

Collective Bargaining Agreement: National Employment Council
for the Engineering and Iron and Steel Industry

IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule has been registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
ENGINEERING AND IRON AND STEEL INDUSTRY

WAGE AGREEMENT: GENERAL ENGINEERING SECTION
(SKILLED WORKERS AND GRADED JOB CATEGORIES OF
EMPLOYEES)

1. Notwithstanding the date of signing or publication hereof, this agreement of basic minimum wage, shall be deemed to have come into operation on 1st June, 2021.

2. Parties have agreed to a Zero (0%) wage increment effective 1st of June, 2021 to 30th June, 2021. Hence, current wages (1st of March, 2021 to 31st of May, 2021) remain in effect for the month of June, 2021.

3. Further to parties agreed to a 25.8% wage increment on NEC basic wage/salary minimums across all grades with effect from 1st July, 2021 up to 31st August, 2021.

4. This wage agreement shall subsist subject to review by the parties to the Collective Bargaining Agreement.

5. Every employer shall, with effect from 1st June, 2021, pay each employee not less than the appropriate amounts as stated in Annexure "A" in this agreement.

6. Nothing contained in this agreement shall preclude companies from negotiating betterment of the agreed wage levels and any other working conditions at company works councils.

Collective Bargaining Agreement: National Employment Council
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MINIMUM HOURLY RATE OF WAGE

(Clauses 9, 34 and 36)

Minimum hourly rates of wages effective from 1st of June, 2021 to 30th of June, 2021.

| Schedule 1: Skilled Worker Category | | | |
|--|--------------------|--------------------------|---------------------------|
| | Hourly Rate | Weekly Equivalent | Monthly Equivalent |
| | ZWL Rate | ZWL Rate | ZWL Rate |
| Class 1 | 129,64 | 5 704,33 | 24 761,96 |
| Class 2 | 111,32 | 4 898,28 | 21 262,98 |
| Class 3 | 102,87 | 4 526,26 | 19 648,07 |
| Class 4 | 94,41 | 4 154,24 | 18 033,17 |
| | | | |
| Schedule 2: Graded Worker Category | | | |
| | Hourly Rate | Weekly Equivalent | Monthly Equivalent |
| | ZWL Rate | ZWL Rate | ZWL Rate |
| Grade C1 | 111,32 | 4 898,28 | 21 262,98 |
| Grade B4 | 101,46 | 4 464,25 | 19 378,92 |
| Grade B3 | 95,82 | 4 216,24 | 18 302,31 |
| Grade B2 | 87,37 | 3 844,22 | 16 687,41 |
| Grade B1 | 85,11 | 3 744,88 | 16 256,19 |
| Grade A3 | 83,99 | 3 695,54 | 16 042,01 |
| Grade A2 | 81,73 | 3 596,21 | 15 610,80 |
| Grade A1 | 81,15 | 3 570,68 | 15 500,00 |
| | | | |
| Schedule 3: Skilled Worker Trainee | | | |
| | Hourly Rate | Weekly Equivalent | Monthly Equivalent |
| | ZWL Rate | ZWL Rate | ZWL Rate |
| Trainee Class 1 | 115,55 | 5 084,29 | 22 070,44 |
| Trainee Class 2 | 105,69 | 4 650,27 | 20 186,39 |
| Trainee Class 3 | 98,64 | 4 340,25 | 18 840,63 |
| Trainee Class 4 | 91,60 | 4 030,23 | 17 494,87 |

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MINIMUM HOURLY RATE OF WAGE

(Clauses 9, 34 and 36)

Minimum hourly rates of wages effective from 1st of July, 2021 to 31st of August, 2021

| Schedule 1: Skilled Worker Category | | | |
|--|--------------------|--------------------------|---------------------------|
| | Hourly Rate | Weekly Equivalent | Monthly Equivalent |
| | ZWL Rate | ZWL Rate | ZWL Rate |
| Class 1 | 163.09 | 7,175.96 | 31,150.19 |
| Class 2 | 140.04 | 6,161.76 | 26,747.64 |
| Class 3 | 129.41 | 5,694.04 | 24,717.31 |
| Class 4 | 118.77 | 5,225.88 | 22,685.07 |
| | | | |
| Schedule 2: Graded Worker Category | | | |
| | Hourly Rate | Weekly Equivalent | Monthly Equivalent |
| | ZWL Rate | ZWL Rate | ZWL Rate |
| Grade C1 | 140.04 | 6,161.76 | 26,747.64 |
| Grade B4 | 127.64 | 5,616.16 | 24,379.24 |
| Grade B3 | 120.54 | 5,303.76 | 23,023.14 |
| Grade B2 | 109.91 | 4,836.04 | 20,992.81 |
| Grade B1 | 107.07 | 4,711.08 | 20,450.37 |
| Grade A3 | 105.66 | 4,649.04 | 20,181.06 |
| Grade A2 | 102.82 | 4,524.08 | 19,638.62 |
| Grade A1 | 102.09 | 4,491.96 | 19,500.00 |
| | | | |
| Schedule 3: Skilled Worker Trainee | | | |
| | Hourly Rate | Weekly Equivalent | Monthly Equivalent |
| | ZWL Rate | ZWL Rate | ZWL Rate |
| Trainee Class 1 | 145.36 | 6,395.84 | 27,763.76 |
| Trainee Class 2 | 132.96 | 5,850.24 | 25,395.36 |
| Trainee Class 3 | 124.09 | 5,459.96 | 23,701.19 |
| Trainee Class 4 | 115.23 | 5,070.12 | 22,008.93 |

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Signed at Harare this 23rd day of July, 2021

B. MANGENA,
Chairman of the Council,

B. V. MUNATSI,
President of E.I.S.A.Z

Z. MHERE,
President of GESMEISAWUZ.

B. MAMBARA,
President of NEWU.

M. KANDA,
President of PEMENTAWUZ.

T. C. NYAMATORE,
General Secretary NEC.