

Statutory Instrument 232 of 2025:

Statutory Instrument 226 of 2025 republished with corrections

[CAP. 28:01

Collective Bargaining Agreement: Agricultural Industry:
Agro Subsector

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 was registered in terms of section 79 of the Act

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY: COLLECTIVE BARGAINING
AGREEMENT: AGRICULTURE INDUSTRY
(AGRO SUBSECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU), Zimbabwe Agricultural Agro Dealers Employers' Organisation (ZAADEO), and Agro employer representatives (herein referred to as "the employer parties") of the one part and the General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ), Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ), Zimbabwe Horticulture Agro Industries and General Agriculture Workers Union (ZHAGAWU), and Progressive Agriculture and Allied Industries Workers' Union of Zimbabwe (PAAWUZ) (herein referred to as "the employee parties") of the other part.

The employer parties and the employee parties, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe, have agreed to revoke the job schedule contained in SI 41 of 2022 for purposes of the Agro Subsector and to adopt the attached subsector job evaluation report containing the subsector jobs and job grades particular to the Agro subsector.

Collective Bargaining Agreement: Agricultural Industry:
Agro Subsector

Signed at Harare on the 15th January, 2025.

The agreement is binding on all organisations within the agricultural industry.

T. NYIRENDA,
Chairperson – Employers’ Representative.

F. ZONDO,
Vice Chairperson – Employees’ Representative.

D. MADYAUSIKU,
Chief Executive Officer – NEC Agriculture.

NEC AGRICULTURE
AGRO SECTOR—JOB EVALUATION REPORT 2024
AGRO-SECTOR JOBS

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AGRO-SECTOR JOBS

	Net - Jobs interviewed		
Jobs Interviewed	Account Clerk	Executive Driver	Neck Remover
	Account Clerk – Transport and Logistics	Fabrication Supervisor	Neck Slitter
	Administration Clerk Security	Factory Cleaner	Night Watchman
	Truck Driver Assistant	Farm Clerk	Nurse Aide
	Assistant Electrician	Farm Supervisor	Off loader
	Assistant Electrician Semi-Skilled	Feather Mill Operator	Offal Transporter
	Assistant Fitter	Feed Loader	Office Orderly
	Assistant Fitter – Semi Skilled	Feed Mill Trainer	Oil Separator
	Assistant FMC Operator	Feed Mixer	Orange Packer
	Assistant Foreman	Feed Plant Assistant	Order Assembler Central Storer
	Assistant Mechanic	Feed Weigher	Order Assembler-Dispatch
	Assistant Painter	Fence Attendant	Order Assembler Foreman
	Assistant Refrigeration Operator	Fencer	Overall Quality Controller
	Assistant Refrigeration Technician	Final Searcher	Painter
	Assistant Stores Clerk	Fitter and Tuner	Paltral Clerk (Exports)
	Assistant Technician	Flier	Pan Attendant
	Assistant Tractor Driver	FMC Operator	Pan Attendant Yearlings
	Assistant Welder	Foreman – Bananas	Panel Beater
	Auto electrician	Foreman chicken Abattoir	Paper Sealer
	Bag Sealer	Foreman- Chicken House	Pasteurising Attendant
	Bag Sorter	Foreman Evisceration	Pellet Pressor

	Net - Jobs interviewed		
Jobs Interviewed	Balancing Tanks Operator	Foreman Hatchlings	Pelletor Operator (Pellet Machine Operator)
	Band saw Operator	Foreman Layers	Pet Food Machine Operator
	Basket Carrier	Foreman Livestock	Piggery Attendant
	Batching Operator	Foreman Pet Food	Piggery Supervisor
	Beef - Skinner	Foreman Piggery	Plant Maintenance – Pack House
	Bin Puller	Foreman Poultry	Plucker
	Boiler Assistant	Foreman Rendering	Plumber
	Boiler Attendant	Foreman Small chickens	Plumber – skilled
	Boiler Operator	Foreman Teeth Intervention	Portion Breaker
	Boilerman	Foreman Warehouse	Production Clerk
	Breeder Attendant	Foreperson Crate Wash	Production Floor Cleaner
	Brine Machine Operator	Foreperson Egg room	Pump attendant
	Brooder	Foreperson Night Cleaner	Quality Controller
	Browner Finisher	Foreperson packing	Quality Controller – Mill
	Builder – semi skilled	Forklift Operator	Quality Controller – Pet Food
	Building Supervisor	Freezer Room Attendant	Quality Controller Egg room
	Canteen Attendant	Fridge Attendant	Quality Controller Hatch
	Canteen Cook	Fridge man	Quality Inspector
	Canteen Foreman	Fridge men Foreman	Receiving Clerk Central Stores
	Carpenter	Fruit Grader	Receiving Clerk Dispatch
	Carcass Washer	Fruit Quality checker	Reconciliation and Payment Officer

