

Statutory Instrument 50 of 2024.

[CAP. 28:01

Collective Bargaining Agreement: Food and Allied Industries  
(Baking 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 22 of 2013.

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 Workers Union, affiliate of United Food and Allied Workers Union of Zimbabwe (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 and Baking Workers Union met on the 27th of January, 2023, and agreed to apply the exchange rate prevailing as at 21st January, 2023, to minimum and actual basic wage for the month of January 2023. Parties agreed that the wages are indexed in USD and are payable in ZWL\$ at the RBZ auction rate prevailing on the 21st day of each month as tabulated below:

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<b>Grade</b>	<b>July, 2022- December, 2022 USD</b>	<b>January, 2023–June, 2023 USD</b>	<b>December, 2022 Exchange rate of 671,4467</b>	<b>January, 2023 Exchange rate of 732,0036</b>
<b>1</b>	270,00	300,00	181 290,61	219 601,08
<b>2</b>	277,44	308,06	186 286,17	225 501,02
<b>3</b>	285,52	317,24	191 711,46	232 220,82
<b>4</b>	292,94	325,49	196 693,60	238 259,85
<b>5</b>	303,45	337,16	203 750,50	246 802,33
<b>6</b>	311,92	346,57	209 437,65	253 690,48
<b>7</b>	325,41	361,56	218 495,47	264 663,22
<b>8</b>	341,84	379,82	229 527,34	278 029,60
<b>9</b>	358,55	398,38	240 747,21	291 615,59

*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—

<b>Number of years</b>	<b>Percentage</b>
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 workplace:

November, 2022	USD\$ 35,00 ZWL\$ 22 368,51
December, 2022	USD\$35,00 ZWL\$23 500,63
January, 2023	USD\$35,00 ZWL25 620,13

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:

November 2022	USD \$30,00 ZWL\$19 173,01
December 2022	USD \$30,00 ZWL \$20,143,40
January 2023	USD \$30,00 ZWL\$21 960,10

Housing allowance for the period January, 2023 to June, 2023 has been pegged at USD\$30,00, payable in ZWL\$ using the RBZ auction rate prevailing on the 21st day of each month.

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

Transport and housing allowances are effective November, 2022.

*Subsistence allowances*

Food and accommodation allowances for the period 1st January, 2023 to 31st June, 2023, shall be payable as follows:

*Food allowance*

Food allowance has been pegged at USD\$12 per day payable in ZWL\$ at the prevailing RBZ auction rate.

*Accommodation*

Accommodation allowance has been pegged at USD\$20 per night payable in ZWL\$ using the RBZ auction rate.

*Night shift allowance*

Night allowance has been pegged at USD\$1 payable in ZWL \$ using the RBZ auction rate prevailing on the 21st day of each month for the period 1st January, 2023 to 31st January, 2023.

**NB:** Additionally, an employer shall have the option to pay the amounts listed above in United States dollars if such employer chooses to do so.

Thus, agreed and signed at Harare on this 27th day of January, 2023.

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

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N. CHAMANGA

E. NCUBE

S. MASAWI

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L. GUMBO

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T. ZIMONDI,  
Chairman.