

Statutory Instrument 15 of 2023.

[CAP. 28:01

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. 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: —

The Brewing and Distilling Employers Association and the Brewing and Distilling Workers Union met on 7th January, 2022, and agreed to increase wages and allowances for **October to December 2021** as follows:

- ❖ Minimum wage—25% increase from \$ZWL24 000,00 to \$ZWL30 000,00.
- ❖ Housing allowance—70% increase from \$ZWL2 000,00 to \$ZWL3 400,00.
- ❖ Subsistence allowance—50% increase from \$ZWL2 186,00 to \$ZWL3 280,00.

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

- ❖ Transport allowance remains the same as at June, 2021 (awaiting conclusion of court processes).

A 5% grade differential has been applied on the basic wage.

Grade	Basic		Transport		Housing		Total	
	July, 2021	Oct, 2021	July, 2021	Oct-Dec 2021	July-Sept 2021	October, 2021	July-Sept 2021	Oct 2021
1	24 000,00	30 000,00	1 710,00	1 710,00	2 000,00	3 400,00	26 000,00	35 110,00
2	25 200,00	31 500,00	1 710,00	1 710,00	2 000,00	3 400,00	27 200,00	36 610,00
3	26 460,00	33 075,00	1 710,00	1 710,00	2 000,00	3 400,00	28 460,00	38 185,00
4	27 783,00	34 728,75	1 710,00	1 710,00	2 000,00	3 400,00	29 783,00	39 838,75
5	29 172,15	36 465,19	1 710,00	1 710,00	2 000,00	3 400,00	31 172,15	41 575,19
6	30 630,76	38 288,45	1 710,00	1 710,00	2 000,00	3 400,00	32 630,76	43 398,45
7	32 162,30	40 202,87	1 710,00	1 710,00	2 000,00	3 400,00	34 162,30	45 312,87
8	33 770,41	42 213,02	1 710,00	1 710,00	2 000,00	3 400,00	35 770,41	47 323,02
9	35 458,93	44 323,67	1 710,00	1 710,00	2 000,00	3 400,00	37 458,93	49 433,67

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

Declaration

Signed at Harare on this 7th day of January, 2022.

Employer representatives

K. MUNDA,
Employers Chairman.

B. WARINDA.

L. CHIROMBO.

D. MOYO.

Trade union representatives

A. MUTERO,
General Secretary.

B. LUNGA.

L. CHIPFURWE.

A. NCUBE.

B. TARUVINGA.

T. RATOHWA.

T. ZIMONDI (Chairman).