

**Collective Bargaining Agreement: Ferro Alloy Industry in Zimbabwe**

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, registered in terms of section 79 of the Labour Act.

**SCHEDULE**

**NATIONAL EMPLOYMENT COUNCIL FOR FERRO ALLOY  
INDUSTRY IN ZIMBABWE  
COLLECTIVE BARGAINING AGREEMENT: FERRO ALLOY  
INDUSTRY IN ZIMBABWE**

Made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Ferro Alloy Industry Employers' Association (the "employers' association"), of the one part, and the National Union of Metal and Allied Industries in Zimbabwe (the "trade union"), of the other part, being parties to the National Employment Council for the Ferro Alloy Industry in Zimbabwe.

Notwithstanding the date of signature or publication hereof, this agreement shall be deemed to have come into operation on the 1st of January, 2019.

**WAGES INCREASE AS FROM 1st JANUARY, 2019 to 31st  
DECEMBER, 2019.**

NEC GRADE	NEC Grade Minimums January, 2018 to June, 2018	NEC Grade Minimums July, 2018 to October, 2018	NEC Grade Minimums November, to December, 2018	NEC Grade Minimums January, to December, 2019
1	245,00	252,00	275,00	501,99
2	267,00	275,00	275,00	501,99
3	280,00	288,00	288,00	525,72
4	288,00	297,00	297,00	528,66
5	307,00	316,00	316,00	562,48

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6	325,00	335,00	335,00	596,3
7	338,00	348,00	348,00	619,44
8	355,00	366,00	366,00	651,48
9	378,00	389,00	389,00	692,42
10	421,00	434,00	434,00	772,52
11	452,00	466,00	466,00	829,48
12	529,00	545,00	545,00	959,20
13	654,00	674,00	674,00	1 186,24
14	688,00	709,00	709,00	1 247,84
15	722,00	744,00	744,00	1 309,44
16	82,003	848,00	848,00	1 492,48

### Explanatory Notes:

1. To increase the current (December, 2018) wage minimums by 82,54% for the period 1st of January, to 31st of December, 2019, for employees in Ferro Alloy Grades 1–3.
2. To increase the current (December, 2018) wage minimums by 78% for the period 1st of January, to 31st of December, 2019, for employees in Ferro Alloy Grades 4–11.
3. To increase the current (December, 2018) wage minimums by 76% for the period 1st of January, to 31st of December, 2019, for employees in Ferro Alloy Grades 12–16.

### *Declaration*

The employers' association and the trade union, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at, and affix their signatures hereto.

Signed at Kwekwe on the 16th of April, 2019.

G. SHAMBARE,  
NEC Chairman.

M. DZINOREVA,  
Employers Association Representative.

A. NYASHANU,  
Trade Union Representative.

F. MAGOMANA,  
General Secretary.

