

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

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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 August, 2020.
2. Parties hereby agreed in principle to maintain existing basic wage rates as effective from 1st April, 2020.
3. Parties further agreed that every employer shall, with effect from 1st of August 2020 pay each employee a Cost-of-Living Adjustment (COLA) indexed/pegged at USD 38,00, but remain paid in Zimbabwean dollar at the prevailing RBZ foreign exchange auction rate across the board.
4. For avoidance of doubt, the applicable auction exchange rate shall be one prevailing on the date of processing the wages payroll in respect of every individual employer.
5. COLA shall be withdrawn upon marked improvement of the economy. The General Engineering Committee will regularly assess the macro-economic fundamentals.
6. This wage agreement shall subsist subject to review by the parties to the Collective Bargaining Agreement.
7. Every employer shall, with effect from 1st August, 2020, pay each employee not less than the appropriate amounts specified in Annexure "A".
8. Nothing in this clause shall prevent increase being negotiated at company level over and above those referred to in this clause.
9. 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 August, 2020 to 31st of August, 2020

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**Schedule 1 - Skilled Worker Category**

	<i>Hourly rate</i>	<i>Weekly wage (equivalent)</i>	<i>Monthly wage equivalent</i>	<i>COLA</i>
	<b>\$ZWL</b>	<b>\$ZWL</b>	<b>\$ZWL</b>	COLA indexed in USD paid in ZWL converted at RBZ auction rate.
Class 1	30,39	1,337,15	5,804,45	Pegged at USD38.00 & paid in ZWL
Class 2	25,05	1,102,19	4,784,53	Pegged at USD38.00 & paid in ZWL
Class 3	21,51	946,51	4,108,72	Pegged at USD38.00 & paid in ZWL
Class 4	18,36	808,02	3,507,55	Pegged at USD38.00 & paid in ZWL

**Schedule 2 - Graded Worker Category**

	<i>Hourly rate</i>	<i>Weekly wage (equivalent)</i>	<i>Monthly wage (equivalent)</i>	<i>COLA</i>
	<b>\$ZWL</b>	<b>\$ZWL</b>	<b>\$ZWL</b>	COLA indexed in USD paid in ZWL converted at RBZ auction rate.
Grade C1	25,05	1,102,19	4,784,53	Pegged at USD38,00 & paid in ZWL
Grade B4	20,75	913,08	3,963,61	Pegged at USD38,00 & paid in ZWL
Grade B3	18,91	831,9	3,611,20	Pegged at USD38,00 & paid in ZWL
Grade B2	15,76	693,41	3,010,02	Pegged at USD38,00 & paid in ZWL
Grade B1	14,8	651,38	2,827,60	Pegged at USD38,00 & paid in ZWL
Grade A3	14,33	630,37	2,736,38	Pegged at USD38,00 & paid in ZWL
Grade A2	13,52	595,03	2,582,98	Pegged at USD38,00 & paid in ZWL
Grade A1	13,35	587,39	2,549,81	Pegged at USD38,00 & paid in ZWL

**Schedule 3 - Skilled Worker Trainee**

	<i>Hourly rate</i>	<i>Weekly wage (equivalent)</i>	<i>Monthly wage (equivalent)</i>	<i>COLA</i>
	<b>\$ZWL</b>	<b>\$ZWL</b>	<b>\$ZWL</b>	COLA indexed in USD paid in ZWL converted at RBZ auction rate.
Trainee Class 1	26,03	1,145,17	4,971,10	Pegged at USD38,00 & paid in ZWL
Trainee Class 2	22,23	978,03	4,245,54	Pegged at USD38,00 & paid in ZWL

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	<i>Hourly rate</i>	<i>Weekly wage (equivalent)</i>	<i>Monthly wage (equivalent)</i>	<i>COLA</i>
Trainee Class 3	19,47	856,73	3,719,00	Pegged at USD38,00 & paid in ZWL
Trainee Class 4	16,91	744,03	3,229,76	Pegged at USD38,00 & paid in ZWL

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.

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

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

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

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

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