**Collective Bargaining Agreement: Agricultural Industry:
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Net - Jobs interviewed			
Jobs Interviewed	Cattle Feeder	Fruit Receiver	Records Clerk
	Cattle Foreman	Game Park Attendant	Refrigeration and Air Conditioning Mechanic
	Chain Saw Operator	Gardener	Returns Clerk
	Charge Hand	Gardener – Green Vegetables	Ritz Cutter Operator
	Check Grader	General hand	Salter
	Chemical Handler	General Hand – Chicken Plant	Sampler
	Chemical Handler – Hatchery	General Hand – Hatchery	Sanitation Worker
	Chemical Handler – Lanark	General Hand Administration	Setter Hatcher Operator
	Chemical Handler – processing plant	General Hand Central Stores	Setter Hatcher Operator Supervisor
	Chemical Handler – Twiglance	General Hand Factory	Sausage Marker
	Chemical Handler -IDOC	General Hand Field	Sawing Machine Operator
	Chemical Supervisor	General Hand Pulping	Scale Operator
	Chick Grader	General Worker Broilers	Scouter
	Chicken Bleeder	General Worker Field	Scouting and Spraying Supervisor
	Chicken Catcher	Gizzard Remover	Sealer Operator
	Chicken Cutter	Grader Culling	Section Clerk
	Chicken Hanger	Grader Operator	Section Foreman
	Chicken Keeper	Gyro Machine Operator	Security Clerk
	Chicken Packer	Hand Grader	Security Corporal
	Chicken Recorder	Handyman	Security Guard
	Chicken Trimer	Hatch Foreperson	Security Seargent
	Chicken Weigher	Hatchery Clerk	Senior Clerk
	Citrus Production Supervisor	Head Clerk	Senior Foreman

	Net - Jobs interviewed		
Jobs Interviewed	Cleaner	Head Foreman	Senior Foreperson
	Cleaner – Egg room	Head Quality Control – Hatchery Hatchery Worker	Senior Production Clerk
	Cleaner- Commercial Mill	Headman Poker	Shower Inspector
	Cleaner Processing plant	Health Worker	Skinner Foreperson
	Cleaner- Rendering Plant	Heavy Duty Mechanic	Slaughterer
	Clerk – Pet Food	Herdsman	Solar Plant Attendant
	Clerk Chicken Abattoir	Herdsman Foreman	Salter Supervisor
	Clerk Orders	Horse Groom	Sprayer
	Clerk Sampler	House Attendant	Sticker
	Cook – Commercial Mill	Houseman Chicks	Stock Controller
	Cooker Operator	Houseman Layers	Store Clerk
	Crèche Attendant	Houseman Poultry	Stores man
	Crocodile Feed Preparation Hand	Houseman Young Birds	Stores man Trainer
	Crocodile Pan - Builder	Incinerator Operator	Stores Receiving Clerk
	Crocodile Skin Grading Supervisor	Incubation Hand	Stunner Operator
	Crocodile Breeder Attendant	Intestine Remover	Supervisor Rearing
	Crocodile Clipper	Invoicing Clerk	Supervisor Water
	Crocodile Eviscerator	Irrigation Hand	Technical Administration Clerk
	Crocodile Foreman	Irrigator	Till Operator / Coordinator
	Crocodile Hatchling Attendant	JCB Operator	Tipper Driver
	Crocodile Pan Attendant	Junior Foreman Beef Abattoir	Tractor Driver
	Crocodile Rearing Attendant	Junior Foreman Chick Abattoir	Tractor Driver – Trailer Work
	Crocodile Skin Handler	Junior Foreman Poultry	Tractor Mechanic

