

**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 17th of September, 2020, and agreed to increase minimum basic wages for the Sub-sector for the period 1st July, 2020, to 30th September, 2020, as follows:

- 59.37% increase on the minimum basic wages for the period of July, 2020; and 85.03% for August, 2020, and 86.52% for September, 2020, from the June base minimum.

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GRADE	JUNE 2020	JULY 2020	AUGUST 2020	SEPT. 2020
	ZWL	ZWL	ZWL	ZWL
A1	4 450,00	7 092,00	8 234,00	8 300,00
A2	4 606,76	7 341,83	8 524,06	8 592,38
A3	4 763,65	7 591,87	8 814,36	8 885,01
B1	5 038,03	8 029,15	9 322,05	9 396,78
B2	5 214,62	8 310,58	9 648,80	9 726,15
B3	5 390,74	8 591,26	9 974,69	10 054,64
B4	5 567,26	8 872,59	10 301,31	10 383,88
B5	5 743,83	9 153,99	10 628,02	10 713,21
C1	6 037,87	9 622,60	11 172,09	11 261,65
C2	6 312,21	10 059,82	11 679,72	11 773,34
C3	6 625,97	10 559,86	12 260,28	12 358,55
C4	6 900,52	10 997,41	12 768,29	12 870,63

Allowances

Allowance	JULY 2020	AUG 2020	SEPT 2020
Transport	ZWL \$1 560,24	ZWL \$1 811,48	ZWL \$1 826,00
Housing	ZWL \$1 134,72	ZWL \$1 317,44	ZWL \$1 328,00

- Night shift allowance has been increased to ZWL\$83,00, for the month of September, 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\$2 199,00, per day, effective September, 2020, broken down as follows:

Accommodation	ZWL\$1 660
Breakfast	ZWL\$124
Lunch	ZWL\$166
Dinner	ZWL\$166
Incidentals	ZWL\$83

Signed at Harare, on behalf of the employees and employers on this 17th day of September, 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.

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

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

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

MUMBIRE MUREHWA,
Meat, Fish and Allied Workers' Union.

T. CHARI,
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.