

Collective Bargaining Agreement: Food and Allied Industries
(Meat, Fish, Poultry, Abattoir and Meat Processing Sub-sector)

IT is hereby notified in terms of section 80(1) 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 156 of 2018.

The agreement has been registered in terms of section 79 of the Labour Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE FOOD AND
ALLIED INDUSTRIES
(MEAT, FISH, POULTRY, ABATTOIR AND MEAT
PROCESSING SUB-SECTOR)

COLLECTIVE BARGAINING AGREEMENT: FOOD AND
ALLIED INDUSTRIES
(MEAT, FISH, POULTRY, ABATTOIR AND MEAT
PROCESSING SUB-SECTOR)

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

The Collective Bargaining Agreement for the Food and Allied Industries (Meat, Fish, Poultry, Abattoir and Meat Processing Sub-sector), published in Statutory Instrument 156 of 2018, is amended by the parties as follows—

The Employers Association of the Meat, Fish, Poultry, Abattoir and Meat Processing Sub-sector and the Trade Union met on the 18th of August, 2023, and agreed on the following for period April to June, 2023:

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GRADE	23-Mar				23-Apr				23-May			
	BASIC	HOUSING	TRANS	GROSS	BASIC	HOUSING	TRANS	GROSS	BASIC	HOUSING	TRANS	GROSS
A1	235 000	35 000	30 000	300 000	315 000	45 000	40 000	400 000	576 894	80 000	70 000	726 894
A2	242 545	35 000	30 000	307 545	325 115	45 000	40 000	410 115	595 418	80 000	70 000	745 418
A3	251 990	35 000	30 000	316 990	337 775	45 000	40 000	422 775	618 604	80 000	70 000	768 604
B1	263 297	35 000	30 000	328 297	352 931	45 000	40 000	437 931	646 362	80 000	70 000	796 362
B2	271 784	35 000	30 000	336 784	364 307	45 000	40 000	449 307	667 196	80 000	70 000	817 196
B3	280 271	35 000	30 000	345 271	375 684	45 000	40 000	460 684	688 031	80 000	70 000	838 031
B4	288 758	35 000	30 000	353 758	387 060	45 000	40 000	472 060	708 865	80 000	70 000	858 865
B5	297 244	35 000	30 000	362 244	398 435	45 000	40 000	483 435	729 697	80 000	70 000	879 697
C1	311 400	35 000	30 000	376 400	417 410	45 000	40 000	502 410	764 448	80 000	70 000	914 448
C2	324 595	35 000	30 000	389 595	435 097	45 000	40 000	520 097	796 841	80 000	70 000	946 841
C3	337 792	35 000	30 000	402 792	452 787	45 000	40 000	537 787	829 238	80 000	70 000	979 238
C4	350 987	35 000	30 000	415 987	470 474	45 000	40 000	555 474	861 630	80 000	70 000	1 011 630

Jun-23	GROSS	HOUSING		TRANS-PORT	BASIC	0.55		TOTAL	BASIC	0.45		TOTAL	TRANS-PORT	HOUSING	BASIC	TOTAL	
		USD	USD			USD	USD			USD	USD						ZWL
GRADE	USD	USD	USD	USD	GROSS	BASIC	BASIC	USD	USD	USD	USD	USD	USD	ZWL	ZWL	ZWL	ZWL
							USD 55% Split							At IBR	At IBR	At IBR	At IBR
A1	290	20	20	20	250		137,50	10	10	157,50		112,50	10	10	132,50	10	132,50
A2	296	20	20	20	256		140,80	10	10	160,80		115,20	10	10	135,20	10	135,20
A3	302	20	20	20	262		144,10	10	10	164,10		117,90	10	10	137,90	10	137,90
B1	313	20	20	20	273		150,15	10	10	170,15		122,85	10	10	142,85	10	142,85
B2	319	20	20	20	279		153,45	10	10	173,45		125,55	10	10	145,55	10	145,55
B3	325	20	20	20	285		156,75	10	10	176,75		128,25	10	10	148,25	10	148,25
B4	331	20	20	20	291		160,05	10	10	180,05		130,95	10	10	150,95	10	150,95
B5	337	20	20	20	297		163,35	10	10	183,35		133,65	10	10	153,65	10	153,65
C1	348	20	20	20	308		169,40	10	10	189,40		138,60	10	10	158,60	10	158,60
C2	354	20	20	20	314		172,70	10	10	192,70		141,30	10	10	161,30	10	161,30
C3	360	20	20	20	320		176,00	10	10	196,00		144,00	10	10	164,00	10	164,00
C4	366	20	20	20	326		179,30	10	10	199,30		146,70	10	10	166,70	10	166,70

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- The basic wage for period April and May, 2023, have been increased by 14,738%, 18,051% and 34,670% from the December, 2022, base for January, February, and March, 2023, respectively.
- Transport allowance has been pegged at ZWL25,000 for the period January to February, 2023 and ZWL30,000 for March, 2023. The transport allowance will be paid to an employee who has physically reported for duty.
- Housing allowance has been pegged at ZWL 29 000 for the period January to February, 2023 and ZWL35 000 for March, 2023.
- Night shift allowance has been pegged at USD 2 payable in ZWL using the prevailing RBZ auction rate of the Tuesday between the 15th and the 21st of every month taking effect from 1st March, 2023.
- The above clause does not apply to employees on maternity and sick leave.
- The employer shall pay transport costs for the days worked by an employee outside normal 22 working days i.e weekends and public holidays.
- Employers that provide for housing within the environs of the company operations shall be exempted from the transport allowance.
- Employees living within the two (2) km radius shall be exempted from the transport allowance.
- All other conditions of service remain the same.

Subsistence allowances

Subsistence allowances have been pegged at USD35 payable in ZWL at the prevailing interbank rate on the day of payment and this will take effect from 1st January, 2023, broken down as follows:

Accommodation	USD\$20
Breakfast	USD\$3
Lunch	USD\$5
Dinner	USD\$5
Incidentals	USD\$2

Signed at Harare, on behalf of the employees and employers on this 17th day of March, 2023.

MALINI MPANGO,
General Secretary of the National Employment Council for
the Food and Allied Industries.

ZVITENDO MATSIKA,
Meat, Fish, Poultry, Abattoir and Meat Processing Employers
Association.

ISHUMAEL MUZURU,
Meat, Fish, Poultry, Abattoir and Meat Processing Workers' Union.

SHADRECK MUNAKA,
Meat, Fish, Poultry, Abattoir and Meat Processing Employers
Association.

GIFT NYARUMWE,
Meat, Fish, Poultry, Abattoir and Meat Processing Employers'
Association.

CLETO TAWANDA,
Meat, Fish, Poultry, Abattoir and Meat Processing Workers' Union.

AMON MWANDIRINGA,
Meat, Fish, Poultry, Abattoir and Meat Processing Workers' Union.

JULIET MATANDA,
Meat, Fish, Poultry, Abattoir and Meat Processing Workers' Union,

T. ZIMONDI,
Chairman.

