

Statutory Instrument 41 of 2023.

Collective Bargaining Agreement: Sugar Milling Industry

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], approved the publication of the Collective Bargaining Agreement set out in the Schedule which was registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE SUGAR
MILLING INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: SUGAR
MILLING INDUSTRY

Memorandum of Agreement is hereby made and entered into, in terms of section 79 of the Labour Act [*Chapter 28:01*], as amended from time to time, between the Zimbabwe Sugar Milling Industry Employers Association (herein referred to as “the employers”), on the one hand, and the Zimbabwe Sugar Milling Industry Workers’ Union, Sugar Production and Milling Industry Workers Union of Zimbabwe and Sugar Milling and Allied Workers Union of Zimbabwe (herein referred to as “the employees” or “the trade unions”), on the other hand.

Wage increase

That with effect from the 1st January, 2022, through to 31st March, 2022, the wages of all employees whose grades are listed in the wage schedule below be increased as indicated.

The new grade minima are set out in the First Schedule below:

FIRST SCHEDULE

GRADE	CURRENT MINIMUM WAGE (RTGS)	MINIMUM WAGE FROM 1st JANUARY 2022 (RTGS)
A1	24 000,00	31 070,00
A2	26 397,56	34 174,28
A3	29 036,00	37 590,00
B1	33 920,54	43 913,53

Collective Bargaining Agreement: Sugar Milling Industry

GRADE	CURRENT MINIMUM WAGE (RTGS)	MINIMUM WAGE FROM 1st JANUARY 2022 (RTGS)
B2	37 329,75	48 327,09
B3	41 055,71	53 150,72
B4	51 329,20	66 450,78
B5	56 443,05	73 071,17

Actuals shall be increased by the same magnitude being 29.46%

Hippo Valley Estates

House Type	RTGS\$
Am 2 rooms	335,85
AMB/AMG 3 rooms	371,85
BLD 3 rooms(semi-detached)	393,55
BLD (+) 2 rooms	447,80
BLD 4 rooms (semi-detached)	787,11
BLD (+) 3 rooms (semi-detached)	900,54
BLD (+) 4 rooms	1 302,97
BUD 5 rooms	1 629,45
BUB (+) 5 rooms	2 203,50
BUB (+) 5 rooms with geyser	2 876,19

Triangle Limited and Mwenezana Estates

House Type	RTGS\$
AZ8	300,84
ASA	552,36
B2D	685,51
B2R (+)	1 023,83
B2D (+)	1 157,97
B3D	1 458,81
SA (+)	2 000,32
BUB (+)	2 415,57
B3T (+)	2 641,44

Mkwesine Estates

House Type	RTGSS\$
2 roomed house	311,69
3 roomed house	371,85
New "A" Band	640,14
B2B	787,11
B2BR (+)	1 159,95
2B (+)	1 302,97
BAS	1 807,98

Zimbabwe Sugar Association (Experiment Station)

House Type	RTGSS\$
ZAM 2 rooms (AM)	335,36
ZAM 3 rooms (AMB)	422,16
ZB2D + (SD/B2D + (D) (BLD-)	1 302,97
BSA (+) 4 rooms (BLD1-)	2 303,50
ZBUB (+) 5rooms without geyser	2 303,50
ZBUB (+) 5 rooms with geyser	2 644,40

Travel and subsistence allowance

An employee travelling on the employers' business shall be entitled to a daily subsistence allowance at the rate of—

- (a) in the case of proved expenses, the employer shall pay for bed and breakfast expenses at a hotel approved by the employer.

In addition, the employer shall provide for out-of-pocket expenses to cover for lunch, dinner and incidentals where overnight stay is involved.

	1st October, 2021 RTGSS\$
Bed and Breakfast	To be paid by employer
Lunch	1 620
Dinner	1 620
Incidentals (where overnight stay is involved)	1 080

- (b) In the case of unproved expenses, i.e., where the employee opts not to take accommodation or arrangement made by the employer, the following rates shall be paid in respect of meals—

Collective Bargaining Agreement: Sugar Milling Industry

	1st October, 2021 RTGS\$
Breakfast	1 080
Lunch	1 620
Dinner	1 620

NB:

Where meals have been provided in one way or the other, no allowance will be paid. Where an employee attending a course is provided with lunch, no lunch allowance will be paid.

Where the employer is unable to provide accommodation, an accommodation allowance of RTGS\$8 100,00 will be paid as from 1st October, 2021.

Declaration

The employers and the trade union having arrived at the agreement set forth therein, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed for and on behalf of the parties on this 6th day of May, 2022.

C. MUPARUTSA,
Acting Chairman: NEC for the Zimbabwe Sugar Milling Industry.

E. GAVAZA,
Chairman: Zimbabwe Sugar Milling Industry Employers' Association.

F. GONO,
Secretary General: Zimbabwe Sugar Milling Industry Workers Union.

A. MUTERO,
Secretary General: Sugar Production and Milling Industry
Workers Union of Zimbabwe.

N. MUZAMANI,
President: Sugar Milling and Allied Workers Union of Zimbabwe.

C. MUPARUTSA,
General Secretary: N.E.C for the Zimbabwe Sugar Milling
Industry.

*Supplement to the Zimbabwean Government Gazette dated the 31st March, 2023.
Printed by the Government Printer, Harare.*