

**Collective Bargaining Agreement: Food and Allied Industries
(Meat, Fish, Poultry, Abattoir and Meat Processing 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 85 of 1998.

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

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE FOOD AND
ALLIED INDUSTRIES (MEAT, FISH, POULTRY, ABATTOIR
AND MEAT PROCESSING SUB-SECTOR)

COLLECTIVE BARGAINING AGREEMENT: FOOD AND
ALLIED INDUSTRIES (MEAT, FISH, POULTRY, ABATTOIR
AND MEAT PROCESSING SUB-SECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time between the Employers Association of the Meat, Fish, Poultry, Abattoir and Meat Processing (hereinafter referred to as the “employers”), of the one part, and the Meat, Fish, Poultry, Abattoir and Meat Processing Workers Union (hereinafter referred to as the “employees”), of the other part, being parties to the National Employment Council for the Food and Allied Industries (Meat, Fish, Poultry, Abattoir and Meat Processing Sub-sector).

The Collective Bargaining Agreement for the Food and Allied Industries (Meat, Fish, Poultry, Abattoir and Meat Processing Sub-sector), published in Statutory Instrument 85 of 1998, is amended by the parties as follows:—

The Employers Association of the Meat, Fish, Poultry, Abattoir and Meat Processing and Meat, Fish, Poultry, Abattoir and Meat Processing Workers Union met on the 13th of July, 2018, and agreed to set the duration of fixed term contract as follows:

**Collective Bargaining Agreement: Food and Allied Industries
(Meat, Fish, Poultry, Abattoir and Meat Processing Sub-sector)**

1. The maximum duration of consecutive fixed term contracts for the Meat, Fish, Poultry, Abattoir and Meat Processing Sector shall be five years thereafter the employee shall be deemed to have become an employee on a contract without limit of time.
2. The period between any two consecutive fixed term contracts, which shall render the continuous period broken is two months.
3. Clauses 1 and 2 shall apply with effect from 1st January, 2016, for employees who are currently employed on fixed term contracts.

Signed at Harare, on behalf of the employees and employers on this 13th day of July, 2018.

MALINI MPANGO,
General Secretary for the National Employment Council for the
Food and Allied industries.

ZVITENDO MATSIKA,
for: Meat, Fish, Poultry, Abattoir and Meat Processing
Employers Association.

SIKHUMBUZO SITHOLE,
for: Meat, Fish, Poultry, Abattoir and Meat Processing
Workers' Union.

TANDI RUKOMBWE
for: Meat, Fish, Poultry, Abattoir and Meat Processing
Employers Association.

SIRETA DAMBANEVANA,
for: Meat, Fish, Poultry, Abattoir and Meat Processing
Workers' Union.

EVERISTO MAPONGA,
*for: Meat, Fish, Poultry, Abattoir and Meat Processing
Workers' Union.*

GIVEMORE NYARUMWE
*for: Meat, Fish, Poultry, Abattoir and Meat Processing
Employers Association.*

MUREHWA MUMBIRE,
*for: Meat, Fish, Poultry, Abattoir and Meat Processing
Workers' Union.*

SIMBA FAMBIRA,
*for: Meat, Fish, Poultry, Abattoir and Meat Processing
Workers' Union.*

GIFT MAONEKA,
*for: Meat, Fish, Poultry, Abattoir and Meat Processing
Workers' Union.*