Collective Bargaining Agreement: Agricultural Industry:
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Net - Jobs interviewed			
Jobs Interviewed	Crocodile Skinner	Kiosk Clerk	Trainee Buyer
	Crop Guard	Labeller	Trainer Egg Room
	Crop Remover	Laboratory Assistant	Trainer Evisceration
	Crop Supervisor	Laboratory Cleaner	Trainer Hatchery
	Culling Clerk	Lance Corporal	Transfer and Vaccination Supervisor
	Customer Care Clerk	Laundry Foreperson	Transfer Hand
	Customer Support Clerk	Laundry Hand	Transfer Vaccinator Foreperson
	Data Capture Clerk	Layers Foreman	Tree Budder
	Data Capturer	Liver Harvester	Trotters Cutter
	De-boner	Loader	Truck Driver
	Decanter	Loading Foreman	Truck Driver – Hatchery
	De-denter	Lodges Attendant	Truck Loader
	Dispatch Cleaner	Logistics Clerk	Truck Off Loader – Chicken
	Dispatch Clerk	Logistics Supervisor	Tyre Fitter
	Domestic Maid	Lorry Assistant	Upholstery Supervisor
	Drain Cleaner	Machine Cleaner	Vaccinator
	Driller	Machine Operator	Vaccinator Hatchery
	Driver Class A	Maid	Van Assistant
	Driver Class B	Maintenance Fitter-Implements	Van Off loaders
	Driver Class D	Meat Cutter	Vector Controller
	Driver Egg Van	Meat Handler	Vent Gun Operator
	Effluent Irrigator	Meat Inspector	Waste Collector
	Egg Collector	Meat Packer	Waste Peel Spreader

	Net - Jobs interviewed		
Jobs Interviewed	Egg Grader	Mechanic	Water Plant Attendant
	Egg Room clerk	Mechanical Fitter – Skilled	Wax Attendant
	Egg room Foreperson	Micro Weigher	Welder
	Egg Sampler	Milker	Welder Skilled
	Egg Trayer	Mill Sampler	Welfare Assistant
	Egg-Transferor	Miller	Workshop Assistant
	Electrician	Milling Shed Foreman	Workshop Assistant – skilled
	Electrician Supervisor	Mincer Operator	Workshop Clerk
	Equipment Maintainer	Mixing Tank Attendant	Workshop Store man
	Evisceration Cutter	Motor Bike Mechanic	Yard Maintainer
	Evisceration Forks	Near Infrared Operator	

AGRO SUB SECTOR JOBS AND GRADES

Job Title	Broad Band	Band/ Sub-grade
Factory Cleaner	A	A1
Bag Sorter	A	A1
Basket Carrier	A	A1
Canteen Cleaner	A	A1
Cleaner	A	A1
Cleaner- Eggroom	A	A1
Despatch Cleaner	A	A1
Flower Grader	A	A1
Gardener-Premises	A	A1
Gardener – Green Vegetables	A	A1
General Hand (Cleaner)	A	A1
Cleaner	A	A1
Production Floor Cleaner	A	A1
Sticker	A	A1

**Collective Bargaining Agreement: Agricultural Industry:
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Job Title	Broad Band	Band/ Sub-grade
Yard Maintainer	A	A1
General Hand Administration	A	A1
Stunner Operator- Crocodile	A	A1
Feeders (cattle)	A	A2
Assistant Builder	A	A2
Assistant fitter (semiskilled)	A	A2
Artisan's Assistant	A	A2
Assistant Painter	A	A2
Feather Mill Bagger	A	A2
Feed Mixer	A	A2
Fence Attendant	A	A2
Neck Remover	A	A2
Neck Slitter	A	A2
Offal Collector	A	A2
Office Cleaner/Tea Maker	A	A2
Office Orderly	A	A2
Orange Packer	A	A2
Tractor Assistant	A	A2
Bag Sealer	A	A2
Beef Skinner	A	A2
Bin Puller	A	A2
Boiler Assistant	A	A2
Fencer	A	A2
Cook	A	A2
Carcas Washer	A	A2
Cattle Feeder	A	A2
Chemical Handler	A	A2
Chick Grader	A	A2
Chicken Bleeder	A	A2

