

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

IT is hereby notified, in terms of section 80 of the Labour Act [*Chapter 28:01*], that the Minister has approved the publication of the Collective Bargaining Agreement set out in the Schedule which amends the agreement published in Statutory Instrument 26 of 2012.

The agreement has been registered in terms of section 79 of the said Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE FOOD AND
ALLIED INDUSTRIES (BREWING AND DISTILLING
SUB-SECTOR)

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

Made and entered into in accordance with the provisions of the Labour Act, between the Brewing and Distilling Employers Association (hereinafter referred to as the “employers”), of the one part, and the Brewing and Distilling Workers Union, (hereinafter referred to as the “employees”), of the other part, being parties to the National Employment Council: Food and Allied Industries (Brewing and Distilling Industry Sub-sector).

The Collective Bargaining Agreement for the Food and Allied Industries (Brewing and Distilling Sub-sector), published in Statutory Instrument 26 of 2012, is amended by the parties as follows:

Following the Arbitral Award dated 10th July, 2020, the Brewing and Distilling Employers Association and the Brewing and Distilling Workers Union met on the 17th July, 2020, and agreed to ratify the award for April to June, 2020, as follows:

- ❖ 66.2% increase on minimum wage from ZWL\$2,400,00, to ZWL\$3 988,85.
- ❖ 36.4% increase on housing allowance from ZWL\$500,00, to ZWL\$812,89.

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- ❖ 62.6% increase on transport allowance from ZWL\$500,00, to \$ZWL682,00.
- ❖ 290% increase Subsistence allowance from ZWL\$200,00, to ZWL\$780,00.

A 4.5% grade differential has been applied on the basic wage.

Grade	Basic		Transport		Housing		Total Package	
	Jan - March 2020	April - Jun 2020	Jan- March 2020	April - Jun 2020	Jan - March 2020	April- Jun 2020	Jan- March 2020	April- Jun 2020
1	2 400,00	3 988,85	500,00	682,00	500,00	812,89	3 400,00	5 483,74
2	2 508,00	4 168,35	500,00	682,00	500,00	812,89	3 508,00	5 663,24
3	2 620,86	4 355,93	500,00	682,00	500,00	812,89	3 620,86	5 850,82
4	2 738,80	4 551,95	500,00	682,00	500,00	812,89	3 738,80	6 046,84
5	2 862,04	4 756,79	500,00	682,00	500,00	812,89	3 862,04	6 251,68
6	2 990,84	4 970,85	500,00	682,00	500,00	812,89	3 990,84	6 465,74
7	3 125,42	5 194,54	500,00	682,00	500,00	812,89	4 125,42	6 689,43
8	3 266,07	5 428,29	500,00	682,00	500,00	812,89	4 266,07	6 923,18
9	3 413,04	5 672,57	500,00	682,00	500,00	812,89	4 413,04	7 167,46

Increases on actuals for the same period have been left to be dealt with by individual companies. Where the company provides transport and physical housing, the transport and housing allowances will not apply.

Declaration

Signed at Harare on this 17th day of July, 2020.

K. P. MUNDA,
Employers Chairman.

A. MUTERO,
General Secretary.

B. WARINDA

J. SHUMBA

C. KWINJO

B. LUNGA

D. MOYO

P. CHAKABUDA

L. CHIROMBO

L. CHIPFURWE

I. NDLOVU

T. ZIMONDI
(NEC Chairman)

