

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

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80 of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement as set out in the Schedule, which further amends the agreement published in Statutory Instrument 156 of 2018.

This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

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)**

This further agreement, made and entered in accordance with the provisions of the Labour Act [*Chapter 28:01*], 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 and Allied Workers Union and Meat, Fish, Poultry, Abattoir and Meat Processing Workers Union (hereinafter referred to as “employees”), of the other part, being parties to the National Employment Council: 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 23rd of March, 2021, and agreed to increase minimum basic wages for the Sub-sector for the period 1st January, 2021, to 31st March, 2021, as follows:

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- ❖ 7% increase on the minimum basic wages for the period of January, 2021.
- ❖ 11.3% increase on the December, 2020, premiums for period of February, 2021.
- ❖ 21% increase on the December, 2020, minimums for the period of March, 2021.

Grade	Oct - Dec 2020	Jan 2021	Feb 2021	March 2021	Transport	Housing	Jan 2021	Feb 2021	March 2021
							Total	Total	
A1	12 415,00	13 284,00	13 818,00	15 022,00	2 300,00	1 673,00	17 257,00	17 791,00	18 995,00
A2	12 852,00	13 752,00	14 304,00	15 551,00	2 300,00	1 673,00	17 725,00	18 277,00	19 524,00
A3	13 290,00	14 220,00	14 792,00	16 081,00	2 300,00	1 673,00	18 193,00	18 765,00	20 054,00
B1	14 056,00	15 040,00	15 644,00	17 008,00	2 300,00	1 673,00	19 013,00	19 617,00	20 981,00
B2	14 548,00	15 566,00	16 192,00	17 603,00	2 300,00	1 673,00	19 539,00	20 165,00	21 576,00
B3	15 040,00	16 093,00	16 740,00	18 198,00	2 300,00	1 673,00	20 066,00	20 713,00	22 171,00
B4	15 532,00	16 619,00	17 287,00	18 794,00	2 300,00	1 673,00	20 592,00	21 260,00	22 767,00
B5	16 025,00	17 147,00	17 836,00	19 390,00	2 300,00	1 673,00	21 120,00	21 809,00	23 363,00
C1	16 845,00	18 024,00	18 748,00	20 382,00	2 300,00	1 673,00	21 997,00	22 721,00	24 355,00
C2	17 611,00	18 844,00	19 601,00	21 309,00	2 300,00	1 673,00	22 817,00	23 574,00	25 282,00
C3	18 486,00	19 780,00	20 575,00	22 368,00	2 300,00	1 673,00	23 753,00	24 548,00	26 341,00
C4	19 252,00	20 600,00	21 427,00	23 295,00	2 300,00	1 673,00	24 573,00	25 400,00	27 268,00

Allowances

Allowance	January – March 2021
Transport	2 300
Housing	1 673

- ❖ Night shift allowance has been increased to ZWL\$90,00, effective 1st March, 2021.
- ❖ 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\$2 500,00, per day, effective March, 2021, broken down as follows:

Accommodation:	ZWL\$1 934,00
Breakfast:	ZWL\$130,00
Lunch:	ZWL\$174,00
Dinner:	ZWL\$174,00
Incidentals:	ZWL\$88,00

Signed at Harare, on behalf of the employees and employers on this 23rd day of March, 2021.

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.

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

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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.

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

T. G. ZIMONDI,
Chairperson.