

Collective Bargaining Agreement: National Employment Council
of 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

WAGE AGREEMENT:

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

1. Notwithstanding the date of signature or publication hereof, this agreement shall be deemed to have come into operation on 1st July, 2020.

2. Parties hereby agreed in principle to maintain existing basic wage rates as effective from 1st April, 2020.

3. Notwithstanding, Parties further agreed to review upwards the Cost-of-Living Adjustment (COLA) from ZWL\$ 1,100,00 to ZWL\$ 2,500,00 per month with effect from 1st of July, 2020 to 30th of July, 2020.

4. COLA shall be withdrawn upon marked improvement of the economy. The General Engineering Committee will regularly assess the macro-economic fundamentals.

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

6. Every employer shall, with effect from 1st July, 2020, pay each employee not less than the appropriate amounts specified in Annexure "A".

7. Nothing in this clause shall prevent increase being negotiated at company level over and above those referred to in this clause.

8. The total sum of the current minimum wage and the cost-of-living adjustment shall be subject to PAYE, Trade Union dues and National Employment Council dues.

Annexure "A"

MINIMUM HOURLY RATE OF WAGE

(Clauses 9, 34 and 36)

Minimum hourly rates of wages effective from 1st July, 2020, to 31st July, 2020.

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Schedule 1–Skilled Worker Category

| | <i>Hourly Rate</i> \$ZWL | <i>Weekly Wage</i> <i>(Equivalent)</i> \$ZWL | <i>Monthly Wage</i> <i>Equivalent</i> \$ZWL | <i>COLA</i> \$ZWL | <i>Total (Wage + COLA)</i> \$ZWL |
|---------|-----------------------------|--|---|----------------------|-------------------------------------|
| Class 1 | 30,39 | 1,337,15 | 5,804,45 | 2,500,00 | 8,304,45 |
| Class 2 | 25,05 | 1,102,19 | 4,784,53 | 2,500,00 | 7,284,53 |
| Class 3 | 21,51 | 946,51 | 4,108,72 | 2,500,00 | 6,608,72 |
| Class 4 | 18,36 | 808,02 | 3,507,55 | 2,500,00 | 6,007,55 |

Schedule 2– Graded Worker Category

| | <i>Hourly Rate</i> \$ZWL | <i>Weekly Wage</i> <i>(Equivalent)</i> \$ZWL | <i>Monthly Wage</i> <i>(Equivalent)</i> \$ZWL | <i>COLA</i> \$ZWL | <i>Total (Wage + COLA)</i> \$ZWL |
|----------|-----------------------------|--|---|----------------------|-------------------------------------|
| Grade C1 | 25,05 | 1,102,19 | 4,784,53 | 2,500,00 | 7,284,53 |
| Grade B4 | 20,75 | 913,08 | 3,963,61 | 2,500,00 | 6,463,61 |
| Grade B3 | 18,91 | 831,90 | 3,611,20 | 2,500,00 | 6,111,20 |
| Grade B2 | 15,76 | 693,41 | 3,010,02 | 2,500,00 | 5,510,02 |
| Grade B1 | 14,80 | 651,38 | 2,827,60 | 2,500,00 | 5,327,60 |
| Grade A3 | 14,33 | 630,37 | 2,736,38 | 2,500,00 | 5,236,38 |
| Grade A2 | 13,52 | 595,03 | 2,582,98 | 2,500,00 | 5,082,98 |
| Grade A1 | 13,35 | 587,39 | 2,549,81 | 2,500,00 | 5,049,81 |

Schedule 3–Skilled Worker Trainee

| | <i>Hourly Rate</i> \$ZWL | <i>Weekly Wage</i> <i>(Equivalent)</i> \$ZWL | <i>Monthly Wage</i> <i>(Equivalent)</i> \$ZWL | <i>COLA</i> \$ZWL | <i>Total (Wage + COLA)</i> \$ZWL |
|-----------------|-----------------------------|--|---|----------------------|-------------------------------------|
| Trainee Class 1 | 26,03 | 1,145,17 | 4,971,10 | 2,500,00 | 7,471,10 |
| Trainee Class 2 | 22,23 | 978,03 | 4,245,54 | 2,500,00 | 6,745,54 |
| Trainee Class 3 | 19,47 | 856,73 | 3,719,00 | 2,500,00 | 6,219,00 |
| Trainee Class 4 | 16,91 | 744,03 | 3,229,76 | 2,500,00 | 5,729,76 |

A Statutory Instrument setting out the agreement will be forwarded to you as soon as it has been published.

Signed at Harare.

B. MAMBARA,
Chairman of the Council.

R. MOYO,
President of N. E. W. U.

B. MANGENA,
President of E. I. S. A. Z.

D. MUCHENU,
General Secretary N. E. W. U.

M. RUZIWA ,
Secretary General E. I. S. A. Z.

T. C. NYAMATORE,
General Secretary of the Council .

