

Collective Bargaining Agreement: Food and Allied Industries
(Meat, Fish, Poultry, Abattoir and Meat Processing 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 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, 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 Union met on the 17th of March, 2023, and agreed to increase minimum basic wages for the Sub-sector for the period January to March, 2023, as per the table below:

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

GRADE	Dec-23		Jan-23		Feb-23		Jan-23		Feb-23		Mar-23		Mar-23	
	GROSS	BASIC	HOUS- ING	TRANS	GROSS	BASIC	HOUS- ING	TRANS	GROSS	BASIC	HOUS- ING	TRANS	GROSS	BASIC
A1	226,834	200,218	29,000	25,000	254,218	206,000	29,000	25,000	260,000	235,000	29,000	30,000	300,000	235,000
A2	232,437	206,646	29,000	25,000	260,646	212,614	29,000	25,000	266,614	242,545	29,000	30,000	307,545	242,545
A3	239,450	214,694	29,000	25,000	268,694	220,894	29,000	25,000	274,894	251,990	29,000	30,000	316,990	251,990
B1	247,846	224,327	29,000	25,000	278,327	230,805	29,000	25,000	284,805	263,297	29,000	30,000	328,297	263,297
B2	254,148	231,558	29,000	25,000	285,558	238,245	29,000	25,000	292,245	271,784	29,000	30,000	336,784	271,784
B3	260,450	238,788	29,000	25,000	292,788	245,684	29,000	25,000	299,684	280,271	29,000	30,000	345,271	280,271
B4	266,752	246,019	29,000	25,000	300,019	253,124	29,000	25,000	307,124	288,758	29,000	30,000	353,758	288,758
B5	273,054	253,250	29,000	25,000	307,250	260,563	29,000	25,000	314,563	297,244	29,000	30,000	362,244	297,244
C1	283,565	265,310	29,000	25,000	319,310	272,972	29,000	25,000	326,972	311,400	29,000	30,000	376,400	311,400
C2	293,363	276,552	29,000	25,000	330,552	284,539	29,000	25,000	338,539	324,595	29,000	30,000	389,595	324,595
C3	303,162	287,796	29,000	25,000	341,796	296,107	29,000	25,000	350,107	337,792	29,000	30,000	402,792	337,792
C4	312,960	299,038	29,000	25,000	353,038	307,674	29,000	25,000	361,674	350,987	29,000	30,000	415,987	350,987

- The basic wage minimums have been increased by **14,738%**, **18,051%** and **34,670%** from the December, 2022 base for January, February and March, 2023, respectively.
- Transport allowance has been pegged at ZWL25,000 for the period January to February, 2023 and ZWL30,000 for March, 2023. The transport allowance will be paid to an employee who has physically reported for duty.
- Housing allowance has been pegged at ZWL29 000 for the period January to February, 2023 and ZWL 35 000 for March, 2023.
- Night shift allowance has been pegged at USD2 payable in ZWL using the prevailing RBZ auction rate of the Tuesday between the 15th and the 21st of every month taking effect from 1st March, 2023.
- 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) kilometre radius shall be exempted from the transport allowance.
- All other conditions of service remain the same.

Subsistence allowances

Subsistence allowances have been pegged at USD35 payable in ZWL at the prevailing interbank rate on the day of payment and this will take effect from 1st January, 2023, broken down as follows:

Accommodation	USD\$20
Breakfast	USD\$3
Lunch	USD\$5
Dinner	USD\$5
Incidentals	USD\$2

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

Signed at Harare, on behalf of the employees and employers on
this 17th day of March, 2023.

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.

ISHUMAEL MUZURU,
Meat, Fish, Poultry, Abattoir and Meat Processing Workers' Union.

SHADRECK MUNAKA,
Meat, Fish, Poultry, Abattoir and Meat Processing Employers
Association.

GIFT NYARUMWE
Meat, Fish, Poultry, Abattoir and Meat Processing Employers'
Association.

CLETO TAWANDA,
Meat, Fish, Poultry, Abattoir and Meat Processing Workers' Union.

AMON MWANDIRINGA,
Meat, Fish, Poultry, Abattoir and Meat Processing Workers' Union.

JULIET MATANDA,
Meat, Fish, Poultry, Abattoir and Meat processing Workers' Union.

T. ZIMONDI,
Chairman.