10th January, 2025, at 1000 hours CAT.

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

Bidders are required to read carefully the bidding document and take note of the bidding documents with mandatory site visits and respond to standard templates incorporated in the bidding documents for GPSI clearance to access the sites.

General Notice 1977 of 2024.

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.54(a)/2024. Supply and delivery of Local Area Network (LAN) accessories. Closing date time: Monday, 25th November, 2024, at 1000 hours.

A complete set of bidding documents can be downloaded from the electronic Government Procurement (e-GP) and ZIMRA website: www.zimra.co.zw and any further communications about these tenders including addenda. Clients are encouraged to download the invitation to tender documents from the ZIMRA website. 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 works, goods and services. The Procurement method applicable for the bidding process shall be Competitive Bidding.

Any clarifications with regards to this tender may be directed to ZB Centre, Tenth Floor, corner Kwame Nkrumah Avenue/ First Street Mall, Harare, addressed to:

The Director Procurement Management Unit,
Zimbabwe Revenue Authority,
Tenth Floor, 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 1978 of 2024.

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/DOM/33/11/24. Supply and delivery of engines. Closing date and time: 13th December, 2024, at 1000 hours.

GMB/DOM/34/11/24. Supply and fix of diamond mesh in Buhera. Closing date and time: 13th December, 2024, at 1000 hours.

Details of the tender shall be contained in the Standard Bidding Document (SBD). The Standard Bidding Document (SBD) shall be downloaded from PRAZ portal on Zimbabwe electronic Government Procurement (e-GP) system and bids must be submitted through the e-GP system.

Please note that we will not be entertaining walk-in customers for the purpose of acquiring bidding documents and NO payment is required for the Standard Bidding Document (SBD).

Any bidding document clarification should be requested through e-GP system and clarifications shall be shared again through e-GP system.

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

General Notice 1979 of 2024.

MINING PROMOTION CORPORATION (PRIVATE) LIMITED (MPC)

Invitation to Competitive Bidding

MINING Promotion Corporation (Private) Limited is inviting bids from interested eligible bidders to participate in the following competitive processes:

Tender number

MPC/INT/03/11/24. Supply and delivery of crawler diamond drill rig and consumables. Closing date and time: 28th November, 2024, at 1000 hours.

MPC/DOM/08/11/24. Supply and delivery of lib's field lithium analyser. Closing date and time: 21st November, 2024, at 1000 hours.

MPC/DOM/09/11/24. Supply and delivery of hand held XRF. Closing date and time: 21st November, 2024, at 1000 hours.

MPC/DOM/10/11/24. Supply and delivery of a backhoe loader. Closing date and time: 21st November, 2024, at 1000 hours.

The bidding documents are obtained on the e-GP system on <https://egp.praz.org.zw>. Bids shall be submitted electronically on the e-GP system on <https://egp.praz.org.zw> on or before the closing dates and time.

General Notice 1980 of 2024.

STANDARD ASSOCIATION OF ZIMBABWE (SAZ)

Invitation to Domestic Competitive Bidding (Re-tendering)

BIDS are invited from established suppliers registered with Procurement Regulatory Authority of Zimbabwe to participate in the following domestic competitive tenders:

Date of publishing: 15th November, 2024.

Tender number

SAZ/VEHICLE/07/2024. Condition of service vehicles. Closing date: 25th November, 2024, at 1000 hours. Bid opening time on <https://egp.praz.org.zw> is 1005 hours.

SAZ/SAPUPG/062024. SAZ SAPupgrade and maintenance. Closing date: 25th November, 2024, at 1000 hours. Bid opening time on <https://egp.praz.org.zw> is 1010 hours.

SAZ/FENCE/02/2024. Supply, delivery and installation of security fence. Closing date: 12th November, 2024, at 1000 hours. Bid opening time on <https://egp.praz.org.zw> is 1005 hours.

SAZ/PRINTCONS/082024. Supply and delivery of heavy duty printer. Closing date: 25th November, 2024, at 1000 hours. Bid opening time on <https://egp.praz.org.zw> is 1015 hours.

SAZ/PROTEPPE/0924. Supply and delivery of PPE. Closing date: 25th November, 2024, at 1000 hours. Bid opening time on <https://egp.praz.org.zw> is 1020 hours.

Site visit

Tender number

SAZ/FENCE/02/2024. Supply, delivery and installation of security fence. Date and time: 25th November, 2024, at 1000 hours. Address: 1, Northend Close, Northridge Park, Borrowdale, Harare.

Bid documents are available online on the electronic Government Procurement system <https://egp.praz.org.zw> free of charge and responses shall only be submitted via the electronic Government Procurement system (e-GP) <https://egp.praz.org.zw>

General Notice 1981 of 2024.

JUDICIAL SERVICE COMMISSION (JSC)

Invitation to Competitive Bidding

THE Judicial Service Commission invites bids from suppliers who are reputable, experienced and with verifiable track record to submit bids for the following tender:

Tender number

JSC/ICT.01/24. Domestic. Invitation to bid for the supply of toner cartridges. Closing date: 13th December, 2024, at 1130 hours.

JSC/FURN.01/24. Domestic. Invitation to bid for the supply of office and courtroom furniture. Closing date: 13th December, 2024, at 1130 hours.

Bid documents are available online on the electronic Government Procurement system <https://egp.praz.org.zw>. Bid submission is also on the electronic Government Procurement system <https://egp.praz.org.zw>

General Notice 1982 of 2024.

MUREWA RURAL DISTRICT COUNCIL (MRDC)

Invitation to Domestic Competitive Bidding

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

Tender number

MRDC.18/24. Brand new pick up double cab vehicle.

Tender documents will be accessible on the e-GP system from Friday, the 15th of November, 2024.

Bids should be accompanied by certified copies of:

1. Valid Certificate of Incorporation.
2. Valid Tax Clearance.
3. Valid Registration with the Procurement Regulatory Authority of Zimbabwe (PRAZ).
4. NSSA registration certificate.
 - All bids should be submitted electronically via e-GP platform online <https://egp.praz.org.zw>/
 - Bids will be opened on Friday, 13th December, 2024, at 1000 hours soon after closing in the e-GP system.

Council does not bind itself to accept the lowest bid.

All enquiries should be directed to murewardc@gmail.com
Chief Executive Officer Murewa Rural District Council,
Private Bag 601, Murewa.
Land line +263652122241
Cell 0713891199

General Notice 1983 of 2024.

ZESA ENTERPRISES (PRIVATE) LIMITED (ZE)

Invitation to Competitive Bidding

BIDS are invited from interested, reputable, and PRAZ-registered companies for the supply and delivery of the following goods and works:

Tender number

ZE/DC/DCB/16/2024. Design and erection of a 3m x 2m interactive digital board at ZESA Enterprises. Closing date and time: 12th December, 2024, at 1000 hours.

ZE/DCB/17/2024. Supply and delivery of transformer oil filtration plant for ZESA Enterprises. Closing date and time: 12th December, 2024, at 1000 hours.

Documents for the tender are available on the e-GP portal <https://egp.praz.org.zw/egp> and ZENT website. Any queries should be addressed to the Supply Chain Manager at the addresses indicated below at least ten working days before the closing date:

The Head,
Procurement Management Unit,
Zesa Enterprises Head Office,
No. 1, Harare Drive/Willowvale Road,
New Ardbennie,
Harare.
Website: www.zesaenterprises.co.zw
Email: pmu@zent.co.zw or zentpmu1@gmail.com
Telephone: 0242-665220

Electronic tenders must be submitted through the e-GP portal, clearly labelled with the tender number and closing date, before the specified closing date and time.

ZESA Enterprises is not bound to accept the lowest or any tender.

Closing dates: 12th December, 2024, at 1000 hours.

Tenders will be opened on the e-GP portal.

General Notice 1984 of 2024.

MINES AND MINERALS ACT [CHAPTER 21:05]

Special Grant No. 7878: Masvingo Mining District

IT is hereby notified that the Minister of Mines and Mining Development, with authorisation from the President, has in terms of section 301 of the Mines and Minerals Act [Chapter 21:05], extended the tenure of Special Grant No. 7878 for Boiko Energy Investments (Private) Limited, for a period of three years with effect from the date of publication of this notice.

15-11-2024. P. KUNAKA,
Chairman, Mining Affairs Board.

General Notice 1985 of 2024.

MINES AND MINERALS ACT [CHAPTER 21:05]

**Exclusive Prospecting Order No. 1865: Matabeleland North
Mining District**

IT is hereby notified that the Minister of Mines and Mining Development, with authorisation from the President, has, in terms of section 301 of the Mines and Minerals Act [Chapter 21:05], issued Exclusive Prospecting Order to Lubimbi Power and Gas (Private) Limited, for a period of three years with effect from 15th November, 2024, to 14th November, 2027, inclusive.

15-11-2024. P. KUNAKA,
Chairman, Mining Affairs Board.

General Notice 1986 of 2024.

MINISTRY OF HEALTH AND CHILD CARE (MHCC)

Invitation to Tender

THE Ministry of Health and Child Care would like to solicit bids from qualified entities registered with Procurement Regulatory

Authority of Zimbabwe (PRAZ) for the supply and delivery of the following:

Tender number

MOHCC/CT/036/2024-Re-tender. Supply, delivery, installation and commissioning various medical equipment for Government Analyst Laboratory Department—Re-tender. Pre-bid: Yes, on 20th of November, at 1100 hours through Zoom (Link to be shared to e-GPs). Closing date and time: 25th November, 2024, at 1000 hours.

Mandatory requirements:

- Must be Registered with PRAZ to execute tenders in electronic Government Procurement system (e-GPs).
- Must have a Certificate of Incorporation.
- Must have a vendor number.
- Must have a valid tax clearance.

Tenders must be submitted via the electronic Government Procurement system (e-GPs) with the advertised tender number. Please note that no application will be allowed by the e-GPs after the closing time and date. Further, there shall be no extension of these deadlines.

General Notice 1987 of 2024.

MINES AND MINERALS ACT [CHAPTER 21:05]

**Exclusive Prospecting Order No. 1866: Mashonaland East
Provincial Mining District**

IT is hereby notified that the Minister of Mines and Mining Development, with authorisation from the President, has, in terms of section 90(2) of the Mines and Minerals Act [Chapter 21:05], issued Exclusive Prospecting Order No. 1866 to Mining Promotion Corporation, for a period of three years with effect from 15th November, 2024, to 14th November, 2027, inclusive.

P. KUNAKA,
15-11-2024. Chairman, Mining Affairs Board.

General Notice 1988 of 2024.

CITY OF MASVINGO (COM)

Invitation to Domestic Tender

CITY of Masvingo hereby invite bids for the following tender:

Tender number

CE/18/2024. Supply and delivery of brand new double cab pick-up truck. Closing date: 13th December, 2024.

Bidding documents are available free of charge on the Procurement Regulatory Authority of Zimbabwe (PRAZ) Electronic Government Procurement (e-GP) platform <https://egp.praz.org.zw>. Bids must be submitted online through the same e-GP system on or before the closing date and time.

NB: No hard copies of the bids shall be accepted.

City of Masvingo,
P.O. Box 17,
Masvingo. Eng. E. Mukaratirwa,
Town Clerk.

General Notice 1989 of 2024.

HEALTH PROFESSIONS ACT [CHAPTER 27:19]

**Notice of Erasure from Register of Pharmacists, Pharmacy
Technicians, Optometrists, and Dispensing Opticians**

IT is hereby notified that the Pharmacists Council of Zimbabwe, in terms section 90(1)(a)(i) of the Health Professions Act [Chapter 27:19], has with effect from the 18th of October, 2024, deregistered or erased persons whose names appear on the list in the Schedule from the appropriate registers.

The general public is advised that the persons whose names are listed in the Schedule are no longer entitled to practice their professions in Zimbabwe as they are deemed removed or deregistered from the appropriate registers as kept by the Pharmacists Council of Zimbabwe.

A. KARONGA,
15-11-2024. Registrar.

SCHEDULE

PHARMACY TECHNICIANS

Last Name	First Name	Middle Name	Registration
BAKO	KUMBIRAI		600940
BANDA	LUCY		600321
BANDA	VARAIDZO		500636
BANDIKA	MERCY		500764
BOTHA	LIANROY	JONKO	600169
BVUNZAWABAYA	ANTONY	IDO	136448
CHARA	HAMA		400621
CHAIKE	DAINA		500496
CHESANGO	ERNEST		500238
CHIKOMBERANWA	ROSEMARY		500618
CHIKOSI	SHASHEI		377764
CHIKUMBA	DUNCAN		600153
CHIKWATU	BRENDA		500867
CHIMBANI	SIMBARASHE		601432
CHIMBARI	RATIDZO	NOMSA	500077
CHIMBOWORA	LLOYD		400917
CHIMERI	RACHEL	HOPEWELL	600541
CHINEMBIRI	FRANCIS	KING	377678
CHINGAIRA	PRECIOUS	FAIDAMOYO	500654
CHINOMONA	GEORGE		400519
CHINYANGA	LINDIWE		500653
CHINYANYA	CLOTILDA	MUJEYI	221748
CHIPARA	SIPWE		500285
CHITSVA	NYARADZAI	SHARON	500488
CHITSWA	BLESSED	THEMBINKHOSI	600311
CHIWARIRO	HUMPHREY		400920
CHIWARIRO	MOSIYA		400340
CHIWARIRO	RUNYARARO	BLESSED	500131
CHIYANGWA	EVELYN		500451
DUBE	FARAI		400348
DUBE	GARNET		500873
DUBE	ZAMBU	MALIKONGWA	178444
DUMBRENI	TAPIWA		400358
FARAYI	CLEVER		600346
FUNDIRA	MARYGOLD	CHENGETAI	600733
GAMU	HAROLD		221683
GONDO	MOSES		600365
GONYE	TAWANDA	LENNON TIRIVANHU	600309
GOTO	LIBERTY		601086
GWIRANENZARA	HENRY		500093
HAKULANDABA	CHIEDZA		201050
HAKULANDABA	MUNYARADZI	LAWRENCE	400623
HARAWA	YAVUNGA	ESAU	400366
HLANYA	EVELYN		600315
HOVE	PATIENCE		500506
HWATO	MADELLINE		500230
JEREKA	COSMAS		352759
JONHERA	FLAVIUS	MOYO	132806
KAMUPUNGA	TAFADZWA	H	400353
KARIMAZONDO	GASFARD	TINASHE	500586
KATSVANGA	FARAI		400495
KHUMALO	BHEKEZULU		132909
KUFA	RUMBIDZAI		500661

KUGUTA	PETROS		400702
KUNAKA	DESIRE	MUNYARADZI	600156
LUPENGA	KIMBERLY	NYASHA	600343
MABACHI	NYASHA	ALICE	400971
MACHANDO	ITAYI	ALBERT	132569
MACHINGURA	FATRICIA		400921
MADANZI	RICHMORE		500326
MADIMURE	RAPHAEL	G	136376
MADZWAMUTSE	GRACE		353159
MAGAYA	RACHEL		500224
MAGOBA	MOSES		400624
MAGUMISE	RONALD	ONAI	500612
MAHASO	SHAMISO		601164
MAKOTORE	AZARIA		158842
MAKOTOSE	GIDEON		500459
MAKWEMBERE	BLANTINA		500901
MAMHINGA	SAMUEL		500960
MAMOMBE	WILLIAM		178626
MANDISODZA	PETER	NGONI	500769
MANGANI	MAGRET		500218
MANGERE	TINASHE	DUNMORE	500666
MANGWIRO	TERERAI	SAMASON	500952
MAPANGA	MASIMBA	TRYMORE	400498
MAPFUMO	DUNWELL		500457
MAPFUMO	TATENDA		319344
MARASHWA	MICHAEL		400351
MASANGO	ADDMORE	NZIRA JOSPHAT	158873
MASHOVE	DON		400895
MASUNGO	KUDZANAI	TANYARADZWA G	600659
MATENGA	MATENGA	TICHAFUNGA	500109
MATIKA	PETER	PRINCE	500253
MAVHIYA	ELLEN	SHARON	600856
MAVUNDA	DOUGLAS		400350
MAVUNGAH	PRETTY	TANDOSE	400354
MAWODZA	GOVEYA	FELIX	601311
MAZANI	BARBRA		500284
MAZIWISA	DORCAS		500657
MBENGU	TACHIYIWA		400683
MBIZI	ORGEN	AGAIN	153328
MHANDU	ABIGAIL		178561
MILLION	JULIET		400593
MINGA	ADMIRE		500780
MONDKA	KARAMAYI		500221
MOYO	DARLINGTON		500778
MOYO	DAZEMAN		132318
MOYO	JACQUELINE	PHATHUTHSDZO	400496
MOYO	MUSLINE		601117
MOYO	RANGANAI		400505
MUBIKAH	SEBASTIAN	MUNYARADZI	500336
MUCHUWA	WILLARD		400494
MUDYARA	MARCELLINE		377908
MUDZAMBA	JORAM		400607
MUGOTO	CATHERINE	ANGELA	600369
MUKAKANHANGA	AGNES		400728
MUNYARADZI	MUNYARADZI	FUNGI SIMPSON	500320
MUNZWANDAVAKA	PENITAH		500642
MUPFURUTSA	GERALD	CARTLAND	600355

MURAPA	CHIDO	CAROLINE	601023
MURASHIKA	WILLIAM		500471
MURERWA	ENETTY	TENDER	400887
MURINGANIZA	LEO		132662
MUSA	RONNIE		400345
MUSABILA	ALLEN	DUNCAN	132765
MUSVOVI	MITCHELL	TATENDA	601328
MUTAMBAYASHATA	IGNATIOUS	VENGAI	500264
MUTAPE	WALTER		500258
MUTENDEREKI	LASTON		400616
MUTIMUREFU	ELIJAH		500084
MUTSIPA	WEBSTER		400521
MUTUTU	DELLA	DELLIALAH	600342
MUVISHI	MURANGANWA		310099
MUZVIWANA	TATENDA	ELLAH	500904
MVERE	MARIA		500651
MWENYE	RUSSELL	TATENDA	400704
MWEYAMWEYA	LINNET	KESIYA	500296
NCUBE	RAPHAEL		200941
NCUBE	VUSUMUSI		600483
NDACHENGEDZWA	WATCH		132961
NDAGURWA	DANNY		400879
NDEBELE	PRIMROSE	NKAZIMULO	500461
NDENDA	STEMBENI	NARSHELL	500918
NDLOVU	COMFORT	SIPHO	600178
NDLOVU	NORMAN	GANDI	132208
NDONGWE	REBECCA	SPIWE LYNDA	600052
NEMAKONDE	ASHLEIGH		500763
EMBERI	TINASHE	HOPE	500241
NGAIRONGWE	CHIPO		400597
NGWAZI	DAYLIGHT		400342
NHONDOVA	TATENDA		600701
NHOPA	ADMIRE		500883
NSINGO	LLYOD		500655
NYADEMBERA	LOVENESS		600542
NYAGURA	WILBERT		600121
NYAMAJIWA	CHIEDZA	ROMANA	500706
NYAMHUNGA	SAMUEL		400692
NYANDORO-KUNZVI	JACINTA	TANDIWE	213244
NYANHETE	ALOIS		133111
NYEREYEMHUKA	VINCENT		600344
PIKANEGORE	RONALD		136338
PRICKISIE	RUMBIDZAI	NATASHA	601114
RUBVUWE	EDDISON		178530
SABETA	CHILTERN		600299
SANDAU	JAMES		295499
SANYANGA	NEVER		500631
SIBANDA	ERNEST		500470
SIBANDA	NDANISA		500593
SIBANDA	NKANYISO		600103
SIBANDA	RUTH		601385
SIBANDA	SIPHATHIWI	NOREEN	158787
SIRORA	JOSEPH	TAIZIVEI	400360
SITHOLE	MURIEL		400343
TARAKIDZWA	MERCY		600474
TEMBO	BAGGIO	CRAIG	600655
THONDHLANA	FLORENCE		131869

TIRIFANO	STEWART		500602
TOMA	JOSHUA		132370
TONGOWONA	ANNAMARIA		500222
TSHUKUDU	ISAAC		500135
WURAYAYI	MOLEEN		600697
ZENGEYA	BRENDA		400892
ZHAKATA	DESMOND	EDDINGTON	600473
ZIMUNYA	TAMBUDZAI		500092
ZINYENGE	BILLIARD		500099
ZVORUFURA	PINDUKAI		500307
Total			

PHARMACISTS

Last Name	First Name	Middle Name	Registration
ADAM	SUHAIL	ABDULSHAKUR OTHMAN	600378
ANAND	MUKUNDRAI	FARSHOTAM	68279
BINGALA	SHYLDINE	FATIENCE	500494
CALDECOTT	VALERIE	JEAN	68619
CHAKURIRA	SILAS		169972
CHAPMAN	NYARADZO	FELISTAS	600020
CHATINDO	TAKUDZWA	CRISPEN	600271
CHIDARIKIRE	AIDAN		68774
CHIGUTSA	BEVERLEY	FARAI	400643
CHIGWENDERE	CHRISTABEL	TAPIWA	40027
CHIKEYA	GRACE		400461
CHIKOMWE	KUDAKWASHE	CLYBERT	400833
CHIMUKA	ARCHIBALD	TAURAYI	274805
CHINDOVE	STANLEY		40029
CHINGONZO	RUVIMBO	GRACE	600104
CHIPODZANA	MUTEZWA	AUSTIN	167857
CHIRAMBA	OBERT		500577
CHISHIRI	FAITH	RUTENDO	400721
CHISHIRI	RONALD	HLUPO	314741
CHISIYIWA	CYNTHIA		500057
CHITEMERERE	CHRISTOPHER		169484
CHIWESHE	ANESU		600223
CHIYANGWA	KENNEDY		346070
CRAGG	EDWARD	KENNETH	161712
DELL	DAVID	CHARLES	68602
DELL	FAULA	WHARTON	68626
DEREDZA	CHRISTINA		500482
DEVE	RUTENDO		500045
DIASSAKOULA	CHIPO	FADZAI	500270
DUBE	DONOVAN	JR	400856
DUBE	IVAN	CHINEMBIRI	400665
DUBE	NOMAZULU		400437
DUBE-JOHNSTONE	STACY	SAKHIWE	400524
DUPWA	FARAI	REJOICE	500492
DZINGIRAI	BLESSING		400700
DZVIMBO	WONAINDINI	JESSIE	69797
GABAZA	MARLVEN		500172
GOPO	ELLAH		69065
GWATA	BEATRICE	TENDAI	379920
GWENZI	TAFIRENYIKA		400835
GWERU	TAURAI		500372
HANYANI	CHARLES	MARUVA	70580

HASHA	MICHAEL	GARIKAI	323811
HLALO	CHARMAINE		500331
HUNGWE	TAPIWA	ZIGANGWE	500745
ISMAIL	SHABIR		212908
JEJE	EDMORE		346393
KAHIYA	RUJEKO	VIOLA	600796
KAMHANDA	RAYMOND		400842
KATURUZA	CHARLES		346513
KOZMAN	MOUNIR	RASMY	255594
KUFA	ARTWELL		273916
KUHUDZAI	REUBEN	MASARI	290267
KUREBWASEKA	FRANCIS	NGONI	314710
LOBB	FAUL	WILLIAM	400424
LUMBUTEKASALA	WINEBAULT	JERRY	500189
MABUTO	CONSTANTINE		500168
MACHEKERA	OMEGA		500564
MACHENGETE	EDSON		400430
MACHINGURA	CLAUDIA		400459
MACHISA	VIMBAINASHE		400868
MADUKU	HILDA	FAMHIDZAI	500508
MADUNGWE	JEPHASON		500046
MADZIMA	MAMILE	BRIGHTNESS	88424
MADZIVA	RUVARASHE	MARTHA	600332
MAFIRAKUREVA	NYASHADZAI SHE		400839
MAFUDZE	CLEOPATRA	OTILIA	500817
MAGIGI	GODFREY	SIMBA	400750
MAGWENZI	STEPHEN		69034
MAKUNI	MAVIS	NYARADZO	600021
MANYERUKE	ROGERS		400534
MAPFUMO	TANGAI		232153
MAPONDERA	RUNAKO		600494
MASAMHA	TAPIWANASHE	JAMES	368608
MASIMBA	JAMES	TEE	500354
MASOWE	ALEX	TENDAI	600249
MASUKO	MITCHELLE	RUDO	500818
MASVAURE	GIBSON	MASIMBA	306814
MATIKITI	VICTOR		400453
MATIZA	CHENGETANAI	TAMARI	139358
MATTISON	KATE	EMILY	600364
MBANJE	BROOK	CHIFARAI	400837
MBEWE	WINSTON		316732
MBIRE	TANAKA	RUNAKO JACK	600049
MDEGE	NOREEN	DADIRAI	40037
MHURU	MARVELOUS		400540
MIDZI	CYMBISO		500691
MOMBEBYARARA	DOUGLAS		40030
MOSIRA	TONDERAI	WELLINGTON	600297
MOYO	TAWANDA		290281
MPOFU	GAMELIHLE		600229
MPOFU	HANDSOME		232445
MTASA	TICHAONA		500696
MUCHEMWA	TAPUWA	LYNETTE	68853
MUDEDE	DOROTHY	PAIDAMWOYO	500958
MUDHEBHA	LEONARD		600160
MUDZURA	EMMA		400549
MUGADZAWETA	MASHIA	LONNAH	400436
MUKANDE	ANNATOLIA	MAKANAKA	600025

MUNYIKA	AGATHA		212685
MUPASI	ADISON		69838
MUPUPUNI	JIL		600625
MUPURE	STEPHEN	MUNYARADZI	346276
MURAMBATSVINA	THELMA	TAFADZWA	600836
MURWIRA	NICKSON		346506
MUSENGI	YEMURAI	EMMACULATE	500979
MUSHAYI	GIVEMORE	MUZUVA	400447
MUSHOHWE	TREVOR	ITAYI	400575
MUSIMBE	TAPIWA	MILES	500846
MUTANDWA	INNOCENT	ZVIDZAI	373971
MUTENGWA	ISHMAEL	SIMBARASHE	400714
MUTITI	MATIE	TAWANA	600521
MUTSEYEKWA	JOHN	KUZIWA	232201
MUTSONDIWA	OBRIEN	TAMUKA	600124
MUUDURI	HILDA	NOKHUTHULA NABUHLE	500040
MUVEZWA	REJOYCE		400532
MUZORORI	PERCY		314301
MUZVIDZWA	KUDAKWASHE	FORTUNATE	601024
MWARAMBA	CHARLES	LAMECK CHIPO	69917
NEHUMBA	RUMBIDZAI		500299
NGUNDU	TAVAZIVA		400533
NTINI	LORRAINE		500317
NYAKUTSIKWA	BLESSING	TINOTENDA	500561
NYIKADZINÓ	RAYMOND		378732
PEDZISAYI	RUMBIDZAYI		172268
PFAIRA	INNOCENT		378141
QUDDUSI	RIFAT-ARA		500746
RAMBANAPASI	CLINTON		400732
ROUSE	SHARON	JEANNE	70559
RUZIVE	TICHAWANDA		500044
SEREMANI	EDWARD	TATENDA	500400
SHAMIDO	FORTUNE	MACHINEYI	40016
SHONIWA	CHENAI	VIVIAN	600519
SHUMBAYAONDA	DIANA		600083
SIBANDA	EUPHEMIA	LINDILWE	40031
SIGIDI	AGNES	LORNA	70731
SILVER	ALEXIO		400731
SIMANGO	MISI		314686
SITHOLE	NOKUTHULA	VUYANI	70793
SIZIBA	TAPIWANASHE		500693
STOKES	BRENDA	JOY	70999
TAFIREJYEI	FORSTER		306986
TAKAWIRA	BEATRICE		212616
TAMBUDZE	ELSON	ERIC	272711
TANGAWAMIRA	TUNGAMIRAI		347055
THAKER	SUBHASCHANDRA		71170
TRIVEDI	HIMESH		400925
TSHUMA	SIPHIWE	PIYO	188410
TUHWE	JOBIE		202712
WELLOCK	JOANNE	ELIZABETH	169563
ZVARAYA	PETER		254423
Total			165
OPTOMETRISTS			
Last Name	First Name	Middle Name	Registration
AFFUL	HAKEEM	GYAN	600354

AHUMAH	BARACK	ERNEST	600294
BAYONA	SHELLIE		500859
CHAUKE	FAITH		600106
DAJEE	ANITA		500563
DESAI	VANISHA	JAYESH	600371
DYSON	JEREMY	JOHN	374080
KABWAZA	INNOCENT		601036
KASONGA	CHITANI		600888
KUUSISTO	MIKA	TAPIO	500570
KYEI	SAMUEL		600359
LETSAPA	KEAMOGETSWE		500316
MADUTUNG	NCHILO	PHILLIP	500957
MAENETJA	ADAMS	EUGEAN	500374
MASIWA	LYNETT	ERITA	500395
MOKWELE	ISABELA	MPOTSO	500736
MZEMBE	JUSTICE		600893
NDWANDWE	THANDAZILE		500442
NGOVENI	MILARISI	CAROL	500735
NKABINDE	TEMBELIHLE		351917
NSIAH	PETER		600151
NYANDORO	GIFT	DELAN	400375
OWUSU	SHADRACK	OHENE AMOAH	600073
OWUSU-AFRIYIE	BISMARK		600064
PILUSA	MAGABO	IVON	500293
SCHOEMAN	SALMON	PETRUS	500684
SEKANO	KEITUMETSE	MOLEFE	500734
TAGOH	SELASSIE		600384
VAN DE RUIT	ROSEMARY	JEAN	210412
XABA	SILINDELO	NOMFUNDÖ	500441
Total			31