Job Title	Broad Band	Band/ Sub-grade
Chicken Catcher	A	A2
Chicken Cutter	A	A2
Chicken Hanger	A	A2
Chicken Keeper	A	A2
Chicken Packer	A	A2
Chicken Trimmer	A	A2
Cook - Commercial Mill	A	A2
Crocodile Feed Preparation Hand	A	A2
Crocodile Eviscerator	A	A2
Crocodile Skin Handler	A	A2
Crop Remover	A	A2
Flower Cutter	A	A2
Domestic Maid	A	A2
Domestic Cleaner	A	A2
Domestic Worker	A	A2
Egg Collector	A	A2
Egg Grader	A	A2
Egg Receiver	A	A2
Egg Trayer	A	A2
Egg/Chicks Transferer	A	A2
Evisceration Cutter	A	A2
Evisceration Forks	A	A2
Eviscerator	A	A2
Feed Weigher	A	A2
Flier	A	A2
Fridge Attendant	A	A2
Fruit Grader	A	A2
Fruit Receiver	A	A2
Gardener/Messenger	A	A2
General Hand IODC	A	A2

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Job Title	Broad Band	Band/ Sub-grade
General Hand Chicken Plant	A	A2
General Hand Hatchery	A	A2
General Hand Central Stores	A	A2
General Hand (Factory)	A	A2
General Hand Field	A	A2
General Hand (Milling Shed)	A	A2
General Hand Pulping	A	A2
General Hand Searcher	A	A2
General Worker - Broilers	A	A2
General Worker Chicken Houses (Water)	A	A2
Gizzard Remover	A	A2
Hand Grader	A	A2
Herdsmen	A	A2
Incubation Hand	A	A2
Intestine Remover	A	A2
Irrigation Hand/ Sprinklers	A	A2
Laboratory Cleaner	A	A2
Laboratory General Hand	A	A2
Laundry Hand	A	A2
Liver Harvester	A	A2
Loader	A	A2
Machine Cleaner	A	A2
Meat Cutter	A	A2
Meat Packer	A	A2
Milker	A	A2
Citrus Picker	A	A2
Citrus Tree Pruner	A	A2
Off-loaders	A	A2
Packing Cleaner	A	A2

Job Title	Broad Band	Band/ Sub-grade
Pan Attendant	A	A2
Pan Attendant – Yearlings	A	A2
Paper Sealer	A	A2
Piggery Attendant	A	A2
Plucker	A	A2
Portion Breaker	A	A2
Salter	A	A2
Sampler (Mill)	A	A2
Sampler (Hatchery)	A	A2
Sanitation Worker	A	A2
Sausage Maker	A	A2
Sewing Machine Operator	A	A2
Sealer Operator	A	A2
Chicken Cutter /Slaughterer	A	A2
Sprayer	A	A2
Transfer Hand	A	A2
Tree Budder	A	A2
Trotters Cutter	A	A2
Truck Loader	A	A2
Truck Off loaders- Chicken	A	A2
Vaccine Mixer	A	A2
Vaccinator-Hatchery	A	A2
Van off Loader	A	A2
Vent Gun Operator	A	A2
Feed Loader	A	A2
Feed Weigher	A	A2
Chicken Weigher	A	A2
General Work Field	A	A2
Hand Grader	A	A2

Collective Bargaining Agreement: Agricultural Industry:
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Job Title	Broad Band	Band/ Sub-grade
Shower Inspector	A	A2
Drum Cleaner	A	A2
Egg Sampler	A	A2
Machine Operator	A	A2
Maid	A	A2
Meat Handler	A	A2
Mill Sampler	A	A2
Wax Attendant	A	A2
Waste Peel Spreader	A	A2
Waste Collector	A	A2
Vector Controller	A	A2
Fish Harvester	A	A3
Fish Feeder	A	A3
Truck Driver Assistant	A	A3
Cage Assembler	A	A3
Cage Attendant	A	A3
Feed Plant Assistant	A	A3
Night Watchman	A	A3
Offal Transporter	A	A3
Oil Separator	A	A3
Order Assembler-Central Stores	A	A3
Order Assembler – Despatch	A	A3
Boiler Attendant	A	A3
Boilerman	A	A3
Breeder Attendant	A	A3
Brood Stock Feeder	A	A3
Brooder	A	A3
Canteen Attendant	A	A3
Chainsaw Operator	A	A3
Chemical Handler- Hatchery	A	A3

