

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 consolidated agreement consisting of COLA and basic minimum wage, shall be deemed to have come into operation on 1st September 2020 to 30th November 2020.
2. Parties have agreed to effect new minimum wages indexed in USD but paid in the Zimbabwean dollar currency indexed at RBZ auction rate.
3. 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.
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 September 2020, pay each employee not less than the appropriate amounts as indexed in Annexure “A”.
6. Nothing in this clause shall prevent increase being negotiated at company level over and above those referred to in this clause.

Annexure “A”

MINIMUM HOURLY RATE OF WAGE

(Clauses 9, 34 and 36)

Minimum hourly rates of wages effective from 1st September 2020 to 30th
September 2020

Collective Bargaining Agreement: National Employment Council
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Schedule 1: Skilled Worker Category

	<i>Hourly rate</i>	<i>Weekly equivalent</i>	<i>Monthly equivalent</i>
	<i>USD Index rate</i>	<i>USD Index rate</i>	<i>USD Index rate</i>
Class 1	0,73	32,12	139,43
Class 2	0,64	28,16	122,24
Class 3	0,59	25,96	112,69
Class 4	0,54	23,76	103,14

Schedule 2: Graded Worker Category

	<i>Hourly rate</i>	<i>Weekly equivalent</i>	<i>Monthly equivalent</i>
	<i>USD Index rate</i>	<i>USD Index rate</i>	<i>USD Index rate</i>
Grade C1	0,64	28,16	122,24
Grade B4	0,58	25,52	110,78
Grade B3	0,55	24,20	105,05
Grade B2	0,50	22,00	95,50
Grade B1	0,483	21,25	92,25
Grade A3	0,476	20,94	90,92
Grade A2	0,464	20,42	88,62
Grade A1	0,4607	20,27	88,00

Schedule 3: Skilled Worker Trainee Category

	<i>Hourly rate</i>	<i>Weekly equivalent</i>	<i>Monthly equivalent</i>
	<i>USD Index rate</i>	<i>USD Index rate</i>	<i>USD Index rate</i>
Trainee Class 1	0,66	29,04	126,06
Trainee Class 2	0,60	26,40	114,60
Trainee Class 3	0,56	24,64	106,96
Trainee Class 4	0,52	22,88	99,32

Annexure ‘‘A’’

MINIMUM HOURLY RATE OF WAGE

(Clauses 9, 34 and 36)

Minimum hourly rates of wages effective from 1st October 2020 to 30
November 2020

Schedule 1: Skilled Worker Category

	<i>Hourly rate</i>	<i>Weekly equivalent</i>	<i>Monthly equivalent</i>
	<i>USD Index rate</i>	<i>USD Index rate</i>	<i>USD Index rate</i>
Class 1	0,75	33,00	143,25
Class 2	0,65	28,60	124,15

S.I. 20 of 2021

	<i>Hourly rate</i>	<i>Weekly equivalent</i>	<i>Monthly equivalent</i>
	<i>USD Index rate</i>	<i>USD Index rate</i>	<i>USD Index rate</i>
Class 3	0,60	26,40	114,60
Class 4	0,55	24,20	105,05

Schedule 2: Graded Worker Category

	<i>Hourly rate</i>	<i>Weekly equivalent</i>	<i>Monthly equivalent</i>
	<i>USD Index rate</i>	<i>USD Index rate</i>	<i>USD Index rate</i>
Grade C1	0,65	28,60	124,15
Grade B4	0,59	25,96	112,69
Grade B3	0,56	24,64	106,96
Grade B2	0,51	22,44	97,41
Grade B1	0,494	21,74	94,35
Grade A3	0,487	21,43	93,02
Grade A2	0,475	20,90	90,73
Grade A1	0,471	20,72	89,96

Schedule 3: Skilled Worker Trainee Category

	<i>Hourly rate</i>	<i>Weekly equivalent</i>	<i>Monthly equivalent</i>
	<i>USD Index rate</i>	<i>USD Index rate</i>	<i>USD Index rate</i>
Trainee Class 1	0,67	29,48	127,97
Trainee Class 2	0,61	26,84	116,51
Trainee Class 3	0,57	25,08	108,87
Trainee Class 4	0,53	23,32	101,23

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.

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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.