PHARMACISTS

Last Name	First Name	Middle Name	Registration
ADAM	SUHAIL	ABDULSHAKUR OTHMAN	600378
ANAND	MUKUNDRAI	FARSHOTAM	68279
BINGALA	SHYLDINE	PATIENCE	500494
CALDECOTT	VALERIE	JEAN	68619
CHAKURIRA	SILAS		169972
CHAPMAN	NYARADZO	FELISTAS	600020
CHAPWANYA	BONA	PARADZAI	400834
CHATINDO	TAKUDZWA	CRISPEN	600271
CHIDARIKIRE	AIDAN		68774
CHIGUTSA	BEVERLEY	FARAI	400643
CHIGWENDERE	CHRISTABEL	TAPIWA	40027
CHIKEYA	GRACE		400461
CHIKOMWE	KUDAKWASHE	CLYBERT	400833
CHIMUKA	ARCHIBALD	TAURAYI	274805
CHINDOVE	STANLEY		40029
CHINGONZO	RUVIMBO	GRACE	600104
CHIPODZANA	MUTEZWA	AUSTIN	167857
CHIRAMBA	OBERT		500577
CHISHIRI	FAITH	RUTENDO	400721
CHISHIRI	RONALD	HLUPO	314741
CHISIYIWA	CYNTHIA		500057
CHITEMERERE	CHRISTOPHER		169484
CHIWESHE	ANESU		600223
CHIYANGWA	KENNEDY		346070

CRAGG	EDWARD	KENNETH	161712
DELL	DAVID	CHARLES	68602
DELL	FAULA	WHARTON	68626
DEREDZA	CHRISTINA		500482
DEVE	RUTENDO		500045
DIASSAKOULA	CHIPO	FADZAI	500270
DUBE	DONOVAN	JR	400856
DUBE	IVAN	CHINEMBIRI	400665
DUBE	NOMAZULU		400437
DUBE JOHNSTONE	STACY	SAKHIWE	400524
DUPWA	FARAI	REJOICE	500492
DZINGIRAI	BLESSING		400700
DZVIMBO	WONAINDINI	JESSIE	69797
GABAZA	MARLVEN		500172
GOPO	ELLAH		69065
GWATA	BEATRICE	TENDAI	379920
GWENZI	TAFIRENYIKA		400835
GWERU	TAURAI		500372
HANYANI	CHARLES	MARUVA	70580
HASHA	MICHAEL	GARIKAI	323811
HLALO	CHARMAINE		500331
HUNGWE	TAPIWA	ZIGANGWE	500745
ISMAIL	SHABIR		212908
JEJE	EDMORE		346393
KAHIYA	RUJEKO	VIOLA	600796
KAMHANDA	RAYMOND		400842
KATURUZA	CHARLES		346513
KOZMAN	MOUNIR	RASMY	255594
KUFA	ARTWELL		273916
KUHUDZAI	REUBEN	MASARI	290267
KUREBWASEKA	FRANCIS	NGONI	314710
LÖBB	PAUL	WILLIAM	400424
LUMBUTEKASALA	WINEBAULT	JERRY	500189
MABUTO	CONSTANTINE		500168
MACHEKERA	OMEGA		500564
MACHENGETE	EDSON		400430
MACHINGURA	CLAUDIA		400459
MACHISA	VIMBAINASHE		400868
MADUKU	HILDA	PAMHIDZAI	500508
MADUNGWE	JEPHASON		500046
MADZIMA	MAMILÉ	BRIGHTNESS	88424
MADZIVA	RUVARASHE	MARTHA	600332
MAFIRAKUREVA	NYASHADZ AISHE		400839
MAFUDZE	CLEOPATRA	OTILIA	500817
MAGIGI	GODPREY	SIMBA	400750
MAGWENZI	STEPHEN		69034
MAKUNI	MAVIS	NYARADZO	600021
MANYERUKE	ROGERS		400534
MAPFUMO	TANGAI		232153
MAPONDERA	RUNAKO		600494
MASAMHA	TAPIWANASHE	JAMES	368608
MASIMBA	JAMES	TEE	500354
MASOWE	ALEX	TENDAI	600249
MASUKO	MITCHELLE	RUDO	500818
MASVAURE	GIBSON	MA SIMBA	306814
MATIKITI	VICTOR		400453
MATIZA	CHENGETANAI	TAMARI	139358

MATTISON	KATE	EMILY	600364
MBANJE	BROOK	CHIFARAI	400837
MBEWE	WINSTON		316732
MBIRE	TANAKA	RUNAKO JACK	600049
MDEGE	NOREEN	DADIRAI	40037
MHURU	MARVELOUS		400540
MIDZI	CYMBISO		500691
MOMBEYARARA	DOUGLAS		40030
MOSIRA	TONDERAI	WELLINGTON	600297
MOYO	TAWANDA		290281
MPOPU	GAMELIHLE		600229
MPOFU	HANDSOME		232445
MTASA	TICHAONA		500696
MTISI	KUDZAI	SEASON PANGANAI TASUNGU	500774
MUCHEMWA	TAPUWA	LYNETTE	68853
MUDEDE	DOROTHY	FAIDAMWOYO	500958
MUDHEBHA	LEONARD		600160
MUDZURA	EMMA		400549
MUGADZAWETA	MASHIA	LONNAH	400436
MUKANDE	ANNATOLIA	MAKANAKA	600025
MUNYIKA	AGATHA		212685
MUPASI	ADISON		69838
MUPUPUNI	JIL		600625
MUPURE	STEPHEN	MUNYARADZI	346276
MURAMBATSVINA	THELMA	TAFADZWA	600836
MURWIRA	NICKSON		346506
MUSENGI	YEMURAI	EMMACULATE	500979
MUSHAYI	GIVEMORE	MUZUVA	400447
MUSHOHWE	TREVOR	ITAYI	400575
MUSIMBE	TAPIWA	MILES	500846
MUTANDWA	INNOCENT	ZVIDZAI	373971
MUTENGWA	ISHMAEL	SIMBARASHE	400714
MUTITI	MATIE	TAWANA	600521
MUTSEYEKWA	JOHN	KUZIWA	232201
MUTSONDIWA	OBRIEN	TAMUKA	600124
MUUDURI	HILDA	NOKUTHULA NABUHLE	500040
MUVEZWA	REJOYCE		400532
MUZORORI	PERCY		314301
MUZVIDZWA	KUDAKWASHE	FORTUNATE	601024
MWARAMBA	CHARLES	LAMECK CHIPO	69917
NEHUMBA	RUMBIDZAI		500299
NGUNDU	TAVAZIVA		400533
NTINI	LORRAINE		500317
NYAKUTSIKWA	BLESSING	TINOTENDA	500561
NYIKADZINO	RAYMOND		378732
PEDZISAYI	RUMBIDZAYI		172268
PFAIRA	INNOCENT		378141
QUDDUSI	RIFAT-ARA		500746
RAMBANAPASI	CLINTON		400732
ROUSE	SHARON	JEANNE	70559
RUZIVE	TICHAWANDA		500044
SEREMANI	EDWARD	TATENDA	500400
SHAMIDO	FORTUNE	MACHINEYI	40016
SHONIWA	CHENAI	VIVIAN	600519
SHUMBAYAONDA	DIANA		600083
SIBANDA	EUPHEMIA	LINDILWE	40031

SIGIDI	AGNES	LORNA	70731
SILVER	ALEXIO		400731
SIMANGO	MISI		314686
SITHOLE	NOKUTHULA	VUYANI	70793
SIZIBA	TAPIWANASHE		500693
STOKES	BRENDA	JOY	70999
TAFIREJEYI	FORSTER		306986
TAKAWIRA	BEATRICE		212616
TAMBUDZE	ELSON	ERIC	272711
TANGAWAMIRA	TUNGAMIRAI		347055
THAKER	SUBHASCHANDRA		71170
TRIVEDI	HIMESH		400925
TSHUMA	SIPHIWE	PIYO	188410
TUHWE	JOBIE		202712
WELLOCK	JOANNE	ELIZABETH	169563
ZVARAYA	PETER		254423
Total			165

OPTOMETRISTS			
Last Name	First Name	Middle Name	Registration
AFFUL	HAKEEM	GYAN	600354
AHUMAH	BARACK	ERNEST	600294
BAYONA	SHELLIE		500859
CHAUKE	FAITH		600106
DAJEE	ANITA		500563
DESAI	VANISHA	JAYESH	600371
DYSON	JEREMY	JOHN	374080
KABWAZA	INNOCENT		601036
KASONGA	CHITANI		600888
KUUSISTO	MIKA	TAPIO	500570
KYEI	SAMUEL		600359
LETSAPA	KEAMOGETSWE		500316
MADUTUNG	NCHILO	PHILLIP	500957
MAENETJA	ADAMS	EUGEAN	500374
MOKWELE	ISABELA	MPOTSO	500736
MZEMBE	JUSTICE		600893
NDWANDWE	THANDAZILE		500442
NGOVENI	MILARISI	CAROL	500735
NKABINDE	TEMBELIHLE		351917
NSIAH	PETER		600151
NYANDORO	GIFT	DELAN	400375
OWUSU	SHADRACK	OHENE AMOAH	600073
OWUSU-AFRIYIE	BISMARK		600064
PILUSA	MAGABO	IVON	500293
SEKANO	KEITUMETSE	MOLEFE	500734
TAGOH	SELASSIE		600384
VAN DE RUIT	ROSEMARY	JEAN	210412
XABA	SILINDELO	NOMFUNDU	500441
Total			31

DISPENSING OPTICIAN			
Last Name	First Name	Middle Name	Registration
BUTSON	ROBERT	LLOYD	145006

CHANGE OF NAME

TAKE notice that, on the 7th day of November, 2024, before me, Gilbert Majirira, a legal practitioner and notary, appeared Farai Mundida (born on 18th May, 1978) (ID 59-017150 A 04),

who changed the names of his minor children Nyasha Takudzashe Phillipon (born on 6th December, 2006) (ID 75-2061811 P04) and Tatenda Phillipon (born on 22nd June, 2013) (ID 63-2944580 N 04), so that, henceforth, for all purposes and occasions the minor children shall be known by the names Nyasha Takudzashe Mundida and Tatenda Mundida, respectively.

Dated at Harare this 7th day of November, 2024.—Gilbert Majirija, c/o Mabundu & Ndlovu Law Chambers, Third Floor, Causeway Building, corner Patrice Lumumba Street/Ahmed Ben Bella Avenue, Harare. 495260f

CHANGE OF NAME

TAKE notice that Talent Cuthbert Chindeka (born on 20th August, 1994) appeared before me, Hugo Billsay Roystone Tanaya, a legal practitioner and notary public, at Mutare, on this 6th day of November, 2024, and changed his name from Talent Cuthbert Chindeka to Talent Makumbe, so that, henceforth, for all purposes and occasions he shall be known by the name Talent Makumbe.—Hugo Billsay Roystone Tanaya, c/o Tanaya Lawfirm, The Roystone Chambers, First Mutual Centre, Suite 102, First Floor, No. 82-86, Herbert Chitepo Street, Mutare. 495261f

CHANGE OF NAME

TAKE notice that, on the 29th day of October, 2024, before me, Takudzwa Josia Mafongoya, a legal practitioner and notary public, appeared Vincent Tandi (born on 20th September, 1994) (ID 63-1550190 X 47) and abandoned the surname Tandi and assumed the surname Kavhai and the appearer being the biological father and natural guardian of Kupakwashe Neshito Tandi (born on 2nd March, 2016) (ID 47-2059055 S 47) changed the minor child's name to Kavhai, so that, henceforth, the father and the minor child shall be known as Vincent Kavhai and Kupakwashe Neshito Kavhai, respectively.

Dated at Harare this 29th day of October, 2024.—Takudzwa Josia Mafongoya, legal practitioners and notary public, c/o Mafongoya and Matapura, legal practitioners, 3, Herbert Ushewokunze Avenue, Harare. 495262f

CHANGE OF NAME

TAKE notice that, on the 29th day of October, 2024, before me, Raynos Gumbo, a legal practitioner and notary public, appeared Christopher Dhika (born on 20th June, 1992), on behalf of Precious Makomborero Mutomeko (born on 21st April, 2017) who is a minor and daughter to the appearer and changed her name to Precious Makomborero Dhika, so that, henceforth, for all purposes and occasions she shall be known by the name Precious Makomborero Dhika.

Dated at Harare this 29th day of October, 2024.—Raynos Gumbo, c/o Gumbo and Associates Legal Practitioners, No. 2, Hendrikz Way, Avondale, Harare. 495222f

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Nomqhele Vuyisile Moyo, a notary public, at Bulawayo, on the 8th day of October, 2024. Mthabiso Leroy Mutimukulu (born on 30th January, 1987) (ID 63-1308017 Q 02) did abandon and renounce the name of Mthabiso Leroy Mutimukulu and assume in its place and stead the name Mthabiso Leroy Mthimkhulu, which name shall be used in all records, deeds, documents, records and transactions.

Dated at Bulawayo on this 31st day of October, 2024.—Nomqhele Vuyisile Moyo, c/o Makiya & Partners, legal practitioners, Fourth Floor, Office 401, York House, corner Liberation Legacy Avenue/Herbert Chitepo Street, Bulawayo. 495224f

CHANGE OF NAME

NOTICE is hereby given that, on the 6th day of November, 2024, before me, Dominic Muzawazi, a legal practitioner and notary public, appeared Tinashe Adrienne Kwanai (born on 8th February, 2014) (ID 22-2060867 G 13) who changed his name to Tinashe Adrienne Tadzara, so that, henceforth, for all purposes and occasions he shall be known by the name Tinashe Adrienne Tadzara.

Dated at Harare this 6th day of November, 2024.—Dominic Muzawazi, c/o Mtombeni, Mukwesha, Muzawazi & Associates, legal practitioners, 8, Bates Street, Milton Park, Harare. 495225f

CHANGE OF NAME

NOTICE is hereby given that, on the 6th day of November, 2024, before me, Dominic Muzawazi, a legal practitioner and notary public, appeared Nyashadzashe Blessing Kwanai (born on 21st September, 1995) (ID 22-285931 M 13) who changed his name to Nyashadzashe Blessing Tadzara, so that, henceforth, for all purposes and occasions he shall be known by the name Nyashadzashe Blessing Tadzara.

Dated at Bulawayo this 6th day of November, 2024.—Dominic Muzawazi, c/o Mtombeni, Mukwesha, Muzawazi & Associates, legal practitioners, 8, Bates Street, Milton Park, Harare. 495226f

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Blessing Virginia Mavima, a legal practitioner and notary public, at Harare, on the 4th day of November, 2024, appeared Delight Mbasa (born on 4th June, 1991) who changed her name to Delight Sasher Mbabo, so that, henceforth, for all purposes and occasions, she shall be known by the name Delight Sasher Mbabo.

Dated at Harare this 4th day of November, 2024.—Blessing Virginia Mavima, c/o Mahuni Gidiri Law Chambers, 8, Triscombe Road, Highlands, Harare. 495227f

CHANGE OF NAME

NOTICE is hereby given that, on the 1st day of November, 2024, before me, Tafara Zibusiso Nsingi, a legal practitioner and notary public, appeared Chancemore Muleya (born on 10th February, 1998) and changed his name to Chancemore Ndlovu.

Dated at Harare this 1st day of November, 2024.—Tafara Zibusiso Nsingi, c/o Nsingi and Associates Legal Practitioners, 356, Main Street, Chivhu. 495228f

CHANGE OF NAME

TAKE notice that, on the 31st day of October, 2024, before me, Angela Matarusso, a legal practitioner and notary public, appeared Stephen Garikayi Gonzo (born on 5th January, 1981) and, in his own capacity, he formally abandoned the name Stephen Garikayi Gonzo and adopted Stephen Garikayi Chaitezvi, so that, henceforth, for all purposes and occasions he shall be known by the name Stephen Garikayi Chaitezvi.

Dated at Harare this 31st day of October, 2024.—Angela Matarusso, c/o Pundu & Company, applicant's legal practitioners, 34, Edmonds Avenue, Belvedere, Harare. 495229f

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Amos Jakarasi, a notary public, on the 1st day of November, 2024, appeared Changamire Takudzwa Mukove (born on 5th December, 1999) (ID 63-2266527 Z 12) and changed his name to Changamire Takudzwa David Mukove-Tholanah, so that, henceforth, for all purposes and occasions he shall be known by the name Changamire Takudzwa David Mukove-Tholanah.

Dated at Harare this 4th day of November, 2024.—Amos Jakarasi, c/o Madzima and Company Law Chambers, No. 22, George Silundika Avenue, Harare. 495230f

CHANGE OF NAME

NOTICE is hereby given that, on the 17th day of September, 2024, before me, Blessing Dube, a legal practitioner and notary public, appeared Nompumelelo Sibanda (born on 13th May, 1974) (ID 08-567364 B 39) who changed her name to Nhoniphlo Qhawekazi Ndlovu, so that, henceforth, for all purposes and occasions she shall be known by the name Nhoniphlo Qhawekazi Ndlovu.

Dated at Bulawayo this 17th day of September, 2024.—Blessing Dube, c/o Ndlovu and Dube Legal Practice, Suite 41, Fourth Floor, Treger House, Jason Moyo Street/Btwn Daniel Madzimbamuto Avenue and Joseph Msika Avenue, Bulawayo. 495237f

CHANGE OF NAME

TAKE notice that, on the 29th day of October, 2024, before me, Raynos Gumbo, a legal practitioner and notary public, appeared Christopher Dhika (born on 20th June, 1992), on behalf of Pride Mutomeka (born on 5th April, 2013) who is a minor and son to the appearer and changed his name to Pride Dhika, so that, henceforth, for all purposes and occasions he shall be known by the name Pride Dhika.

Dated at Harare this 29th day of October, 2024.—Raynos Gumbo, c/o Gumbo and Associates Legal Practitioners, No. 2, Hendrikz Way, Avondale, Harare. 495223f

CHANGE OF NAME

NOTICE is hereby given that, by notarial deed executed before me, Tinashe Matiyashe, a legal practitioner and notary public, at Kadoma, on 2nd May, 2024, Florence Malunga, in her capacity did abandon and relinquish the name Florence Malunga, and assume in its place the name Florence Mugwambi, so that she shall be known as Florence Mugwambi in all records, deeds, documents and transactions.

Dated at Kadoma this 2nd day of May, 2024.—Tinashe Matiyashe, c/o Matiyashe Law Chambers, legal practitioners, Mtetwa Building, No. 6/7, Colling Street, Kadoma. 231982f

LOST CERTIFICATE OF REGISTRATION

NOTICE is hereby given that the under-mentioned certificate of registration, issued in the name of The Big Three Syndicate, has been lost or mislaid and that application will be made to the Provincial Mining Director, Matabeleland North Province, Bulawayo, at the expiration of 30 days from the date of publication of this notice, for the issue of a duplicate thereof.

<i>Registration number</i>	<i>Name of block</i>
48280	Genmore 2B

Dated at Bulawayo this 1st day of November, 2024.—Thabani Sibanda, applicant, 320, Inyathi Low Density Township, Inyati. 495086f

LOST CERTIFICATE OF REGISTRATION

NOTICE is hereby given that the under-mentioned certificate of registration, issued in the name of Shekina Glory Mining Syndicate, has been lost or mislaid and that application will be made to the Provincial Mining Director, Masvingo Province, Masvingo, at the expiration of 30 days from the date of publication of this notice, for the issue of a duplicate thereof.

<i>Registration number</i>	<i>Name of block</i>
14275	Belvue 41

Dated at Masvingo this 7th day of November, 2024.—Shekina Glory Mining Syndicate, applicant. 495095f

LOST CERTIFICATE OF REGISTERED TITLE

NOTICE is hereby given that we intend to apply for a certified copy of Certificate of Registered Title 120/2017, dated 28th February, 2017, passed in favour of The City of Kwekwe in respect of certain piece of land in extent 6 314 square metres being Stand 16011 Mbizo Township of Stand 1311A Que Que Township, situate in the district of Que Que.

All persons who have any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Bulawayo, within 14 days from the date of publication of this notice.—Mutatu & Partners, legal practitioners, First Floor, Old Mutual House, 45, RG Mugabe Way, Kwekwe. 495255f

LOST CERTIFICATE OF REGISTERED TITLE

NOTICE is hereby given that we intend to apply for a certified copy of Certificate of Registered Title 1627/2002, dated the 28th February, 2002, passed in favour of Moloko Banda (born on 9th September, 1962), whereby certain piece of land situate in the district of Salisbury called Stand 6349 Ruwa Township of Dispute Estate, measuring 936 square metres, was conveyed.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice.—Jessie Majome & Company, applicant's legal practitioners, Seventh Floor, Tanganyika House, Patrice Lumumba Street/Kwame Nkrumah Avenue, Harare. 495178f

LOST CERTIFICATE OF REGISTERED TITLE

NOTICE is hereby given that we intend to apply for a Certificate of Registered Title, in terms of section 38 of the Deeds Registries Act [Chapter 20:05], in lieu of Deed of Transfer 5773/2004, dated 19th July, 2004, registered over an undivided 3.45% share being Share No. 9 in certain piece of land situate in the district of Salisbury called Stand 1372 Greendale Township, measuring 1.63 hectares in favour of Graipord Investments (Private) Limited.

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

Dated at Harare this 6th day of November, 2024.—MawereSibanda, Commercial Lawyers, Tenth Floor, Chiyedza House, corner First Street Mall/Kwame Nkrumah Avenue, Harare. 495187f

MISSING PERSONS [CHAPTER 5:14]**Notice of Application**

AN application has been received for an order presuming the death of Englbert Vengesa (74) who was ordinarily resident at Maware Primary School, P.O. Box 21, Masvingo.

An inquiry will be held in terms of section 5 of the above Act at Masvingo Provincial Magistrates Court at 8.30 a.m. on the 27th of November, 2024.

Any person who—

- (a) has any information relating to the circumstances in which the missing person disappeared; or
- (b) can show cause why this missing person should not be presumed dead or why his estate should not be placed under an administration; or
- (c) wishes to make any other representative in connection with the application;

should lodge with the Clerk of Court of the Provincial Magistrates Court, at Masvingo Civil Court, any such information or representations, in writing, on or before the 25th day of November, 2024.—Clerk of Court. 495214f

MISSING PERSONS [CHAPTER 5:14]**Notice of Application**

AN application has been received for an order presuming the death of Daniel Hamandishe (58) who was ordinarily resident at Hamandishe Village, Gutu, Masvingo.

An inquiry will be held in terms of section 5 of the above Act at Gutu District Magistrates Court at 8.30 a.m. on the 4th of December, 2024.

Any person who—

- (a) has any information relating to the circumstances in which the missing person disappeared; or
- (b) can show cause why this missing person should not be presumed dead or why his estate should not be placed under an administration; or
- (c) wishes to make any other representative in connection with the application;

should lodge with the Clerk of Court of the District Magistrates Court, at Gutu Magistrates Court, any such information or representations, in writing, on or before the 2nd day of December, 2024.—Clerk of Court. 495172f

LOST DEED OF GRANT

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Grant 2611/78, dated 5th October, 1978, made in favour of Constance Hazel van Jaarsveldt (born on 31st July, 1932), whereby certain piece of land measuring 6 628 square metres called

Stand 180 Binga Township, situate in the district of Binga, 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 Bulawayo, within 14 days from the date of publication of this notice.—Calderwood, Bryce, Hendrie and Partners, legal practitioners, Ground Floor, Derry House, 70, Queen Lozikeyi Street/Emmerson Dambudzo Mnangagwa Avenue, Bulawayo.

495190f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 1379/2012, dated 27th March, 2012, passed in favour of Taurai Shereni, Makaiteyi Svorowake Shereni, Chiedza Tatenda Shereni and Moreblessing Shereni, in respect of certain piece of land situate in the district of Salisbury called Stand 363 Pomona Township, measuring 2 818 square metres.

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

Dated at Harare this 7th day of November, 2024.—Tendai Musarira, c/o Zigomo & Musarira Law, 86, Pendennis Road, Mount Pleasant, Harare.

495146f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply, to be issued in lieu of original, of Deed of Transfer 3585/95, dated 31st May, 1995, made in favour of Cosmos Netsai Chideme and Tsitsi Winnet Chideme, whereby Stand 10542 Budiriro Township of Willowvale Estate, situate in the district of Salisbury, measuring 300 square metres, was conveyed.

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

Dated at Harare this 4th day of November, 2024.—Gunje Legal Practice, No. 1, Gloucester Drive, Eastlea, Harare.

495141f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for replacement copy of Deed of Transfer 0011424/98, dated 16th December, 1998, made in favour of Rugare Edmond Mboko (born on 8th March, 1953) and Elina Mboko (born on 9th March, 1954), whereby certain piece of land situate in the district of Salisbury called Stand 2270 Glen Norah Township of Glen Norah, measuring 206 square metres, was conveyed.

All persons intending to object to the issue of such certified copy, should lodge their objections, in writing, with the Registrar of Deeds, at Harare, within 14 days from the date of publication hereof.

Dated at Harare on this 6th day of November, 2024.—Manyangadze Law Practice, legal practitioners, Tredgold Chambers, 25, Tredgold Drive, Belvedere, Harare.

495179f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy, to be issued in lieu of the original, of Deed of Transfer 6388/2003, being certain piece of land situate in the district of Salisbury called Stand 3933 Tynwald of Lot 5 of Tynwald, measuring 442 square metres, made in favour of Abel Mashazhu, dated 8th September, 2003.

All persons having any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice.—Musekiwa & Associates Legal Practitioners, Suite 7, First Floor, Esco Court, No. 61, Ahmed Ben Bella Avenue, corner Sixth Street, Harare.

495180f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 687/92, dated 4th February, 1992, and passed in favour of Sambenya Streams (Private) Limited, whereby

certain piece of land situate in the district of Umtali called Lot 1 of Subdivision C of Maonza, measuring 67,767 9 hectares, was conveyed.

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

Dated at Harare on this 30th day of October, 2024.—Gill, Godlonton & Gerrans, applicant's legal practitioners, 100, Nelson Mandela Avenue, Harare.

495175f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 4090/94, dated 28th June, 1994, made in favour of Charles Mareverwa (born on 15th January, 1958) (ID 63-016605 J 32) and Margaret Mareverwa (born on 11th January, 1963) (ID 32-030796 G 32), whereby certain piece of land being Stand 7844 Budiriro Township of Glenecables Farm in the district of Salisbury, was conveyed.

All persons claiming to have any right or title to the said deed, which is lost, are hereby required to lodge their objections or representations, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice.

Dated at Harare this 24th day of October, 2024.—Martha Mareverwa, 7844, Miti Crescent, Budiriro 4, Harare.

495176f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 3916/2014, dated 25th August, 2014, made in favour of Galet Investments (Private) Limited, whereby certain piece of land situate in the district of Enkeldoorn being Stand 380 Enkeldoorn Township, measuring 952 square metres, was conveyed.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days from the date of publication of this notice.—Wilmot & Bennett, applicant's legal practitioners, 2, Ross Avenue/Mazowe Street, Belgravia, Harare.

495177f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a replacement copy of Deed of Transfer 8506/2005, dated 14th October, 2005, whereby certain piece of land situate in the district of Salisbury called Stand 4858 Budiriro Township of Willowvale Estate, measuring 282 square metres, was conveyed.

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

Dated at Harare this 11th day of November, 2024.—Sawyer and Mkushi, Eleventh Floor, Social Security Centre, Sam Nujoma Street/Julius Nyerere Way, Harare.

495173f

LOST DEED OF TRANSFER

NOTICE is hereby given that application will be made for a replacement copy of Deed of Transfer 2684/2024, dated 5th July, 2024, made in favour of Puwangnda (Private) Limited, called certain piece of land situate in the district of Salisbury called Stand 295 Northwood Township 2 Sumbem, measuring 4 094 square metres, was conveyed.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days from the date of the publication of this notice.—Ranchhod Associates, 81, King George/Natal Road, Avondale, Harare.

495181f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 565/2008, dated 12th February, 2008, registered in the name of Monoliser Investments (Private) Limited, in respect of certain piece of land situate in the district of Urungwe called Lot 1 of Mvgazi measuring 4,339 6 hectares and in respect

of certain piece of land situate in the district of Urungwe being Lot 2 of Mgavazi, measuring 8 708 square metres.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days after the date of the publication of this notice.—Mtetwa and Nyambirai Legal Practitioners, 2, Meredith Drive, Eastlea, Harare. 495183f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 7605/90, in favour of estate late Jefrey Madi Phiri (DRMS.35/24) in respect of certain piece of land situate in the district of Victoria called Stand 3523 Rujeko Township of Fort Victoria Township Lands, measuring 294 square metres.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of the publication of this notice.—Zuze Law Chambers, No. 2, Devon Road, Avondale West, Harare. 495184f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 3851/2015, dated 4th day of September, 2015, made in favour of Rodney Saratoga Makausi (born on 14th August, 1980) (ID 22-184044 Q 27), whereby certain piece of land situate in the district of Victoria called Stand 875 Fort Victoria Township, measuring 2 736 square metres, was conveyed.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of the publication of this notice.—Danziger & Partners, legal practitioners, Third Floor, Finsure House, corner Kwame Nkrumah Avenue and Sam Nujoma Street, Harare. 495185f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 4801/89, dated 11th May, 1989, made in favour of The President of Zimbabwe, whereby certain piece of land situate in the district of Salisbury, called The Remainder of Mount Hampden, measuring 305,541 7 hectares, was conveyed.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days from the date of the publication of this notice.—M.S Musemburi Legal Practice, Suite 204, Second Floor, Mercury House, 24, George Silundika Avenue, Harare. 495182f

LOST DEED OF TRANSFER

NOTICE is hereby given that application will be made to the Registrar of Deeds, at Harare, for the issue of a certified copy of Deed of Transfer 216/2011, dated 17th January, 2011, passed in favour of Wonder Zvenyila Chigwida, whereby certain piece of land situate in the district of Salisbury called undivided 0,0298% share being Share No. 1443 called Lot J of Borrowdale, measuring 1 200 square metres, was conveyed.

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

Dated at Harare this 4th day of October, 2024.—Mugomeza & Mazhindu, 38, Hiller Road, Gunhill, Borrowdale, Harare. 495186f

LOST DEED OF TRANSFER

NOTICE is hereby given that it is intended to apply for a certified copy of Deed of Transfer 4030/96, dated 13th December, 1996, registered in the name William George Wykeham Legg (born on 5th October, 1944) in respect of certain piece of land being Stand 38 Parkevue of Honeycomb, situate in the district of Bulawayo, measuring 816 square metres.

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

hereby required to lodge same, in writing, with the Deeds Registry, at Bulawayo, within 14 days from the date of publication of this notice.—William George Wykeham Legg, c/o Messrs. Webb, Low & Barry (inc Ben Baron & Partners), 11, Luton Street, Belmont, Bulawayo. 495188f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 1801/2012, dated 14th November, 2012, made in favour of Airsteam Enterprises (Private) Limited (Registration No. 520/2012), whereby an undivided 1/15th share being Share No. 3 in certain piece of land situate in the district of Bulawayo being Stand 1016 Bulawayo Township, measuring 1 110 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 Bulawayo, within 14 days from the date of publication of this notice.

