

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

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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 Industries Workers Union met on the 2nd of May, 2019, and agreed on the following items:

1. Transfer, an employee is regarded as transferred when he/she is required to move from his/her usual place of residence for business purposes for a distance of 70km and beyond.
2. Transfers shall be done under the following circumstances:
  - (a) transfer to a position which is equal in status to the original position; or

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- (b) as a promotion to a higher position; or
  - (c) transfer on the request of the employee; or
  - (d) transfer upon restructuring.
3. An employee who is to be transferred shall be consulted by the employer before the transfer is effected. The employer may consider the circumstances of the employee.
  4. An employee who is to be transferred from his/her usual place of work shall be notified of such transfer 30 days in advance as notice of relocation except on business emergencies.
  5. The employer shall provide transport or cash in lieu of transport at prevailing market rates to relocate the employee, his/her immediate family and personal effects.
  6. An employee shall be provided with suitable lodging at the expense of the employer for a period of up to 30 days. Where the employer does not provide suitable lodgings, the employee shall be paid cash in lieu of lodgings at the prevailing CBA rates.
  7. The above provisions apply to 2(a), 2(b) and 2(d) above.”.

Thus agreed and signed at Harare on this 2nd of May, 2019.

***Employer representative***

N. CHAMANGA

T. MADIDI

E. NCUBE

T. CHAKANYUKA

***Trade Union representative***

B. BONDERA

I. MUZURU

J. MUVHUNZI

M. S. SHANGA

P CHIKOMO

C. CHIHOTA

T. G. ZIMONDI  
Chairman.

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