Job Title	Broad Band	Band/ Sub-grade
Chemical Handler-Non controlled Houses	A	A3
Chemical Handler-Twig Lane	A	A3
Chemical Handler -IODC	A	A3
Chicken Recorder	A	A3
Crocodile Pan Attendant	A	A3
Crocodile Rearing Attendant	A	A3
Deboner	A	A3
Effluent Irrigator	A	A3
Hatchery Worker	A	A3
Irrigator	A	A3
Freezer Room Attendant	A	A3
Houseman	A	A3
Houseman- Chicks	A	A3
Houseman Layers	A	A3
Houseman (Poultry)	A	A3
Houseman – Young Birds	A	A3
Net Makers/Menders	A	A3
Labeller	A	A3
Lorry Assistant	A	A3
Micro Weigher	A	A3
Miller	A	A3
Mincer Operator	A	A3
Near Infrared Operator	A	A3
Pellet Presser	A	A3
Pelletor Operator	A	A3
Pet Food Machine Operator	A	A3
Scale Operator/Weigher	A	A3
Security Guard	A	A3
Security Guard 2	A	A3

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Job Title	Broad Band	Band/ Sub-grade
Tyre Fitter	A	A3
Vaccinator	A	A3
Van Assistant	A	A3
Pasteurizing Attendant	A	A3
Pump Attendant	A	A3
Check Grader	A	A3
Chemical Handler -field	A	A3
Chemical Handler Processing Plant	A	A3
Game Park Attendant	A	A3
Crocodile Skinner	A	A3
Crop Guard	A	A3
Irrigation Hand	A	A3
Irrigator	A	A3
Driller	A	A3
Lodges Attendant	A	A3
Mixing Tank Attendant	A	A3
Fish Transferer	B	B1
Fish Grader	B	B1
Fish Breeder	B	B1
Fence Installer	B	B1
Assistant FMC Operator	B	B1
Batching Operator	B	B1
Boiler Operator	B	B1
Canteen Cook (Management Staff)	B	B1
Canteen Cook (General Staff)	B	B1
Crèche Attendant	B	B1
Customer Support Clerk	B	B1
Decanter	B	B1
De-denter	B	B1

Job Title	Broad Band	Band/ Sub-grade
Forklift Operator/Driver	B	B1
Hatchery Machine Operator	B	B1
Horse Groom	B	B1
Night Attendant (Ponds Monitor)	B	B1
Workshop Maintenance Assistant	B	B1
Painter	B	B1
Panel Beater	B	B1
Ritz Cutter Operator	B	B1
Setter Hatcher Operator	B	B1
Crop Scout	B	B1
Charge Hand	B	B1
Gyro Machine Operator	B	B1
Field Scout	B	B1
Crocodile Breeder Attendant	B	B1
Crocodile Clipper	B	B1
Incinerator Operator	B	B1
Workshop Storesman	B	B1
Receptionist	B	B1
Tractor Driver	B	B2
Builder Semi skilled	B	B2
Assistant Electrician- (semiskilled)	B	B2
Assistant Fitter	B	B2
Scuba Diver	B	B2
Assistant Welder	B	B2
Balancing Tanks Operator	B	B2
Brine Machine Operator	B	B2
Browner Finisher	B	B2
Builder – Semi Skilled	B	B2
Carpenter (semiskilled)	B	B2

**Collective Bargaining Agreement: Agricultural Industry:
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Job Title	Broad Band	Band/ Sub-grade
Cooker Operator	B	B2
Driver Egg van	B	B2
Driver (Light vehicles)	B	B2
Electrician (semiskilled)	B	B2
Equipment Maintainer	B	B2
Fitter and Turner Semi skilled	B	B2
FMC Operator	B	B2
Handyman (semiskilled)	B	B2
Lance Corporal	B	B2
Plumber (semiskilled)	B	B2
Solar Plant Attendant	B	B2
Spray Painter	B	B2
Water Quality Attendant	B	B2
Tractor Driver	B	B2
Tractor Driver- Trailer works	B	B2
Workshop Assistant (semiskilled)	B	B2
Drumming Attendant	B	B2
Assistant Refrigeration Operator (semi skilled)	B	B2
Bandsaw Operator	B	B2
Plant Maintenance (Pack House)	B	B2
Trainee Buyer	B	B2
Workshop Assistant Semi-Skilled	B	B2
Mechanical Installer	B	B2
Accounts Clerk	B	B3
Accounts Clerk – Transport and Logistics	B	B3
Fish Breeder Foremen (not leading Hand)	B	B3
Feed Change Hand	B	B3
Administration Clerk - Security	B	B3