Dated at Bulawayo this 29th day of October, 2024.—Dube, Mguni & Dube Legal Practitioners, Suite 515, Fifth Floor, York House, Liberation Legacy Avenue/Herbert Chitepo Street, Bulawayo. 495189f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made to the Registrar of Deeds, at Bulawayo, for a certified copy of Deed of Transfer 1642/84, dated 23rd July, 1984, made in favour of Robson Adams (born on 30th September, 1960), whereby certain piece of land in extent 8 840 square metres, being Stand 93 Woodville North of Subdivision A of Plot 1A Woodville Estate, situate in the district of Bulawayo, was conveyed.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Bulawayo, within 14 days of publication of this notice.—Makuya and Partners, applicant herein, Suite 401, Fourth Floor, York House, corner Liberation Legacy Avenue/Herbert Chitepo Street, Bulawayo. 495191f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 555/2008, dated 19th March, 2008, made in favour of Sihle Ndlovu (born on 26th June, 1946) in respect of certain piece of land being Stand 6742 Bulawayo Township of Stand 9995A Bulawayo Township, situate in the district of Bulawayo, measuring 2 700 square metres.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Bulawayo, within 14 days after the date of publication of this notice.—Joel Pincus, Konson & Wolhuter, legal practitioners, First Floor, Bulawayo Public Library Building, 100, Benjamin Burombo Street/Liberation Legacy Avenue, Bulawayo. 495192f

LOST DEED OF TRANSFER

NOTICE is hereby given that application will be made for a certified copy of Deed of Transfer 1185/96, dated 23rd April, 1996, made in favour of John Webster Makotore (born on 7th September, 1963) (ID 29-042922 S 58), whereby certain piece of land situate in the district of Gwelo being Stand 18 Ridgemont Township of Ridgemont in extent 2,854 5 hectares, was conveyed.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Bulawayo, within 14 days from the date of publication of this notice.—Jumo Mashoko & Partners, applicant's legal practitioners, 54, Joshua Nkomo Street, Gweru. 495193f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for Certificates of Registered Title, in terms of section 38 of the Deeds Registries Act [Chapter 20:05], for the below states six (6) respective Deeds of Transfer, all made in favour of Norma Murwira (born on 9th day of

January, 1980) (ID 70-147900 R 71), of 67, Zimre Park Flats, Zimre Park, Ruwa, now called Peniel Havilah), each one of them being in respect to an undivided 1,07% share, namely share numbers 61, 62, 65, 66, 67 and 68, respectively, in certain piece of land, situate in the district of Salisbury, called Stand 6055 Ruwa Township of Dispute Estate, was conveyed to her.

The respective individual deeds of transfer, whose original copies thereof cannot be located by both the Registrar of Deeds, at Harare, as well as the said applicant herself are as follows:

- (1) Share No. 61 is under Deed of Transfer 5599/2006, dated 1st August, 2006;
- (2) Share No. 62 is under Deed of Transfer 5598/2006, dated 1st August, 2006;
- (3) Share No. 65 is under Deed of Transfer 5595/2006, dated 1st August, 2006;
- (4) Share No. 66 is under Deed of Transfer 5592/2006, dated 1st August, 2006;
- (5) Share No. 68 is under Deed of Transfer 5594/2006, dated 1st August, 2006; and
- (6) Share No. 67 is under Deed of Transfer 5593/2006, dated 1st August, 2006.

All persons having any objections to the issue of the respective Certificates of Registered Title, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 6 weeks period from the date of publication of this notice.

Dated at Harare on this 11th day of October, 2024.—Bafana D. Ndoro, c/o Macharaga Law Chambers, No. 6, Londonderry Avenue, Harare. 495090f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 674/93, dated 16th March, 1993, made in favour of Juta Sibindi (born on 5th July, 1914), whereby certain piece of land in extent 315 square metres being Stand 4442 Gwelo Township of Gwelo Township Lands, situate in the district of Gwelo, 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 Bulawayo, within 14 days from the date of publication of this notice.

Dated at Gweru this 31st day of October, 2024.—Danziger & Partners, applicant's legal practitioners, Stand 159, Emmerson Mnangagwa Street, Gweru. 495254f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 691/2009, dated 12th February, 2009, made in favour of J.G. Developments (Private) Limited, in respect of certain piece of land situate in the district of Salisbury called Stand 507 A Runniville A, measuring 4 218 square metres.

All persons claiming to have any objections to the issue of such copy, are hereby required to lodge same, in writing, with the Registrar of Deeds, at Harare, within 14 days of the date of publication of this notice.—Warhurst Attorneys, legal practitioners, No. 8, Downie Avenue, Alexandra Park, Harare. 495258f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 4228/2024, passed in favour of Billion Cap (Private) Limited (Company Registration No. 18027/2021), whereby certain piece of land situate in the district of Salisbury called Lot 1 of Subdivision D of Subdivision C of Lot 9 of Hatfield Estate, measuring 4 047 square metres, was conveyed.

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

Dated at Harare this 8th day of November, 2024.—Matsika Legal Practitioners, applicant's legal practitioners, No. 3, Vale Close, Kensington, Harare. 495195f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 4292/2022, passed in favour of The Mozart Hotel & Conference Centre (Private) Limited (Company Registration No. 16784/2021), whereby certain piece of land situate in the district of Salisbury called Lot 1 of Subdivision C of Subdivision C of Lot 9 of Hatfield Estate, measuring 4 047 square metres, was conveyed.

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

Dated at Harare this 8th day of November, 2024.—Matsika Legal Practitioners, applicant's legal practitioners, No. 3, Vale Close, Kensington, Harare. 495196f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 2415/2022, passed in favour of The Mozart Hotel & Conference Centre (Private) Limited (Company Registration No. 16784/2021), whereby certain piece of land situate in the district of Salisbury called Remainder of Subdivision B of Lot 9 of Hatfield Estate, measuring 1,154 0 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 Deeds Registry, at Harare, within 14 days of publication of this notice.

Dated at Harare this 8th day of November, 2024.—Matsika Legal Practitioners, applicant's legal practitioners, No. 3, Vale Close, Kensington, Harare. 495194f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 544/2021, passed in favour of Stellina Trust (Registration No. MA2120/2020), whereby an undivided 4.16% share being Share No. 1 on certain piece of land situate in the district of Kariba called Stand 720 Kariba Township, measuring 11,395 6 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 Deeds Registry, at Harare, within 14 days of publication of this notice.

Dated at Harare this 8th day of November, 2024.—Matsika Legal Practitioners, applicant's legal practitioners, No. 3, Vale Close, Kensington, Harare. 495197f

APPLICATION FOR CERTIFICATE OF REGISTERED TITLE

NOTICE is hereby given that application for Certificate of Registered Title in terms of section 38 of the Deeds Registries Act [Chapter 20.05] for Deed of Transfer 2885/88, dated 4th May, 1998, made in favour of Chitauro Farms (Private) Limited, whereby certain piece of land situate in the district of Hartley, called Knysna, measuring 732,458 6 hectares, was conveyed.

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

Dated at Harare this 8th day of November, 2024.—Mataka Legal Practice, 28, Northampton Crescent, Eastlea, Harare. 495252f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy, in lieu of original, of Deed of Transfer 3986/71, in certain piece of land situate in the district of Salisbury called Lot 49 Chisipiti Township of Chisipiti, measuring 4 269 square metres, which at the time of loss or destruction of the said deed the land was registered in the names of Chisipiti Estates (Private) Limited.

A diligent search has been made for the said deed of transfer which deed was lost or destroyed in circumstances unknown to us.

We undertake that if the said deed is found and comes into our possession it will be transmitted forthwith to the Registrar of Deeds,

Harare, and we hereby make an application for a certified copy issued in lieu of the original.

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 publication of this notice.—Magodora and Partners Legal Practitioners, First Floor, Thaine Building, Harare. 495198f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of Deed of Transfer 14394/2004, dated 8th November, 2004, whereby certain piece of land situate in the district of Salisbury being Lot 6 Chisipite Township of Chisipite, measuring 8,115 square metres, was conveyed to Stansfield Investments (Private) Limited.

All persons having any objections to, or wishing to make any representations in connexion with, the issue of such copy, are hereby required to lodge same, in writing, with the Deeds Registry, at Harare, within 14 days of the date of publication of this notice.—Chasi-Maguwudze Legal Practice, applicant's legal practitioners, 1, Duthie Avenue, Alexandra Park, Harare. 495234f

LOST DEED OF TRANSFER

NOTICE is hereby given that application will be made for a certified copy of Deed of Transfer 2279/82, dated 26th May, 1982, made in favour of Julius George Simbi (born on 19th June, 1951) (ID 27-059030 N 27), whereby certain piece of land situate in the district of Charter called Lanchshire, measuring six hundred and forty-three comma one four eight (643.148) hectares, was conveyed.

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

Dated at Harare this 12th November, 2024.—Legal Aid Directorate, Sixth Floor, Century House, corner Sir Seretse Khama Street and Nelson Mandela Avenue, Harare. 495199f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a certified copy of the Deed of Transfer 7286/2005, dated 1st September, 2005, whereby certain piece of land situate in the district of Salisbury, called Stand 1090 Greendale Township, measuring 7 730 square metres, was conveyed to Mtulisi Dube (born on 19th November, 1982).

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.—Macheckano Law Practice, applicant's legal practitioners, 87, Broadlands, Emerald Hill, Harare. 495361f

LOST DEED OF TRANSFER

NOTICE is hereby given that Samukange & Hungwe in their capacity as the applicant's legal practitioners, intend to apply for a certified copy of Deed of Transfer 2115/73, dated 29th March, 1973, issued in favour of Rosemary Jane Clinton (born on 7th March, 1933), whereby certain piece of land situate in the district of Salisbury being Stand 2783 Salisbury Township of Salisbury Township Lands, measuring 2 810 square metres, was conveyed.

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

Dated at Harare this 13th day of November, 2024.—Samukange Hungwe Attorneys, legal practitioners, 28, Zororo Duri Avenue, Eastlea, Harare. 495351f

LOST DEED OF TRANSFER

NOTICE is hereby given that an application will be made to the Registrar of Deeds, at Harare, for a certified copy of Deed of Transfer 3594/82, granted in favour of Austin Mutandwa Makuwa (born on 26th October, 1947), whereby certain piece of land measuring 1 485 (one thousand four hundred and eighty-five) square metres called Stand 3246 Umtali Township of Umtali Township Lands, situate in the district of Umtali, was conveyed.

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

Dated at Harare this 12th day of November, 2024.—Nillan Makuwa, 132, Coronation Drive, Greendale, Harare. 495263f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a replacement copy of Deed of Transfer 3683/56, dated 16th July, 1956, made in favour of The President of Zimbabwe, whereby certain piece of land situate in the district of Salisbury being Lot 4 of Somerby, measuring 502,295 8 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 Registrar of Deeds, at Harare, within 14 days from the date of publication of this notice.

Dated at Harare on this 14th day of November, 2024.—The Minister of Local Government and Public Works, Ninth Floor, Makombe Building, Harare. 495455f

LOST DEED OF TRANSFER

NOTICE is hereby given that we intend to apply for a replacement copy of Deed of Transfer 573/81, dated 26th September, 1981, made in favour of The President of Zimbabwe, whereby certain piece of land situate in the district of Salisbury being Lot 3 of Somerby, measuring 101,736 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 Registrar of Deeds, at Harare, within 14 days from the date of publication of this notice.

Dated at Harare on this 14th day of November, 2024.—The Minister of Local Government and Public Works, Ninth Floor, Makombe Building, Harare. 495456f

CANCELLATION OF MORTGAGE BOND

NOTICE is hereby given that we intend to apply for the cancellation of Mortgage Bond 519/2015, dated 5th March, 2015, for the sum of US\$200 000,00 (two hundred thousand United States dollars only) and US\$20 000,00 (twenty thousand United States dollars only), additional sum passed by J.G. Developments (Private) Limited, in favour of Trowbar Enterprises (Private) Limited, trading as Maguires, by hypothecating certain piece of land situate in the district of Salisbury called Stand 507 A Runniville A, measuring 4 218 square metres.

All persons claiming to have any objections to the cancellation of the above mortgage bond, 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.—Warhurst Attorneys, legal practitioners, No. 8, Downie Avenue, Alexandra Park, Harare. 495259f

CANCELLATION OF MORTGAGE BOND

NOTICE is hereby given that I intend to apply for the cancellation of Mortgage Bond 2940/86, dated 2nd June, 1986, for ZWD 22 160,00, passed by Wellington Zwenyika Chidakwa, of No. 85, Glenara Avenue, Highlands, Harare, in favour of Beverley Building Society, hypothecating certain piece of land situate in the district of Salisbury called Stand 5 Oval Park Township of Lots 385 and 390 Highlands Estate of Welmoed, measuring 5 869 square metres, held under Deed of Transfer 3230/86, dated 2nd June, 1986, whereof Beverley Building Society is the present registered holder.

All persons claiming to have any right or title in or to the said bond, which is lost, are hereby required to lodge their objections or representations, in writing, with the Deeds Registry, at Harare, within 14 days from the date of publication of this notice.—Zwenyika Wellington Chidakwa, applicant, No. 85, Glenara Avenue, Highlands, Harare. 495256f

CANCELLATION OF MORTGAGE BONDS

NOTICE is hereby given that application will be made for the cancellation of the following mortgage bonds—

- (1) Mortgage Bond 1264/2008, for the sum of US\$15 000 000,00;
- (2) Mortgage Bond 10385/2007, for the sum of US\$650 000,00;
- (3) Mortgage Bond 2793/2009, for the sum of US\$20 000,00;
- (4) Mortgage Bond 95/2010, for the sum of US\$100 000,00;
- (5) Mortgage Bond 2854/2010, for the sum of US\$30 000,00;

passed by Michael Madzimure (born on 19th November, 1953), made in favour of Interfin Bank Limited (in liquidation), formerly CFX Bank Limited duly represented by John Mafungei Chikura in his capacity as the liquidator, whereby certain piece of land situate in the district of Bindura called Brock's Plot, measuring 2,658 3 hectares, held under Deed of Transfer 6011/98, dated 3rd July, 1998.

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

Dated at Harare this 31st day of October, 2024.—Makuya and Partners Legal Practitioners, Eighth Floor, Beverley Court, 100, Nelson Mandela Avenue, Harare. 495257f

CANCELLATION OF MORTGAGE BOND

NOTICE is hereby given that we intend to apply for cancellation of Mortgage Bond 2800/2016, for US\$100 00,00, in favour of Getbucks Microfinance Bank Limited, passed by Mtulisi Dube over certain piece of land situate in the district of Salisbury called Stand 1090 Greendale Township, measuring 7 730 square metres, held under Deed of Transfer 7286/2005, dated 1st September, 2005.

All persons having any objections to the application for the cancellation of the said mortgage bond, 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.—Machekano Law Practice, 87, Broadlands, Emerald Hill, Harare. 495362f

ANTENUPTIAL CONTRACT

TAKE notice that, on the 6th day of November, 2024, Kyle Wayne van Leeuwen (born on 22nd May, 1996) and Karla Symonn Denton (born on 19th August, 1996) appeared before me, Mazviita Sheanotida Mlambo, and executed an Antenuptial Contract.

Dated at Harare on this 6th day of November, 2024.—Mazviita Sheanotida Mlambo, notary public, c/o Wintertons Legal Practitioners, 3, Pascoe Avenue, Belgravia, Harare. 495089f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Stand 36, Shingirirai Business Centre, Sanyati, trading as KC Speed Bar, for Fambai Ndembera.

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 22nd November, 2024.—Fambai Ndembera, applicant, Stand 5967, Mornington Extension, Kadoma. 495200f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Stand 8635224, Gazaland, Harare, trading as Elephant Sports Bar, for Tapiwa Tizora.

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 22nd November, 2024.—Tapiwa Tizora, applicant, No. 1, Plymouth Road, Southerton, Harare. 495087f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at 154, Tilbury Road, Willowvale, Harare, trading as Sisterz Bar, for Mildred Chipungu.

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 22nd November, 2024.—Mildred Chipungu, applicant, 5296, Mainway Meadows, Harare. 495088f

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 Chibika Business Centre, UMP Zvataida Rural District Council, trading as Mano Bottle Store, for Rodgers Mano.

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 22nd November, 2024.—Rodgers Mano, applicant, Chibika Business Centre, UMP Zvataida Rural District Council. 495091f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Stand 1466, Hurungwe Crescent, Kambuzuma Section 2, Harare, trading as Orange Sports Bar, for Learnmore Gadzino.

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 22nd November, 2024.—Learnmore Gadzino, applicant, House No. 2549—49th Crescent, Glenview 3, Harare. 495092f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at 2222, Senzara Plot River Side, Odzi, Mutare, trading as Red Apple River Sports Bar, for Fatimah Saidhi.

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 22nd November, 2024.—Fatima Saidhi, applicant, 2222, Senzara Plot, Odzi, Mutare. 495093f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Stands 3rd and 4th Class Wit Room, Rusape, trading as Beer Engine Spot Bar, for D. Mahoya.

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 22nd November, 2024.—D. Mahoya, applicant, Stands 3rd and 4th Class Wit Room, Rusape. 495094f

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 3207, Mucheke B (Pangolin) Business Centre, Masvingo, trading as Taurai Madzivadondo Bottle Store, for Taurai Madzivadondo.

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 22nd November, 2024.—Taurai Madzivadondo, applicant, 2587, Mazambara Drive, Mucheke, Masvingo. 495096f

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 Beerhall Liquor Licence in respect of premises situate at Chirundazi Business Centre, Chegutu, trading as Ostel Special Beerhall, for Augustine Jani.

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 22nd November, 2024.—Augustine Jani, applicant, St Mark's School, Private Bag 540, Chegutu. 495097f

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 Suite 1, Blue Lagoon Shops, corner West and Lomagundi Roads, Harare, trading as Blue Lagoon Liquor, for Pauline Mbengeranwa.

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 22nd November, 2024.—Pauline Mbengeranwa, applicant, Suite 1, Blue Lagoon Shops, corner West and Lomagundi Roads, Harare. 495098f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Restaurant (Special) Liquor Licence in respect of premises situate at 310, Victoria Falls, trading as Elos Enterprises, for Delmer 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 22nd November, 2024.—Delmer Sibanda, applicant, 310, Victoria Falls. 495099f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Night Club Liquor Licence in respect of premises situate at 288, Granite Road, Beitbridge, trading as Alpha Zero Night Club, for Chamunorwa Chagonda.

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 22nd November, 2024.—Chamunorwa Chagonda, applicant, 288, Granite Road, Beitbridge. 495100f

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 1339, Maphisa, Matobo, trading as Mandloe Bottle Store, for Sonala Ndlovu.

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 22nd November, 2024.—Sonala Ndlovu, applicant, 31155/15, Entumbane, Bulawayo. 495201f

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 Kana Business Centre, Nkayi, trading as Magodi Bottle Store, for Charles Mangena.

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 22nd November, 2024.—Charles Mangena, applicant, 50221/8, Mpopoma, Bulawayo. 495202f

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 Shop No. 5, Stand 2224, Mashavire Business Centre, Beitbridge, trading as Ceetwoo Bottle Store, for Tamburai Constancia Rutsito.

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 22nd November, 2024.—Tamburai Constancia Rutsito, applicant, Shop No. 5, Stand 2224, Mashavire Business Centre, Beitbridge. 495203f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Shashane Business Centre, Matobo, trading as PK Jetfly, for Bhenseleni Mpofu.

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 22nd November, 2024.—Bhenseleni Mpofu, applicant, 56119, Old Lobengula, Bulawayo. 495204f

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 Bhagani Business Centre, Plumtree, trading as B and B Bottle Store, for Bekezela Nleya.

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 22nd November, 2024.—Bekezela Nleya, applicant, Matjinge Primary School, Private Bag 300, Plumtree. 495205f

LIQUOR ACT [CHAPTER 14:12]

Application for the Issue of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Special Bottle Liquor Licence in respect of premises situate at Stand 74, Sherborne Business Centre, Gwanda District, trading as Quench Quest, for Lineth Chikondere.

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 22nd November, 2024.—Lineth Chikondere, applicant, 424, Dulibadzimu, Beitbridge. 495206f

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 Mkomeni Business Centre, Bulilima, trading as Bekezela Bottle Store, for Sindisiwe Nkala.

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 22nd November, 2024.—Sindisiwe Nkala, applicant. 495207f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at No. 30, Matisa Business Centre, Matobo, trading as Emzini Wezinsizwa Cocktail Bar, for Future Mguni.

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 22nd November, 2024.—Future Mguni, applicant, 12924, Nkulumane 12, Bulawayo. 495208f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Sidakeni Business Centre, Zhombe, trading as Wadawareva Bar, for Stephen Maruziva.

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 22nd November, 2024.—Stephen Maruziva, applicant, Sidakeni Business Centre, Zhombe. 495209f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Agin Court Business Centre, Mberengwa, trading as Gotekwa Cocktail Bar, for Nomsa Gotekwa.

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 22nd November, 2024.—Nomsa Gotekwa, applicant, 547, Northwood, Mberengwa. 495210f

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 4980, Gonamombe Business Centre, Chirumhanzu, trading as Chaa....Daddy Juu Bottle Store, for Alfonce Sikuna.

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 22nd November, 2024.—Mikaeri Village, applicant, Headman Zinyoro, Chief Chirumanzu. 495211f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

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

respect of premises situate at Zhombe East Turn-off Business Centre, Zhombe, trading as Jalonto 47 Bar, for Japhet Ndhlovu.

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 22nd November, 2024.—Japhet Ndhlovu, applicant, 1266—17B, Senga, Gweru. 495212f

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 Manoti Business Centre, Gokwe South, trading as Sterfan Bottle Store, for Moses Tshuma.

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 22nd November, 2024.—Moses Tshuma, applicant, 442, Manoti Business Centre, Gokwe South. 495213f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Stand 27, Murisa, Seke, trading as Yanaya Sports Bar, for Mvurayanaya (Private) Limited.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 22nd November, 2024.—Mvurayanaya (Private) Limited, Stand 27, Murisa, Seke. 495142f

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 Shop 5, Avlin Shopping Centre, Shamva, trading as Muzarabani Bottle Store, for Wakanaka Desmond Mlambi.

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 22nd November, 2024.—Wakanaka Desmond Mlambi, applicant, Shop 5, Avlin Shopping Centre, Shamva. 495143f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Patana Business Centre, Dibilashaba Communal Area, Gwanda, trading as Rhofhiwa Liquor Bar, for Victor Dube.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 22nd November, 2024.—Victor Dube, applicant, Patana Dililashaba Communal Area, Gwanda. 495166f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Nyamande Business Centre, Mudzi, trading as Dirarizare Bar, for Zacharia Mawocha.

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 22nd November, 2024.—Zacharia Mawocha, applicant, Navhaya Village, Chief Chikwizo, Mudzi. 495167f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [*Chapter 14:12*], will be made to the Liquor Licensing Board, Harare, for the issue of a Wholesale Liquor Licence in respect of premises situate at Stand 161, Nyimo Business Centre, Sanyati, Kadoma, trading as Mawere Enterprises & Wholesale, for Nelson Mawere.

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 22nd November, 2024.—Nelson Mawere, applicant, Gora Village, Chief Neuso, Sanyati, Kadoma. 495168f

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 Wine Producers Liquor Licence in respect of premises situate at 690, Coleen Road, New Ardbennie, Harare, trading as Hema Beverages (Private) Limited, for Hema Beverages (Private) Limited.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 22nd November, 2024.—Hema Beverages (Private) Limited, 690, Coleen Road, New Ardbennie, Harare. 495169f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [*Chapter 14:12*], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Stand 4, Tshada Business Centre, Insiza Rural District Council, Filabusi, trading as Mamilo's Bar, for Portia Miilo.

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 22nd November, 2024.—Portia Miilo, applicant, Stand 4, Tshada Business Centre, Insiza Rural District Council, Filabusi. 495170f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [*Chapter 14:12*], will be made to the Liquor Licensing Board, Harare, for the issue of a Wholesale Liquor Licence in respect of premises situate at Stand 4699, Mswela Business Centre, Filabusi, trading as Magolide 2 Sisters Liquor Wholesale, for Elisa Moyo.

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 22nd November, 2024.—Elisa Moyo, applicant, 56543, Lobengula Old, Bulawayo. 495171f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [*Chapter 14:12*], will be made to the Liquor Licensing Board, Harare, for the issue of a Wholesale Liquor Licence in respect of premises situate at 34, Bradburn Street, Masvingo, trading as Gutai Liquor and Groceries, for Herline Investments.

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 22nd November, 2024.—C. Mapako, applicant, 27986, Eastvale, Masvingo. 495219f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

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

in respect of premises situate at 3256, Chademana Road, Chiredzi, trading as Burger Hut Night Club, for Kudakwashe Nyoni.

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 22nd November, 2024.—Kudakwashe Nyoni, applicant, 3256, Chademana Road, Chiredzi. 495220f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [*Chapter 14:12*], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Westonlee Business Centre, Masvingo, trading as Westonlee Pavillion Bar, for Spencer Chimbwanda.

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 22nd November, 2024.—Spencer Chimbwanda, applicant, Westonlee Business Centre, Masvingo. 495221f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [*Chapter 14:12*], will be made to the Liquor Licensing Board, Harare, for the issue of a Bar Liquor Licence in respect of premises situate at Domborembudzi Business Centre, Murewa, trading as Tururu 1 Bar, for Memory Mukwaira.

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 22nd November, 2024.—Memory Mukwaira, applicant, 3257, Juru Location, Goromonzi. 495235f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [*Chapter 14:12*], will be made to the Liquor Licensing Board, Harare, for the issue of a Restaurant (Special) Liquor Licence in respect of premises situate at Stand 9581, Rusike Shops, Marondera, trading as Legacy Liquor, for Emerson Kanola.

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 22nd November, 2024.—Emerson Kanola, applicant, 9581, Rusike Shops, Marondera. 495231f

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 4542, Chishamiso Street, Dzivarasekwa 3, Harare, trading as Soundfoods (Private) Limited, for Soundfoods (Private) Limited.

All persons who have any objections to the application may lodge their objections, in writing, with the Secretary of the Liquor Licensing Board, Harare, not later than the 22nd November, 2024.—Soundfoods (Private) Limited, c/o Onismus Sosa, applicant, 4542, Chishamiso Street, Dzivarasekwa 3, Harare. 495232f

LIQUOR ACT [CHAPTER 14:12]**Application for the Issue of a Part II Liquor Licence**

NOTICE is hereby given that an application, in terms of section 53 of the Liquor Act [*Chapter 14:12*], will be made to the Liquor Licensing Board, Harare, for the issue of a Restaurant (Special) Liquor Licence in respect of premises situate at Stand 3, Milverton Business Centre, Sanyati, Harare, trading as Mazivandadzoka, for Tapiwa Chari.

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 22nd November, 2024.—Tapiwa Chari, applicant, Stand 6764, Westview West, Kadoma.
495233f

LIQUOR ACT [CHAPTER 14:12]
Application for Transfer of a Part II Liquor Licence

NOTICE is hereby given that an application, in terms of section 58 of the Liquor Act [Chapter 14:12], will be made to the Liquor Licensing Board, Harare, for transfer of the Bar Liquor Licence in respect of premises situate at 114, Seke Road, Harare, from, Lernmore Matibiti, trading as Pagazebo Restaurant, to Tafadzwa Lucia Mbara.

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 22nd November, 2024.—Tafadzwa Lucia Mbara, Applicant, To2 Block 1, Waneka Flats, Ardbennie, Harare.
495240f

**PRIVATE VOLUNTARY ORGANISATIONS ACT
[CHAPTER 17:06]**

**Notice of Application for Registration of a Private
Voluntary Organisation**

NOTICE is hereby given in terms of section 9(2) of the Private Voluntary Organisations Act [Chapter 17:06], that application has been made in respect of Equip Zimbabwe of 6464, 170th Street, Westlea, Harare.

1. Aim

To offer holistic rehabilitation for habit forming disorders and recovery services that are rooted in Christian values.

2. Objectives

- 2.1. Ensuring physical safety, detoxification, and medical care during the rehabilitation process.
 - 2.2. Offering various forms of therapy to address psychological aspects associates with addiction.
 - 2.3. Helping individuals understand and cope with underlying issues that contribute to substance abuse.
3. Areas of operation of the Private Voluntary Organisation shall be Harare Metropolitan province and to spread operations to other areas subject to identification of need.
4. Any objections to the registration of the Private Voluntary organisation to be lodged with the Registrar of Private Voluntary Organisations, P.O. Box 429, Causeway, not later than twenty-one (21) days of the date of this publication.

—Tinashe Raymond Murwisi, Chairperson.
495215f29

INLAND WATERS SHIPPING ACT [CHAPTER 13:06]

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

NOTICE is hereby given that Nyaradzo Life Assurance Company (Private) Limited, trading as Sahwira Events and Lifestyle has made an application to Inland Water Shipping Services Board, in terms of section 37 of the Inland Water Shipping Act [Chapter 13:06], for an ordinary permit of providing boat hire services on Lake Kariba as Sahwira Houseboat

Any objections to this application, made in terms of section 40 of the Inland Waters Shipping Act [Chapter 13:06], must be made in the manner prescribed in section 156 of the Inland Waters Shipping Regulations, 1971, and within 28 days after the date of publication, in this Gazette, of this notice.—Nyaradzo Life Assurance Company, trading as Sahwira Events and Lifestyle, applicant, 66, Watts Road, New Ardbennie, Harare.
495216f

INLAND WATERS SHIPPING ACT [CHAPTER 13:06]

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

NOTICE is hereby given that Nyaradzo Life Assurance Company (Private) Limited, trading as Sahwira Events and Lifestyle has made an application to Inland Water Shipping Services Board, in terms of section 37 of the Inland Water Shipping Act [Chapter 13:06], for an ordinary permit of providing boat hire services on Lake Kariba as This is it Houseboat.

