

Statutory Instrument 18 of 2021.

[CAP. 28:01

Collective Bargaining Agreement: Food and Allied Industries
(Food Processing 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 FOOD AND
ALLIED INDUSTRIES (FOOD PROCESSING SUB-SECTOR)

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

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

The Collective Bargaining Agreement for the Food and Allied Industries (Food Processing sub-sector), published in Statutory Instrument 34 of 2012, is amended by the parties as follows:—

The Food Processing Employers Association, the Food Processing Workers Union and Food Manufacturing, Handling and Processing Workers Union met on the 30th of November, 2021. The parties agreed to increase the minimum and actual wages for the period 1st of October, 2021 to 30th of December, 2021, as follows:

- ❖ A 21.30435% increase on minimum and actual basic wages for October, 2021 to December, 2021.
- ❖ An increase on Transport Allowance from ZWL\$2 805,00 to ZWL\$3 292,00, per month, for the period October, 2021 to December, 2021.
- ❖ An increase on Housing Allowance from ZWL\$3 045,00 to ZWL\$3 950,00, per month for the period October, 2021 to December, 2021.

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- ❖ Night Shift Allowance shall be ZWL\$230,00 per night.
- ❖ To apportion subsistence allowance which is pegged at 20% of the industry minimum in line with Statutory Instrument 34 of 2012, section 15(b) as follows:
- ❖ Accommodation-ZWL\$3 764,00.
- ❖ Dinner—ZWL\$752,00.
- ❖ Lunch—ZWL\$752,00.
- ❖ Breakfast—ZWL\$312,00.

Grade	Minimum Wage Apr - Jun 2021 (ZWL)	Minimum Wage Jul- Sep 2021 (ZWL)	Minimum Wage Oct- Dec 2021 (ZWL)
1	\$17 150,00	\$23 000,00	\$27 900,00
2	\$17 525,61	\$23 503,74	\$28 511,05
3	\$17 920,49	\$24 033,31	\$29 153,45
4	\$18 451,90	\$24 745,99	\$30 017,96
5	\$19 048,68	\$25 546,34	\$30 988,82
6	\$19 599,52	\$26 285,07	\$31 884,94
7	\$20 633,38	\$27 671,59	\$33 566,84
8	\$21 883,01	\$29 347,48	\$35 599,77
9	\$23 468,84	\$31 474,25	\$38 179,63
10	\$25 357,70	\$34 007,41	\$41 252,47
11	\$27 643,96	\$37 073,54	\$44 971,81

Signed at Harare this 30th of November, 2021.

K. MANGOZHO-CHIKWANHA,
Employers' Association.

E. MUGANHIRI,
Trade Union.

V. MUTEEDZI,
Employers' Association.

M. NENDUVA,
Trade Union.

G. MADYIKE,
Employers' Association.

M. S. SHANGA,
Trade Union.

S. MUVIMI,
Employers' Association.

A. MUGWAGWA,
Trade Union.

D. BOPE,
Employers' Association.

S. GWATIRERA,
Trade Union.

T. MAKANGIRA,
Employers' Association.

P. T. MUTYAMBIZI,
Trade Union.

T. MAKAMURE,
Chairperson.

