

**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 156 of 2018.

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 Meat Fish and Allied Workers Union and 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 156 of 2018, is amended by the parties as follows:

The Employers Association of the Meat, Fish, Poultry, Abattoir and Meat Processing Sub-sector and the trade unions met on the 18th of February, 2020, and agreed to increase minimum basic wages for the Sub-sector for the period 1st January, 2020, to 31st March, 2020, as follows:

- 123.54% increase on the minimum basic wages for the period of January; 2020, and 134.71% for March, 2020.

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Grade	Nov–Dec 19	January 2020	Feb–March 2020
	ZWL	ZWL	ZWL
A1	894,71	2 000,00	2 100,00
A2	926,21	2 070,45	2 173,91
A3	957,75	2 140,95	2 247,94
B1	1 012,92	2 264,28	2 377,42
B2	1 048,42	2 343,64	2 460,75
B3	1 083,87	2 422,79	2 543,86
B4	1 119,32	2 502,13	2 627,16
B5	1 154,82	2 581,48	2 710,48
C1	1 213,94	2 713,64	2 849,24
C2	1 269,10	2 836,95	2 978,70
C3	1 332,18	2 977,96	3 126,76
C4	1 387,38	3 101,35	3 256,32

Allowances

Allowance	January 2020	1 February 2020 to 31 March 2020
Housing	ZWL\$400,00	ZWL\$400,00
Transport	ZWL\$638,00	ZWL\$660,00

- Night shift allowance increased to ZWL\$17,00, with effect from January, 2020.
- Transport allowance will be paid to an employee who has physically reported for duty weekly, using the prevailing rates.
- The above clause does not apply to employees on maternity and sick leave.
- The employer shall pay transport costs for the days worked by an employee outside normal 22 working days i.e weekends and public holidays.

- Employers that provide for housing within the environs of the company operations shall be exempted from the transport allowance.
- Employees living within the two (2) km radius shall be exempted from the transport allowance.
- All other conditions of service remain the same.

Subsistence allowance

Subsistence allowances have been pegged at ZWL\$495,00, per day, broken down as follows:

Accommodation	ZWL\$300
Breakfast	ZWL\$40
Lunch	ZWL\$60
Dinner	ZWL\$75
Incidentals	ZWL\$20

Signed at Harare, on behalf of the employees and employers on this 18th day of February, 2020.

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

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

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

SIKHUMBUZO SITHOLE,
Meat, Fish and Allied Workers' Union.

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**SIRETA DAMBANEVANA,
Meat, Fish and Allied Workers' Union.**

**SIMBA FAMBIRA,
Meat, Fish and Allied Workers' Union.**

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

**EDGAR RUSERE,
Meat, Fish, Poultry, Abattoir and Meat processing Workers' Union.**

**JOKONIAH MAWOPA,
Meat, Fish and Allied Workers' Union.**

**SHEILA THULANI MAKAMURE,
Chairperson.**