

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 Industries Workers Union, (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 Industries Workers Union met on the 9th of September 2019 and agreed on an increase of ZWL\$249.85 increase on minimum wages and actual wages for the period of 1st June 2019 to 30th September 2019.

- a) Housing allowance is payable at ZWL\$140 monthly and
- b) Transport allowance is payable at ZWL\$145 monthly

GRADE	Jan 2016 to December 2016	Jan 2017 to December 2017	Jan 2018 to December 2018	Jan 2019 to May 2019	June 2019- Sept 2019
1	244	248	255	351.90	601.75
2	256	260	267	368.46	618.31
3	267	271	279	385.02	634.87
4	279	284	292	402.96	652.81
5	296	301	309	426.42	676.27
6	309	314	323	445.74	695.59
7	331	336	345	476.10	725.95
8	355	361	371	511.98	761.83
9	381	387	398	549.24	799.09

NATIONAL EMPLOYMENT COUNCIL
FOR FOOD & ALLIED INDUSTRIES
09 SEP 2019
P.O. BOX BE 1313
BELVEDERE, HARARE

Handwritten signatures and initials: IM, J.M., BB, C.C., and others.

Continuous Service

An employer shall recognize 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 at ZWL\$145 from 1 June 2019 to 30 September 2019 to those employees staying outside one kilometer radius from their work place.

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 at ZWL\$140 per employee per month for the period 1 June 2019 to 30 September 2019.

This housing allowance shall be paid at the above rate to those employees who are not provided accommodation by the employer.

Subsistence Allowance

Food and Accommodation Allowance increased as follows for the period 1 June 2019 to 30 September 2019.

Food Allowance ZWL \$15 per day
Accommodation ZWL \$45 per night

Night shift Allowance


Night shift Allowance is at \$2 for the period 1 June 2019 to 30 September 2019.

Thus, agreed and signed at Harare on this 30th day of August 2019.


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N.CHAMANGA


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B.BONDERA


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T.MADIDI


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I. MUZURU


.....
E.NCUBE


.....
J.MUVHUNZI

T2



Handwritten notes and signatures: c-c, IM, and other illegible signatures.

T. Chakanyuka

T. CHAKANYUKA

M. S. Shanga

M. S. SHANGA

P. Chikomo

P. CHIKOMO

C. Chihota

C. CHIHOTA

T. Zimondi

T. ZIMONDI

NATIONAL EMPLOYMENT COUNCIL
 FOOD & ALLIED INDUSTRIES

09 SEP 2019

P.O. BOX BE 1313
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[Handwritten mark]

C-C

J.M

MC

IM

BB

Tim