

**Collective Bargaining Agreement: Food and Allied Industries
(Baking 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 22 of 2013.

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

SCHEDULE

**NATIONAL EMPLOYMENT COUNCIL FOR THE FOOD AND
ALLIED INDUSTRIES
(BAKING SUB-SECTOR)
COLLECTIVE BARGAINING AGREEMENT: FOOD AND
ALLIED INDUSTRIES
(BAKING SUB-SECTOR)**

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

The Collective Bargaining Agreement for the Food and Allied Industry (Baking Sub-sector), published in Statutory Instrument 22 of 2013, is amended by the parties as follows—

The National Bakers Association of Zimbabwe, Baking Industry Workers Union and Baking and Allied Workers Union met on the 2nd of October, 2019, and agreed on an increase of 69.17% on minimum and actual basic wage for the period of 1st October, 2019 to 31st December, 2019.

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<i>Grade</i>	<i>Jan 2017 to December 2017</i>	<i>Jan 2018 to December 2018</i>	<i>Jan to June 2019</i>	<i>July to Sep 2019</i>	<i>Oct to Dec 2019</i>
1	248,00	255,00	351,90	601,75	1 017,98
2	260,00	267,00	368,46	618,31	1 046,00
3	271,00	279,00	385,02	634,87	1 074,01
4	284,00	292,00	402,96	652,81	1 104,36
5	301,00	309,00	426,42	676,27	1 144,05
6	314,00	323,00	445,74	695,59	1 176,73
7	336,00	345,00	476,10	725,95	1 228,09
8	361,00	371,00	511,98	761,83	1 288,79
9	387,00	398,00	549,24	799,09	1 351,82

Continuous service

An employer shall recognise the length of service of an employee by awarding a percentage increase based on current actual salary on completion of service as follows—

Number of years	Percentage
5 to 9 years	2% of actual wage
10 to 14 years	3% of actual wage
15 to 19 years	4% of actual wage
20 to 25 years	5% of actual wage
25 years and above	6% of actual wage

Transport allowance

Transport allowance shall be paid at RTGS\$200,00, from October 2019 to December, 2019 to those employees staying outside one kilometre radius from their work place.

Transport allowance shall be paid to an employee who does not reside on the employer's premises, or if such transport is not provided by the employer.

Housing allowance

Housing allowance is payable for the sub-sector at a rate of RTGS\$200,00, per employee per month for the period October, 2019, to December, 2019.

This housing allowance shall be paid at the above rate to those employers who are not provided accommodation by the employer.

Subsistence allowance

Food and Accommodation Allowance has been increased as follows for the period October, 2019 to December, 2019.

Food	RTGS\$23,00 per day.
Accommodation	RTGS\$70,00 per night.

Night shift allowance

Night shift allowance is at \$3,10 for the period October, 2019 to December, 2019.

Thus agreed and signed at Masvingo on this 2nd of October, 2019.

N. CHAMANGA.

T. CHAKANYUKA.

E. NCUBE.

C. MAJAQABA.

B. MASUNDA.

B. BONDERA.

I. MUZURU.

J. MUVHUNZI.

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(Baking Sub-sector)

M. S. SHANGA.

P. CHIKOMO.

C. CHIHOTA.

T. ZIMONDI.