

Statutory Instrument 17 of 2023.

[CAP. 28:01

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. 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, the Baking and Allied Workers Union and Baking Workers Union (hereinafter 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 the Baking and Allied Workers Union and Baking Workers Union met on the 23rd of November, 2021, and agreed to increase minimum and actual basic wages for the period of 1st October, 2021 to 31st of December, 2021 as follows:

**23.46%** increase on the minimum and actual basic wages for the period.

Grade	September 2021	October 2021	November 2021	December 2021
1	24 300,00	30 000,00	30 000,00	30 000,00
2	24 968,00	30 826,00	30 826,00	30 826,00
3	25 638,00	31 653,00	31 653,00	31 653,00
4	26 363,00	32 548,00	32 548,00	32 548,00
5	27 309,00	33 716,00	33 716,00	33 716,00

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

Grade	September 2021	October 2021	November 2021	December 2021
6	28 090,00	34 680,00	34 680,00	34 680,00
7	29 316,00	36 194,00	36 194,00	36 194,00
8	30 765,00	37 982,00	37 982,00	37 982,00
9	32 268,00	39 838,00	39 838,00	39 838,00

*Continuous service*

An employer shall recognise the length of service of an employee by awarding a percentage increase based on current basic salary on completion of service as follows—

Number of years	Percentage
5 to 9 years	2% of Actual Wage
10 to 14 years	3% of Actual Wage
15 to 19 years	4% of Actual Wage
20 to 25 years	5% of Actual Wage
25 years and above	6% of Actual Wage

*Transport allowance*

Transport allowance shall be paid as follows to those employees staying outside one kilometre radius from their work place—

October, 2021	ZWL\$2 500,00
November, 2021	ZWL\$2 500,00
December, 2021	ZWL\$2 500,00

Transport allowance shall be paid to an employee who does not reside on the employer's premises, or if such transport is not provided by the employer.

*Housing allowance*

Housing allowance shall be paid as follows—

October, 2021	ZWL\$3 331,25
November, 2021	ZWL\$3 331,25
December, 2021	ZWL\$3 331,25

This housing allowance shall be paid at the above rates to those employees who are not provided accommodation by the employer.

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*Subsistence allowance*

Food and accommodation allowance as follows from 25th November, 2021.

Food Allowance	ZWL\$1 600,00 per day.
Accommodation	ZWL\$3 100,00 per night.

*Night shift allowance*

Night shift allowance shall be as follows —

October, 2021 to December, 2021	ZWL\$160,00
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Thus agreed and signed at Harare on this 23rd day of November, 2021.

N. CHAMANGA

B. BONDERA

E. NCUBE

C. CHIHOTA

S. MASAWI

F. MWAIMBODEYI

G. MESOEMVURA

R. DZIMIRI

T. CHAKANYUKA

E. WALANI

C. MAJAQABA

E. RUSERE

T. ZIMONDI,  
Chairman.

