

**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 19th of June, 2020, and agreed to increase minimum basic wages for the Sub-sector for the period 1st April, 2020, to 30th June, 2020, as follows:

- 27.62% increase on the minimum basic wages for the period of April, 2020, and 30% for May, 2020, and 27.73% for June, 2020, cumulatively.

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| Grade | Feb–March 2020 | April 2020 | May 2020 | June 2020 |
|-------|-------------------|------------|----------|-----------|
| | ZWL | ZWL | ZWL | ZWL |
| A1 | 2 100,00 | 2 680,00 | 3 484,00 | 4 450,00 |
| A2 | 2 173,91 | 2 774,34 | 3 606,64 | 4 606,76 |
| A3 | 2 247,94 | 2 868,82 | 3 729,47 | 4 763,65 |
| B1 | 2 377,42 | 3 034,06 | 3 944,28 | 5 038,03 |
| B2 | 2 460,75 | 3 140,41 | 4 082,53 | 5 214,62 |
| B3 | 2 543,86 | 3 246,47 | 4 220,42 | 5 390,74 |
| B4 | 2 627,16 | 3 352,78 | 4 358,62 | 5 567,26 |
| B5 | 2 710,48 | 3 459,11 | 4 496,84 | 5 743,83 |
| C1 | 2 849,24 | 3 626,20 | 4 727,06 | 6 037,87 |
| C2 | 2 978,70 | 3 801,42 | 4 941,84 | 6 312,21 |
| C3 | 3 126,76 | 3 990,37 | 5 187,48 | 6 625,97 |
| C4 | 3 256,32 | 4 155,72 | 5 402,43 | 6 900,52 |

Allowances

| Allowance | April 2020 | May 2020 | June 2020 |
|-----------|-------------|-------------|---------------|
| Housing | ZWL\$520,00 | ZWL\$676,00 | ZWL\$1 170,00 |
| Transport | ZWL\$660,00 | ZWL\$660,00 | ZWL\$880,00 |

- Night shift allowance has been increased to ZWL\$20,00, for the month of May, 2020, and to ZWL\$50,00, for the month of June, 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.

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- Employers that provide for housing within the environs of the company operations shall be exempted from the transport allowance.
- Employees living within the two 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\$990,00, per day, effective June, 2020, broken down as follows:

| | |
|---------------|----------|
| Accommodation | ZWL\$600 |
| Breakfast | ZWL\$80 |
| Lunch | ZWL\$120 |
| Dinner | ZWL\$150 |
| Incidentals | ZWL\$40 |

Signed at Harare, on behalf of the employees and employers on this 22nd day of June, 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.

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

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

**G. MUNATSIREI,
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.**

**T. G. ZIMONDI,
Chairperson.**