

Collective Bargaining Agreement: Food and Allied Industries
(Sugar Refining 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.

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

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE FOOD AND
ALLIED INDUSTRIES
(SUGAR REFINING SUB-SECTOR)

COLLECTIVE BARGAINING AGREEMENT: FOOD AND
ALLIED INDUSTRIES
(SUGAR REFINING SUB-SECTOR)

Made and entered into in accordance with the provisions of the Labour Act, between the Sugar Refining Association (hereinafter referred to as “employers”), of the one part, and the Sugar Refining Workers Union (hereinafter referred to as “employees”), of the other part, being parties to the National Employment Council: Food and Allied Industries (Sugar Refining Sub-sector).

The Collective Bargaining Agreement for the Food and Allied Industries (Sugar Refining Sub-sector), published in Statutory Instrument 340 of 1999, is amended by the parties as follows:

Sugar Refining Employers Association and the Sugar Refining Workers Union met on the 16th day of April, 2021, and agreed:

The new minimum and allowances are as follows:

Collective Bargaining Agreement: Food and Allied Industries
(Sugar Refining Sub-sector)

	RATES NORMAL	RATES SHIFT	NORMAL RATES	SHIFT RATES	NORMAL RATES	SHIFT RATES
GRADE	OCT - DEC 2020	OCT - DEC 2020	JAN - FEB 2021	JAN - FEB 2021	MARCH -2021	MARCH -2021
2	\$13 320,00	\$13 831,86	\$14 652,00	\$15 215,05	\$15 318,00	\$15 906,64
3	\$14 531,31	\$15 090,29	\$15 984,44	\$16 599,32	\$16 711,01	\$17 353,83
4	\$15 742,21	\$16 347,80	\$17 316,43	\$17 982,58	\$18 103,54	\$18 799,97
5	\$16 953,93	\$17 604,90	\$18 649,32	\$19 365,39	\$19 497,02	\$20 245,64
6	\$18 164,32	\$18 862,92	\$19 980,75	\$20 749,21	\$20 888,97	\$21 692,36
6A	\$18 770,03	\$19 492,39	\$20 647,03	\$21 441,63	\$21 585,53	\$22 416,25
6B	\$19 372,15	\$20 120,94	\$21 309,37	\$22 133,03	\$22 277,97	\$23 139,08
7	\$20 586,94	\$21 378,03	\$22 645,63	\$23 515,83	\$23 674,98	\$24 584,73
8	\$21 818,53	\$22 635,64	\$24 000,38	\$24 899,20	\$25 091,31	\$26 030,99
9	\$23 007,00	\$23 892,74	\$25 307,70	\$26 282,01	\$26 458,05	\$27 476,65

1. A 10% increase on basic wage for the period January to February and a 15% for the month of March.
2. An increase on housing allowance of -% from RTGS\$1 190,85 to RTGS\$1 800,00, for the period January to March, 2021.
3. Food allowance shall be reviewed by management from time to time.
4. Transport allowance was set at RTGS\$2 000,00, for the period January to March, 2021
5. Subsistence allowance:
 - Category A:* An employee away on business from normal place of work for more than 12 hours but not overnight: RTGS\$400,00.
 - Category B:* An employee away from normal place of work overnight: RTGS\$700,00.
 - Category C:* An employee away from normal place of work for less than 12 hours: RTGS\$200,00.

Signed at Harare on this 30th day of April, 2021.

J. MUSEMBURI,
Employers' Association.

R. GURIRA,
Trade Union.

R. MUKOSI,
Employers' Association.

A. MUSHAMBADZI,
Trade Union.

R. NYABADZA,
Employers' Association.

P. SIBANDA,
Trade Union.

I. MUTSVEDU,
Employers' Association.

L. GWATIDA,
Trade Union.

M. C. MUZEMBE,
Employers' Association.

P. MUCHENJE,
Trade Union.

S. DONGO,
Trade Union.

M. MPANGO,
General Secretary,
National Employment Council for Food and Allied Industries.

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