

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

---

IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule, has been registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE FOOD AND  
ALLIED INDUSTRIES (BREWING AND DISTILLING  
SUB-SECTOR)

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

Made and entered into in accordance with the provisions of the Labour Act, between the Brewing and Distilling Employers Association (hereinafter referred to as the “employers”), of the one part, and the Brewing and Distilling Workers Union (hereinafter referred to as the “employees”), of the other part, being parties to the National Employment Council: Food and Allied Industries (Brewing and Distilling Industry Sub-sector) of the Council which has been dully registered.

The Collective Bargaining Agreement for the Food and Allied Industries (Brewing and Distilling Sub-sector), published in Statutory Instrument 26 of 2012, is amended by the parties as follows:

The Brewing and Distilling Employers Association and the Brewing and Distilling Workers Union met on the 6th of December, 2017, and agreed to the arbitral award on four items that had been brought before the Co-arbitrators for determination for the period 1st January, 2017, to 31st December, 2017, into a CBA as follows:

1. The claim for service pay is dismissed.
2. The claim for “negotiation on actuals” having been abandoned is dismissed.
3. The basic wage shall be calculated by reference to time i.e., 45 hours of work per week effective 11th September, 2017.

4. Housing allowance is increased to \$66,09, per month effective January, 2017.
5. There shall be no increase of the minimum wage for the period January, 2017, to December, 2017.
6. Fixed term contract:
  - (a) The combined/cumulative maximum duration of consecutive fixed term contracts for the Brewing and Distilling Sub-sector will be four and half years beyond which the fixed term contract employee will be deemed to have become an employee in terms of a contract without limit of time.
  - (b) The duration of a single Fixed Term Contract shall not be less than six weeks and shall not exceed twelve months. Thus where a company intends to hire a worker for less than six weeks it hires such worker as a casual worker.
  - (c) The period between any two consecutive fixed term contracts, which shall render the “continuous period” broken is one month.

Paragraph 6(a)(b) and (c) shall take effect from 1st November, 2017.

Thus agreed and signed at Kwekwe on this 6th December, 2017.

**Employer representatives**

**Trade Union representatives**

K. P. MUNDA

J. SHUMBA

L. CHIROMBO

B. LUNGA

C. KWINJO

A. MUTERO

B. WARINDA

J. NGORIMA

T. KHUMALO

H. ZIMANYI

L. CHIPFURWE

T. ZIMONDI,  
NEC Chairman.