

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(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 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 30th September 2021 and agreed to increase minimum basic wages for the Sub-sector for the period 1st July, 2021 to 30th September, 2021, by 31.81% as tabulated below—

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(Meat, Fish, Poultry, Abattoir and Meat Processing Sub-sector)

Grade	April– June 2021	July– Sept. 2021	Housing allowance	Transport allowance	Total
A1	17 275,30	22 770	3 000,00	3 080,00	28 850
A2	17 883,65	23 572	3 000,00	3 080,00	29 652
A3	18 493,15	24 375	3 000,00	3 080,00	30 455
B1	19 559,20	25 780	3 000,00	3 080,00	31 860
B2	20 243,45	26 682	3 000,00	3 080,00	32 762
B3	20 927,70	27 584	3 000,00	3 080,00	33 664
B4	21 613,10	28 488	3 000,00	3 080,00	34 568
B5	22 298,50	29 391	3 000,00	3 080,00	35 471
C1	23 439,30	30 895	3 000,00	3 080,00	36 975
C2	24 505,35	32 300	3 000,00	3 080,00	38 380
C3	25 723,20	33 905	3 000,00	3 080,00	39 985
C4	26 789,25	35 310	3 000,00	3 080,00	41 390

- ❖ Night shift allowance has been increased to ZWL\$150,00, effective 1st October, 2021.
- ❖ Transport allowance has been increased to ZWL\$3 080,00, effective 1st July, 2021, and 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.
- ❖ Housing allowance has been increased by 34 % to ZWL\$3 000,00, for the period July to September, 2021.
- ❖ 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) kilometres 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\$3 350 per day effective 1st October, 2021, broken down as follows:

Accommodation	ZWL\$2 592
Breakfast	ZWL\$174
Lunch	ZWL\$233
Dinner	ZWL\$233
Incidentals	ZWL\$118

Signed at Harare, on behalf of the employees and employers on this 30th of September, 2021.

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

ZVITENDO MATSIKA,
Meat, Fish, Poultry, Abattoir and
Meat Processing Employers Association.

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

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

GIVEMORE NYARUMWE,
Meat, Fish, Poultry, Abattoir and
Meat Processing Employers Association.

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

SITSHENGISO NDLOVU,
Meat, Fish, and Allied Workers' Union.

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JUDITH MUTUPE,
Meat, Fish, and Allied Workers' Union.

EDGAR RUSERE,
Meat, Fish, Poultry, Abattoir and
Meat Processing Workers' Union.

JOKONIAH MAWOPA,
Meat, Fish, and Allied Workers' Union.

T. ZIMHONDI,
Chairperson of the NEC for Food and Allied Industries.