

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 17th of September, 2020, and agreed to increase minimum wages and actual wages for the period of 1st July, 2020, to 30th of September, 2020, as follows:

74.32% increase on the minimum and actual basic wages for the month of July, 2020, and 88.62% for the month of August, 2020, and September, 2020.

| GRADE | June 2020 | July 2020 | August 2020 | September 2020 |
|-------|-----------|-----------|-------------|----------------|
| 1 | 4 400,40 | 7 670,77 | 8 300,00 | 8 300,00 |
| 2 | 4 521,50 | 7 881,88 | 8 528,45 | 8 528,45 |

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

| GRADE | June 2020 | July 2020 | August 2020 | September 2020 |
|-------|-----------|-----------|-------------|----------------|
| 3 | 4 642,60 | 8 092,98 | 8 756,87 | 8 756,87 |
| 4 | 4 773,80 | 8 321,69 | 9 004,34 | 9 004,34 |
| 5 | 4 945,38 | 8 620,79 | 9 327,98 | 9 327,98 |
| 6 | 5 086,62 | 8 867,00 | 9 594,38 | 9 594,38 |
| 7 | 5 308,66 | 9 254,06 | 10 013,19 | 10 013,19 |
| 8 | 5 571,02 | 9 711,40 | 10 508,06 | 10 508,06 |
| 9 | 5 843,49 | 10 186,37 | 11 021,99 | 11 021,99 |

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 kilometer radius from their work place:

| | |
|----------------|---------------|
| July 2020 | ZWL\$1 103,00 |
| August 2020 | ZWL\$1 200,00 |
| September 2020 | ZWL\$1 200,00 |

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:

| | |
|----------------|---------------|
| July 2020 | ZWL\$1 734,00 |
| August 2020 | ZWL\$1 871,00 |
| September 2020 | ZWL\$1 871,00 |

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, 2020 to 30th September, 2020.

Food Allowance: ZWL\$450,00, per day.

Accommodation: ZWL\$1 000,00, per night.

Night shift allowance

Night shift allowance shall be as follows:

| | |
|-------------------------------|------------|
| July, 2020 to September, 2020 | ZWL\$65,00 |
|-------------------------------|------------|

Thus agreed and signed at Harare on this 17th day of September, 2020.

.....
N. CHAMANGA

.....
B. BONDERA

.....
E. NCUBE

.....
I. MUZURU

.....
T. CHAKANYUKA

.....
J. MUVHUNZI

.....
G. MAONEKA

.....
P. CHIKOMO

.....
C. CHIHOTA

.....
T. ZIMONDI