Any objections to this application, made in terms of section 40 of the Inland Waters Shipping Act [Chapter 13:06], must be made in the manner prescribed in section 156 of the Inland Waters Shipping Regulations, 1971, and within 28 days after the date of publication, in this Gazette, of this notice.—Nyaradzo Life Assurance Company (Private) Limited, trading as Sahwira Events and Lifestyle, applicant, 66, Watts Road, New Ardbennie, Harare.
495217f

INLAND WATERS SHIPPING ACT [CHAPTER 13:06]

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

NOTICE is hereby given that Nyaradzo Life Assurance Company (Private) Limited, trading as Sahwira Events and Lifestyle has made an application to Inland Water Shipping Services Board, in terms of section 37 of the Inland Water Shipping Act [Chapter 13:06], for an ordinary permit of providing boat hire services on Lake Kariba as Water Buffalo Transporter.

Any objections to this application, made in terms of section 40 of the Inland Waters Shipping Act [Chapter 13:06], must be made in the manner prescribed in section 156 of the Inland Waters Shipping Regulations, 1971, and within 28 days after the date of publication, in this Gazette, of this notice.—Nyaradzo Life Assurance Company (Private) Limited, trading as Sahwira Events and Lifestyle, applicant, 66, Watts Road, New Ardbennie, Harare.
495218f

ZAKA RURAL DISTRICT COUNCIL (ZRDC)

**Inspection of General Valuation Roll for Residential and non-
Residential Properties — Jerera Growth Point**

ZAKA Rural District Council (ZRDC), hereby notifies its ratepayers and stakeholders that the Valuation roll for residential and non-residential properties has been completed. Owners or occupiers and interested parties of properties in Jerera Growth Point are invited to inspect the copy of General Valuation Roll at Zaka Rural District Council Offices, Stand 201, Jerera, for a period of 21 working days starting from 15th November, 2024 to 13th December, 2024.

Any objections or queries regarding the General Valuation Roll should be submitted in writing to the Chief Executive Officer, Zaka Rural District Council, during this period between 0745 hours and 1645 hours.
495174f

**SUNWAY CITY (PRIVATE) LIMITED
Integrated Industrial Parks**

Industrial Land for Sale

Available for sale is a piece of land, measuring 25 hectares, in extent with the following features:

- ❖ Good and well-drained soils.
- ❖ Situated only 11 kilometres to the east of Harare's CBD.
- ❖ Less than a kilometre from the Harare -Mutare Road.
- ❖ Easy access to the main railway which is under a kilometre away.
- ❖ Near Sunway City Special Economic Zone and proposed Airport Road, leading to Robert Mugabe International Airport.
- ❖ Payment terms available.

This land being sold as a whole or in part based on the following subdivisions.

Lot 1	5.3 Ha	Lot 7	3.4 Ha
Lot 2	1.1 Ha	Lot 8	1.2 Ha
Lot 3	0.9 Ha	Lot 9	0.8 Ha
Lot 4	1.3 Ha	Lot 10	0.9 Ha
Lot 5	1.1 Ha	Lot 11	5.4 Ha
Lot 6	3.7 Ha		

For viewing and further information kindly contact our Marketing Department on the following numbers:

Tel: (024) 2006478-8

+263 772 586 449

+263 772 916 554

Email tender document requests at: **procurement@sunwaycity.co.zw**
495251f

GOVERNMENT GAZETTE

Conditions of Acceptance of Copy

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

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

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

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

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

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

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

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

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

Provided that any copy containing extensive alterations will be rejected.

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

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

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

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

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

5. (1) Should any copy—

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

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

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

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

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

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

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

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

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

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

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

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

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

(3) For the removal of doubt—

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

GOVERNMENT GAZETTE

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

Charges for statutory instruments

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

Charges for advertisements including general notices

THE area of advertisement multiplied by USD0,80.

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

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

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

Times of closing

The *Gazette* closes for the receipt of copy for all notices to be published in the normal columns, and for statutory instruments at 11 a.m. on the Monday 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 soft copy and RTGS\$1200,00, for hard copy cash/swipe/EcoCash/transfer payable in advance, to the Chief Executive Officer, Printflow (Private) Limited, and may commence with the first issue of any month.

M. MUTETE,
Publications Officer.

GOVERNMENT GAZETTE

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

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

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

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

H. MATINGWINA,
Gazette Editor.

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

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

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

A Framework for Economic Reform (1991–95)

An Introduction to Law

Commission of Inquiry into Taxation

Customs and Excise Tariff Notice, 2007

Customs Containerisation Rules

Customs Valuation Manual

Flora zambesiaca, volume I, part II

Flora zambesiaca, volume II, part I

Flora zambesiaca, supplement

Government Gazette (subscription rate for 3 months including postal)

Government Gazette (individual copies)

Manual of River and Lakemanship

Model Building By-laws, 1977

National Manpower Survey, 1981: volume I

National Manpower Survey, 1981: volume II
National Manpower Survey, 1981: volume III
Patents and Trade Marks Journal (subscription for 3 months)
Patents and Trade Marks Journal (individual copies)
Rhodesia law reports, 1970, part 1 and part 2, per part
Rhodesia law reports, 1971, part 1 and part 2, per part
Rhodesia law reports, 1972, part 2, per part
Rhodesia law reports, 1973, part 2, per part
Rhodesia law reports, 1974, part 1 and part 2, per part
Rhodesian law reports, 1975, part 2, per part
Rhodesian law reports, 1976, part 1 and part 2, per part
Rhodesian law reports, 1977, part 2, per part
Rhodesia subsidiary legislation, 1970 (four parts), per set
Rhodesia subsidiary legislation, 1971 (five parts), per part or, per part
Rhodesia subsidiary legislation, 1972 (seven parts), per part
Rhodesia subsidiary legislation, 1973 (seven parts), per part
Rhodesia subsidiary legislation, 1974 (five parts), per part
Rhodesia subsidiary legislation, 1975 (five parts), per part
Rhodesia subsidiary legislation, 1976 (six parts), per part
Rhodesia subsidiary legislation, 1977 (four parts), per part
Rhodesia subsidiary legislation, 1978 (four parts), per part
Rhodesia subsidiary legislation, 1980 (five parts), per part
Rhodesia subsidiary legislation, 1981 (four parts), per part
Second Five-Year National Development Plan: 1991–1995
Statutory Instruments, 1980 (five parts), per part
Statutory Instruments, 1981 (four parts), per part
Subsidiary Legislation from 1970 to 1981
Transitional National Development Plan, 1982/83–1984/85: Volume Transitional
National Development Plan, 1982/83–1984/85: Volume
Zimbabwe law reports, from 1965 up to 1984
Zimbabwe law reports, 1983 [Part 1] (soft cover)
Zimbabwe law reports, 1983 [Part 2] (soft cover)
Zimbabwe law reports, 1984 (soft cover)
Zimbabwe Rhodesia subsidiary legislation, 1979 (four parts)

NEW ACTS: REVISED EDITIONS 1996

Individual Acts—

Access to Information and Protection of Privacy Act [*Chapter 10:27*]

Administration of Estates Act [*Chapter 6:01*]

Administrative Court Act [*Chapter 7:01*]

Animal Health Act [*Chapter 19:01*]

Arbitration Act, 1996 No. 6 of 1996

Audit and Exchequer Act [*Chapter 22:03*]

Banking Act [*Chapter 24:01*]

Bills of Exchange Act [*Chapter 14:02*]

Broadcasting Act [*Chapter 12:01*]

Broadcasting Services Act [*Chapter 2:06*]

Building Societies Act [*Chapter 24:02*]

Capital Gains Tax Act [*Chapter 23:01*]

Censorship and Entertainments Control Act [*Chapter 10:04*]

Children's Protection and Adoption Act [*Chapter 5:06*]

Citizenship of Zimbabwe Act [*Chapter 4:01*]

Civil Evidence Act [*Chapter 8:01*]

Civil Matters (Mutual Assistance) Act [*Chapter 8:02*]

Civil Protection Act [*Chapter 10:06*]

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Commissions of Inquiry Act [*Chapter 10:07*]

Communal Land Act [*Chapter 20:04*]

Companies and Other Business Entities Act [*Chapter 24:31*]

Competition Act, 1996 (No. 17 of 1996)

Constitution of Zimbabwe

Constitution of Zimbabwe Amendment Act (No. 17 of 2005)

Consumer Contracts Act [*Chapter 8:03*]

Contractual Penalties Act [*Chapter 8:04*]

Control of Goods Act [*Chapter 14:05*]

Co-operative Societies Act [*Chapter 24:05*]

Copper Control Act [*Chapter 14:06*]

Copyright and Neighbouring Rights Act [Chapter 26:05]	Prescription Act [Chapter 8:11]
Criminal Law Amendment Act [Chapter 9:05]	Presidential Powers (Temporary Measures) Act [Chapter 10:20]
Criminal Law (Codification and Reform) Act [Chapter 9:23]	Prevention of Corruption Act [Chapter 9:16]
Criminal Matters Act (Mutual Assistance) [Chapter 9:06]	Prisons Act [Chapter 7:11]
Farmers Licensing and Levy Act [Chapter 18:10]	Private Business Corporation Act [Chapter 24:11]
Fencing Act [Chapter 20:06]	Private Investigators and Security Guards (Control) Act [Chapter 27:10]
Fertilizers, Farm Feeds and Remedies Act [Chapter 18:12]	Private Voluntary Organizations Act [Chapter 17:05]
Finance Act [Chapter 23:04]	Privileges, Immunities and Powers of Parliament Act [Chapter 2:08]
Firearms Act [Chapter 10:09]	Protected Places and Areas Act [Chapter 11:12]
Forest Act [Chapter 19:05]	Public Accountants and Auditors Act [Chapter 27:12]
Food and Food Standards Act [Chapter 15:04]	Public Health Act [Chapter 15:09]
Gold Trade Act [Chapter 21:03]	Public Order and Security Act [Chapter 11:17]
Guardianship of Minors Act [Chapter 5:08]	Public Service Act [Chapter 16:04]
Harmful Liquids Act [Chapter 9:10]	Procurement Act [Chapter 22:14]
Health Professions Act [Chapter 27:19]	Radio communication Services Act [Chapter 12:04]
High Court (formerly High Court of Zimbabwe) Act [Chapter 7:06]	Railways Act [Chapter 13:09]
Hire-Purchase Act [Chapter 14:09]	Regional, Town and Country Planning Act [Chapter 29:12]
Housing and Building Act [Chapter 22:07]	Reserve Bank of Zimbabwe Act [Chapter 22:10]
Immigration Act [Chapter 4:02]	Revenue Authority Act [Chapter 23:11]
Income Tax Act	Road Motor Transportation Act [Chapter 13:10]
Industrial Designs Act [Chapter 26:02]	Road Traffic Act [Chapter 13:11]
Inland Waters Shipping Act [Chapter 13:06]	Roads Act [Chapter 13:12]
Inquests Act [Chapter 7:07]	Rural District Councils Act [Chapter 29:13]
Insolvency Act [Chapter 6:04]	Securities Act [Chapter 24:25]
Insurance Act [Chapter 24:07]	Serious Offences (Confiscation of Profits) Act [Chapter 9:17]
Interpretation Act [Chapter 1:01]	Shop Licences Act [Chapter 14:17]
Labour Relations Act [Chapter 28:01]	Small Claims Courts Act [Chapter 7:12]
Labour Relations Amendment Act, 2002 (No. 17 of 2002)	Sports and Recreation Commission Act [Chapter 25:15]
Labour Relations Amendment Act (No. 7 of 2005)	Stamp Duties Act [Chapter 23:09]
Land Acquisition Act [Chapter 20:10]	State Liabilities Act [Chapter 8:14]
Land Survey Act [Chapter 20:12]	State Service (Disability Benefits) Act [Chapter 16:05]
Land Surveyors Act [Chapter 27:06]	State Service (Pension) Act [Chapter 16:06]
Legal Practitioners Act [Chapter 27:07]	Stock Theft Act [Chapter 9:18]
Liquor Act [Chapter 14:12]	Stock Trespass Act [Chapter 19:14]
Magistrates Court Act [Chapter 7:10]	Supreme Court (formerly Supreme Court of Zimbabwe) Act [Chapter 7:13]
Maintenance Act [Chapter 5:09]	Tobacco Marketing and Levy Act [Chapter 18:20]
Manpower Planning and Development Act [Chapter 28:02]	Tourism Act [Chapter 14:20]
Marriage Act [Chapter 5:11]	Trade Marks Act [Chapter 26:04]
Matrimonial Causes Act [Chapter 5:13]	Trade Measures Act [Chapter 14:23]
Mental Health Act, 1996 (No. 15 of 1996)	Traditional Beer Act [Chapter 14:24]
Mines and Minerals Act [Chapter 21:05]	Traditional Leaders Act [Chapter 29:17]
Missing Persons Act [Chapter 5:14]	Traditional Medical Practitioners Act [Chapter 27:14]
Money Lending and Rates of Interest Act [Chapter 14:14]	Trapping of Animals (Control) Act [Chapter 20:21]
National Social Security Authority Act [Chapter 17:04]	Urban Councils Act
Official Secrets Act [Chapter 11:09]	Vehicle Registration and Licensing Act [Chapter 13:14]
Parks and Wildlife Act [Chapter 20:14]	Veterinary Surgeons Act [Chapter 27:15]
Patents Act [Chapter 26:03]	War Veterans Act [Chapter 11:15]
Pension and Provident Fund Act [Chapter 24:09]	War Victims Compensation Act [Chapter 11:16]
Pneumoconiosis Act [Chapter 15:08]	Water Act [Chapter 20:22]
Police Act [Chapter 11:10]	Wills Act [Chapter 6:06]
Precious Stones Trade Act [Chapter 21:06]	ZINWA Act
Prescribed Rate of Interest Act [Chapter 8:10]	Zimbabwe Stock Exchange Act [Chapter 24:18]

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

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

M.H.C. 7

Number of estate	Name and description of estate	Date of death	Within a period of	Name and address of executor or representative
1954/2024	Nyahasha Shumba	15.8.2003	30 days	Tendaishhe Sibanda, 666, Nharira, Norton. 231893f
1953/2024	Molly Shumba	22.8.2003	30 days	Tendaishhe Sibanda, 666, Nharira, Norton. 231894f

M.H.C. 7 (continued)

Number of estate	Name and description of estate	Date of death	Within a period of	Name and address of executor or representative
3153/2024	Micah Chari	09.10.2002	30 days	Eustina Blessing Chari, House 10824, Sanyati Close, Budiriro 5A, Harare.
3009/2024	Lindsay Kudakwashe Thompson	16.3.2019	30 days	Mefort Chimhoga, 187, Herbert Ushewokunze Avenue, Harare.
2649/2024	Margaret Sengweni	5.9.2020	30 days	Mefort Chimhoga, 187, Herbert Ushewokunze Avenue, Harare.
3751/2024	Wilson Chakaingisa Nyamutumbu	3.10.2011	30 days	Violet Nhimura, 1707, Glen Norah "A", Harare.
3733/2024	Rodrick Matandirotya	4.3.95	30 days	Richard Matandirotya, 25—7th Avenue, Warren Park 1, Harare.
3220/2024	Hatinahama Nyabunze	18.7.94	30 days	Elias Nhamo Nyabunze, 399, Southlea Park, Harare.
MS.436/2024	Constance Sithabile Sibanda	14.8.2020	30 days	Philip Sibanda, No. 12, Oliver Street, Masvingo.
MS.425/2024	Matumba Mudzanirwa	18.9.2024	30 days	Sipiwe Mudzanirwa, Museki Primary School, Private Bag 79, Jerera.
MS.444/2024	Sooromoni Solomon Muzvidziwa	18.3.2005	30 days	Ceressina Muzvidziwa, House 2859/25, Mtobwe Road, Mucheteke "B", Masvingo.
MS.432/2024	Langton Mapurisa	2.9.2024	30 days	Emerinah Venge, House 2189, Tangogara Street, Mucheke "B", Masvingo.
3273/2024	Rachel Nyahuye	3.9.2024	30 days	Fadziso Sypiwe Mapfumo, 1332, Warren Park 1, Harare.
3653/2024	Jonah Mugandani	21.3.2019	30 days	Ruth Mugandani, 2488, Zengeza 2, Chitungwiza.
3284/2024	Onias Ndebele	11.9.2024	30 days	Nobuhile Ziyaminyanu, of 220, Brookview, Borrowdale, Harare.
2842/2024	Whiridza Wilson Murefu	12.9.2011	30 days	Norman Murefu, 5141, Hatcliff Extension, Harare.
1756/2024	Titus Oscar Bepete	15.4.2009	30 days	Tawanda Bepete, 262 A, Nyakudirwa Street, Dzivaresekwa, Harare.
2479/2024	Jeanine Patricia Milne	2.11.2022	30 days	Vanessa Jeanine Milne, c/o Gasa Nyamadzawo & Associates, 739 B, Pershore Rise, Northwood, Mt Pleasant.
3389/2023	Morris Chitiyo	1.9.2006	30 days	Venencia Chitiyo, 4045—166th Street, Warren Park "D", Harare.
2239/2024	Clement Chakanya Chindawi	27.5.2024	30 days	Miriam Chindawi, 2534, Unit "B", Seke, Chitungwiza.
3646/2024	Paradzai Chiroodza	18.7.2023	30 days	Dudzai Kapatsani, Chitsa Village, Bushu, Shamva.
KK.107/2024	Hilda Chuma	24.3.2017	30 days	Tinashe Chipoyerwa, L45, Amaveni, Kwekwe.
3255/2024	Glyty Naome Tapi	25.12.2023	30 days	Kudakwashe Tapi, 3827, Ngoni, Norton.
3755/2024	Maria Tazvivinga Yotamu	9.2.2012	30 days	Bernadette Yotamu, 12, Sanyanga Street, Mbare, Harare.
3366/2023	Peter Antony Gonsaro	13.4.2012	30 days	Josephine Muchopa, 244, Allendale Drive, Christon Bank, Mazowe.
3607/2024	Sarah Jiri	24.10.2021	30 days	Yona Mutepuka, 01, Lot 4, Groobie Park, Waterfalls, Harare.
I205/2024	Manwell Chiundiza	26.2.2024	30 days	Maposa & Ndomene Legal Practitioners.
793/2024	Muyengwa Chingwaru	3.4.92	30 days	Daisy Nyamukapa, No. 7, Nature's Valley, Glenforest, P.O. Box BW 1198, Borrowdale, Harare.
3674/2023	Cecelia Bepete	19.9.2023	30 days	Chiedza Elizabeth Hakulandaba, 46, Dulwich Road, Chisipite, Harare.
2134/2024	Ethel Alfred	25.4.2024	30 days	Godfrey Hariye Muzondo, c/o G.H. Muzondo & Partners, 13, Windermere Court, cnr. Mazowe Street/Leonid Brezhnev Avenue, Harare.
2803/2024	Kennedy Musara	22.5.2007	30 days	Spiwe Chibawu 3A1 Highland Glen Road, Umwinsidale, Harare.
B.2324	Mike Majachani	21.12.2023	30 days	Sandra Lizzy Sauramba, 178, Emganwini, Bulawayo.
155/2019	Khomotsotso Nare	13.1.2019	30 days	Thato Nare, 4772, Nketa 9, Bulawayo.
B.2477/2024	Medelin Neube	11.4.2004	30 days	Comfort Neube, 2815, Emakhandeni, Bulawayo.
2342/2024	Stanely Stanley Paul Walker	23.8.2024	30 days	Webb Low & Barry (Inc, Ben Baron & Partners), 11, Luton Street, Belmont East, Bulawayo.
B.1262/2024	Bigboy Manyatela	26.1.2024	30 days	Patricia Manyatela, 6443, Nkulumane, Bulawayo.
2238/2024	Green Namagowa	7.4.2002	30 days	Andrew Namagowa, 45, Solwezi, Plumtree.
B.1966/2023	Ottilia Sibanda	22.9.2023	30 days	ThandoLwenkosi Sibanda, C 5003, Old Pumula, Bulawayo.
2037/2024	Pamhidzayi Edinah Makoni	12.9.87	30 days	Manners Farai Mangumba, 262, Barbourfields, Bulawayo.
B.2356/2024	Bigboy Sibanda	20.8.2024	30 days	Similo Sibanda, 4060, Emakhandeni, Bulawayo.
B.1646/2023	Elliot Neube	19.6.2016	30 days	Elijah Neube, 373, Spitzkop, Gwanda.
1875/2024	Mandhlaenkosi Nkala	1.5.2024	30 days	Sikhethile Nkala, 61, Cardwell, Matsheumhlope, Bulawayo.

M.H.C. 7 (continued)

Number of estate	Name and description of estate	Date of death	Within a period of	Name and address of executor or representative	
B.1511/2024	Gift William Khumalo	11.8.2016	30 days	Chelmsford Executors and Trust Private Limited, Sterling House, Bulawayo.	495052f
2323/2024	Prosper Gumbi	28.10.2006	30 days	Nothando Gumbi, 1704, Cowdray Park, Bulawayo.	495053f
2440/2024	Sibonginkosi Khumalo	18.11.2023	30 days	Thiwane Siziba, 81,2465, Mpopoma, Bulawayo.	495054f
B.2448/2024	Irene Mundembe	15.9.2024	30 days	Khumbulan Mangena, 20060, Pumula South, Bulawayo.	495055f
MS.389/2024	Langton Huruva	1.8.2001	30 days	Sailos Ellington Huruva, Stand 10692, Munodawafa Close, Mucheke F, Masvingo.	495106f
M.405/2024	Emmaculator Dumbura	22.3.2010	30 days	James Dumbura, Mutatiri Primary School, Private Bag 9017, Masvingo.	495107f
GWE.687/2024	Muchaurawa Tutayi Juru	26.8.88	30 days	Richard Muchaurawa, Village Mulinzo, Chief Njelele, Gokwe.	495108f
B.2370/2024	Gilbert Dembure	8.2.2009	30 days	Muchengeti & Company, 5, Raleigh Street, Harare.	495109f
2597/2024	Penelope Anne English	22.9.2024	30 days	Norman Andrew English, c/o Web Low & Barry (inc Ben Baron & Partners), 11, Luton Street, Belmont East, Bulawayo.	495110f
2454/2024	Trust Mhlanga	19.12.2015	30 days	Themba Mhlanga, Mpakathi Village, Dete, Hwange.	495111f
B.1896/2024	Assati Ndlovu	20.3.2015	30 days	Josiah Ndlovu, 59905/3, Iminyeka, Bulawayo.	495112f
B.1508/2022	Happy Mundoza	16.3.2022	30 days	Godfrey Mundoza, 11440, Nkulumane, Bulawayo.	495113f
B.1544/2018	Maggie Lusinga	14.9.2016	30 days	Jowathan Lusinga, 5451, Nketa 9, Nkulumane, Bulawayo.	495114f
B.137/2015	John Gopal	4.7.2012	30 days	Jesica Premchand Gopal, 7, Fever Tree Road, Thorngroove, Bulawayo.	495115f
B.728/2024	Komolele Siziba	8.12.2020	30 days	Saul Utete, 1293/2, New Magwegwe, Bulawayo.	495116f
739/2024	Thabani Freedom Dube	8.4.2024	30 days	Duduzile Dube, 14842, Cowdray Park, Bulawayo.	495117f
GWE.558/2024	Yobe Martha	19.9.2016	30 days	Akimu Joseph, 2993/13, Mbizo, Kwekwe.	495118f
688/2024	Alfrah Muvuka Bwerinofa	21.2.2019	30 days	Charles Bwerinofa, c/o Gundu Dube & Pamacheche, Gweru.	495119f
GWE.726/2024	Khalilahmed Hassanmiya Gaibi	1.5.2024	30 days	Takashinga Pamacheche Gundu Dube & Pamacheche, Gweru.	495120f
GWE.725/2024	Arkwright Ncube	18.10.2024	30 days	Mildret Ncube, 871, Woodlands, Gweru.	495121f
GWE.649/2024	Mtembo Shumba	11.7.2022	30 days	Richard Shumba, Matedzi School, P. O. Box 55, Mataga, Mberengwa.	495122f
GWE.445/2024	Ruth Zwidza	24.3.2003	30 days	Tabethe Ncube, 62/2, Mtapa, Gweru.	495123f
MS.430/2024	Sukai Mawire	27.11.94	30 days	Priscilla Mushinyi, Zimbabwe Military Academy, Gweru.	495124f
GWE.727/2024	Arthur Mtandabari	13.6.2024	30 days	Tseurai Chitukutuku, New Gato Primary School, P. O. Box 45, Shurugwi.	495125f
640/2024	Robson Moyo	9.3.2020	30 days	Beatrice Moyo, 1107, Mkoba 1, Gweru.	495126f
GWE.690/2024	Richard Dimingo	21.9.2024	30 days	Anita Dimingo, 6687, Mkoba 18, Gweru.	495127f
3313/2024	Mapoka Kapesi	10.4.2007	30 days	Charles Kapesi, 12, Mushenjere Street, Mufakose, Harare.	495128f
3806/2024	Juliat Date	24.3.2024	30 days	Mataka Legal Practice, 28, Northampton Crescent, Eastlea, Harare.	495253f
CY.245/2024	Fanuel Mukwaira	23.7.2023	30 days	Cathrine M. Mukwaira, Stand M44, Water Works, Hunyani, Chinhoyi.	495058f
227/2023	Isaac Moyo	14.6.2002	30 days	Nonhlanhla Moyo, 31381, Entumbane, Bulawayo.	495059f
B.2200/2024	Sibongile Masendeke	12.7.2024	30 days	Msawenkoski D. Masendeke, 15279, Nkulumane 12, Bulawayo.	495060f
B.2393/2024	Moses Moniwa Tshabangu	3.9.2024	30 days	Sithatshisiwe Khumalo, No. 18, St Davids Road, Parklands, Bulawayo.	495061f
1821/2021	Florence Erinah Ziumbe	16.8.2021	30 days	Noah Ziumbe, c/o Ziumbe & Partners 18, Fletcher Road, Mount Pleasant, Harare.	495077f
474/2022	Emily Martha Rainsford	2.12.2021	30 days	Edward C. Rainsford, c/o Ziumbe & Partners, No.18, Fletcher Road, Mount Pleasant, Harare.	495078f
CH.63/2024	Dokwe Kamunjoma	18.1.2004	30 days	Andrew Kamunjoma, C5, Kamba Road, Chegutu.	495079f
2724/2024	Precilla Faranando	22.6.2024	30 days	Stewart Faranando, 19007, Gunguwo Street, Budiriro, Harare.	495080f
3022/2024	Banga Lysias Masunda	7.9.2020	30 days	Enock Musundire, 6122, Zimre Park, Ruwa.	495081f
—	Julia Sibanda	31.3.2008	30 days	Mathokoza Sibanda, 563, Mkhosana, Victoria Falls.	495082f
2457/2024	Sydney Chayani	22.4.2020	30 days	Costa Mashungu, 1608, Retreat, Waterfalls, Harare.	495084f

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

Number of estate	Name and description of estate	Date of death	Within a period of	Name and address of executor or representative	
2816/2024	Patricia Murungu	30.7.2023	30 days	c/o Kamusasa & Musendo Legal Practitioners, 279, Herbert Chitepo Avenue, Harare.	495147f
1821/2024	Magreth Chirairo	18.12.2002	30 days	Shiller Chirairo, Stand 5026, 67th Crescent, Glen View 3, Harare.	495148f
2588/2024	Ernest Mangwende	7.7.2024	30 days	Alice M. Mangwende, 11, Cottenham Avenue, Greencroft, Harare.	495149f
164/2024	Wadi Musa	24.9.2002	30 days	Milton Jomo Chirwa, 412, Chikonohono, Chinhoyi.	495150f
3104/2024	Tobias Ferenando	30.11.2024	30 days	Lawrence Ferenando, 2795, Epworth, Domboramwari.	495151f
3780/2024	Raphael Muchenu	24.6.2007	30 days	Matsanura & Associates Legal Practitioners, Morgan House, No. 27, George Silundika Avenue, Harare.	495152f
2241/2024	Elimon Nyamande	2.7.2015	30 days	Leesa Zhuaki, 5779, Luveve 5, Bulawayo.	495153f
3337/2024	Kenneth Madechao	13.6.2001	30 days	c/o Muzembe Law Chambers, No. 4, Smith Crescent, Eastlea, Harare.	495154f
3727/2024	Ruth Chipo Bignell formally (Nzombe)	29.6.2024	30 days	Ellah Tendai Nzombe, 6328—5, Side Close Road, Glen Norah B, Harare.	495155f
R.29/2024	Edson Musekiwa	10.3.95	30 days	Farawadya Kaverenga, Fidelity Life Tower, cnr. Luck Street & Raleigh Street, Harare.	495156f
914/2024	Sabina Mudimbu	8.6.2017	30 days	Lizzie D. Kandegwa, 310, Eyecourt, Waterfalls, Harare.	495157f
3T85/2024	Zuvarashe Chikasha	5.8.2024	30 days	Cuthbert Chikasha, Manyere School, P.O. Box 86, Sadza.	495158f
—	Fordson Mugumbate	16.7.2023	30 days	Mufaro Mugumbate, B11, 501, Waneka Flats, Ardbernnie, Harare.	495159f
3816/2024	Phillip Kwendambairi	25.5.2024	30 days	Esnath Kwendambairi, Kambarami School, P.O. Box 9, Murewa.	495160f
B.167/2011	Tabona Andrew Kwidini also known as Andrew Tabona Kwidini also known as Andrew Kwidini also known as A Kwidini	2.11.2010	30 days	Tamsanqa Kwidini, 69, Jaywick Road, Matshemhlope, Bulawayo.	495161f
1867/2024	Susan Ngoma	10.3.98	30 days	Isaac Ukama, No. 7, Masotsha Ndlovu, Waterfalls, Harare.	495162f
1866/2024	Ukama Ngoma	1.1.96	30 days	Isaac Ukama, No. 7, Masotsha Ndlovu, Waterfalls, Harare.	495163f
CY.232/2024	Reuben Mkupuka	21.9.2024	30 days	Valerie Panashe Mkupuka, 14066, Brundish, Chinhoyi.	495132f
CY.237/2024	Vine Gangabawe	28.7.2004	30 days	Gloria Gangarhwe, 115 Mbira Street, Banket.	495133f
3278/2024	Givemore Mubvuringi	5.4.2024	30 days	Faith Mubvuringi, 140, Kilwinning Road, Hatfield, Harare.	495134f
3281/2024	Charlotte Norah Porzelt	17.5.2024	30 days	CDA Finlason & Associates, 2, Swinburne Close, Glen Lorne, Harare.	495135f
1055/2017	Alice Mary Ismail	2.9.2014	30 days	Caleb Mucheche, 6, Meredith Drive, Eastlea, Harare.	495136f
2471/92	Antonio Mapfumo Chiguvare	27.10.91	30 days	Caleb Mucheche, 6, Meredith Drive, Eastlea, Harare.	495137f
193/2023	Stephen Magwaza	24.3.2022	30 days	Tinashe N. Magwaza, 51, Area 15, Dangamvura, Mutare.	495138f
MRE.544/2024	Okenibety Kavenga	12.12.2013	30 days	Joyce Kavenga, Plot 22, Kokstad, Chipembere, Nyazura.	495139f
2452/2024	Elizabeth Peace Chisala	22.7.2012	30 days	I. Chaurura, 1, Gloucester Drive, Eastlea, Harare.	495140f
2700/2024	Simon Muhambi Nyaruwa	24.7.2005	30 days	Joyce Dlodlo, 86, Pendennis Road, Mount Pleasant, Harare.	495144f
1897/2024	Kuziwa Winnet Chikuvanyanga	13.3.2024	30 days	Rudo Gracious Zowie Danda, 47 Wallis Road, Mandara, Harare.	495145f
2576/2024	Leo Groswell Mukunyadze	28.12.2019	30 days	Sarah Mukunyane, 112, Zata Street, Mbare, Harare.	231946f
1674/2020	Tazvitya Elias Chakanyuka	15.12.99	30 days	Abel Chakanyuka, 445, Glaudina, Harare.	231947f
4653/2021	Tambudzai Emily Kapuya	22.6.2021	30 days	Michelle Vimba Kapuya, 926, Mangwende St, Old Mabvuku, Harare.	231948f
1446/2019	Samuel Kambiringoma	23.4.2019	30 days	Winnie Sabao, 46, Daniel Street, Mbare, Harare.	231949f
3116/2024	Tauya Shoko	4.8.2024	30 days	Rumbidzai Ngirazi, 4186, Fedelity Park, Harare.	231950f
3001/2024	Kudzai Mawubire	25.6.2024	30 days	Never Muponde, 20518, Unit "B", Seke, Chitungwiza.	495102f
3731/2024	Alex Mudekunye	25.1.2024	30 days	Jennife Mugari, 7441, Southlands Park, Harare.	495104f
2575/2024	Esinath Rajah also known as Esnath Rajah	25.9.2024	30 days	Webb Low & Barry (inc Ben Baron & Partners), 11, Luton Street, Belmont East, Bulawayo.	495105f

