

Collective Bargaining Agreement: Food and Allied Industries
(Milling 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 41 of 1998.

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

SCHEDULE

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

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

Made and entered into in accordance with the Labour Act [Chapter 28:01], as amended from time to time between the Grain Millers Association of Zimbabwe (hereinafter referred to as the “employers”), of the one part, and the Milling Industry Workers Union (hereinafter referred to as the “employees”), of the other part, being parties to the National Employment Council: Food and Allied Industries (Milling Industry Sub-sector).

The Collective Bargaining Agreement for the Food and Allied Industries (Milling Sub-sector), published in Statutory Instrument 41 of 1998, is amended by the parties as follows:

The Grain Millers Association of Zimbabwe and the Milling Industry Workers Union met on 11th March, 2020, and agreed on the following arbitration award—

- (a) the minimum wage for grades A1 to C2 shall be increased by 85% for the period 1st January, 2020, to 31st March, 2020;
- (b) the actual wage of every employee in grades A1 to C2 shall be increased by 85% for the period 1st January, 2020, to 31st March, 2020;
- (c) the housing allowance shall be increased from \$247,00, to \$470,00, per month for the period 1st January, 2020, to 31st March, 2020;

(d) the transport allowance shall be increased from \$270,00, to \$500,00, per month for the period 1st January, 2020, to 31st March, 2020.

New industrial minimum wages and allowances for the period 1st January, 2020, to 31st March, 2020.

Grade	Feb 2017 to Jan 2018	Feb 2018 to Jan 2019	Feb 2019 to June 2019	July 2019 to Sept 2019	Oct 2019 to Dec 2019	Jan 2020 to March 2020
A1	243	268	381	625	1 188	2 200
A2	258	283	402	660	1 254	2 320
A3	269	294	417	686	1 303	2 411
B1	310	335	476	781	1 484	2 745
B2	328	353	501	823	1 564	2 893
B3	344	369	524	860	1 634	3 023
B4	360	385	547	897	1 704	3 152
C1	398	423	601	986	1 873	3 465
C2	418	443	629	1 032	1 961	3 628

Housing allowance

Housing allowance shall be paid at a rate of \$470,00, per employee, per month, for the period 1st January, 2020, to 31st March, 2020.

Transport allowance

Transport allowance shall be paid at a rate of \$500,00, per employee, per month, for the period 1st January, 2020, to 31st March, 2020.

Thus agreed and signed at Harare on this 11th March, 2020.

M. M. SHUMBA

P. CHIPONDA

E. RUBENI

E. RUSERE

S. POSENI

P. MUGABE

R. USAYI

A. MANDISHORA

A. CHIWARE

Y. ELIAS