

Collective Bargaining Agreement: Food and Allied Industries  
(Baking 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 22 of 2013.

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

SCHEDULE

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

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

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

The Collective Bargaining Agreement for the Food and Allied Industries (Baking Sub-sector), published in Statutory Instrument 22 of 2013, is amended by the parties as follows:

“The National Bakers Association of Zimbabwe and the Baking Workers Union and Baking and Allied Workers Union met on the 14th November, 2019, the Baking Industry Job Evaluation Committee made the following amendments to Statutory Instrument 22 of 2013. The amendments were then adopted as follows:

A. Canteen cook/Internal security

The respective Parent Industry will provide the minimum conditions that apply to the above position.

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

---

B. Slicing Machine Operator

The following position will be separated into two categories for the purpose of grading—

1. Automated machine operator . . . . . Grade 4
2. Manual sliced machine operator . . . . . Grade 2

C. Staff bus driver—(Class 1) . . . . . Grade 8

D. Box oven operator—That the definition of the grade should read as follows: “an employee who operates a rotary and or static oven and is responsible for the baking of biscuits, bread and confectionery.

E. Travelling oven operator means an employee who operates a travelling oven and is responsible for baking of biscuits, bread and confectionery.

F. The ovens man and oven operator grades are repealed.  
The above amendments take effect from the 1st of December, 2019.”.

*Employer representative*

CHAMANGA N.

MASUNDA B.

NCUBE E.

*Trade Union representative*

BONDERA B.

MUZURU I.

MUVHUNZI J.

SHANGA M.

CHIKOMO P.

CHIHOTA C.

T. G. ZIMONDI  
Chairman.