

Collective Bargaining Agreement: Soft Drinks Manufacturing
Industry 2026

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*], approved the publication of the Collective Bargaining Agreement set out in the Schedule—

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE SOFT
DRINKS MANUFACTURING INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: SOFT DRINKS
MANUFACTURING INDUSTRY FOR THE PERIOD OF
OCTOBER 2024 TO DECEMBER 2024

Agreement

This agreement is made in terms of the provisions of the Labour Act [*Chapter 28:01*] between the Soft Drinks Manufacturing Employers Association of Zimbabwe (hereinafter referred to as the “employers association”) on the one part, and the Soft Drinks Manufacturing Workers Union (hereinafter referred to as the “trade union”) of the other part, being parties to the National Employment Council for the Soft Drinks Manufacturing Industry (hereinafter referred to as the “employment council”).

The Soft Drinks Manufacturing Workers Union and the Soft Drinks Manufacturing Employers’ Association of Zimbabwe have reached agreement to review the basic wage and allowances for the period of October, 2024 and December, 2024 by 4% as follows—

- (a) a basic wage of US\$ 275,60, indexing at interbank rate. The prevailing rate a week before or closer to the actual pay date as much as possible shall be applied, that is, if the pay date is every 25th of the month, the rate of the 18th or closer to the 25th;
- (b) housing allowance of \$54,08, transport allowance of \$46,80. Subsistence and night shift allowances to remain as is;
- (c) companies shall pay a proportion of 75% USD and 25% ZWG.

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Grade differentials

The grade differentials remain at 5%.

Grade	Agreed minimums for the period 1st of April 2024 to 30th of September 2024	Agreed minimums for the period 1st of October to 31st of December 2024
A1	265,00	275,60
A2	278,00	289,38
A3	292,16	303,85
B1	306,77	319,04
B2	322,11	334,99
B3	338,21	351,74
B4	355,13	369,33
B5	372,88	387,80
C1	391,53	407,19
C2	411,10	427,55
C3	431,66	448,92

Transport allowance

Transport allowance for the period of October 2024 to December 2024 is USD\$46,80 per season. Employers who provide transport in kind or refund actual expenditure will be exempted from paying this allowance.

Housing allowance

Housing allowance for the period of October 2024 is USD54,08 per month. Employers who provide actual housing or refund actual expenditure will be exempted from paying this allowance.

Subsistence allowance

An employee who required to work far from his or her usual place of work to necessitate him or her sleeping away from home shall be paid, in addition to his or her wages for the time during which he or she is away from home —

- (a) all necessary proven travelling and subsistence expenses or
- (b) a minimum gross payment of USD32,00 as unproven expenses per night for the period of October, 2024 to December, 2024.

Night shift allowance

Night shift allowance for the period of October, 2024 to December, 2024 shall be payable at a rate of USD2,00 per night worked.

Organisations that can pay above the minimum are encouraged to improve according to affordability.

Declaration

Parties having arrived at the agreement set forth herein, the undersigned officers of the National Employment Council of the Soft Drink Manufacturing Industry hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare on this 7th day of February, 2025.

L. CHIROMBO,
Chairperson—Soft Drinks
Manufacturing Employers' Association.

J. KADAWETA,
Acting Trade Union President—Soft
Drinks Manufacturing Workers Union.

R. MASIMIRE,
NEC Chairperson.