NOTICES OF LIQUIDATION AND DISTRIBUTION ACCOUNTS LYING FOR INSPECTION

(pursuant to section 52 of the Administration of Estates Act [Chapter 6:01])

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

M.H.C. 28

Number of estate	Name and description of estate	Date or period	Description of account	Office of the	
356/97	John Chatambudza Gavanga	21 days	Amended First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	495129f
MRE.295/2022	Isaac Kwangwari Muroyi Madzvova	21 days	Account Lying for Inspection	Master of the High Court, Mutare.	495062f
2234/2019	Barry Michael Garnett	21 days	Supplementary Account to the Summary Liquidation and Distribution Account	Master of the High Court, Harare.	495063f
KK.86/2024	David Kamsena	21 days	First and Final Account	Magistrates, Kwekwe.	495064f
KK.83/2024	Robson Fred Homela	21 days	First and Final Account	Magistrates, Kwekwe.	495065f
ZV.55/2024	Ferguson Hlupo	21 days	First and Final Account	Magistrates, Zvishavane.	495066f
GWE.64/2024	Enock Bere	21 days	First and Final Account	Magistrates, Gweru.	495067f
GWE.106/2024	Everlast Marongwe	21 days	First and Final Administration and Distribution Account	Magistrates, Gweru.	495068f
GWE.125/2023	Benias Maiba Musapingura	21 days	First and Final Administration and Distribution Account	Magistrates, Gweru.	495069f
B.2149/2024	Raphael Lizwe Ndlovu	21 days	First and Final Account	Master of the High Court, Bulawayo.	495070f
BB.42/2022	Toleng Alfred Mazibeli	21 days	Final Liquidation and Distribution Account	Magistrates, Beitbridge.	495071f
B.430/2024	Luke Kasoka	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Bulawayo.	495072f
B.1360/2023	Eliah Matsvimbo	21 days	First and Final Account	Master of the High Court, Bulawayo.	495073f
—	Yasmin Yakoob Hafiz	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	495074f
2567/2017	Washington Mandebvu	21 days	First and Final Administration Account	Master of the High Court, Harare.	495075f
1544/2021	Rahab Dellah Mukambachaza	21 days	First and Final Account	Master of the High Court, Harare.	495076f
3782/2022	Petros Kozanayi Sithole	21 days	First and Final Account	Master of the High Court, Harare.	495164f
1387/2024	Betty Maideyi Chichetu	21 days	First and Final Account	Master of the High Court, Harare.	231943f
518/2021	Charles Nyamukapa	21 days	First and Final Account	Master of the High Court, Harare.	231944f
2251/2023	Rhoda Monica Frederiksen	21 days	First and Final Liquidation and Distribution Account	Master of the High Court, Harare.	231945f
CZ.54/2023	Jane Majatisa	21 days	First and Final Distribution Account	Master of the High Court, Chitungwiza.	495130f
CN.77/2015	Langton Kaipa Mudzengerere	21 days	First and Final Account	Master of the High Court, Chinhoyi.	495131f
1585/2012	Peter Mukwachi	21 days	First and Final Account	Master of the High Court, Harare.	231971f
GWE.29/2024	Henry Tawanda Nyamadzawo	21 days	First and Final Liquidation and Distribution Account	Magistrates, Kwekwe.	231973f
KK.71/2024	Tendai Dicha	21 days	First and Final Liquidation and Distribution Account	Magistrates, Kwekwe.	231974f
3206/2023	Munorwei Fambayi	21 days	First and Final	Master of the High Court, Harare.	231976f

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

Number of estate	Name and description of estate	Date or period	Description of account	Office of the	
KM.41/2024	Junior Gowera	21 days	Account First and Final Account	Magistrates, Kadoma.	231978f
1692/2024	Esther Naringo (née Parwaringira)	21 days	First and Final Account	Master of the High Court, Harare.	231979f
2069/2020	Deniyason Jofris	21 days	First and Final Account	Master of the High Court, Harare.	231980f
KM.40/2024	Robson Zinyama	21 days	First and Final Account	Magistrates, Kadoma.	231981f
455/2024	Andreas Mlalazi	21 days	First and Final Account	Master of the High Court, Harare.	495103f

EDICTS SELECTION OF EXECUTORS, TUTORS AND CURATORS DATIVE(pursuant to sections 25, 74 and 79 of the Administration of Estate Act [*Chapter 6.01*])

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

M.H.C. 25

Number of estate	Name and description of estate	Time of meeting		Place of meeting	For selection of
		Date	Hour		
3267/2024	Venanzio Chitiki	24.10.2024	9.30 a.m.	Office of the Master of High Court, Master's House, Harare.	Executor dative. 495236f
MT.84/2013	Nasho Agnes	20.11.2024	08:30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Centre, Mutare.	Executor dative. 495236f
MRE.569/2024	Mufushwa Wilson	27.11.2024	08:30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Centre, Mutare.	Executor dative. 495236f
MRE.163/2018	Chibhanguza Clara	27.11.2024	08:30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Centre, Mutare.	Executor dative. 495236f
MRE.556/2024	Muparutsa Kingston	27.10.2024	08.30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Centre, Mutare.	Executor dative. 495236f
MRE.575/2024	Ncube Amiel	27.11.2024	08.30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Centre, Mutare.	Executor dative. 495236f
MRE.578/2024	Matongo Tsitsi Naome	27.11.2024	09.30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Centre, Mutare.	Executor dative. 495236f
MRE.581/2024	Masumungure Mboyana Kunzeno	27.11.2024	09.30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Centre, Mutare.	Executor dative. 495236f
MRE.583/2024	Shawarira Joram Charles	27.11.2024	09.30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Centre, Mutare	Executor dative. 495236f
MRE.586/2024	Chinyanga John	27.11.2024	09.30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Centre, Mutare	Executor dative. 495236f
MRE.587/2024	Matendera Simon	27.11.2024	09.30 a.m.	Office of the Master of High Court, Second Floor, First Mutual Centre, Mutare	Executor dative. 495236f
CY.267/2024	Joyce Ruzvidzo	26.11.2024	09:00 a.m.	Office of the Master of the High Court of Zimbabwe, Nickhill Office Park, Midway Street, Chinhoyi	Executor dative. 495236f
MS.448/2024	Garikai Shabaya	12/11/2024	09:00 a.m.	Office of the Master of the High Court, Fourth Floor, Zimre Centre, Masvingo	Executor dative. 495236f
MS.449/2024	Gumisa Mudzamiri	12/11/2024	11:00 a.m.	Office of the Master of the High Court, Fourth Floor, Zimre Centre, Masvingo	Executor dative. 495236f
GWE.735/2024	Samukonde Eric	21/11/24	08:30 a.m.	Office of the Master of the High Court, Office of the Master of the High Court, Second Floor, First Mutual Building, Gweru	Executor dative. 495236f

COMPANY LIQUIDATION NOTICE(pursuant to subsection (2) of section 140 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.

Number	Name of company	Whether meeting of creditors and/or contributories	Day, date and hour of meeting			Place of meeting	Purpose of meeting
			Day	Date	Hour		
CR.7/2022	Valley Growers (Private) Limited (<i>in liquidation</i>)	First meeting of creditors and members	Wed.	27.11.2024	8.30 a.m.	Master House, Master of High Court Zimbabwe, Harare.	- Proof of claims. 495083f - Presentation of liquidator's report.
CR.48/2014	Justa Enterprises (Private) Limited (<i>in liquidation</i>)	Special meeting of creditors and members	Wed.	27.11.2024	8.30 a.m.	Master House, Master of High Court Zimbabwe, Harare.	- Further Proof of claims. 495085f - Presentation of liquidator's report.

COMPANIES AND OTHER BUSINESS ENTITIES ACT [CHAPTER 24:31]**CHANGE OF COMPANIES' NAMES**

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

Number	Name	Change of name to	Agent
9219/2020	Luxaflor Rose Farms (Private) Limited	Luxaflor Nyanga (Private) Limited	Ballims Chartered Accounts, 75, Bishop Gaul Avenue, Harare. 495165F

**SHERIFF OF ZIMBABWE HIGH COURT OF ZIMBABWE
(P.O. BOX CY 275, CAUSEWAY), HARARE
TEL – (04) 796738**

Conditions of sale regarding the sale of immovable property made in terms of rule 71 of the high court rules 2021

- The sale shall be conducted by an Auctioneer appointed by the Sheriff in terms of Rule 71(30) of the High Court Rules, 2021. The sale shall be held at such place as the Sheriff shall determine as being the most convenient for prospective buyers.
- The public auction shall be held in the presence of the Sheriff and or his commissioner who shall certify to the Sheriff that the public auction was duly and properly conducted. In his certificate, the Commissioner shall state the name of the Judgment Debtor and Judgment Creditor, the amount of the purchase price, the name of the highest bidder and any other information that may be relevant to the sale.
- After the sale the Sheriff shall declare the highest bidder to be the purchaser if he is satisfied that the highest price offered is reasonable.

NB: The highest bidder may not withdraw his bid after being declared the purchaser. If he elects to withdraw, he forfeits his security deposit.

- The Sheriff reserves the right to regulate the bidding and refusal of any bid.

5. REQUIREMENTS FOR ONE TO PARTICIPATE IN THE SALE

(a) To participate in the sale all prospective purchasers shall deposit the sum of US\$5 000-00 or equivalent at prevailing bank rate on the day of payment with the appointed Auctioneer at least two days before the date of the sale in execution. For a property being disposed of in US Dollars the deposit shall be strictly in US Dollars.

NB: Any deposit paid by a tenderer shall ONLY be refunded in full under the following circumstances:—

- to all unsuccessful bidders or
- in the event of the sale being set aside by a competent court.
- Failure by the auctioneer to receive and confirm the said deposit, the auctioneer shall be liable for the deposit to the sheriff and any wasted costs and resale costs incurred as a result of such failure.

(b) In the event of the highest bidder failing to pay the full purchase price after confirmation the security deposit will be forfeited and the Sheriff may re-advertise the property for resale.

(c) In addition to the purchase price, the purchaser shall pay:

- The auctioneer's commission of 5% of the purchase price. The auctioneer's commission is over and above the purchase price and should be paid directly to the auctioneer.

NB: This shall be paid directly to the Auctioneer upon confirmation of the sale unless other arrangements are made with the Auctioneer.

- The costs of transfer including the conveyancer's charges stamp duty and any of the fees as may be presented.

- All arrear rates and any other charges as may be necessary to complete the transfer

- V.A.T 15%

NB: wherever applicable the Judgment Debtor may apply for exemption with ZIMRA.

The Sheriff may cancel the sale for the purchaser failure to comply with any of the conditions laid in Paragraph 5(c).

6. No bids

Where a property does not receive any bids during the public auction such property will be put up for sale by private treaty for a period of 30 calendar days. The Sheriff shall have discretion to either reduce or increase the 30 days' time period on a case by case basis.

7. Payment of purchase price and 5 % auctioneers commission

Any person who attends the auction to bid on behalf of another (ie on behalf of a company or a third party) must produce a written (power of attorney and / or resolution from members) that expressly authorizes him or her to bid on behalf of that person or company. When bidding on behalf of a company the letter of authority must be accompanied by a certified resolution authorizing him or her to bid on behalf of the company.

Sheriff's sales are cash sales. Payment of the full purchase price shall be made 7 days from the date of confirmation of the sale.

NB: The highest bidder who is confirmed the purchaser but fails to pay the full purchase price within a period of seven days from date of confirmation shall have the sale cancelled and his deposit forfeited as stipulated on condition 5 (b) above.

The property will put up for sale by private treaty for a period of 30 calendar days, which period may be reduced or extended by the Sheriff.

8. Manner of payment

The purchase price shall comprise of:

- A deposit of USD\$5 000.00 or equivalent at prevailing bank rate at the date of payment to be deposited with the Sheriff at least two days before the date of sale.
- The balance of the purchase price which shall be paid into the Sheriff's account within 7days from the date of confirmation of sale unless if the Sheriff grants an extension of the time within which to pay the purchase price.

NB: Failure to do so the sale shall be deemed cancelled and property will be re-advertised for sale.

Harare account details

- Payment shall be in ZWL or bank cheques into the Sheriff's CBZ bank account No. 02123886430017 Selous Branch Harare.

Payments in USD are paid into Sheriff's CBZ NOSTRO Account Number 02123886430293 Selous Branch Harare.

The purchaser to indicate on the deposit slip the Sheriff Sale (SS) number and (HC) file number.

Bulawayo account details

- Payment shall be in ZWL or bank cheques into the Sheriff's CBZ bank account No. 02123886430057 Selous Branch Harare.

Payments in USD are paid into Sheriff's CBZ NOSTRO account number 02123886430293 Selous Branch Harare.

The purchaser to indicate on the deposit slip the Sheriff Sale (SS) number and (HC) file number

NB: Proof of payment should be availed to the Sheriff's accounts department on the date of payment. There shall be no sale if the purchase price is not paid in full to the Sheriff.

Payments through mortgages

Purchasers that wish to purchase an immovable property on the Sheriff sale using a mortgage loan facility are also required to pay deposit of USD \$5000 or equivalent at prevailing bank rate on the date of payment which will go towards the purchase price should the sale be confirmed.

Further, such purchasers are required to bring an original letter of undertaking from the Financial institution concerned duly signed by the highest authority after 7 days of confirmation of the sale. In the event of non-compliance the sale may be cancelled.

(Sheriff reserves the right to extend the presentation period of the letter of undertaking)

9. Effective date of sale

The effective date of sale shall be the date of the confirmation of the sale.

10. Risk and profit

Ownership, risk and profit shall pass from the seller (Sheriff) to the purchaser upon transfer. The Sheriff however does not give warranty for vacant possession.

Any loss of value of (a) delay in the finalization of transfer, or transfer (b) as a result of court process or litigation shall not be accrued to the seller (Sheriff). All participants in judicial sales do so on their own volition and acquaint themselves to the risks thereof.

11. Objections to the sale

(a) In terms of Rule 71 (38) of the High Court Rules, 2021 any person having an interest in the sale may within 15 days of the Sheriff having declared the highest bidder to be the purchaser, make a request to the Sheriff to have it set aside on the grounds that the sale was improperly conducted or that the property was sold for an unreasonable low sum or any other good grounds shown

(b) In the event that there are no request made within the said period of 15 days, the Sheriff shall confirm sale.

12. Special conditions

(a) The property is sold *voestoots* (as it is). It shall be sold without guarantee and prospective purchasers must inspect it before purchasing same.

NB: No liability shall attach to the Sheriff for any inaccurate description of the property.

(b) The property is sold as presented on the Title Deeds and the Sheriff does not hold himself liable for any deficiency whatsoever and renouncing all excess. The Sheriff does not hold himself responsible for the determination of boundaries and beacons. This shall be the responsibility of the purchaser.

(c) In the event of any dispute between the bidders the decision of the Sheriff will be final.

(d) Any error or mistake made by the auctioneer of Sheriff in selling, the mistake is not binding on any of the parties and shall be corrected by the Sheriff.

13. Breaches

(a) default and breach by the purchaser

Notwithstanding anything to the contrary contained in this document and notwithstanding any extension of time or other indulgence or concession granted by the Sheriff (Seller) to the purchaser ,if the purchaser omits to observe or perform any of the terms ,conditions ,or stipulations as contained in the document ,including payment of any amount by due date, and fails to rectify any such breach within seven (7) days or dispatch of written notice by the Sheriff, the Sheriff shall be entitled to cancel the sale.

(b) Default by the seller (Sheriff)

If the seller (Sheriff) shall be in breach of any obligation and undertaking and shall fail to rectify any such breach within seven (7) days of dispatch of written notice given by the purchaser to the Sheriff, the purchaser shall be entitled to cancel the sale without prejudice to the purchaser's right to recover any damages suffered as a result of the breach.

I, the undersigned

Residing at

In the district of

Do hereby bind myself as the purchaser of the above mentioned property to pay the purchase price and interest in the manner set out and to perform all the conditions mentioned above.

The purchase price and interest will be paid as follows:

I/We, Undersigned:

And

of

Do hereby interpose and bind ourselves severally and co-principal Debtors and Sureties in solidum for the due and punctual payment of the aforesaid purchase price and interest, and for the faithful performance of all singular obligations contained in the above mentioned conditions of sale, and we do hereby expressly renounce the *beneficia ordinissenexcussions at divisionis* with the meaning of which we declare ourselves acquainted.

For the due performance of the aforesaid obligations, we the said principal debtor and sureties hereby bind our persons and property according to law:

In witness whereof, we have hereunto subscribed our names on this the day of

Purchaser

First Surety

In presence of:

Before me:

Auctioneer
G. SIWARDI,
Sheriff.

S.S. number	Plaintiff and defendant	Description of property	Date, time and place of sale	Auctioneer
SH3622/24 HCH2588/24	Crystal Serenity (Private) Limited vs Metbank Limited	An undivided 0.00712% share being Share No. 6109 in certain piece of land situate in the district of Salisbury called crowhill estate measuring, 1785,1135 hectares.	29th November, 2024.	Stohill Properties 231838f

SH3621/24 HCH2569/24	Zeotech (Private) Limited V Metbank Limited	1. An undivided 0.00712% share being Share No. 6112 in certain piece of land situate in the district of Salisbury called Crowhill Estate, measuring 1785,113 5 hectares. 2. An undivided 0.00712% share being Share No. 6113 in certain piece of land situate in the district of Salisbury called Crowhill estate, measuring 1785,113 5 hectares. 3. An undivided 0.00712% share being Share No. 6115 in certain piece of land situate in the district of Salisbury called Crowhill estate, measuring 1785,113 5 hectares.	29th November, 2024.	Stohill Properties	231839f
SH3579/24 HCH3212/24	James Sadiki vs Gilbert Sunde Mapfumo	Certain 210 square metres of land called Stand 5093 Glen Norah Township of Glen Norah situate in the district of Salisbury.	29th November, 2024.	Stohill Properties	231840f
SH3531/24 HCH1351/24	Qui Zhiqiang vs Emmanuel Zvarivadza	Certain piece of land in the district of Salisbury being Stand 643 Greystone Township 8 of Greystone a measuring 4228 square metres.	29th November, 2024.	Stohill Properties	231841f
SH3530/24 HCH1676/24	Liang Zhitao vs Demtral Investments (Private) Limited	Certain piece of land situate in the district of Salisbury called Lot 46 Marlborough Township of Marlborough, measuring 7 318 square metres.	29th November, 2024.	Stohill Properties	231842f
SH3527/24 HCH9071/15	Ranganai Chaparadza vs Arosome Property Development (Private) Limited & Others	Certain piece of land situate in the district of Salisbury being Stand 276 Carrick Creagh Township of Carrick Greach of Section 4 of Borrowdale Estate, measuring 8 924 square metres.	29th November, 2024.	Stohill Properties	231843f
SH3405/24 HCHC392/22	Gwaradzimba Heritage Foundation vs Yakub Mohamed & 2 Others	Certain piece of land situate in the district of Salisbury called Stand 145 Borrowdale Township 4 of Monabri of Borrowdale Estate, measuring 5 278 square metres.	29th November, 2024.	Stohill Properties	231844f
SH3251/24 HCHC40/24	Li Xiuyun vs Kudakwashe Godwin Munyama and Regina Inviolata Munyama	Half share of certain piece of land situate in the district of Salisbury called Stand183 Northwood Township of Sumben, measuring 4144 square metres.	29th November, 2024.	Stohill Properties	231845f
SH3250/24 HCH7402/10	Homelink vs Tendayi Gwaradzimba	Certain piece of land being situate in the district of Umtali called Stand 3, the Park Township of the Park, measuring 6, 1000 hectares.	29th November, 2024.	Stohill Properties	231846f
SH3239/24 HCHC69/24	Fmc Finance (Private) Limited vs Zvidzai Ruzvidzo Kajokoto	Certain piece of land measuring 300 square metres called Stand 1386, Chipadze Township in the district of Bindura.	29th November, 2024.	Stohill Properties	231847f
SH3238/24 HCH8175/22	Joseph Ohiomogen Okpaku vs Primeville Investments (Private) Limited	Certain piece of land situate in the district of Salisbury called lot 60, Marlborough Township of Marlborough, measuring 1,1345 hectares.	29th November, 2024.	Stohill Properties	231848f
SH3032/24 HCHC368/23	Redan Coupon (Private) Limited vs Botline Investments (Private) Limited and Another	Certain pice of land situate in the district of Salisbury called Stand 463, Park Meadowlands Township of lot 1, of HW Lot, measuring 1 603 square metres.	29th November, 2024.	Stohill Properties	495301f
SH2596/24 HCH772/21	Rangarirai Sibanda vs T.d. Nhete and 2 Others	Certain piece of land being situate in the district of Salisbury called Stand 714, Borrowdale Township of Stand 13, of Lot C of Borrowdale Estate, measuring 4091 square metres.	29th November, 2024.	Stohill Properties	495302f
SH2519/24 HCH1416/24	Liang Zhitao vs Midia Matova	Certain piece of land situate in the district of Salisbury called Stand 1782, Bluffhill Township of Stand 1180, Bluffhill Township, measuring 867 square metres.	29th November, 2024.	Stohill Properties	495303f
SH2262/24 HCH2962/23	Getbucks Microfinance Bank Limited vs Spencer Muchamiri (Private) Limited And Others	1. Certain piece of land situate in the district of Salisbury called Stand 1206, Tynwald South Township of Stand1043, Tywald South Township, measuring, 1962 square metres. 2. Certain piece of land situate in the district of Salisbury called Stand 2082, Aspindale Park Township of Stand 50, Aspindale Park Township, measuring 360 square metres.	29th November, 2024.	Stohill Properties	495305f
SH2167/24 HCHC443/23	Infra Mining Consultants (Private) Limited vs M & A Syndicate & Others	Certain 320 square metres of land called Stand 13609, Chinhoyi Township of Stand 14638 Chinhoyi Township situate in the district of Lomagundi.	29th November, 2024.	Stohill Properties	495306f

SH1626/24 HCH6801/20	Khayah Cement Zimbabwe Limited vs Siwela Taruga Private Business Corporation	Half share of certain piece of land situate in the district of Salisbury called Stand 1251 Tynwald South Township of Stand 1043 Tynwald South Township, measuring 1 317 square metres.	29th November, 2024.	Stohill Properties	495307f
SH900/24 HCCHC380/22	5 Star Parts Inc V Biltrans Services (Private) Limited	A piece of land measuring 3.6550 hectares called Stand 1317, Chirundu Township in the district of Kariba.	29th November, 2024.	Stohill Properties	495308f
SSH27/23 HC7916/14	Salzman Et Cie Sa vs Stand Five Four Nought (Private) Limited & Others	ACertain piece of immovable property situate in the district of Salisbury being Stand 5, Strathaven of Strathaven A measuring four thousand three hundred and eighty-one (4 381) square metres.	29th November, 2024.	Stohill Properties	495309f
SSH26/22 HC2497/22	Winsten Precast (Private) Limited vs Arosome Property Development (Private) Limited	A certain piece of land situate in the district of Salisbury called Stand 341, Creagh Township of Stand 58, Carrick Creagh Township, measuring 2997 square metres.	29th November, 2024.	Stohill Properties	495310f

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1954. Chitungwiza Municipality (CM): Invitation to Domestic Competitive Bidding	2187	1980. Standard Association of Zimbabwe (SAZ): Invitation to Domestic Competitive Bidding (Re-tendering)	2193
1955. Chipinge Town Council (CTC): Invitation to Competitive Bidding	2188	1981. Judicial Service Commission (JSC): Invitation to Competitive Bidding	2193
1956. Ministry of Home Affairs and Cultural Heritage (HOHCHI): Invitation to Competitive Bidding	2188	1982. Murewa Rural District Council (MRDC): Invitation to Domestic Competitive Bidding	2193
1957. Municipality of Marondera (MM): Invitation to Tenders	2188	1983. Zesa Enterprises (Private) Limited (ZE): Invitation to Competitive Bidding	2194
1958. Scientific and Industrial Research and Development Centre (SIRDC): Invitation to Domestic Competitive Bidding	2188	1984. Mines and Minerals Act [<i>Chapter 21:05</i>]: Special Grant No. 7878: Masvingo Mining District	2194
1959. Mutare Rural District Council (MRDC): Invitation to Tenders	2188	1985. Mines and Minerals Act [<i>Chapter 21:05</i>]: Exclusive Prospecting Order No. 1865: Matabeleland North Mining District	2194
1960. Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED): Invitation to Domestic Competitive Bidding	2189	1986. Ministry of Health and Child Care (MHCC): Invitation to Tender	2194
1961. City of Victoria Falls (COVF): Invitation to Tender: Domestic Competitive Bidding	2189	1987. Mines and Minerals Act [<i>Chapter 21:05</i>]: Exclusive Prospecting Order No. 1866: Mashonaland East Provincial Mining District	2194
1962. NetOne Cellular (Private) Limited: Invitation to Competitive Bidding	2189	1988. City of Masvingo (COM): Invitation to Domestic Tender	2194
1963. Zimbabwe Power Company (ZPC): Invitation to Competitive Bidding	2189	1989. Health Professions Act [<i>Chapter 27:19</i>]: Notice of Erasure from Register of Pharmacists, Pharmacy Technicians, Optometrists and Dispensing Opticians	2194
1964. Ministry of Primary and Secondary Education (MOPSE)/Harare Metropolitan Province: Invitation to Tender	2189		
1965. Electoral Act [<i>Chapter 2:13</i>]: Appointment of Senator	2190		
1966. Public Entities Corporate Governance Act [<i>Chapter 10:31</i>]: Appointment of Members: Board of Transmedia Corporation (Private) Limited	2190		
1967. Public Entities Corporate Governance Act [<i>Chapter 10:31</i>]: Appointment of Members: Board of Transmedia Corporation (Private) Limited	2190		
1968. Ministry of Primary and Secondary Education (MOPSE)/Mukore High School: Tender Invitation	2190		
1969. Tobacco Industry Marketing Board (TIMB): Invitation to Domestic Competitive Bidding	2190		

Consumer Protection (Consumer Council of Zimbabwe
Designation) Regulations, 2024

IT is hereby notified that the Minister of Industry and Commerce has, in terms of section 55 of the Consumer Protection Act [*Chapter 14:44*], made the following regulations:—

1. These regulations may be cited as the Consumer Protection (Consumer Council of Zimbabwe Designation) Regulations, 2024.
2. The Consumer Council of Zimbabwe is hereby designated as a Consumer Protection Organisation for the purpose of conducting conciliation and arbitration of dispute between parties.

Value Added Tax (Unbeneficiated Hides Export) (Amendment)
Regulations, 2024 (No. 3)

IT is hereby notified that the Minister of Finance, Economic Development and Investment Promotion has, in terms of section 78 as read with section 12C of the Value Added Tax Act [*Chapter 23:12*], made the following regulations:—

1. These regulations may be cited as the Value Added Tax (Unbeneficiated Hides Export) (Amendment) Regulations, 2024 (No 3).

2. The Value Added Tax (Unbeneficiated Hides Export) (Amendment) Regulations, 2018, published in Statutory Instrument 274 of 2018, are amended—

(a) in section 3 by the repeal of subsection (3) and the substitution of—

“(3) These regulations shall only apply to excess stockpile for a period of two years from the date of publication of these regulations.”.

