

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

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80 of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement as set out in the Schedule, which further amends the agreement published in Statutory Instrument 335 of 1996.

This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

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)

This further agreement, made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Sugar Refining Employers Association (hereinafter referred to as “employers”), of the one part, and the Sugar Refining Industry 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:

The Employers Association of the Sugar Refining Industry and the Sugar Refining Workers Union met on the 22nd day of March, 2020, and agreed to comply with the Arbitral Award to increase minimum and actual wages for the period of 1st October, 2020, to 31st December, 2020.

The new minimum and allowances are as follows:

	NEW RATES NORMAL	NEW RATES SHIFT	NEW RATES NORMAL	NEW RATES SHIFT
<i>Grade</i>	<i>Jul - Sept 2020</i>	<i>Jul - Sept 2020</i>	<i>Oct - Dec 2020</i>	<i>Oct - Dec 2020</i>
2	\$9 990,00	\$10 373,90	\$13 320,00	\$13 831,86

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	NEW RATES NORMAL	NEW RATES SHIFT	NEW RATES NORMAL	NEW RATES SHIFT
<i>Grade</i>	<i>Jul - Sept 2020</i>	<i>Jul - Sept 2020</i>	<i>Oct - Dec 2020</i>	<i>Oct - Dec 2020</i>
3	\$10 898,49	\$11 317,72	\$14 531,31	\$15 090,29
4	\$11 806,66	\$12 260,85	\$15 742,21	\$16 347,80
5	\$12 715,45	\$13 203,68	\$16 953,93	\$17 604,90
6	\$13 623,24	\$14 147,19	\$18 164,32	\$18 862,92
6A	\$14 077,52	\$14 619,29	\$18 770,03	\$19 492,39
6B	\$14 529,11	\$15 090,71	\$19 372,15	\$20 120,94
7	\$15 440,21	\$16 033,53	\$20 586,94	\$21 378,03
8	\$16 363,90	\$16 976,74	\$21 818,53	\$22 635,64
9	\$17 255,25	\$17 919,56	\$23 007,00	\$23 892,74

- ❖ A 33.3333% increase on basic wage.
- ❖ An increase on housing allowance of 5% from RTGS\$1 134,14 to RTGS\$1 190,85.
- ❖ Food allowance shall be reviewed by management from time to time.
- ❖ Subsistence allowance:
An increase on subsistence allowance from RTGS\$472,59 to RTGS 1 275,23. This shall apply to any employee away on business from usual place of work for more than 12 hours but not overnight.

Signed at Harare on this 22nd day of October, 2020.

A. J. MUSEMBURI,
Employers' Association.

R. GURIRA,
Trade Union.

E. MADZIVA,
Employers' Association.

A. TARWIRASHE,
Trade Union.

R. NYABADZA,
Employers' Association.

P. SIBANDA,
Trade Union.

I. MUTSVEDU,
Employers' Association.

L. GWATIDA,
Trade Union.

M. C. MUZEMBE,
Employers' Association.

A. MUSHAMBADZI,
Trade Union.

B. CHIGWA,
Employers' Association.

T. NDABAMBI,
Trade Union.

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