

Statutory Instrument 62 of 2022.

[CAP. 28:01

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

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80 of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement as set out in the Schedule, which further amends the agreement published in Statutory Instrument 22 of 2013.

This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR FOOD
AND ALLIED INDUSTRIES (BAKING PROCESSING
SUB-SECTOR)

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

Made and entered 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, and the Baking Workers Union and Baking and Allied Workers Union (referred to as the “employees”), of the other part, being parties to the National Employment Council for the 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 the Baking Workers Union and Baking and Allied Workers Union met on the 14th of July, 2021, and agreed to increase minimum and actual basic wages for the period of 1st April, 2021 to 30th of June, 2021, as follows:

23.473% increase on the minimum and actual basic wages for the period.

Grade	March 2021	April 2021	May 2021	June 2021
1	15 388,00	19 000,00	19 000,00	19 000,00

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

Grade	March 2021	April 2021	May 2021	June 2021
2	15 811,00	19 522,00	19 522,00	19 522,00
3	16 235,00	20 046,00	20 046,00	20 046,00
4	16 694,00	20 613,00	20 613,00	20 613,00
5	17 294,00	21 353,00	21 353,00	21 353,00
6	17 788,00	21 963,00	21 963,00	21 963,00
7	18 564,00	22 922,00	22 922,00	22 922,00
8	19 482,00	24 055,00	24 055,00	24 055,00
9	20 434,00	25 230,00	25 230,00	25 230,00

Continuous service

An employee 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—

<i>Number of years</i>	<i>Percentage</i>
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—

April 2021	ZWL \$1 750,00
May 2021	ZWL \$1 750,00
June 2021	ZWL \$1 750,00

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—

April 2021	ZWL \$2 000,00
May 2021	ZWL \$2 000,00
June 2021	ZWL \$2 000,00

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

Subsistence allowance

Food and accommodation allowance as follows from 1st July, 2021.

Food Allowance	ZWL \$1 000,00 per day
Accommodation	ZWL \$2 000,00 per night

Night shift allowance

Night shift allowance shall be as follows—

April to June 2021	ZWL\$110,00
--------------------	-------------

Thus, agreed and signed at Harare on this 14th day of July, 2021.

N. CHAMANGA

B. BONDERA

E. NCUBE

I. MUZURU

T. CHAKANYUKA

J. MUVUNZA

G. MESOEMVURA

R. DZIMIRI

C. MAJAQABA

E. WALANI

S. MASAWI

C. CHIHOTA

T. ZIMHONDI
Chairman.

