

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 8th July, 2020, and agreed on the following:

- (a) the minimum wage for grade A1 to C2 shall be increased by 70% for the period 1st April, 2020, to 30th June, 2020;
- (b) the actual wage of every employee in grade A1 to C2 shall be increased by 70% for the period 1st April, 2020, to 30th June, 2020;
- (c) the housing allowance shall be increased from \$470,00, to \$799,00, per month, for the period 1st April, 2020, to 30th June, 2020.

- (d) the transport allowance shall be increased from \$500,00, to \$850,00, per month, for the period 1st April, 2020, to 30th June, 2020.

New industrial minimum wages and allowances for the period 1st April, 2020, to 30th June, 2020, in ZWL\$.

Grade	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	April 2020 to June 2020
A1	268	381	625	1 188	2 200	3 740
A2	283	402	660	1 254	2 320	3 944
A3	294	417	686	1 303	2 411	4 099
B1	335	476	781	1 484	2 745	4 667
B2	353	501	823	1 564	2 893	4 918
B3	369	524	860	1 634	3 023	5 139
B4	385	547	897	1 704	3 152	5 358
C1	423	601	986	1 873	3 465	5 891
C2	443	629	1 032	1 961	3 628	6 168

Housing allowance

Housing allowance shall be paid at a rate of \$799,00, per employee, per month, for the period 1st April, 2020, to 30th June, 2020.

Transport allowance

Transport allowance shall be paid at a rate of \$850,00, per employee, per month, for the period 1st April, 2020, to 30th June, 2020.

Thus agreed and signed at Harare on this 8th day of July, 2020.

M. M. SHUMBA

P. CHIPONDA

E. RUBENI

E. RUSERE

S. POSENI

P. MUGABE

A. CHIWARE

Y. ELIAS

C. REGO