

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

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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 26 of 2012.

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

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).

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:

Following NEC negotiations on 14th February, 2020, the Brewing and Distilling Employers Association and the Brewing and Distilling Workers Union agreed as follows:

- ❖ 54.19% increase on minimum wage from \$1 556,49, to \$2 400,00, from January to March, 2020.
- ❖ 57% increase on housing allowance from \$318,44, to \$500,00, from January to March, 2020.
- ❖ 58.4% increase on transport allowance from \$303,74, to \$480,00, from January to February, 2020.

- ❖ Transport allowance increased from \$480,00 to \$500,00, for the month of March 2020.

A 4.5% grade differential has been applied on the basic wage.

GRADE	WAGE		HOUSING ALLOWANCE		TRANSPORT ALLOWANCE			TOTAL		
	Nov-Dec 2019	Jan-March 2020	Nov-Dec 2019	Jan-March 2020	Nov-Dec 2019	Jan-Feb 2020	March 2020	Nov-Dec 2019	Jan-Feb 2020	March 2020
1	1 556,49	<b>2 400,00</b>	318,44	500,00	303,74	<b>480,00</b>	<b>500,00</b>	2 178,67	<b>3 380,00</b>	<b>3 400,00</b>
2	1 626,52	<b>2 508,00</b>	318,44	500,00	303,74	<b>480,00</b>	<b>500,00</b>	2 248,7	<b>3 488,00</b>	<b>3 508,00</b>
3	1 699,71	<b>2 620,86</b>	318,44	500,00	303,74	<b>480,00</b>	<b>500,00</b>	2 321,89	<b>3 600,86</b>	<b>3 620,86</b>
4	1 776,21	<b>2 738,80</b>	318,44	500,00	303,74	<b>480,00</b>	<b>500,00</b>	2 398,39	<b>3 718,80</b>	<b>3 738,80</b>
5	1 856,13	<b>2 862,04</b>	318,44	500,00	303,74	<b>480,00</b>	<b>500,00</b>	2 478,31	<b>3 842,04</b>	<b>3 862,04</b>
6	1 939,66	<b>2 990,84</b>	318,44	500,00	303,74	<b>480,00</b>	<b>500,00</b>	2 561,84	<b>3 970,84</b>	<b>3 990,84</b>
7	2 026,94	<b>3 125,42</b>	318,44	500,00	303,74	<b>480,00</b>	<b>500,00</b>	2 649,12	<b>4 105,42</b>	<b>4 125,42</b>
8	2 118,16	<b>3 266,07</b>	318,44	500,00	303,74	<b>480,00</b>	<b>500,00</b>	2 740,34	<b>4 246,07</b>	<b>4 266,07</b>
9	2 213,47	<b>3 413,04</b>	318,44	500,00	303,74	<b>480,00</b>	<b>500,00</b>	2 835,65	<b>4 393,04</b>	<b>4 413,04</b>

Increases on actuals for the same period have been left to be dealt with by individual companies. Where the company provides transport and physical housing, the transport and housing allowances will not apply.

*Declaration*

Signed at Kwekwe on this 14th day of February, 2020.

**Employer representatives**

**Trade Union representatives**

K. P. MUNDA,  
Employers Chairman.

A. MUTERO,  
General Secretary.

B. WARINDA

J. SHUMBA

C. KWINJO

B. LUNGA

D. MOYO

P. CHAKABUDA

L. CHIROMBO

L. CHIPFURWE

I. NDLOVU

T. ZIMONDI,  
NEC Chairman.