

Collective Bargaining Agreement: Food and Allied Industries  
(Sweets and Confectionery 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 340 of 1999.

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 (SWEETS AND CONFECTIONERY  
SUB-SECTOR)

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

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

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

Sweets and Confectionery Employers Association and the Sweets Makers and Confectionery Workers Union met on the 18th of September, 2020, and agreed as follows to increase the basic wage, housing allowance and transport allowance for the Sweets and Confectionery Industry Sub-sector for the period of 1st July, 2020, to 30th September, 2020, as follows:

- ❖ A 99.86% increase on minimums and actual for grades A1 to C2 for the period July – September 2020.

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- ❖ Housing allowance increased from RTGS\$800,00, to RTGS\$1 200,00, for the period July to September, 2020, for grades A1 to C2.
- ❖ Transport allowance increased from RTGS\$800,00, to RTGS\$1 000,00, for the period July–September, 2020, for grades A1 to C2.
- ❖ Subsistence allowance increased from RTGS\$500,00, to RTGS\$1 000,00, per day broken down as follows:
  - Accommodation: \$700,00
  - Breakfast: \$100,00
  - Lunch: \$100,00
  - Dinner: \$100,00
- ❖ Night allowance increased from RTGS\$40,00, to RTGS\$100,00, per night for grades A1 to C5.

The new minimum and allowances for grades A1 to C2 are as follows:

<b>GRADE</b>	<b>Basic Salary Apr – June 2020</b>	<b>Basic Salary July – Sept 2020</b>	<b>Housing Allowance July – Sept 2020</b>	<b>Transport Allowance July – Sept 2020</b>	<b>TOTAL</b>
A1	\$4 403,19	\$8 800,22	\$1 200,00	\$1 000,00	\$11 000,22
A2	\$4 507,41	\$9 008,51	\$1 200,00	\$1 000,00	\$11 208,51
A3	\$4 611,38	\$9 216,30	\$1 200,00	\$1 000,00	\$11 416,30
B1	\$4 715,82	\$9 425,04	\$1 200,00	\$1 000,00	\$11 625,04
B2	\$4,820,04	\$9 633,33	\$1 200,00	\$1 000,00	\$11 833,33
B3	\$4 924,01	\$9 841,13	\$1 200,00	\$1 000,00	\$12 041,13
B4	\$5 028,45	\$10 049,86	\$1 200,00	\$1 000,00	\$12 249,86
B5	\$5 132,42	\$10 257,65	\$1 200,00	\$1 000,00	\$12 457,65
C1	\$5 237,04	\$10 466,75	\$1 200,00	\$1 000,00	\$12 666,75
C2	\$5 341,13	\$10 674,78	\$1 200,00	\$1 000,00	\$12 874,78

**NB:** Where the employer provides physical transport to his or her employees, those employees shall not be entitled to transport

allowance.

The agreement applies only to workers whose basic salary is below **RTGS5 500,00**, per month as at June 2020

Signed at Harare on the 18th day of September, 2020.

O. MANHOMBO,  
Employers' Association.

R. GURIRA,  
Trade Union.

J. PSILLOS,  
Employers' Association.

S. MATSVIMBO,  
Trade Union.

D. NYAHWEMA,  
Employers' Association.

C. DANGIRWA,  
Trade Union.

M. KULUNGUTA,  
Employers' Association.

I. KAMBANJE,  
Trade Union.

S. DZITIRO,  
Trade Union.

J. MOLEBALENGA,  
Trade Union.

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

