

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

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], 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 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 Industries (Baking Sub-sector), published in Statutory Instrument 22 of 2013, is amended by the parties as follows:

The National Bakers Association of Zimbabwe and the Baking Workers Union and Baking and Allied Workers Union met on the 28th of September, 2021, and agreed to increase minimum and actual basic wages for the period of 1st July, 2021 to 30th of September, 2021, as follows:

27.8947% increase on the minimum and actual basic wages for the period.

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GRADE	June 2021	July 2021	August 2021	September 2021
1	19 000,00	24 300,00	23 300,00	24 300,00
2	19 522,00	24 968,00	24 968,00	24 968,00
3	20 046,00	25 638,00	25 638,00	25 638,00
4	20 613,00	26 363,00	26 363,00	26 363,00
5	21 353,00	27 309,00	27 309,00	27 309,00
6	21 963,00	28 090,00	28 090,00	28 090,00
7	22 922,00	29 316,00	29 316,00	29 316,00
8	24 055,00	30 765,00	30 765,00	30 765,00
9	25 230,00	32 268,00	32 268,00	32 268,00

Continuous service

An employer shall recognise the length of service of an employee by awarding a percentage increase based on current basic 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 as follows to those employees staying outside one kilometre radius from their work place—

July 2021	ZWL\$1 865,00
August 2021	ZWL\$1 865,00
September 2021	ZWL\$1 865,00

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.

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Housing allowance

Housing allowance shall be paid as follows—

July 2021	ZWL\$2 500,00
August 2021	ZWL\$2 500,00
September 2021	ZWL\$2 500,00

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

Subsistence allowance

Food and accommodation allowances as follows from 1st October, 2021:

Food allowance	ZWL\$1 245,00, per day.
Accommodation	ZWL\$2 500,00, per night.

Night shift allowance

Night shift allowance shall be as follows—

July 2021 to September 2021	ZWL\$120,00
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Thus agreed and signed at Harare on this 28th day of September, 2021.

N. CHAMANGA

B. BONDERA

E. NCUBE

I. MUZURU

S. MASAWI

C. CHIHOTA

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G. MESOEMVURA

R. DZIMIRI

E. WALANI

J. MUVUNZA

T. ZIMONDI
CHAIRMAN