(b) by the deletion of the Schedule to the regulations and the substitution of—

“SCHEDULE

REGISTERED MERCHANTS

Name of company	Number of hides	Weight of export quota in kgs
Meggertop Enterprises	40 000	800 000
Global Tanners (Private) Limited	40 000	800 000
Bellevue Abattoirs (Private) Limited	25 000	500 000
Bulawayo Abattoir	45 000	900 000
Surrey Abattoir	20 000	400 000
MC Meats (Private) Limited	48 000	960 000
Koala Park Abattoir	50 000	1 000 000
ER York (Private) Limited	30 000	600 000
Outback Safaris	20 000	400 000
Afro Hides & Skin Z (Private) Limited	15 000	300 000
Zimnyama Abattoirs	24 000	480 000
Paperhole Abattoirs (Private) Limited	24 000	480 000

*Supplement to the Zimbabwean Government Gazette dated the 15th November, 2024.
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Value Added Tax (General) (Amendment) Regulations, 2024 (No. 72)

IT is hereby notified that the Minister of Finance, Economic Development and Investment Promotion has, in terms of section 78 of the Value Added Tax Act [*Chapter 23:12*], made the following regulations:—

1. These regulations may be cited as the Value Added Tax (General) (Amendment) Regulations, 2024 (No. 72).
2. The Value Added Tax (General) Regulations, 2003, published in Statutory Instrument 273 of 2003, are amended in Part I of the First Schedule by the insertion of a new item after item (25)—
“(26) Supply of passports by any company contracted by the Government of Zimbabwe.”.

Collective Bargaining Agreement: Medical and Allied 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 which was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

EMPLOYMENT COUNCIL FOR THE MEDICAL AND ALLIED INDUSTRY COLLECTIVE BARGAINING AGREEMENT:
MEDICAL AND ALLIED INDUSTRY

This agreement is made and entered into in accordance with the provisions of the Labour Act, [*Chapter 28:01*] between the Medical and Allied Employer's Association of Zimbabwe, (hereinafter referred to as the employers or the employers' organization), of the one part, and the Medical Professional and Allied Workers' Union of Zimbabwe and Medical and Allied Trades Workers Union of Zimbabwe (hereinafter referred to as the employees or the trade unions), of the other part, being parties to the National Employment Council for the Medical and Allied Industry, to provide for the repeal of Statutory Instrument 93 of 2019.

ARRANGEMENT OF SECTIONS

Section

1. Title and period of operation.
2. Scope of coverage.
3. Interpretation.
4. Meetings.
5. Administration of agreement.
6. Exemptions.
7. Registration and Council dues.
8. Trade Union Employers Association subscription.
9. Retrenchment.
10. Grading, wages and allowances.

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11. Hours of work.
12. Conversion of rates.
13. Payment of overtime.
14. Deductions.
15. Records of wages.
16. Contracts of employment and notices.
17. Outside work or locum.
18. Subsistence, accommodation and travel allowance.
19. Leave.
20. Allowances.
21. Transfers and relocation.
22. Continuous service.
23. Record of service.
24. Job evaluation.
25. Gratuities.
26. Public holidays.
27. Health, safety and wellness.
28. Review.
29. Declaration.

SCHEDULES: Job grading and wages schedule Code of Conduct

A Collective Bargaining Agreement to define the fundamental rights of employers and employees ,to promote fair labour practices and standards, to regulate conditions of employment and other related matters, to provide for control of remuneration, to provide for promotion and participation by employees in decisions affecting their interests in the workplace, regulate negotiations for the Medical and Allied Industry and enforcement of this collective bargaining agreement, to provide for a mechanism for dispute resolutions and grievance handling.

PART I

Title and period of operation

1. This agreement may be cited as the Collective Bargaining Agreement: Medical and Allied Industry.

This agreement shall operate from the first day of the month following its registration.

Scope of coverage

2. This agreement shall apply to all Employers in the Private Medical and Allied Sectors whose operations are covered by the scope noted in Clause 2.1 and all employees in the Private Medical and Allied Sectors whose occupations are in non-managerial category.

No employer or employee may waive any provision of this agreement without approval of the Council. Where a provision of this agreement is inconsistent with the Labour Act the latter shall prevail.

Where this agreement is silent on any conditions of service referred to in the Act, the provisions of the Act shall be deemed to have been incorporated in this agreement.

2.1. Thence scope of coverage includes:

- (a) Private Hospitals, Clinics and Maternity Homes;
- (b) Private Pharmaceuticals: Retail Pharmacies, Wholesalers, Manufacturers and Distributors;
- (c) Private Laboratories;
- (d) Private Radiology Services;
- (e) Private Emergency Medical Services;
- (f) Medical Specialists Rooms;
- (g) Nurses Rooms;
- (h) Anaesthetists;
- (i) Natural Therapists;
- (j) Counsellors and Psychologists;
- (k) Dentistry;
- (l) Optometry;

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- (m) Physio and Occupational Therapy and Rehabilitation Centres;
- (n) Medical Health Funders and Medical Aid Societies;
- (o) Doctors' Rooms and Surgeries—
 - (i) Obstetrics and Gynaecology
 - (ii) Dermatology
 - (iii) Ophthalmology
 - (iv) Psychiatry
 - (v) Oncology
 - (vi) Orthopaedics and All Surgical Disciplines
 - (vii) Paediatric
 - (viii) Gerontology
 - (ix) Proctology
 - (x) Otolaryngology
 - (xi) Radiology
 - (xii) Dentistry
 - (xiii) Physio and Occupational Therapy
 - (xiv) Rehabilitation and Speech Therapy
 - (xv) Physicians and Primary Care Physicians
 - (xvi) Nurses Rooms
 - (xvii) Counsellors and Psychologists
 - (xviii) Anaesthetists
 - (xix) Chiropodists
 - (xx) Natural Therapists
 - (xxi) Chiropractors
 - (xxii) Eeg Technicians
 - (xxiii) Audiology

Interpretation

3. Any expressions used herein which are defined in the Act shall have the same meaning as in the Act, any words imparting the masculine gender shall include the feminine gender and words in the

singular shall include the plural sense, further unless inconsistent with the context.

In this agreement:

“accounts and admin clerk” means an employee who performs accounting function, administers assets and stock taking under supervision;

“accounts and admin supervisor” means an employee who carries out institutional accounting function in accordance with the Standard Operating Procedures and supervises accounting staff;

“accounts clerk” means an employee who provides receiving and invoicing services to medical institution and shall be responsible for institutional books of accounts;

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

“administration assistant” means an employee who assists with secretarial and administrative duties including front office assistance;

“admissions clerk” means an employee responsible for booking and admission of patients including handling and accounting for cash received from clients;

“aircraft caretaker” means an employee who maintains an aircraft in a state of general tidiness and cleanliness and prepares it for the next assignment.

“ambulance crew leader” means an employee who drives, maintains and provide pre-hospital care to patients while supervising crew members;

“ambulance shift leader” means an employee who co-ordinates Ambulance shift duties;

“ambulance technician” means an employee who drives, maintains the Ambulance and provides pre- hospital care to patients;

“assistant human resources officer” means an employee who maintains employment records and information, collates payroll information and facilitates employee welfare activities;

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- “assistant loss control officer” means an employee who provides comprehensive security and loss control services to medical institutions by safeguarding institution personnel and assets;
- “assistant services supervisor” means an employee who places linen, checks it if for wear and tear and carries out linen inventory;
- “audit clerk” means an employee who examines financial and inventory transactions to ensure compliance with SOP’s and accuracy;
- “billing clerk” means an employee responsible for executing all institutional billing tasks reporting to the Billing Supervisor;
- “billing officer or billing sister” means an employee who oversees the processing of patients individual accounts and supervises the Billing Clerk;
- “bookkeeper” means an employee whose job is to keep records of the financial affairs of the business;
- “canteen supervisor or senior cook” means an employee responsible for preparation of meals according to dietary requirements and supervision of daily operations of the kitchen;
- “caretaker” means an employee who maintains the appearance of buildings, fittings and surrounding areas in expected standards of repair;
- “carpenter or joiner” means an employee who does all carpentry maintenance and repairs;
- “cashier” means an employee responsible for receipting and banking of all institutional cash received from clients;
- “catering superintendent or supervisor” means an employee responsible for co-ordinating and supervising the operations of the catering department;
- “claims clerk” means an employee responsible for processing claim forms and handling of petty cash for refunds;
- “claims supervisor’ means an employee who ensures that claims processes are accurate and are raised timeously;

- “cleaner” means an employee responsible for general cleaning of the facility;
- “commissionnaire” means an employee responsible for receiving patients and visitors and directing them to the reception and other areas.
- “cook” means an employee who prepares meals for employees and patients;
- “creditors clerk” means an employee who receives invoices, reconciles the creditors ledger and makes payments.
- “darkroom technician” means an employee responsible for processing x-ray films for patients.
- “debt collector” means an employee who collects debt for the organisation.
- “debtors clerk” means an employee responsible for processing and reconciliation of claim forms and following up of payments from clients;
- “debtors officer” means an employee who manages and reconciles balances of customer accounts.
- “dental assist (chairside)” means an employee which supports dental care delivery by preparing treatment rooms, patients, instruments in accordance with the dental practise standards;
- “dental assistant” means an employee who provides assistance to the Dental Technician or Dentist in a dental institution;
- “designated agent” means a person employed by the council to assist in giving effect to terms of any agreement entered into by the parties to the council and assist in the resolution of disputes;
- “diet aide” means an employee who helps ensure that patients have the correct diet according to the dieticians instructions.
- “dispatch supervisor” means an employee who oversees timeous dispatch of order, scrutinises the filling in and signing off of records and supervises despatch staff;
- “dispatcher” means an employee responsible for receiving and attending to emergency calls and allocates tasks to emergency teams;

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- “dispensary assistant” means an employee responsible for dispensing prescribed drugs to patients and provision of ancillary services in pharmacies.
- “dispenser and frame stylist” means an employee which advises patients on how to care for their spectacles and sells various types of lenses and frames including advice on style, weight and colour;
- “driver” means an employee who drives institutional vehicles;
- “driver—messenger” means an employee who is hired as a driver and in addition to driving duties, is required to carry out messengerial duties;
- “electrician” means an employee who is responsible for all electrical services including installations and maintenance of electrical equipment;
- “emergency medical dispatcher” means an employee who receives emergency services calls from stakeholders and dispatches the required medical team and ambulance to assist the affected patients;
- “emergency medical technician” means the employee who provides emergency health care to the critically ill and injured and transports the patients to a medical facility.
- “handyman” means an employee who is employed to do occasional general repairs and maintenance;
- “fleet administrator” means an employee who administers and co-ordinates the institutions fleet of vehicles and motor cycles;
- “flight nurse” means an employee responsible for providing inflight comprehensive pre-hospital care to patients.
- “front office assistant/receptionist” means an employee who provides secretarial, clerical and administrative support in order to render effective and efficient service.
- “gardener or groundsman” means an employee who plants, cultivates and waters flowers, cuts grass and prunes hedges and shrubs;

- “general hand” means an employee responsible for provision of general work in the institution as prescribed by the supervisor/superior.
- “groundsman” means an employee who maintains grounds, offices and gardens;
- “hardware support Administrator” means an employee who sources and maintains the institution’s computer hardware and provides staff with user manuals and adequate support in the utilisation of equipment and resources;
- “hospital equipment technician” means an employee who maintains, inspects and repairs hospital equipment regularly, to conform to performance standards;
- “host” means an employee who provides a warm welcome to patients and ensures that the patients stay at the institution is exceptional;
- “human resources assistant” means an employee who assists in the day to day Human Resources operations as directed by the Supervisor;
- “human resources clerk” means an employee who executes all the clerical work and functions to complement the purpose of the department as directed by authorities;
- “information systems clerk” means an employee who executes all the clerical work and functions to complement the purpose of the department as directed by authorities;
- “instrument technician” means an employee who maintains, inspects and repairs hospital instrument regularly, to conform to performance standards;
- “junior packer” means an employee who cleans, packs sterilise instruments, supplies sterile packs and trays to theatre and wards;
- “laboratory cleaner” means an employee who cleans out the patient area of the clinic and provides a safe environment for pathology testing;
- “laboratory technician” means an employee who conducts minor laboratory tests at the instruction of the laboratory

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scientist and provides scientific support to the laboratory team;

“legal clerk” means an employee who executes all the clerical work and functions to complement the purpose of the department as directed by authorities.

“linen controller” means an employee who stocks and maintains proper record of linen at the hospital;

“locum” means a person who temporarily fulfils the duties of another when they are absent for a definite period and is certified to do so;

“maintenance clerk” means an employee who executes all the clerical work and functions to complement the purpose of the department as directed by authorities.

“maintenance officer or supervisor” means an employee who provides maintenance services to institutional assets.

“hospital or medical equipment technician” means an employee responsible for maintenance of all medical equipment at a medical institution. This shall include installations, repairs, demonstrations and sourcing of spare parts;

“medical typist” means an employee who transcribes dictations into medical records, correspondence and other documents;

“messenger” means an employee which delivers documents and packages efficiently and confidentially;

“nurse aide” means an employee responsible for implementing the plan of patient care under the supervision of a Registered General Nurse;

“office orderly” means an employee who cleans and maintains offices in good state, also helps with reception duties;

“optical assistant” means an employee responsible for booking of patients, dispensing of spectacles and helping patients to choose frames;

“optical workshop assistant” means an employee who assists in the production of lenses as specified on prescriptions and also assists with repairs of damaged eyeglasses.

- “optical workshop technician” means an employee who produces different types of lenses according to specifications on the prescriptions and repairs damaged lenses;
- “optometry dispensing assistant” means an employee who provides technical assistance to the dispenser and frame stylist in both clinical and administrative duties;
- “over-the-counter assistant or dispensary assistant” means an employee who receives payments from over the counter customers and giving pharmaceutical advice to customers;
- “painter” means an employee who maintains paintworks in a good state of repair;
- “pharmacy technician” means an employee responsible for dispensing of medication to patients in line with institutional policies and procedures;
- “phlebotomy nurse” means an employee who obtains pathological samples from patients, labels specimen tubes and registers patients details observing quality and safety protocols;
- “plumber” means an employee who maintains and repairs plumbing works according to work requisitions received from users.
- “porter- kitchen or theatre” means an employee who carries out general work as delegated by the supervisor.
- “Printer” means an employee who designs and prints documents for other departments and checks that the printed documents are in order before dispatch. Monitors stock levels for materials required;
- “procurement clerk” means an employee who assists the Buyer with research and evaluation of purchasing services, suppliers and equipment based on price, service, quality and warranty;
- “project or properties clerk” means an employee who administers the departmental portfolios;
- “quality assurance officer” means an employee who oversees the quality of optical goods produced, monitoring the procedure followed and assessing consistency output;

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- “receiving clerk” means an employee who received supplies and also carries out stock takes;
- “receiving supervisor” means an employee who oversees receiving of supplies and carries out stock management while supervising the receiving clerk;
- “refrigeration and air conditioning technician” means an employee who identifies and repairs faults and maintains all air conditioning and refrigeration equipment;
- “registered general nurse (intensive care)” means an employee who promotes and restores a patients health by completing nursing processes, collaborates with physicians and multi-disciplinary team members, and provides physical and psychological support to patients, friends and families, supervises assigned team members;
- “registered general nurse (midwifery)” means an employee who provides patient care management according to standard operating procedures and takes care of the children delivered;
- “registered general nurse (renal nurse)” means an employee who provides optimum patient dialysis, provides patient care according to doctor’s orders and primes machine before arrival of the patient.
- “registered general nurse (theatre)” means an employee occupied by registered general nurse and shall be responsible for delivery of quality patient care during per-operative period;
- “registered general nurse” means an employee responsible for professional care and administration of medication to patients;
- “sales representative” means an employee who sales products, goods and services to customers;
- “salaries clerk” means an employee who gathers all payroll data and produces first level payroll schedule for staff;
- “salaries officer” means an employee who timeously processes wages and salaries of employees;

- “secretary” means an employee responsible for providing secretarial services to the organisation;
- “security guard” means an employee responsible for provision of guard duties to institutions;
- “senior diet aide” means an employee who ensures the food going to the patients is the right type and quality with emphasis on special diets;
- “senior handyman” means a seasoned employee who is employed to do occasional general repairs and maintenance.
- “senior loss control assistant” means an employee responsible to the Assistant Loss Control Officer. It shall safeguard institutional assets by providing loss control services to the organisation.
- “senior packer” means an employee who assists in the smooth running of the C.S.S.D department and ensures adequate supplies of the theatre, labour ward and general wards and supervises the junior packer;
- “servery assistant” means an employee who takes orders and saves meals and refreshments to patients and cleans the server. They are also responsible for taking patients feedback to the responsible authorities;
- “sister in charge or Charge Sister or Charge Nurse” means an employee responsible for the smooth running and supervision of a ward or Unit;
- “stocks controller” means an employee who manages hospital stocks as per institution’s standard operating procedures;
- “store hand or assembler” means an employee who assembles checks and dispatches orders and performs forklift operating duties;
- “stores assistant” means an employee who provides support in stores management, receives and distributes stock.
- “stores clerk” means an employee responsible for institutional stores and stock, including invoicing, issuing and reconciling stores and stock registers;

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- “switch board operator” means an employee who operates the switch board for internal and external calls and directs them accordingly;
- “seamstress” means an employee responsible for sewing and maintenance of all linen;
- “tea server” means an employee who makes and serves tea in the offices;
- “training coordinator” means an employee responsible for conducting training needs analysis, coordinating training courses and providing logistical support to the institutional training system;
- “transport and security officer” means an employee who administers the institutional fleet, security and insurance, supervises drivers and security guards;
- “transport allowance” means a subsidised monthly allowance provided to employees to cater for transport expenses;
- “vehicle maintenance officer” means an employee who maintains, inspects and repairs motor vehicle fleet regularly, and ensures that planned service schedule is adhered to.
- “wage or salary” means the earnings of an employee that does not include a travelling or subsistence allowance or any payment in respect of overtime or any bonus or other like benefit.
- “waitress/waiter” means an employee responsible for serving food to patients, members of staff, management and customers;
- “ward clerk” means an employee responsible to the Sister in Charge and shall provide clerical services to a ward or unit.
- “ward credit controller” means an employee who checks if the patients are up-to-date with their deposits, deals with both local and international medical aid societies;
- “working day” means any other day than a day off;
- “X-ray operator” means an employee who takes x-rays in a professional and ethical manner.

Meetings

4. Every employer shall be mandated to permit any of its employee requested by either the Trade union or employers' association part to the NEC to attend its official activities including meetings or seminars.

Administration of agreement

5. The council shall be the body responsible for the administration of this agreement, and may issue expressions of opinion for the guidance of employers and employees provided such expressions of opinion are not inconsistent with the provisions herein.

Exemptions

6. The council may, in its sole discretion and upon such terms and conditions as it may determine grant exemptions, in writing, from any of the provisions this agreement other than council dues to any employer and employee upon application by any affected party in the industry. Such exemptions shall have a defined period of operation and may be cancelled by the council at its discretion owing to abuse thereof or for any other reason warranting such cancellation.

Registration and Council dues

7. (1) Every employer in the industry covered by this agreement shall, not later than a month after commencing business, notify the Secretary General of the Council his full name or trading name, postal and physical addresses and a summary of the business of the undertaking. Such information must be provided on a prescribed registration form to be obtained from the NEC offices or NEC digital platforms.

(2) All employers and employees engaged in the Private Medical and Allied Industry shall, from the date of publication of this agreement pay subscriptions to the council. Such subscriptions shall be deducted by the employer from wages or salaries of each and every non managerial employee in the industry in addition to the employer's contributions as determined from time to time.

The subscriptions shall be paid monthly in arrears falling due at the end of the month in which the wage or salary was earned.

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(3) The employee shall contribute a monthly subscription of 2% of his/her monthly wage or salary, and the employer shall contribute a monthly subscription of 3% of his total non-managerial basic monthly wage bill pro-rated in the same currency in which salaries were paid:

Provided that: no deductions shall be made in respect of an employee who is off-sick for a period in excess of 180 days and not in receipt of sick leave pay or a substitute payment.

(4) Each employer shall forward the total amount of the employee and employer's contributions, to be received at the council's office or bank accounts not later than the 15th day of the month following that, to which the subscriptions relate, failing which the same shall attract a penalty fee of not less than 5% of the total amount due.

Trade Union and Employers Association subscriptions

8. (1) Every employer shall, upon receipt of written and signed stop order forms from a registered trade union or employers association, deduct from the concerned employee(s) the appropriate amount as shall be specified through a check-off system on each pay day and remit the appropriate amount to the relevant trade union or employers' association.

(2) It shall be an offence in terms of this agreement to unreasonably withhold dues owing to either trade union or employers association party to the NEC.

Retrenchment

9. Retrenchment Regulations provided for by the Act shall apply.

Grading, wages and allowances

10. (1) Every employer shall place each employee in a grade listed in the Job Grading and Wages Schedule appropriate to his or her occupation and shall not pay a wage lesser than prescribed to such schedule including any other prescribed employment benefits unless exempted accordingly.

(2) An employee who at the date of commencement of this agreement and any other amendments to be agreed and effected is in receipt of a higher wage or more favourable benefits for his or her particular occupation than the wage prescribed in terms of this section and benefits thereof shall not, by reason of this agreement be prejudiced by any reduction in his or her wage or benefits.

(3) Depending on the circumstances of the business, an annual bonus may be paid to every employee, at an agreed rate and calculated on *pro rata* basis for any period below one year but having worked three months and above during that year.

(4) A productivity bonus or an incentive may be paid to an employee on a rate agreed upon by the employer and concerned employees or their works council.

(5) Where transport is not provided for, an employer shall pay a daily transport allowance of not less than hundred percent (100%) of the actual transport fares required by an employee to and from work in any given route within town/city where the business is located.

(6) The grading and wages schedule shall be as per Annexures 1 to 3.

Hours of work

11. (1) The ordinary hours of work shall not exceed 45 hours per week. These weekly hours will add to 195 hours per month.

(2) Break intervals of not more than an hour will be allowed for lunch to employees on a day shift which break must be taken at a time or times fixed by the employer. Whereas employees on night shift shall be allowed a paid break of not less than thirty minutes per shift.

(3) An employer shall provide for a paid tea break of not less than fifteen minutes during day shift—

- (a) where an employee is required to work beyond his normal shift, he shall be entitled to a paid rest period of not less than fifteen minutes immediately after completion of normal shift hours and before commencement of added hours.

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- (b) breast-feeding mothers shall not engage in shift work before 8 am and beyond 6 p.m.

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

Conversion of rates

12. For the purposes of converting monthly wages to their daily, fortnightly, weekly, and hourly equivalents, the following computations shall apply:

- (a) to obtain a daily rate, the monthly rate shall be divided by 26;
- (b) the fortnightly equivalent of a weekly wage, the weekly wage shall be multiplied by two;
- (c) to obtain a weekly rate, the monthly rate should be divided by four and one third;
- (d) to obtain the hourly rate, the daily rate should be divided by eight:

Provided that calculation for payment in lieu of vacation leave shall be calculated at 2.5 days for every completed month of service.

Payment of overtime

13. An employer may request an employee to work overtime, and shall whenever possible, give twenty-four-hour notice to such employee of such request. An employee shall not refuse to work overtime without a reasonable excuse.

An employee will be paid for overtime worked as follows:

- (a) in excess of normal working hours on a working day of the week, at one and a half times his hourly rate of pay, or
- (b) where an employee consents to work on a public holiday he shall be paid not less than twice his current remuneration for that day, whether or not that day is

one on which he would otherwise have been required to work.

Deductions

14. No deductions or set off of any description shall be made from any remuneration, due to an employee, except:

- (a) any amount, which the employer is compelled by the law or Legal process to pay on behalf of the employee, including union dues.
- (b) any overpayment.
- (c) For goods purchased on behalf of, or money lent to an employee by the employer by stop order signed by the employee, for any amount up to, but not exceeding 25% of the gross wage due to such an employee;

Provided that: where such have been purchased from a supplier at the direction or dictation of the employer, no such deduction in terms of this paragraph shall be made, unless if the employee consents.

- (d) at the termination of employment, any balance owing to the employer for the goods purchased from the employer against wages due for work actually performed by the employee, or money lent by the employer to the employee.
- (e) where an employer makes deductions of a trade union or other third party, he shall remit such deductions to the trade union or other party concerned not later than the 15th day of the month following that to which deductions relate.

Records of wages

15. (1) Every employer shall keep records for all employees for whom wages are prescribed in this Agreement, which shall reflect the following:

- (i) Full name of the employee;
- (ii) Grade and occupation;
- (iii) Date of engagement;

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- (iv) Wage rate;
- (v) Daily and total number of hours worked;
- (vi) Amount of overtime;
- (vii) Deductions from wages.

(2) These records shall be kept at the establishment at all times and shall be made available for inspection by a Council Designated Agent at any time on demand.

(3) Every employer shall pay all remuneration, including wages, overtime and allowances at least every month and by not later than the last day in each month.

Contracts of employment and notices

16. (1) An employer shall inform every employee, in writing, on engagement, of the nature of his contract, including—

- (a) his grade; and his rate of pay and when it will be paid; and
- (b) Provision for accommodation, if any; and
- (c) The period of notice required to terminate the contract of; and
- (d) The hours of work; and
- (e) The details of any allowance/s; and
- (f) Vacation leave; and
- (g) Provision for benefits during sickness.

(2) Provisions of section 12 of the Labour Act on notices shall apply when terminating a contract of employment.

(3) Contracts of employment shall be entered into in conformity with the provisions of the Act and in particular such contracts shall clearly stipulate the following particulars:

- (a) the name and address of the employer.
- (b) the period of time if limited, for which the employee is engaged.
- (c) the terms of probation if any in accordance with the labour act.

- (d) the terms of the employment code.
- (e) particulars of the employee's remuneration, its manner of calculation and the intervals at which it will be paid.
- (f) particulars of benefits receivable in the event of sickness or pregnancy.
- (g) hours of work.
- (h) particulars of any bonus or incentive production scheme.
- (i) particulars of vacation leave and vacation pay.
- (j) particulars of any other benefits provided under the contract of employment.

(4) Continuous service of permanent employee shall be deemed broken by death and other forms of termination as provided for in the labour act as amended.

(5) A contract that does not specify its duration or date of termination other than a contract for casual work or seasonal work or for the performance of some specific service shall be deemed to be a contract without limit of time as provided by the labour Act, [Chapter 28.01] from time to time:

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

(6) No fixed term contract shall be in excess of 12 months;

(7) Where an employee works for an aggregate in excess of 30 months in any 36 months, he shall be deemed to be on a contract without limit of time effective the first day in excess of 30 months.

(8) Employees employed on fixed term contracts shall be entitled to enjoy the same treatment in regards to prescribed wages and leave accrued with employees on contracts without limit of time.

(9) All contract employees regardless of duration of their contracts shall be subject to the registered code of conduct.

Outside work or locum

17. An employee employed on hourly basis other than casual employees who would have served for more than 180 hours in a month shall be deemed to be on a fixed term contract subject to section 16(4) of this Agreement.

Subsistence, accommodation and travel allowance

18. An employee who is required to work away from his/her usual place of work as to necessitate the sleeping away from home shall be conveyed to and from such place at the employer's expense and shall be paid, in addition to his or her wages for the time during which he or she is away from home:

- (a) proved expenses—these are expenses for which receipts are necessary and cover all travelling and subsistence needs (accommodation and meals); or
- (b) an employee, who is required to travel more than fifty kilometres from his or her normal place of work, which necessitates his or her sleeping away from home, shall be paid, in advance, a subsistence allowance approved by the employer in consultation with the employee to provide for all necessary expenses.

Leave

19. All leave provisions in the Labour Act [*Chapter 28:01*] and its amendments shall apply to this Section.

Allowances

20.(1) Standby-Where an employee is on standby such employee shall be entitled to an allowance calculated using an employee's hourly rate.

(2) Night allowance-Every employer shall be obliged to pay night duty allowance at the rate of 10% of his or her basic salary provided that the employee worked for five days or more days in any given month.

Transfers and relocations

21. (1) The employer shall provide all relocation and transfer costs as agreed between the parties.

(2) Transfer of an employee shall not be used as a disciplinary measure unless such measure is in terms of a decision in terms of an employment code of conduct.

(3) Transfers should be fair and justifiable.

Continuous service

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

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

(3) Provisions of Section 16 of the Act shall apply.

Record of service

23. (1) Every employer shall be required to maintain an updated record of service in respect of every employee regardless of the nature of contract of employment.

(2) Upon termination of an employee's contract of employment, an employer shall issue to the employee, regardless of the nature of the contract of employment, certificate stating the employee's;

- (i) job title and level or grade on termination;
- (ii) wage rate on termination;
- (iii) length of service with the employer;
- (iv) industrial pension number, Social Security Scheme number;
- (v) any benefits or costs accruing to the employee upon termination of employment;
- (vi) benefits or costs accruing to the employee.

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Job evaluation

24. (1) It shall be the responsibility of the National Employment Council to carry out the job evaluation exercise from time to time to:

- (a) review and evaluate jobs in conformity with technological advancement, or any other developments in production processes in the industry, sector or establishment;
- (b) evaluate and determine grades or levels of new jobs;

Provided that an employee disadvantaged unjustly by such job evaluation or who may perceive his or her grade being misplaced, shall have the right to seek redress with the National Employment Council.

Gratuities

25. (1) An employee who has completed three or more years of continuous service shall, on termination of employment, irrespective of the circumstance of such termination, be paid gratuity of not less than the amount derived by multiplying the number of completed years of continuous service by appropriate percentage, of his monthly wage on termination as set in the schedule in Annexure 4.

(i)	3 years	15%
(ii)	4 years	16%
(iii)	5 years	17%
(iv)	6 years	18%
(v)	7 years	19%
(vi)	8 years	20%
(vii)	9 years	21%
(viii)	10 years	22%
(ix)	11 years	23%
(x)	12 years	24%
(xi)	13 years	25%
(xii)	14 years	26%
(xiii)	15 years	27%
(xiv)	16 years	28%
(xv)	17 years	29%

(xvi)	18 years	30%
(xvii)	19 years	31%
(xviii)	20 years	32%
(xix)	21 years	33%
(xx)	22 years	34%
(xxi)	23 years	35%
(xxii)	24 years	36%
(xxiii)	25 years and above	37%

(2) Payment of gratuity will not be compulsory to an employer who provide pension unless if the gratuity is more than the pension payment then the employer shall be required to pay the difference. NSSA National Social Security Schemes remain statutory.

