

Statutory Instrument 45 of 2024.

**[CAP. 28:01**

**Collective Bargaining Agreement: Food and Allied Industries  
(Brewing and Distilling 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 26 of 2012.

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 October, 2022, and agreed to increase wages and allowances as follows:

- Minimum wage—from ZWL\$81 857,82 to ZWL\$140 000.
- Housing allowance—from ZWL\$17 350,36 to ZWL\$28 000,00.
- Transport allowance—from 18 000,00 to ZWL\$24 334,00.
- Subsistence allowance—from ZWL\$16 833,33 to ZWL\$18 000,00.

Collective Bargaining Agreement: Food and Allied Industries  
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A 5% grade differential has been applied on the basic wage.

Grade	Basic		Transport		Housing		Total	
	April-June 2022	July-Sept 2022	April-June 2022	July-Sept 2022	April-June 2022	July-Sept 2022	April-June 2022	July-Sept 2022
1	81,857.82	140,000.00	18,000.00	24,334.00	17,350.36	28,000.00	117,208.18	192,334.00
2	85,950.71	147,000.00	18,000.00	24,334.00	17,350.36	28,000.00	121,301.07	199,334.00
3	90,248.25	154,350.00	18,000.00	24,334.00	17,350.36	28,000.00	125,598.61	206,684.00
4	94,760.66	162,067.50	18,000.00	24,334.00	17,350.36	28,000.00	130,111.02	214,401.50
5	99,498.69	170,170.88	18,000.00	24,334.00	17,350.36	28,000.00	134,849.05	222,504.88
6	104,473.63	178,679.42	18,000.00	24,334.00	17,350.36	28,000.00	139,823.99	231,013.42
7	109,697.31	187,613.39	18,000.00	24,334.00	17,350.36	28,000.00	145,047.67	239,947.39
8	115,182.17	196,994.06	18,000.00	24,334.00	17,350.36	28,000.00	150,532.53	249,328.06
9	120,941.28	206,843.76	18,000.00	24,334.00	17,350.36	28,000.00	156,291.64	259,177.76

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

*Declaration*

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

**Employer Representatives**

X. DINGANI,  
Employers Chairperson.

B. WARINDA

A. MUBAIWA

D. MOYO

**Trade Union Representatives**

A. MUTERO,  
General Secretary.

B. LUNGA

L. CHIPFURWE

A. NCUBE

B. TARUVINGA

T. RATOHWA

T. G. ZIMONDI,  
(Chairman).

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