Job Title	Broad Band	Band/ Sub-grade
Assistant Foreman	B	B3
Farm Clerk (crocodiles)	B	B3
Nurse Aide	B	B3
Assistant Stores Clerk	B	B3
Culing Clerk	B	B3
Clerk- Pet Food	B	B3
Clerk (Chicken Abattoir)	B	B3
Corporal	B	B3
Customer Care Clerk	B	B3
Data Capture Clerk	B	B3
Data Capturer	B	B3
Dispatch Clerk	B	B3
Driver Class C	B	B3
Egg room Clerk	B	B3
Feed Weighing Team Leader	B	B3
Bridgeman/ Clerk	B	B3
Hatchery Clerk	B	B3
Health Worker	B	B3
Houseman- Controlled	B	B3
Hatchery Leading Hand	B	B3
Hatchery Attendant/Clerk (Reconsider Title change)	B	B3
JCB Operator	B	B3
Junior Foreman- Beef Abattoir	B	B3
Junior Foreman Chicken Abattoir	B	B3
Junior Supervisor	B	B3
Junior Foreman- Poultry	B	B3
Layers Clerk Sampler	B	B3
Logistics Clerk	B	B3
Meat Inspector	B	B3
Offloading Foreman	B	B3

**Collective Bargaining Agreement: Agricultural Industry:
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Job Title	Broad Band	Band/ Sub-grade
Production Clerk	B	B3
Quality Controller	B	B3
Quality Controller- Pet Food	B	B3
Quality Controller- Eggroom	B	B3
Quality Controller – Hatchery	B	B3
Quality Controller (Packing)	B	B3
Receiving Clerk	B	B3
Records Clerk	B	B3
Returns Clerk	B	B3
Section Leader (Mill shed)	B	B3
Security Clerk	B	B3
Security Corporal	B	B3
Site Leader	B	B3
Stores Clerk	B	B3
Stores Clerk (Abattoir)	B	B3
Storesman	B	B3
Till Operator/Coordinator	B	B3
Tipper Driver	B	B3
Water Plant Attendant	B	B3
Weighbridge Operator	B	B3
Welfare Assistant	B	B3
Workshop Clerk	B	B3
Paltral Clerk	B	B3
Quality Controller (Mill)	B	B3
Fruit Quality Checker	B	B3
Grader Operator	B	B3
Reconciliation and Payments Clerk	B	B3
Section Clerk	B	B3
Clerk Orders	B	B3

Job Title	Broad Band	Band/ Sub-grade
Invoicing Clerk	B	B3
Stock Controller	B	B3
Security Supervisor	B	B4
Boat Captain	B	B4
Executive Driver	B	B4
Feed Mill Trainer	B	B4
Order Assembling Foreman	B	B4
Assistant Refrigeration Technician	B	B4
Carpenter (skilled)	B	B4
Cattle Foreman	B	B4
Driver Class B	B	B4
Egg room Foreperson	B	B4
Foreman - Bananas	B	B4
Foreman – Chicken Abattoir	B	B4
Foreman - Evisceration	B	B4
Foreman- Hatchlings	B	B4
Foreman - Livestock	B	B4
Foreman Pet Food	B	B4
Foreman - Piggery	B	B4
Foreman Poultry	B	B4
Foreman - Rendering	B	B4
Foreman Small Chickens	B	B4
Foreman Teeth Interventions	B	B4
Foreman (Warehouse)	B	B4
Foreman – Milling Shed	B	B4
Foreperson Egg room	B	B4
Foreperson Night Cleaner	B	B4
Foreperson Packing	B	B4
Foreman (Canteen)	B	B4

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Job Title	Broad Band	Band/ Sub-grade
Fridge-man Foreman	B	B4
Hatch Foreperson	B	B4
Head Clerk	B	B4
Headman Porker	B	B4
Herdsmen Foreman	B	B4
Pest Control Foremen	B	B4
Layers Rearing Foreperson	B	B4
Loading Foreman	B	B4
Mechanic	B	B4
Motor Bike Mechanic	B	B4
Ponds Operations Driver	B	B4
Quality Inspector	B	B4
Section Foreman/Production Foreman	B	B4
Security Sergeant	B	B4
Skinner Foreperson	B	B4
Trainer	B	B4
Supervisor – Water (Irvines, No subordinates supervised)	B	B4
Technical Administration Clerk	B	B4
Tractor Mechanic (semiskilled)	B	B4
Trainer Egg room	B	B4
Trainer	B	B4
Transfer and Vaccination Foreperson	B	B4
Truck Driver	B	B4
Vaccination Foreman	B	B4
Assistant Technician	B	B4
Foreman Chicken House	B	B4
Foreman Layers	B	B4
Foreman Crate Washing	B	B4