(3) Upon death of the employee during employment service, gratuity shall be payable at once to the deceased employee's recognised surviving relative or dependents such as spouse and children.

Public holidays

26. All days declared in terms of the Public Holidays and Prohibition of Business Act [*Chapter 10:21*] as public holidays shall be industrial holidays:

Provided that, where a public holiday is moved to the following Monday because it would otherwise fall on a Sunday, that Sunday shall not be regarded as an industrial holiday for the purposes of this agreement.

Safety, health and wellness

27.(1) The appropriate provisions of the National Social Security Authority (Accident Prevention and Workers Compensation) Notice, 1990, published in Statutory Instrument 68 of 1990 and its further Amendments in Statutory Instrument 109 of 2020, shall apply to all employers and employees in medical institutions.

(2) An employer shall provide employees adequate and appropriate protective clothing for the type of work done as may be prescribed.

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(3) Where the employer requires employees to wear uniforms to promote his corporate image, he shall provide such uniform free of charge.

Review

28. (1) This agreement shall be subject to review from time to time aligning it with the law and or adapting to changing realities in the industry.

(2) However, any variation of any clause contained in this CBA shall be reviewed at the discretion of Council upon receipt of a written request from an applicant and Council's decision is final.

Declaration

29. The Trade Unions and the Employers' Organisation having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at, and affix their signatures hereto.

Thus, done and signed at Harare this 22nd day of July, 2024.

L. GAGA,

for and on behalf of: the employers' Association.

M. SAMBO,

for and on behalf of: the Trade Union.

D. CHITEDEGA,

for and on behalf of: the Trade Union.

B. CHABUKA,

General Secretary.

DR. B. RIGAVA,

NEC Chairman.

Job Grading and Wages Schedules (*Section 10*)

Annexures 1, 2 and 3 are subject to review owing to collective bargaining between concerned parties. Annexures afore-mentioned were recorded as at 1st June, 2023.

ANNEXURE 1

Group 1: Hospitals, Medical Aid Societies or Health Funders, Pharmaceutical Wholesalers, Distributors and Manufacturers and Laboratories

Job Title	Grade	Minimum Monthly Salary
1. General Hand	A1	\$291,58
2. Grounds man	A1	\$291,58
3. Caretaker	A2	\$311,99
4. Diet Aide	A2	\$311,99
5. Gardener	A2	\$311,99
6. Porter	A2	\$311,99
7. Server Assistant	A2	\$311,99
8. Tea Server	A2	\$311,99
9. Waiter	A2	\$311,99
10. Messenger	A2	\$311,99
11. Aircraft Caretaker	A3	\$333,83
12. Store hand-Assembler	A3	\$333,83
13. Junior Handyman	A3	\$333,83
14. Nurse Aide	A3	\$333,83
15. Dental Assistant	A3	\$333,83
16. Dental Chair side Assistant	A3	\$333,83
17. Dispensary Assistant	A3	\$333,83
18. Optometry Dispensing Assistant	A3	\$333,83
19. Laboratory Cleaner	A3	\$333,83
20. Linen Controller	A3	\$333,83
21. Optical Dispensing Assistant	A3	\$333,83

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Job Title	Grade	Minimum Monthly Salary
22. Optical Workshop Assistant	A3	\$333,83
23. Over-the-Counter Assistant Or Till Operator	A3	\$333,83
24. Assistant Services Supervisor	B1	\$357,20
25. Tailor or Seamstress	B1	\$357,20
26. Darkroom Technician	B1	\$357,20
27. Dispenser and Frame Stylist	B1	\$357,20
28. Driver	B1	\$357,20
29. Front Office Dispatch Clerk	B1	\$357,20
30. Host	B1	\$357,20
31. Junior Packer	B1	\$357,20
32. Maintenance Clerk	B1	\$357,20
33. Security Guard	B1	\$357,20
34. Senior Diet Aide	B1	\$357,20
35. Senior Handyman	B1	\$357,20
36. Stores Assistant or Store hand	B1	\$357,20
37. Workshop Clerk	B1	\$357,20
38. Admissions Clerk	B2	\$382,20
39. Cashier	B2	\$382,20
40. Claims Clerk	B2	\$382,20
41. Commissionaire	B2	\$382,20
42. Driver or Messenger	B2	\$382,20
43. Medical Typist	B2	\$382,20
44. Receiving Clerk	B2	\$382,20
45. Dispatch Clerk	B2	\$382,20
46. Stores Clerk	B2	\$382,20
47. Senior Packer	B2	\$382,20
48. Switchboard Operator	B2	\$382,20
49. Ward Clerk	B2	\$382,20
50. Accounts Clerk Billing	B3	\$408,95

Job Title	Grade	Minimum Monthly Salary
51. Accounts Clerk	B3	\$408,95
52. Emergency Medical Dispatcher	B3	\$408,95
53. Carpenter or Joiner	B3	\$408,95
54. Painter	B3	\$408,95
55. Plumber	B3	\$408,95
56. Printing Machinery Operator or Printer	B3	\$408,95
57. Electrician	B3	\$408,95
58. Facilities Handyman	B3	\$408,95
59. Creditors Clerk	B3	\$408,95
60. Debt Collector	B3	\$408,95
61. Debtors Clerk	B3	\$408,95
62. Dispatcher	B3	\$408,95
63. Information Systems Clerk	B3	\$408,95
64. Procurement Clerk	B3	\$408,95
65. Projects and Properties Clerk	B3	\$408,95
66. Salaries Clerk	B3	\$408,95
67. Ward Credit Controller	B3	\$408,95
68. Welder	B3	\$408,95
69. Accounts and Administration Clerk	B4	\$437,58
70. Claims Supervisor	B4	\$437,58
71. Cook	B4	\$437,58
72. Debtors Officer	B4	\$437,58
73. Loss Control Supervisor	B4	\$437,58
74. Quality Assurance Officer	B4	\$437,58
75. Accounts and Administration Supervisor	B5	\$468,21
76. Audit Clerk	B5	\$468,21
77. Secretary	B5	\$468,21
78. Human Resources Clerk	B5	\$468,21
79. Legal Clerk	B5	\$468,21

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Job Title	Grade	Minimum Monthly Salary
80. Ambulance Technician	C1	\$500,98
81. Billing Officer	C1	\$500,98
82. Bookkeeper	C1	\$500,98
83. Phlebotomy Nurse	C1	\$500,98
84. RGN Stock Sister	C1	\$500,98
85. RGN	C1	\$500,98
86. Ward Sister	C1	\$500,98
87. Fleet Administrator	C1	\$500,98
88. HR Administration Assistant	C1	\$500,98
89. Optical Workshop Technician	C1	\$500,98
90. Salaries Officer	C1	\$500,98
91. Ambulance Crew Leader	C2	\$536,05
92. Emergency Medical Technician	C2	\$536,05
93. Canteen Supervisor	C2	\$536,05
94. Flight Nurse	C2	\$536,05
95. RGN (Intensive Care Nurse)	C2	\$536,05
96. RGN (Midwifery)	C2	\$536,05
97. RGN (Theatre Nurse)	C2	\$536,05
98. RGN (Renal Nurse)	C2	\$536,05
99. Dispatch Supervisor	C2	\$536,05
100. Laboratory Technician	C2	\$536,05
101. Pharmacy Technician	C2	\$536,05
102. Maintenance Officer	C2	\$536,05
103. Receiving Supervisor	C2	\$536,05
104. Refrigeration and Air-conditioning Technician	C2	\$536,05
105. Stock Controller	C2	\$536,05
106. Training Coordinator	C2	\$536,05
107. Hardware Support Administrator	C2	\$536,05
108. Dental Lab Technician	C2	\$536,05

Job Title	Grade	Minimum Monthly Salary
109. Transport and Security Officer	C3	\$573,57
110. Ambulance Shift Leader	C3	\$573,57
111. Assistant HR Officer	C3	\$573,57
112. Charge Nurse or Sister In Charge	C3	\$573,57
113. Hospital Equipment Technician	C3	\$573,57
114. Instrument Technician	C3	\$573,57
115. Vehicle Maintenance Officer	C3	\$573,57
116. Strategic Business Unit Sales Rep	C3	\$573,57

ANNEXURE 2

Group 2: Imaging, Retail Pharmacies, Specialists, Ambulances and Optometry

Job Title	Grade	Minimum Monthly Salary
1. General Hand	A1	\$300,00
2. Grounds man	A1	\$300,00
3. Caretaker	A2	\$321,00
4. Diet Aide	A2	\$321,00
5. Gardener	A2	\$321,00
6. Porter	A2	\$321,00
7. Server Assistant	A2	\$321,00
8. Tea Server	A2	\$321,00
9. Waiter	A2	\$321,00
10. Messenger	A2	\$321,00
11. Aircraft Caretaker	A3	\$343,47
12. Store hand-Assembler	A3	\$343,47
13. Junior Handyman	A3	\$343,47
14. Nurse Aide	A3	\$343,47
15. Dental Assistant	A3	\$343,47
16. Dental Chair side Assistant	A3	\$343,47
17. Dispensary Assistant	A3	\$343,47

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Job Title	Grade	Minimum Monthly Salary
18. Optometry Dispensing Assistant	A3	\$343.47
19. Laboratory Cleaner	A3	\$343.47
20. Linen Controller	A3	\$343.47
21. Optical Dispensing Assistant	A3	\$343.47
22. Optical Workshop Assistant	A3	\$343.47
23. Over-the-Counter Assistant Or Till Operator	A3	\$343.47
24. Assistant Services Supervisor	B1	367.51
25. Tailor or Seamstress	B1	\$367.51
26. Darkroom Technician	B1	\$367.51
27. Dispenser and Frame Stylist	B1	\$367.51
28. Driver	B1	\$367.51
29. Front Office Dispatch Clerk	B1	\$367.51
30. Host	B1	\$367.51
31. Junior Packer	B1	\$367.51
32. Maintenance Clerk	B1	\$367.51
33. Security Guard	B1	\$367.51
34. Senior Diet Aide	B1	\$367.51
35. Senior Handyman	B1	\$367.51
36. Stores Assistant/Store hand	B1	\$367.51
37. Workshop Clerk	B1	\$367.51
38. Admissions Clerk	B2	\$393.24
39. Cashier	B2	\$393.24
40. Claims Clerk	B2	\$393.24
41. Commissionaire	B2	\$393.24
42. Driver or Messenger	B2	\$393.24
43. Medical Typist	B2	\$393.24
44. Receiving Clerk	B2	\$393.24
45. Dispatch Clerk	B2	\$393.24
46. Stores Clerk	B2	\$393.24
47. Senior Packer	B2	\$393.24

Job Title	Grade	Minimum Monthly Salary
48. Switchboard Operator	B2	\$393,24
49. Ward Clerk	B2	\$393,24
50. Accounts Clerk Billing	B3	\$420,77
51. Accounts Clerk	B3	\$420,77
52. Emergency Medical Dispatcher	B3	\$420,77
53. Carpenter or Joiner	B3	\$420,77
54. Painter	B3	\$420,77
55. Plumber	B3	\$420,77
56. Printing Machinery Operator or Printer	B3	\$420,77
57. Electrician	B3	\$420,77
58. Facilities Handyman	B3	\$420,77
59. Creditors Clerk	B3	\$420,77
60. Debt Collector	B3	\$420,77
61. Debtors Clerk	B3	\$420,77
62. Dispatcher	B3	\$420,77
63. Information Systems Clerk	B3	\$420,77
64. Procurement Clerk	B3	\$420,77
65. Projects and Properties Clerk	B3	\$420,77
66. Salaries Clerk	B3	\$420,77
67. Ward Credit Controller	B3	\$420,77
68. Welder	B3	\$420,77
69. Accounts and Administration Clerk	B4	\$450,22
70. Claims Supervisor	B4	\$450,22
71. Cook	B4	\$450,22
72. Debtors Officer	B4	\$450,22
73. Loss Control Supervisor	B4	\$450,22
74. Quality Assurance Officer	B4	\$450,22
75. Accounts and Administration Supervisor	B5	\$481,73
76. Audit Clerk	B5	\$481,73

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Job Title	Grade	Minimum Monthly Salary
77. Secretary	B5	\$481,73
78. Human Resources Clerk	B5	\$481,73
79. Legal Clerk	B5	\$481,73
80. Ambulance Technician	C1	\$515,45
81. Billing Officer	C1	\$515,45
82. Bookkeeper	C1	\$515,45
83. Phlebotomy Nurse	C1	\$515,45
84. RGN Stock Sister	C1	\$515,45
85. RGN	C1	\$515,45
86. Ward Sister	C1	\$515,45
87. Fleet Administrator	C1	\$515,45
88. HR Administration Assistant	C1	\$515,45
89. Optical Workshop Technician	C1	\$515,45
90. Salaries Officer	C1	\$515,45
91. Ambulance Crew Leader	C2	\$551,53
92. Emergency Medical Technician	C2	\$551,53
93. Canteen Supervisor	C2	\$551,53
94. Flight Nurse	C2	\$551,53
95. RGN (Intensive Care Nurse)	C2	\$551,53
96. RGN (Midwifery)	C2	\$551,53
97. RGN (Theatre Nurse)	C2	\$551,53
98. RGN (Renal Nurse)	C2	\$551,53
99. Dispatch Supervisor	C2	\$536,05
100. Laboratory Technician	C2	\$551,53
101. Pharmacy Technician	C2	\$551,53
102. Maintenance Officer	C2	\$551,53
103. Receiving Supervisor	C2	\$551,53
104. Refrigeration and Air-conditioning Technician	C2	\$551,53
105. Stock Controller	C2	\$551,53

	Job Title	Grade	Minimum Monthly Salary
106.	Training Coordinator	C2	\$551,53
107.	Hardware Support Administrator	C2	\$551,53
108.	Dental Lab Technician	C2	\$551,53
109.	Transport and Security Officer	C3	\$590,14
110.	Ambulance Shift Leader	C3	\$590,14
111.	Assistant HR Officer	C3	\$590,14
112.	Charge Nurse or Sister In Charge	C3	\$590,14
113.	Hospital Equipment Technician	C3	\$590,14
114.	Instrument Technician	C3	\$590,14
115.	Vehicle Maintenance Officer	C3	\$590,14
116.	Strategic Business Unit Sales Rep	C3	\$590,14

ANNEXURE 3

Group 3: Primary Care Physicians, Rehabilitation, Clinics, Counsellors, Psychologists and Dentists

	Job Title	Grade	Minimum Monthly Salary
1.	General Hand	A1	\$287,50
2.	Grounds man	A1	\$287,50
3.	Caretaker	A2	\$307,63
4.	Diet Aide	A2	\$307,63
5.	Gardener	A2	\$307,63
6.	Porter	A2	\$307,63
7.	Server Assistant	A2	\$307,63
8.	Tea Server	A2	\$307,63
9.	Waiter	A2	\$307,63
10.	Messenger	A2	\$307,63
11.	Aircraft Caretaker	A3	\$329,16
12.	Store hand-Assembler	A3	\$329,16
13.	Junior Handyman	A3	\$329,16
14.	Nurse Aide	A3	\$329,16

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Job Title	Grade	Minimum Monthly Salary
15. Dental Assistant	A3	\$329,16
16. Dental Chair side Assistant	A3	\$329,16
17. Dispensary Assistant	A3	\$329,16
18. Optometry Dispensing Assistant	A3	\$329,16
19. Laboratory Cleaner	A3	\$329,16
20. Linen Controller	A3	\$329,16
21. Optical Dispensing Assistant	A3	\$329,16
22. Optical Workshop Assistant	A3	\$329,16
23. Over-the-Counter Assistant Or Till Operator	A3	\$329,16
24. Assistant Services Supervisor	B1	\$352,20
25. Tailor or Seamstress	B1	\$352,20
26. Darkroom Technician	B1	\$352,20
27. Dispenser and Frame Stylist	B1	\$352,20
28. Driver	B1	\$352,20
29. Front Office Dispatch Clerk	B1	\$352,20
30. Host	B1	\$352,20
31. Junior Packer	B1	\$352,20
32. Maintenance Clerk	B1	\$352,20
33. Security Guard	B1	\$352,20
34. Senior Diet Aide	B1	\$352,20
35. Senior Handyman	B1	\$352,20
36. Stores Assistant or Store hand	B1	\$352,20
37. Workshop Clerk	B1	\$352,20
38. Admissions Clerk	B2	\$376,85
39. Cashier	B2	\$376,85
40. Claims Clerk	B2	\$376,85
41. Commissionnaire	B2	\$376,85
42. Driver or Messenger	B2	\$376,85
43. Medical Typist	B2	\$376,85
44. Receiving Clerk	B2	\$376,85
45. Dispatch Clerk	B2	\$376,85

Job Title	Grade	Minimum Monthly Salary
46. Stores Clerk	B2	\$376,85
47. Senior Packer	B2	\$376,85
48. Switchboard Operator	B2	\$376,85
49. Ward Clerk	B2	\$376,85
50. Accounts Clerk Billing	B3	\$403,23
51. Accounts Clerk	B3	\$403,23
52. Emergency Medical Dispatcher	B3	\$403,23
53. Carpenter/Joiner	B3	\$403,23
54. Painter	B3	\$403,23
55. Plumber	B3	\$403,23
56. Printing Machinery Operator or Printer	B3	\$403,23
57. Electrician	B3	\$403,23
58. Facilities Handyman	B3	\$403,23
59. Creditors Clerk	B3	\$403,23
60. Debt Collector	B3	\$403,23
61. Debtors Clerk	B3	\$403,23
62. Dispatcher	B3	\$403,23
63. Information Systems Clerk	B3	\$403,23
64. Procurement Clerk	B3	\$403,23
65. Projects and Properties Clerk	B3	\$403,23
66. Salaries Clerk	B3	\$403,23
67. Ward Credit Controller	B3	\$403,23
68. Welder	B3	\$403,23
69. Accounts and Administration Clerk	B4	\$431,46
70. Claims Supervisor	B4	\$431,46
71. Cook	B4	\$431,46
72. Debtors Officer	B4	\$431,46
73. Loss Control Supervisor	B4	\$431,46
74. Quality Assurance Officer	B4	\$431,46
75. Accounts and Administration Supervisor	B5	\$461,66
76. Audit Clerk	B5	\$461,66
77. Secretary	B5	\$461,66

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Job Title	Grade	Minimum Monthly Salary
78. Human Resources Clerk	B5	\$461,66
79. Legal Clerk	B5	\$461,66
80. Ambulance Technician	C1	\$493,98
81. Billing Officer	C1	\$493,98
82. Bookkeeper	C1	\$493,98
83. Phlebotomy Nurse	C1	\$493,98
84. RGN Stock Sister	C1	\$493,98
85. RGN	C1	\$493,98
86. Ward Sister	C1	\$493,98
87. Fleet Administrator	C1	\$493,98
88. HR Administration Assistant	C1	\$493,98
89. Optical Workshop Technician	C1	\$493,98
90. Salaries Officer	C1	\$493,98
91. Ambulance Crew Leader	C2	\$528,56
92. Emergency Medical Technician	C2	\$528,56
93. Canteen Supervisor	C2	\$528,56
94. Flight Nurse	C2	\$528,56
95. RGN (Intensive Care Nurse)	C2	\$528,56
96. RGN (Midwifery)	C2	\$528,56
97. RGN (Theatre Nurse)	C2	\$528,56
98. RGN (Renal Nurse)	C2	\$528,56
99. Dispatch Supervisor	C2	\$528,56
100. Laboratory Technician	C2	\$528,56
101. Pharmacy Technician	C2	\$528,56
102. Maintenance Officer	C2	\$528,56
103. Receiving Supervisor	C2	\$528,56
104. Refrigeration & Air-conditioning Technician	C2	\$528,56
105. Stock Controller	C2	\$528,56
106. Training Coordinator	C2	\$528,56
107. Hardware Support Administrator	C2	\$528,56

	Job Title	Grade	Minimum Monthly Salary
108.	Dental Lab Technician	C2	\$528,56
109.	Transport and Security Officer	C3	\$528,56
110.	Ambulance Shift Leader	C3	\$528,56
111.	Assistant HR Officer	C3	\$528,56
112.	Charge Nurse/Sister In Charge	C3	\$528,56
113.	Hospital Equipment Technician	C3	\$528,56
114.	Instrument Technician	C3	\$528,56
115.	Vehicle Maintenance Officer	C3	\$528,56
116.	Strategic Business Unit Sales Rep	C3	\$528,56

ANNEXURE 4

GRATUITY SCHEDULE

(i)	3 years	15%
(ii)	4 years	16%
(iii)	5 years	17%
(iv)	6 years	18%
(v)	7 years	19%
(vi)	8 years	20%
(vii)	9 years	21%
(viii)	10 years	22%
(ix)	11 years	23%
(x)	12 years	24%
(xi)	13 years	25%
(xii)	14 years	26%
(xiii)	15 years	27%
(xiv)	16 years	28%
(xv)	17 years	29%
(xvi)	18 years	30%
(xvii)	19 years	31%
(xviii)	20 years	32%
(xix)	21 years	33%
(xx)	22 years	34%
(xxi)	23 years	35%
(xxii)	24 years	36%
(xxiii)	25 years and above	37%

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PART II

NEC MEDICAL AND ALLIED INDUSTRY

INDUSTRY CODE OF CONDUCT AND GRIEVANCE HANDLING PROCEDURE MANUAL

1. Preamble

- 1.1. Parties to the **NEC Medical and Allied Industry** driven by desire to have proper rules and grievance procedures, to maintain discipline and sound industrial relations, herein set up a rules and procedure book referred to as the **NEC MEDICAL AND ALLIED INDUSTRY CODE OF CONDUCT AND GRIEVANCE HANDLING PROCEDURE** or simply the '**Industry Code**' and agree that this Industry Code shall remain in force until revised, modified and amended by mutual agreement shall remain in force for five years from the date it is agreed upon. However, parties may by mutual consent vary, revise, modify or amend where necessary in between. No person by virtue of office or influence shall overturn the provisions of this Industry Code.
- 1.2. These are a set of rules and procedures designed to promote orderly conduct and productivity through discipline at the workplace. It should be interpreted as a set of rules to: promote discipline, promote industrial harmony, to promote communication, to promote efficiency, productivity, safety at the workplace and for providing a fair, orderly and timely settlement of disputes as and when they arise. It also sets out the procedure should an employee have a grievance.
- 1.3. The Employers and Employees acknowledge that it is the function of EMPLOYER to maintain order, discipline and efficiency and also to engage, discharge, suspend, and demote an employee for proper cause in accordance with this Industry Code.
- 1.4. It is the policy of the industry that if disciplinary action has to be taken against any employee, it should:
 - 1.4.1 be promptly undertaken in cases where good reason and evidence are seen to exist, after careful investigation of the circumstances of each case. A disciplinary hearing should be completed within 21 working days from the day of raising a charge;
 - 1.4.2 resultant penalty should be appropriate to the gravity of the offence that has been committed;
 - 1.4.3 be demonstrably fair, firm and as consistent as possible with previous action taken in similar circumstances;

2. Definition of Terms

In this Industry Code:

“Act” means the Labour Act [*Chapter 28:01*] and its applicable subsidiary statutory instruments;

“calendar working day/business day” any day other than a Saturday, Sunday or public holiday;

“Industry Code” means NEC Medical and Allied Industry Code of Conduct and Grievance handling procedure;

“employee” shall mean employees in grades provided in the grading schedule of this agreement;

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

“employers association” means Medical and Allied Employers Association of Zimbabwe or any other registered Employers Association part to the NEC;

“grievance and disciplinary committee” means a committee established in terms of this industry Code;

“supervisor/superior” means an employee appointed to direct and supervise work carried out by other employees;

“trade union” means Medical Professionals and Allied Workers Union of Zimbabwe and Medical and Allied Trades Workers Union of Zimbabwe or any other trade union duly registered to represent the interests of employees in the industry and part to the NEC;

“worker representative” means a person nominated by an employee concerned to attend disciplinary and/or grievance procedures who shall either be a trade union official, workers’ committee member, fellow employee, or a legal practitioner;

“workers committee” means a workers committee elected or appointed in terms of the Labour Act [*Chapter 28:01*] to represent the interests of non-managerial employees at the workplace.

“works council” means a works council as defined in the Act.

3. Scope of the Industry Code

3.1. The Industry Code shall apply to all non-managerial employees including:—

- (a) permanent employees;
- (b) employees on Probation;
- (c) casual employees;

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- (d) Fixed term contract employees;
- (e) Employees on Secondment;
- (f) Employees on attachment; and
- (g) Employees on training.

4. Duties of Employer

- 4.1. As regards the objectives of this Industry Code, EMPLOYER shall have the following duties *inter alia*:
 - (i) ensuring that the institution complies with the laws of Zimbabwe as applicable;
 - (ii) ensuring that all grievances and disputes are resolved timeously and in accordance with the provisions of this Industry Code;
 - (iii) to provide adequate and necessary protective clothing to ensure a safe and healthy working environment;
- 4.2. To act in good faith in its relationship with the Workers' Committee, Government officials, National Employment Council for the Medical and Allied Industry, any registered Trade Union and Employers Association in the industry.

5. Duties of Employees

As regards the objectives of this Industry Code, employees shall have the following duties:

- 5.1. To assist Employer in enforcing the provisions of this Industry Code through strict compliance with the rules specified herein.
- 5.2. To execute and perform work as required by the employer and within the dictates of the industry agreement, conditions of service and employment contract.
- 5.3. To be loyal, honest and obedient to all lawful instructions of Employer.
- 5.4. Display acceptable behaviour and respect the authority of Employer.

6. Rights of employer

Subject to the provisions of legislation in addition to other rights as may be contained in some other parts of the industry agreement, the employer shall have the following:

- 6.1. right to determine goals and objectives of the institution.
- 6.2. right to maintain discipline and order within the institution.
- 6.3. right to establish and determine performance standards in the workplace.
- 6.4. right to manage change at a workplace.

6.5. right to plan and organise human, material and financial resources.

6.6. Right to associate or belong to a registered Employers Association.

7. Rights of employees

Subject to the provisions of legislation in addition to other rights as may be contained in some other parts of the industry agreement, the EMPLOYER shall have the following. The Industry recognises the following rights of employees *inter alia*:

7.1. The right to associate with or belong to a registered trade union.

7.2. The right to form a Workers Committee at workplace.

7.3. The right to collectively bargain through structures established by law.

7.4. The right to be consulted on all matters affecting employee welfare.

7.5. The right to fair Labour standards and protection from unfair Labour practices as set by law.

7.6. Right to a living wage.

8. Obligation of both parties

While EMPLOYER has the overall responsibility, both parties have the duty to ensure observance and compliance with these rights and duties/ obligations in the interests of achieving institutional goals.

9. Disciplinary procedure

Where the employer has reasonable cause to believe that an employee has committed a misconduct in terms of this Industry Code, the immediate superior shall cause investigation immediately after realizing the suspected infraction.

10. Investigation of the offence(s)

10.1. Unless an employee has been suspended, initial investigation in terms of this clause shall not amount to a commencement of proceedings which shall be deemed to start upon the decision or direction of the immediate Supervisor/superior who decides to formally initiate the disciplinary process in terms of this code.

10.2. The initial investigation may include:

10.2.1. Gathering and recording all evidence of the alleged offence.

10.2.2. Obtaining written statements from the complainant.

10.2.3. Obtaining written statements from any witnesses to the commission of the Offence in any language that the witness is comfortable with provided there shall be a translated version of the same in English.

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- 10.2.4. Obtaining written statement from the alleged employee in any language that the employee is comfortable in provided that the translation is in English.
 - 10.2.5. The alleged employee shall be required to submit his/her response within three working days of the request being made.
 - 10.2.6. Perusing the statements and determine if *prima facie* there has been a breach of the Industry Code.
 - 10.3. If, on the face of the written statements the employee has no charge to answer, the matter will end there.
 - 10.4. If however, the immediate superior is satisfied that there is a *prima facie* case the immediate superior or a person appointed may give a direction for a formal hearing and may then formally suspend and raise the charge against the employee in writing.
11. Suspension with or without pay and benefits pending finalisation of investigations.
 - 11.1. An employee may be suspended by the Employer with or without pay and benefits pending further investigations of an alleged offence depending on the nature and the gravity of the offence.
 - 11.2. If suspended the employee shall be notified in writing of such a suspension which contains the following:
 - 11.2.1. The date when the suspension takes effect.
 - 11.2.2. Reasons and grounds for suspension.
 - 11.2.3. Particulars of the alleged offence.
 - 11.2.4. Whether the suspension is with or without pay and benefits.
 - 11.2.5. The maximum period of suspension shall be fourteen working days, however if investigations are not complete within the said period, the employer shall either:
 - (a) Reinstate the employee without loss of salary and benefits and consider the matter closed or
 - (b) Reinstate the concerned employee on payroll if he was on suspension without pay but remains suspended until conclusion of the investigations or
 - (c) Reinstate the employee without loss of salary and benefits and proceed with investigation.
 12. Setting up of a disciplinary committee
 - 12.1. The Employer shall constitute a Disciplinary Committee composed of equal numbers of employee seconded representatives and employer

seconded representatives and a Chairman or in the alternative appoint a Hearing Officer to conduct a disciplinary hearing.

- 12.2. Once the investigations have been completed, the immediate superior shall subsequently formally charge the employee by filling the charge sheet.
- 12.3. The Employer shall inform the employee facing allegations and his immediate supervisor/superior of the composition and names of the disciplinary committee.

13. Response to charges

Upon receipt of the charges the employee may respond in writing within three working days of receiving the charge.

14. Non—attendance to disciplinary hearing and walk out

- 14.1 Where an employee fails to attend a hearing without reasonable excuse, the Hearing Officer or Disciplinary Committee shall proceed to hear evidence and a determination will be issued.
- 14.2 In the event of walk out from the hearing by the employee or its representative, the Hearing Officer or Disciplinary Committee as the case maybe shall proceed to hear evidence as if the employee or its representatives were present.

15. The disciplinary hearing

15.1. The Disciplinary Committee or Hearing Officer shall:—

- 15.1.1 Ensure they have available information relating to the offence.
- 15.1.2 Shall cause the complainant and defendant to bring their witnesses, if any.
- 15.1.3 Ensure the employee pleads to the alleged offence, after the charge being formally put to the employee.
- 15.1.4 Hear evidence from the complainant, employee and any witnesses through either written statements or verbal evidence.
- 15.1.5 Gather evidence through inspections where necessary.
- 15.1.6 Witnesses may be cross examined. Should the witness be unavailable an affidavit shall be sufficient.
- 15.1.7 Make a determination.
- 15.1.8 All decisions of the disciplinary committee shall, unless unanimously decided by the members of the disciplinary committee present, be determined by vote.

