

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

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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 335 of 1996.

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

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE FOOD AND  
ALLIED INDUSTRIES (SUGAR REFINING SUB-SECTOR)

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

This further agreement, made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Sugar Refining Employers Association (hereinafter referred to as “employers”), of the one part, and the Sugar Refining Industry Workers Union (hereinafter referred to as “employees”), of the other part, being parties to the National Employment Council: Food and Allied Industries (Sugar Refining Sub-sector).

The Collective Bargaining Agreement for the Food and Allied Industries (Sugar Refining Sub-sector) published in Statutory Instrument 340 of 1999, is amended by the parties as follows:

The Employers Association of the Sugar Refining Industry and the Sugar Refining Workers Union met on the 30th day of October, 2020, and agreed to comply with the Arbitral Award to increase minimum and actual wages for the period of 1st July, 2020 to 30th September, 2020, as follows:

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(Sugar Refining Sub-sector)

	<b>NEW RATES NORMAL</b>	<b>NEW RATES SHIFT</b>	<b>NEW RATES NORMAL</b>	<b>NEW RATES SHIFT</b>
<i>Grade</i>	<i>Apr - Jun 2020</i>	<i>Apr - Jun 2020</i>	<i>Jul - Sept 2020</i>	<i>Jul - Sept 2020</i>
2	\$3 861,96	\$4 010,36	\$9 990,00	\$10 373,89
3	\$4 213,16	\$4 375,23	\$10 898,49	\$11 317,73
4	\$4 564,24	\$4 739,82	\$11 806,66	\$12 260,84
5	\$4 915,56	\$5 104,30	\$12 715,44	\$13 203,67
6	\$5 266,50	\$5 469,05	\$13 623,25	\$14 147,20
6A	\$5 442,12	\$5 651,55	\$14 077,53	\$14 619,28
6B	\$5 616,69	\$5 833,79	\$14 529,11	\$15 090,70
7	\$5 968,91	\$6 198,27	\$15 440,22	\$16 033,52
8	\$6 325,99	\$6 562,90	\$16 363,91	\$16 976,74
9	\$6 670,57	\$6 927,38	\$17 255,26	\$17 919,57

- ❖ A 158.6774% increase on basic wage.
- ❖ An increase on housing allowance from RTGS\$918,00, to RTGS\$1 134,14.
- ❖ Food allowance to be pegged in line with prevailing market rates.
- ❖ Subsistence allowance:
  - Category A: An employee away on business from normal place of work for more than 12 hours but not overnight – RTGS\$472,59.

Signed at Harare on this 21st day of October, 2020.

A. J. MUSEMBURI,  
Employers' Association.

R. GURIRA,  
Trade Union.

E. MADZIVA,  
Employers' Association.

P. SIBANDA,  
Trade Union.

R. NYABADZA,  
Employers' Association.

A. MASHAMBADZI,  
Trade Union.

M. C. MUZEMBE,  
Employers' Association.

L. GWATIDA,  
Trade Union.

R. NAZARE,  
Employers' Association.

P. MUCHENJE,  
Trade Union.

S. DONGO,  
Trade Union.

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