Job Title	Broad Band	Band/ Sub-grade
Canteen Foreman	B	B4
Foremen Chemical	B	B4
Scouting and Spraying Foremen	B	B4
Senior Foreman	B	B4
Crocodile Foreman	B	B4
Laundry Foreperson	B	B4
Salting Foreman	B	B4
Storesman Trainer	B	B4
Trainer Hatchery	B	B4
Driver Class D	B	B4
Maintenance Fitter (Implements)	B	B4
Milling Shed Foreman	B	B4
Fabrication Supervisor	B	B5
Farm Supervisor (cattle)	B	B5
Builder Supervisor (crops)	B	B5
Driver Class A	B	B5
Hatchery Supervisor	B	B5
Head Foreman	B	B5
Piggery Supervisor	B	B5
Setter Hatcher Operator Supervisor	B	B5
Senior Foreperson (laundry)	B	B5
Tractor Driver Supervisor	B	B5
Transfer and Vaccination Supervisor	B	B5
Upholstery Supervisor	B	B5
Welder	B	B5
Citrus Production Supervisor	B	B5
Senior Clerk	B	B5
Crocodile Pan Builder	B	B5

Collective Bargaining Agreement: Agricultural Industry:
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Job Title	Broad Band	Band/ Sub-grade
Crocodile Skin Grading Supervisor	B	B5
Crop Supervisor	B	B5
Supervisor Rearing	B	B5
Logistics Supervisor	B	B5
Mechanical Fitter Skilled	B	B5
Audit Assistant	C	C1
Kiosk Clerk	C	C1
Laboratory Assistant (Fishery)	C	C1
Laboratory Assistant (Citrus)	C	C1
Welder -skilled	C	C1
Senior Production Clerk	C	C1
Electrician(skilled)	C	C2
Motor Mechanic (Skilled)	C	C2
Farm Clerk	C	C2
Auto Electrician Class 1	C	C2
Builder skilled	C	C2
Electrician Class 1	C	C2
Motor Mechanic	C	C2
Plumber (skilled)	C	C2
Refrigeration and Air-conditioning Mechanic	C	C2
Technical Assistant (Aqua Technical Assistant)	C	C2
Heavy Duty Mechanic	C	C2
Head Quality Control- Hatchery	C	C3
Maintenance Supervisor	C	C3
Control Room Security Supervisor	C	C3

Job Title	Broad Band	Band/ Sub-grade
Security Administrations Supervisor	C	C3
Aqua- Technical Officer	C	C4
Security Operations Supervisor (Consider changing title to Security Officer)	C	C4
Overall Quality Controller	C	C5

SUMMARY OF AGRO SUBSECTOR JOBS

Job Title	Broad Band	Band/ Sub-grade
Factory Cleaner	A	A1
Bag Sorter	A	A1
Basket Carrier	A	A1
Canteen Cleaner	A	A1
Cleaner	A	A1
Cleaner- Eggroom	A	A1
Dispatch Cleaner	A	A1
Feeders (cattle)	A	A2
Assistant Builder	A	A2
Assistant fitter (semiskilled)	A	A2
Artisan's Assistant	A	A2
Assistant Painter	A	A2
Feather Mill Bagger	A	A2
Feed Mixer	A	A2
Fence Attendant	A	A2
Neck Remover	A	A2
Neck Slitter	A	A2
Offal Collector	A	A2
Office Cleaner/Tea Maker	A	A2

Collective Bargaining Agreement: Agricultural Industry:
Agro Subsector

Job Title	Broad Band	Band/ Sub-grade
Office Orderly	A	A2
Orange Packer	A	A2
Bag Sealer	A	A2
Beef Skinner	A	A2
Bin Puller	A	A2
Boiler Assistant	A	A2
Fencer	A	A2
Cook	A	A2
Carcas Washer	A	A2
Cattle Feeder	A	A2
Chemical Handler	A	A2
Chick Grader	A	A2
Chicken Bleeder	A	A2
Chicken Catcher	A	A2
Chicken Cutter	A	A2
Chicken Hanger	A	A2
Chicken Keeper	A	A2
Chicken Packer	A	A2
Chicken Trimmer	A	A2
Cook - Commercial Mill	A	A2
Crocodile Feed Preparation Hand	A	A2
Crocodile Eviscerator	A	A2
Crocodile Skin Handler	A	A2
Crop Remover	A	A2
Flower Cutter	A	A2
Domestic Maid	A	A2
Domestic Cleaner	A	A2
Domestic Worker	A	A2
Egg Collector	A	A2
Egg Grader	A	A2

