

Collective Bargaining Agreement: Food and Allied Industries
(Food Processing Sub-sector)

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80 of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement as set out in the Schedule, which further amends the agreement published in Statutory Instrument 34 of 2012.

This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR FOOD AND
ALLIED INDUSTRIES (FOOD PROCESSING SUB-SECTOR)

COLLECTIVE BARGAINING AGREEMENT: FOOD AND
ALLIED INDUSTRIES (FOOD PROCESSING SUB-SECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time between the Food Processing Employers Association (hereinafter referred to as the “employers”), of the one part, and the Food Processing Workers Union and Food Manufacturing, Handling and Processing Workers Union (hereinafter referred to as the “employees”), of the other part, being parties to the National Employment Council for the Food and Allied Industries (Food Processing Sub-sector).

The Collective Bargaining Agreement for the Food and Allied Industries (Food Processing Sub-sector), published in Statutory Instrument 34 of 2012, is amended by the parties as follows:

The Food Processing Employers Association, the Food Processing Workers Union and Food Manufacturing, Handling and Processing Workers Union met on the 22nd of September, 2020. The parties agreed to increase the minimum and actual wages for the period 1st of July, 2020 to 30th of September, 2020, as follows:

- ❖ An 84.943% increase on minimums and actuals.
- ❖ An increase on housing allowance from ZWL\$1 170,00 to ZWL\$1 670,00, per month.

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- ❖ An increase on transport allowance from ZWL\$1 000,00 to ZWL\$1 500,00, per month.
- ❖ An increase on night shift allowance from ZWL\$50,00, per night shift to ZWL\$70,00, per night shift.
- ❖ To apportion subsistence allowance which is pegged at 20% of the industry minimum in line with Statutory Instrument 34 of 2012, section 15(b) as follows:
 - ❖ Accommodation – ZWL\$1 110,00
 - ❖ Dinner – ZWL\$222,00
 - ❖ Lunch – ZWL\$222,00
 - ❖ Breakfast – ZWL\$92,00

| GRADE | MINIMUM WAGE June, 2020 (ZWL\$) | MINIMUM WAGE July – September, 2020 (ZWL\$) |
|--------------|--|--|
| 1 | \$4 450,00 | \$8 230,00 |
| 2 | \$4 547,46 | \$8 410,25 |
| 3 | \$4 649,93 | \$8 599,75 |
| 4 | \$4 787,81 | \$8 854,76 |
| 5 | \$4 942,67 | \$9 141,15 |
| 6 | \$5 148,38 | \$9 521,61 |
| 7 | \$5 353,85 | \$9 901,62 |
| 8 | \$5 678,10 | \$10 501,29 |
| 9 | \$6 089,59 | \$11 262,31 |
| 10 | \$6 579,70 | \$12 168,74 |
| 11 | \$7 172,93 | \$13 265,88 |

Signed at Harare this 22nd of September, 2020.

S. W. MUVIMI,
Employers' Association.

P. MUSHANYUKI,
Trade Union.

K. MANGOZHO-CHIKWANHA,
Employers' Association.

F. MUTOREDZANWA,
Trade Union.

G. MADYIKE,
Employers' Association.

J. MAWOPA,
Trade Union.

V. MUTEEDZI,
Employers' Association.

M. MPANGO,
General Secretary
National Employment Council for Food and Allied Industries.