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- 15.1.9 In the event of a deadlock the Chairperson shall have a casting vote in addition to a deliberative vote.
- 15.1.10 The Hearing Committee shall upon the completion of the proceedings come up and present to the employer or his/her nominee its findings, determination and proposed penalty within (3) three days of completion of the hearing.
- 15.1.11 Management shall be responsible for minute taking and keeping of records.

Whereas the Disciplinary Committee or Hearing Officer whatever the case maybe shall not be bound by strict rules of evidence, a hearing must be conducted in compliance with basic principles of natural justice.

16. Record keeping of disciplinary hearings proceedings—to place the clause at the end.

All records pertaining to a disciplinary case shall be kept on file.

17. Determinations.

- 17.1 The Hearing officer or the Chairperson of the Disciplinary Committee shall provide a detailed determination in form **Appendix 3/4/5/6** as provided in the Industry Code of Conduct.
- 17.2 Before passing the determination the hearing officer or disciplinary committee shall consider precedents and the employee's record of employment including any aggravating or mitigating factors.

17.3 The determination shall have the following headings:

- 17.3.1 Introduction.
- 17.3.2 Summary of charges and allegations.
- 17.3.3. Summary of employer's evidence.
- 17.3.4. Summary of employee's evidence.
- 17.3.5. Analysis and findings.
- 17.3.6. Verdict.
- 17.3.7. Factors in Mitigation and Aggravation.
- 17.3.8. Recommend penalty and reasons thereof. (Final penalty shall be a preserve of the employer).
- 17.3.9. Right to appeal and designate Appeals Officer or Committee.

18. Penalties

- 18.1 In general, disciplinary action should, in the first instance, be educational and then corrective punitive action should only be taken when the said earlier steps have proved ineffective.

- 18.2 As far as is possible similar offences committed in similar circumstances should be treated equitably through the award of similar penalties allowing for mitigating and aggravating circumstances.
- 18.3 The dismissal penalty to be imposed for an offence is not obligatory but is meant as a guide to employers and an employer may, at his or her discretion apply a lesser penalty for example, a written warning.
- 18.4 For offences which do not warrant dismissal an employer may issue a verbal or written warning as the case may be.

19. Appeals procedure

- 19.1 Depending on the size and circumstances of an establishment or a workplace, an employer may appoint a person in his or her employment as an Appeals Officer or with the agreement of his or her employees or workers representatives, an Appeals Committee to preside over and decide on appeals.
- 19.2 The Appeals Committee/Officer shall have the power to either condone or dismiss the application for late filing of the appeals.
- 19.3 A person aggrieved by the decision of a Hearing Officer or Hearing Committee, as the case maybe may note an appeal within seven working days with the Appeals Officer or Appeals Committee.
- 19.4 The Appeals Officer or Committee, as the case maybe, may call for a formal hearing to hear the appeal or decide from the record submitted.
- 19.5 The Appeals Officer or Committee, as the case maybe, shall have 14 working days from the day of receipt of the appeal, to dispose of the appeal.
- 19.6 The Appeals Committee/Officer may uphold, set aside or alter the decision of the Hearing Officer or Disciplinary Committee.
- 19.7 The determination shall have the following headings:
 - 19.7.1 Introduction.
 - 19.7.2 Grounds of Appeal.
 - 19.7.3 Analysis and findings.
 - 19.7.4 Verdict.

20. Appeals to the designated agent

- 20.1 A person who is aggrieved by the decision or manner in which an appeal has been handled by his or her employer or the Appeals Officer or Appeals Committee as the case may be, may refer the matter to the NEC Designated Agent within 7 working days from the day of receipt of such decision.

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- 20.2 The Designated Agent to whom a case has been so referred shall process the case as provided for under Section 93 of the Labour Act.
21. Representation in disciplinary proceedings
- 21.1 Both Parties before the Disciplinary Committees as provided herein shall be entitled to representation as follows:
- 21.2 Employer-legal practitioner, internal lawyers, or internal persons so assigned.
- 21.3 Employee-any Workers Committee member, fellow employee, industry trade union or legal practitioner of choice.
22. Offences and penalties
1. The schedule below defines offences and prescribes the best relevant penalties. The abbreviations shall be interpreted as follows:
- VW** - Verbal Warning, validity three months
 WW - Written Warning, validity nine months
 FWW - Final Written Warning, validity twelve months
 D - Dismissal
2. Offenses are in four (4) Categories depending on their seriousness. The categories are:
- Category A: Minor offences
 Category B: Moderate offences
 Category C: Serious offences
 Category D: Gross Misconduct
3. Definition of Offenses:
- Category A**
- (a) **Harassing and or rudeness to clients and visitors:** Being discourteous, impolite, or disrespectful to any person or client at the workplace whilst on duty, or using obscene or abusive language against clients, visitors, or other employees.
- (b) **Harassing and or rudeness to other employees:** Being discourteous, impolite, or disrespectful to other employees or adopting a contemptuous attitude towards subordinates or using obscene or abusive language against other employees.
- (c) **Horse play or unruly behaviour:** Inappropriate/unprofessional/disruptive behaviour which is not habitual.

(d) **Negligence**

- (i) **Negligent loss:** Any act where an employee, through carelessness or without due care, causes loss or potential loss of property on the employee in charge.
- (ii) **Negligent damage:** Any act whereby an employee through carelessness or lack of due care causes damage or allows employer property in the employee in charge to be damaged.

(e) **Poor time keeping and related offences:**

- (i) Reporting late for work without leave or reasonable cause and such conduct is not habitually and not serious.
- (ii) Leaving work early without leave or reasonable cause and such conduct is not habitually, and not serious.
- (iii) Extended or unauthorised breaks during working hours without leave or reasonable cause and such conduct are not habitually.

(f) **Unauthorised absence from work:** it means the absence from work without leave or reasonable cause.

(g) **Unauthorised reading of magazines or novels:** during working hours without the consent of the immediate superior.

(h) **Using abusive language or gesture:** An employee uses abusive language if he/she openly uses language or gesture that shows hatred, ridicule or shows contempt of another or other people, races, ethnicity, gender, or other groups that is likely to provoke retaliation or violence.

Category B

- (i) **Carrying of unauthorised passengers:** it is a misconduct to carry onboard without prior authorization unauthorized passengers either for gain or not.
- (j) **Concealing one's defect work:** An employee is guilty of this offence if they cover up or keep away from the supervisor their work that is poorly done and not up to standard.
- (k) **Carelessness or negligence or inefficiency in one's work:** This means failure to take due care and regard in discharging one's duty to the extent that tasks have to be repeated or equipment or persons at risk of being damaged or injured.
- (l) **Disregarding of Institution Safety and Security regulations:** It is an offence to disregard laid down safety and security regulations and procedures whether in writing or given verbally.
- (m) **Disregarding communication channels:** it means non-compliance with the chain of authority of the organisation without a valid reason.

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- (n) **Deliberate refusal to work overtime/or to perform standby duties:** When a person in authority has given reasonable notice and/or reasonable explanation and one refuses to do overtime without a reasonable cause.
- (o) **Eating at undesigned working areas:** Eating in the undesigned area of the Hospital/Surgery/Clinics or Administration.
- (p) **Gambling on Institution premises or during working hours:** it is a serious offence to be actively or passively involved in a gambling exercise (makasa or njuga) online betting or similar such games for cash at a workplace or during working hours.
- (q) **Driving Institution vehicles without authority:** It is an offense for an employee to drive an institution vehicle without permission from the relevant authority.
- (r) **Unsatisfactory work performance:**
 - (i) **Carelessness:** Performance of job or duty without exercising due care and attention leading to substandard work which is minor.
 - (ii) **Time wasting:** Passing time idly or failing without reasonable cause to complete tasks, and such conduct is not habitual.
- (s) **Usury:** (Money lending) (Chimbadzo) It is a misconduct for an employee to be involved in administering any illegal money lending activity on employer's business or premises.
- (t) **Unreasonable deviation from normal route:** It is an offence for an employee to drive off scheduled routes without authority and reasonable excuse.
- (u) **Sleeping on duty:** Any employee found asleep on duty, whether or not such action constitutes a hazard to the safety and health of the employee or others or leads to damage of employer property shall be deemed guilty of an offence.
- (v) **Unauthorised absence:** from place of work for up to 3 days without justifiable excuse.

Category C

- (w) **Abuse of sick leave:** An employee abuses sick leave if, by word or conduct, he/she pretends to be ill or obtains a medical certificate by any false pretence in order to justify non-performance of, or absence from work.
- (x) **Deliberately giving false evidence and or being dishonest:** Intentionally giving untrue or incorrect information whether orally or in writing.

- (y) **Failure to comply with standing instructions or follow established procedures:** (including procedures of this Industry Code) where the consequences are not considered very serious.
- (z) **Misuse and damage of institution property:** Using employer property for purposes other than for which it was intended in particular or minor issues that prejudice the Institution.
- (aa) Misuse of company property
- (bb) **Misuse of telephones:** Employees' using telephones, for private business intended for his/her personal gain, and use the phone to leak confidential information to competitors. Spending more time chatting with friends and family during working hours, and thereby denying the institution potential revenue/clients.
- (cc) **Unauthorized absence from place of work for up to 4 days without justifiable excuse.**
- (dd) **Threatening violence or intimidation:** An employee threatens violence if, they intend to cause fear and alarm, by word or conduct, that leads another employee to anticipate harm or injury to any person or property whether immediately or in the future.

Category D

- (ee) **Any act, conduct or omission grossly inconsistent with the fulfilment of express or implied conditions of one's contract:** express conditions are those that are clearly written in one's contract of employment as read with the job description and implied conditions are those that may not be specifically laid down in any document but which the law will nevertheless consider as forming part of the contract of employment.
- (ff) **Assault of clients, visitors, officials or Institution employees:** This is where an employee does a physical act which causes another employee, client or visitor reasonable fear or inflicting of physical injury to another or where one actually strikes, drags or touches another in anger, vengeful or in a insolent manner.
- (gg) **Being Convicted of a criminal offence where the punishment is imprisonment:** it is where by an employee is convicted of a certain criminal offense, the conviction may either be caused by action of the employee at work or outside work.
- (hh) **Conduct or behavior likely to bring the Institution's name into disrepute:** e.g. issuing of unauthorized press statements through other media or any other such conduct which has damaging effects to Institution image.
- (ii) **Conflict of interest and moonlighting:** A conflict of interest in the workplace occurs when an employee's personal interests

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affect their judgment or actions, leading to decisions that benefit them instead of the company. This includes family, financial, social, or romantic factors leading to unethical behavior, damaged reputations, and lost business. Moonlighting refers to the practice of working multiple jobs simultaneously, usually incorporating a second job outside of regular working hours without authority from management.

- (jj) **Conflict of interest with company business or policies:** it means an offence committed by an employee to transact or make arrangements that benefit them on a personal level at the company expense. The transaction should be related or in line with the company's business.
- (kk) **Consumption of alcohol or drunkenness or taking un-prescribed drugs:** Being under the influence of intoxicating alcohol or drugs prohibited by law, whilst on duty or Institution premises which consumption has the effect of rendering the employee incapable of executing his normal duties during working hours, or being in possession of unauthorized alcohol or drugs in the Institution premises.
- (ll) **Corruption:** An employee is involved if he or she takes or gives bribes or abetting or aiding corruption in order to do someone a favor on a matter related to the employee's or other employee's duties.
- (mm) **Disclosing institution confidential information including business plans not limited to patient information:** it means an employee who discloses confidential information about the status of a patient and business plans of the Institution to unauthorized persons, which causes financial loss to both the institution, and humiliation to the patient.
- (nn) **Drinking alcohol and smoking within the work premises:** it is misconduct for an employee to drink or smoke in public on duty within the work premises.
- (oo) **Drunkenness:** Being under the influence of alcohol or drugs during working hours.
- (pp) **Embezzlement:** it means theft of assets (money or property) by a person in a position of trust or responsibility over those assets.
- (qq) **Extortion:** It amounts to demanding money or a favour from a member of the public or other employees using threats of non-performance of his duty, or by intimidation or threat of violence or misuse of influence or authority arising from one's employment relationship with the Institution.

- (rr) **Falsification of documents (forgery):** It is an act of misconduct if an employee misrepresents any documents (including qualifications, experiences, references or certificates) presented to the employer with the intention of causing actual prejudice or which is potentially prejudicial to the employer.
- (ss) **Fighting and Riotous Behaviour:** Fighting involves an exchange of blows or use of damaging objects by, or between two or more employees at the workplace. Riotous behaviour involves violent conduct or threats at whatever forum in and around Institution premises meant to disrupt the smooth running of activities of the Institution and to cause injury to property or humans.
- (tt) **Fraud:** It means to unlawfully make misrepresentation whether written or oral which may cause actual or potential prejudice to the employer or any person.
- (uu) **Gross Incompetence or Inefficiency in the performance of work:** An employee is grossly inefficient or incompetent if he/she performs unsatisfactory or substandard work resulting in extremely poor work output which may result in serious loss, damage or prejudice to the Institution (or potential thereof).
- (vv) **Habitual and substantial negligent of duty:** Negligence or dereliction of duty which results in the abandonment of all attention to production, administration or EMPLOYER activities.
- (ww) **Inciting another employee to disobey lawful orders or Institution procedures:** it is a very serious misconduct for an employee to incite another employee from disobeying a lawful order or Institution procedure.
- (xx) **Lack of a skill which an employee expressly or impliedly held himself or herself to possess:** means an employee lacks skill which he or she indicated in writing, verbal or by necessary, that he or she can possess.
- (yy) **Possession or dealing in illegal drugs whilst on duty or on Institution premises:** An employee in possession of, or is trafficking illegal drugs while at the workplace, sells or otherwise deals in, or attempts to do so with any drug which is prohibited by law.
- (zz) **Sabotage:** Any act by an employee or employer to interfere with the normal operations of the Institution by disrupting/procuring substandard plant, machinery or equipment or by interrupting any supplies of fuel, water, power, merchandise or service necessary for business activity; or inciting others to engage in disorderly behaviour on Institution premises, whether or not damage is caused to the Institution's property.

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- (aaa) **Sexual harassment:** Includes unwanted and persistent conduct of a sexual nature or grave sexual conduct affecting the dignity of a person at work. It also includes unwelcome physical, verbal or non-verbal, conduct that denigrates or ridicules intimidates, suggestive, enticing or physically abusive of another employee's sex, such as degrading remarks or insults which are gender related and offensive.
- It shall also constitute sexual harassment for a senior employee to ask for or demand a sexual favour from a junior employee as a condition for a promotion, appointment or for any other considerations which has a bearing on an employee's career.
- (bbb) **Theft:** Unauthorised and intentional appropriation of property belonging to the employer or other person in the employment environment, with the intention of permanently depriving the other of that property.
- (ccc) **Unauthorised absence from work for five (5) or more days without reasonable cause:** It is a gross misconduct to be absent from work for five (5) or more working days without leave or reasonable cause.
- (ddd) **Unlawful Job Action as defined in the Labour Act:** means an illegal industrial action which fails to fulfil the legal requirements of embarking in a Collective Job Action as provided for in the Labour Act and is calculated to persuade or cause a party to an employment relationship to accede to a demand related to employment, and includes a strike, boycott, lockout, sit-in, or sit-out, or other such concerted actions. An employee is also guilty of an unlawful job action if he or she persuades, incites, instigates, and forces another employee to engage in such an act. It is also an offence for an employee to voluntarily engage in such an unlawful act.
- (eee) **Unlawful possession of an offensive weapon on Institution premises:** it means an employee who possess weapons which include firearms, classified knives, knobkerries which are considered dangerous under the criminal law.
- (fff) **Wilful disobedience to a lawful order:** it means, a deliberate refusal to obey an instruction or an intentional defiance of a lawful order given by the employer, or failure to comply with policies or rules-deliberate or negligent failure to comply with policies and rules.
- (ggg) **Wilful loss or damage of property:** an act whereby an employee wilfully or deliberately loses or damages employer property. It is a breach of law or regulations if the intention is to disrupt services to the employer's customers.

(hhh) **Wilful refusal to carry out lawful instructions/Insubordination:**

An employee disobeys a lawful instruction if they show a clear intention by word or conduct that they will not carry out the instruction and do not, in fact carry it out.

(iii) **Withholding Information:** An employee withholds information, deliberately or without justification, he/she does not give information within his knowledge which he/she is required to give in connection with the business of the employer or of his employment.

(jjj) **Misconducts not specified:** If a conduct/omission is not specified herein but constitute misconduct, an employee would be charged nevertheless as appropriate, and the employer may formulate the appropriate charge.

Category A Offences	First	Second	Third	Fourth
Harassing and/or rudeness to clients or visitors	VW	WW	FWW	D
Harassing and/or rudeness to other employees	VW	WW	FWW	D
Horse play or unruly behaviour	VW	WW	FWW	D
Negligence	VW	WW	FWW	D
Poor timekeeping and related offences	VW	WW	FWW	D
Unauthorised absence from place of work for up to 2 days without justifiable excuse	VW	WW	FWW	D
Unauthorised reading of magazine or novels during working hours	VW	WW	FWW	D
Using abusive language or gesture	VW	WW	FWW	D
Category B Offences				
Carelessness or negligence or inefficiency in one's work	WW	FWW	D	
Carrying of unauthorised passengers	WW	FWW	D	
Concealing one's defect work	WW	FWW	D	
Deliberate refusal to work overtime/or to perform standby duties	WW	FWW	D	
Disregarding communication channels	WW	FWW	D	
Disregarding safety/security rules and regulations	WW	FWW	D	
Driving company vehicle without authority	WW	FWW	D	
Eating at undesignated working areas	WW	FWW	D	
Gambling on company premises or during working hours	WW	FWW	D	
Sleeping on duty	WW	FWW	D	

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Category A Offences	First	Second	Third	Fourth
Unauthorised absence from place of work for up to 3 days without justifiable excuse	WW	FWW	D	
Unreasonable deviation from normal route	WW	FWW	D	
Unsatisfactory work performance	WW	FWW	D	
Usury	WW	FWW	D	
Category C Offences				
Abuse of sick leave	FWW	D		
Deliberately giving false evidence and/or being dishonest	FWW	D		
Failure to comply with standing instructions or follow established procedures	FWW	D		
Misuse and damage of institution property	FWW	D		
Misuse of company property	FWW	D		
Misuse of telephones	FWW	D		
Threatening violence/or intimidation	FWW	D		
Unauthorised absence from place of work for up to 4 days without justifiable excuse.	FWW	D		
Category D Offences				
Any act, conduct or omission inconsistent with the fulfilment of express or implied conditions of one's contract	D			
Assault of clients, visitors or other employees	D			
Being convicted of a criminal offence where the penalty is imprisonment	D			
Collective job action in terms of the Labour Act	D			
Conduct or behaviour likely to bring company name into disrepute	D			
Conflict of interest and moonlighting	D			
Conflict of interest with company business or policy	D			
Consumption of alcohol or drunkenness or taking unprescribed drugs	D			
Corruption	D			
Disclosing company confidential information including business plans not limited to patient information	D			
Drinking alcohol and smoking within work premises	D			
Drunkenness	D			

Category A Offences	First	Second	Third	Fourth
Embezzlement	D			
Extortion	D			
Fighting or riotous behaviour	D			
Forgery	D			
Fraud	D			
Gross incompetence or inefficiency in the performance of work	D			
Habitual and substantial neglect of duty	D			
Inciting others employee to disobey lawful orders or company procedures	D			
Lack of a skill which an employee held himself to possess	D			
Possession or dealing in illegal drugs whilst on duty or on company premises	D			
Sabotage	D			
Sexual harassment	D			
Theft	D			
Unauthorised absence from work for 5 or more days without reasonable cause	D			
Unlawful possession of an offensive weapon on company premises	D			
Wilful disobedience to a lawful order	D			
Wilful loss or damage of property	D			
Wilful refusal to carry out lawful instructions/insubordination	D			
Withholding information	D			

23. Grievance Procedure

1. Definition of grievance

A grievance is a complaint or dissatisfaction by an employee or employees brought about by any particular condition or happening at work, or about conditions of employment or any offending behaviour on the part of management or a fellow employee. All employees have the right to seek redress of grievances.

2. Grievance procedure

2.1 First step:

- (a) An aggrieved employee or a group of employees must first put verbally or in writing the grievance to the immediate supervisor.

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- (b) In attempting to resolve the grievance, the supervisor shall:
 - (i) Hold a hearing of the grievance.
 - (ii) Permit the employee to be represented by a member of the workers committee or another employee of his or her choice.
 - (iii) Offer counselling, if necessary, with a view to arriving at an equitable settlement of the grievance.
 - (iv) Evaluate the grievance and communicate the decision to the aggrieved employee or group of employees.
- (c) The supervisor shall complete this process within a period of two days.

2.2 Second Step:

- (a) If the aggrieved employee is dissatisfied with the supervisor's decision, he or she should submit a written grievance in the form **Appendix 8.1** within a period of two days to the department head.
- (b) The department head shall do his or her best to resolve the grievance and communicate his or her decision in writing to the aggrieved employee or group of employees within a period of two days.

2.3 Third step:

- (a) In a case where the decision of the department head or equivalent is not acceptable, the matter shall be referred to the works council in writing within a period of five days by the aggrieved employee or group of employees; (NEC when no Works Council).
- (b) The works council may hear the aggrieved employees and any representative of his or her and shall make its ruling which shall be communicated in writing to the aggrieved employee or group of employees within a period of five days from the date of receipt of the appeal;
- (c) If the grievance is not resolved, the matter shall be referred within five days to the Grievance and Disciplinary Committee by the chairman of the works council, together with all documentation.

2.4 Fourth step:

The Grievance and Disciplinary Committee shall make a decision within 14 days of receipt and communicate it in writing to the aggrieved party, management and the chairman of the works council.

1.5 Fifth step:

If a grievance remains unresolved after the expiry of 30 days from the date of its reference to an immediate supervisor, the aggrieved employee may refer the grievance to a designated agent, who may then deal with it in terms of the Act.

3. General Requirements—Grievances

- 3.1 Management and the workers committee shall ensure that the necessary clerical and other facilities are made available for the smooth functioning of the grievance machinery.
- 3.2 Any employees involved in the grievance hearing including complainant, shall not suffer loss in wages for the time lost in this manner.
- 3.3 A member of management staff shall not handle or deal with a grievance in which the complaint made involved him or her. In this instance, management shall appoint another suitable manager to handle the grievance.
- 3.4 The representatives on the Grievance and Disciplinary Committee shall have the right of access to any document connected with the inquiry which may be necessary to understand the employees, or group of employees', grievance, except that where appropriate in the case of a document of a confidential nature, management may impose the duty of confidentiality upon the parties involved in the dispute.
- 3.5 Where a grievance arises in connection with or is used to hinder or inhibit a lawful order the aggrieved shall register his or her grievance or disagreement orally and shall comply forthwith with the order. The supervisor shall arrange a hearing within two days after the grievance has been registered and shall notify all concerned.

REVIEW

Review of this Code of Conduct may be done after every five years.

However, any variation of any clause contained in this Code shall be reviewed at the discretion of Council upon receipt of a written request from an applicant and Council's decision is final.

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APPENDIX 1

NEC MEDICAL AND ALLIED INDUSTRY DISPLINARY FORM

REQUEST FOR EXPLANATION

From: To:
Employee's name and number

Department: Date:

RE: ALLEGATIONS OF MISCONDUCT

It has been reported that you have committed a breach of the Disciplinary Code of Conduct.

It is alleged that you—(explanation of offence):

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

In breach of the following provision of Code of Conduct (give details of breach statutory provisions).....

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

(Further detailed charges can be attached to this form)

In terms of the Code of Conduct you are hereby requested to supply written response to the above-stated allegations within 48 hours or two working days. Should you be unable to write, the Human Resources, institution representatives, or workers representatives will assist you.

Signed:
Head of department/Section/Immediate supervisor

I acknowledge receipt of the allegations being levelled against me and having read and understood the contents therein, I hereby append my signature thereto.

Signed:
Employee's signature

On: (Date) Witness:

Signed: Date:
(Human Resources Official)

NEC MEDICAL AND ALLIED INDUSTRY DISPLINARY FORM

NOTICE TO ATTEND A DISCIPLINARY HEARING

From: To:
Employee's name and number

You are required to attend a disciplinary hearing for which it alleged that:

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

(Detailed charges can be attached to this form)

The hearing will be held on: Date: Time:

Venue:

You have the right to be represented/assisted by a fellow employee/workers committee/trade union representative or any person of your choice. Further you have the right to call witnesses and have them cross-examined or lead evidence.

Signed:
Head of department/designated officer

You are required to acknowledge receipt by signing below. Retain a copy and return the other copy to the above signed.

Signed: Date:
Employee's Signature

Signed: Date:
Human Resources Official/Institution Representative

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APPENDIX 3

NEC MEDICAL AND ALLIED INDUSTRY DISPLINARY FORM

FIRST WRITTEN WARNING (FW)

Employee's name: Date:

Department/Division/Branch/Section:

.....
.....

Date/Time of Misconduct:

Details of Misconduct:

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

Conduct in breach:

.....
.....

Penalty imposed and details:

.....
.....

Signed: Date:

(Disciplinary Committee Chairperson)

Signed: Date:

(Employee's Signature)

Witness: Date:

NEC MEDICAL AND ALLIED INDUSTRY DISPLINARY FORM

SECOND WRITTEN WARNING (SW)

Employee's name: Date:

Department/Division/Branch/Section:

.....
.....

Date/Time of Misconduct:

Details of Misconduct:

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

Conduct in breach:

.....

Penalty imposed and details:

.....

Details of Previous Warning (*Still Valid*):

.....

..... Signed: Date:

(Disciplinary Committee Chairperson)

Signed: Date:

(Employee's Signature)

Witness: Date:

Collective Bargaining Agreement: Medical and Allied Industry

APPENDIX 5

NEC MEDICAL AND ALLIED INDUSTRY DISPLINARY FORM

FINAL WRITTEN WARNING (FWW)

Employee's name: Date:

Department/Division/Branch/Section:

.....
.....

Date/Time of Misconduct:

Details of Misconduct:

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

Conduct in breach:

.....

Penalty imposed and details:

.....

Details of Previous Warning (*Still Valid*):

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

Signed: Date:

(Disciplinary Committee Chairperson)

Signed: Date:

(Employee's Signature)

Witness: Date:

NEC MEDICAL AND ALLIED INDUSTRY DISPLINARY FORM

DISMISSAL FORM (D)

Employee's name:

Department/Division/Branch/Section:

.....
.....

Details of Misconduct:

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

Details of Penalty:

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

Effective date of Dismissal

Day: Month: Year:

Signed: Date:
(Disciplinary Committee Chairperson)

Signed: Date:
(Employee's Signature)

Witness: Date:

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APPENDIX 7

NEC MEDICAL AND ALLIED INDUSTRY DISPLINARY FORM
DISCIPLINARY APPEAL FORM

Employee's name:

Department:..... Date:

Division/Branch/Section:

Position Held:.....

Grounds for appeal and attached Documents supporting the Appeal:

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

Date of Appeal:

Contact Address:

Offense/Misconduct:

Signature of appellant: Date:

Signed: Date:

(Appeals Committee Chairperson)

NEC MEDICAL AND ALLIED INDUSTRY DISPLINARY FORM

CERTIFICATE OF SETTLEMENT

NB: 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 CONCILIATION AUTHORITY

I, , certify that the dispute between:
(Conciliating Authority)

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

Referred to conciliation on:
(Date)

Concerning:
(Issues in Dispute)

was resolved by agreement of the parties on the: And further
(Date)

that the terms of the agreement are as follows:

.....
(Annex agreement if necessary)

..... Name of Officer:

..... Signature of Officer:

..... Date and Place:

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PART II

CONFIRMATION BY PARTIES

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

Signed: (*Employee Party*) Date:

Signed: (*Employer Party*) Date:

Form L.R. 2

Appendix 8.1

NEC MEDICAL AND ALLIED INDUSTRY DISPLINARY FORM

CERTIFICATE OF NO SETTLEMENT

NB: 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:

I, , certify that the dispute between:
(Conciliating Authority)

..... and

Referred to conciliation on:
(Date)

Concerning:
(Issues in Dispute)

Remains unresolved as at:.....
(Date)

Name of Officer:

Signature of Officer: _____

Date and Place:

Appendix 8.2

NEC MEDICAL AND ALLIED INDUSTRY DISPLINARY FORM
AGREEMENT OF PARTIES TO EXTEND PERIOD FOR CONCILIATION

NB. Three copies of this form shall be completed by the parties concerned, of which one shall be retained by each of the parties and one sent to the conciliation authority.

Case number:

We, the undersigned, being parties to the dispute referred to:
(Conciliating authority)

On: (*Date*) hereby agree to extend the conciliation period for a further days to give ourselves time to endeavour to reach an agreement.

Signed: (*Employer Party*) Date:

Witnessed by: Date:

Signed: (*Employee Party*) Date:

Witnessed by: Date:

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Form L.R 4

Appendix 8.3

NEC MEDICAL AND ALLIED INDUSTRY DISPLINARY FORM

REFERENCE TO ARBITRATION

Three copies of this form shall be completed by conciliating authority or designated agent concerned, of which

- (i) One copy shall be delivered by hand or by post to the arbitrator;
- (ii) One copy each shall be given to the parties to the arbitration.

Compulsory/Voluntary Arbitration

To:

(Name and address of person/body arbitrating)

I,, being:

(Name of referring authority) (Designation)

Hereby refer to arbitration by:

(Name of arbitrating authority)

the matter between: and:

(Name of parties)

concerning:

(Subject matter for arbitration)

in accordance with the wishes of the parties/in accordance with the arbitration clause contained in terms of section 93(5)(a) and 93(5)(c).

.....
(Specify collective bargaining agreement, or other agreement or contract in which contained and relevant section of Labour Act)

The issue(s) to be arbitrated upon is/are as follows:

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

Signed:

(Referring authority)

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