Job Title	Broad Band	Band/ Sub-grade
Tractor Assistant	A	A2
Fish Harvester	A	A3
Fish Feeder	A	A3
Truck Driver Assistant	A	A3
Cage Assembler	A	A3
Cage Attendant	A	A3
Feed Plant Assistant	A	A3
Hatchery Worker	A	A3
Night Watchman	A	A3
Offal Transporter	A	A3
Oil Separator	A	A3
Order Assembler-Central Stores	A	A3
Order Assembler – Dispatch	A	A3
Boiler Attendant	A	A3
Boilerman	A	A3
Breeder Attendant	A	A3
Brood Stock Feeder	A	A3
Brooder	A	A3
Canteen Attendant	A	A3
Chainsaw Operator	A	A3
Chemical Handler- Hatchery	A	A3
Chemical Handler-Non controlled Houses	A	A3
Chemical Handler-Twig Lane	A	A3
Chemical Handler -IODC	A	A3
Chicken Recorder	A	A3
Crocodile Pan Attendant	A	A3
Crocodile Rearing Attendant	A	A3
Deboner	A	A3
Effluent Irrigator	A	A3

Collective Bargaining Agreement: Agricultural Industry:
Agro Subsector

Job Title	Broad Band	Band/ Sub-grade
Irrigator	A	A3
Fish Transferer	B	B1
Fish Grader	B	B1
Fish Breeder	B	B1
Fence Installer	B	B1
Assistant FMC Operator	B	B1
Batching Operator	B	B1
Boiler Operator	B	B1
Canteen Cook (Management Staff)	B	B1
Canteen Cook (General Staff)	B	B1
Crèche Attendant	B	B1
Customer Support Clerk	B	B1
Decanter	B	B1
De-denter	B	B1
Tractor Driver	B	B2
Builder Semi skilled	B	B2
Assistant Electrician- (semi-skilled)	B	B2
Assistant Fitter	B	B2
Scuba Diver	B	B2
Assistant Welder	B	B2
Balancing Tanks Operator	B	B2
Brine Machine Operator	B	B2
Browner Finisher	B	B2
Builder – Semi Skilled	B	B2
Carpenter (semiskilled)	B	B2
Cooker Operator	B	B2
Driver Egg van	B	B2
Driver (Light vehicles)	B	B2
Accounts Clerk	B	B3

Job Title	Broad Band	Band/ Sub-grade
Accounts Clerk – Transport and Logistics	B	B3
Fish Breeder Foremen (not leading Hand)	B	B3
Feed Change Hand	B	B3
Administration Clerk - Security	B	B3
Assistant Foreman	B	B3
Farm Clerk (crocodiles)	B	B3
Nurse Aide	B	B3
Assistant Stores Clerk	B	B3
Culing Clerk	B	B3
Clerk- Pet Food	B	B3
Clerk (Chicken Abattoir)	B	B3
Corporal	B	B3
Customer Care Clerk	B	B3
Data Capture Clerk	B	B3
Data Capturer	B	B3
Dispatch Clerk	B	B3
Driver Class C	B	B3
Eggroom Clerk	B	B3
Security Supervisor	B	B4
Boat Captain	B	B4
Executive Driver	B	B4
Feed Mill Trainer	B	B4
Order Assembling Foreman	B	B4
Assistant Refrigeration Technician	B	B4
Carpenter (skilled)	B	B4
Cattle Foreman	B	B4
Driver Class B	B	B4
Eggroom Foreperson	B	B4
Fabrication Supervisor	B	B5

Collective Bargaining Agreement: Agricultural Industry:
Agro Subsector

Job Title	Broad Band	Band/ Sub-grade
Farm Supervisor (cattle)	B	B5
Builder Supervisor (crocodiles)	B	B5
Driver Class A	B	B5
Audit Assistant	C	C1
Electrician(skilled)	C	C2
Motor Mechanic (Skilled)	C	C2
Farm Clerk	C	C2
Auto Electrician Class 1	C	C2
Builder skilled	C	C2