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

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, and the Baking Workers Union and Baking and Allied Workers Union (hereinafter 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 the Baking Workers Union and Baking and Allied Workers Union met on the 19th of June, 2020, and agreed to increase minimum wages and actual wages for the period of 1st April, 2020 to 30th June, 2020, as follows:

10.87% increase on the minimum and actual basic wages for the month of April, 2020, 25.50% for the month of May, 2020, and 37.5% for the month of June, 2020.

Grade	March 2020	April 2020	May 2020	June 2020
1	2 300,02	2 550,03	3 200,29	4 400,40
2	2 363,33	2 620,22	3 288,37	4 521,50

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

Grade	March 2020	April 2020	May 2020	June 2020
3	2 426,62	2 690,39	3 376,44	4 642,60
4	2 495,19	2 766,42	3 471,86	4 773,80
5	2 584,87	2865,85	3 596,64	4 945,38
6	2 658,70	2 947,70	3 699,36	5 086,62
7	2 774,75	3 076,37	3 860,84	5 308,66
8	2 911,89	3 228,41	4 051,65	5 571,02
9	3 054,30	3 386,30	4 249,81	5 843,49

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:

Number of years	Percentage
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 work place:

April 2020	ZWL\$500,00
May 2020	ZWL\$500,00
June 2020	ZWL\$1 000,00

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 2020	ZWL\$800,00
May 2020	ZWL\$1 200,00
June 2020	ZWL\$1 200,00

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 allowances increased as follows from 1st April, 2020 to 30th June, 2020.

Food Allowance: ZWL\$105,00, per day for the month of April, 2020
ZWL\$155,00, per day for the month of May, 2020
ZWL\$450,00, per day for the month of June, 2020

Accommodation: ZWL\$250,00 per night for the month of April, 2020
ZWL\$371,00 per night for the month of May, 2020
ZWL\$1 000,00 per night for the month of June, 2020

Night shift allowance

Night shift allowance shall be as follows:

April 2020	ZWL\$20,41
May 2020	ZWL\$26,00
June 2020	ZWL\$55,00

Please note – Employers are encouraged to settle all back payments by the 30th of June, 2020, due to the prevailing inflationary environment.

Thus agreed and signed at Harare on this 19th day of June, 2020.

N. CHAMANGA

B. BONDERA

B. MASUNDA

R. GURIRA