

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 March, 2020.

2. Parties hereby agreed in principle to a 214,5% (percent) wage increment with effect from 1st March, 2020 to 31st May, 2020.

3. Parties agreed that every employer shall pay each employee a cost-of-living allowance (COLA) of ZWL 1 400,00, across the board.

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 COLA shall be withdrawn upon marked improvement of the economy.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 expire on the 31st May, 2020, and shall be subject to review by the parties to the Collective Bargaining Agreement.

6. Every employer shall, with effect from 1st March, 2020, pay each employee a wage not less than the appropriate amount 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, National Employment Council dues and Trade Union dues.

Annexure "A"

MINIMUM HOURLY RATE OF WAGE

(*Clauses 9, 34 and 36*)

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

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

Schedule 1–Skilled Worker Category

	<i>Hourly Rate</i> \$ZWL	<i>Weekly Wage (Equivalent)</i> \$ZWL	<i>Monthly Wage Equivalent</i> \$ZWL	<i>COLA</i> \$ZWL	<i>Total (Wage + COLA)</i> \$ZWL
Class 1	14,00	615,78	2 673,05	1 400,00	4 073,05
Class 2	11,54	507,76	2 204,14	1 400,00	3 604,14
Class 3	9,91	436,04	1 892,81	1 400,00	3 292,81
Class 4	8,46	372,24	1 615,86	1 400,00	3 015,86

Schedule 2–Graded Worker Category

	<i>Hourly Rate</i> \$ZWL	<i>Weekly (Equivalent)</i> \$ZWL	<i>Monthly Equivalent</i> \$ZWL	<i>COLA</i> \$ZWL	<i>Total (Wage + COLA)</i> \$ZWL
Grade C1	11,54	507,76	2 204,14	1 400,00	3 604,14
Grade B4	9,56	420,64	1 825,96	1 400,00	3 225,96
Grade B3	8,71	383,24	1 663,61	1 400,00	3 063,61
Grade B2	7,26	319,44	1 386,66	1 400,00	2 786,66
Grade B1	6,82	300,08	1 302,62	1 400,00	2 702,62
Grade A3	6,60	290,40	1 260,60	1 400,00	2 660,60
Grade A2	6,23	274,12	1 189,93	1 400,00	2 589,93
Grade A1	6,15	270,60	1 175,00	1 400,00	2 575,00

Schedule 3–Skilled Worker Trainee

	<i>Hourly Rate</i> \$ZWL	<i>Weekly Wage (Equivalent)</i> \$ZWL	<i>Monthly Wage Equivalent</i> \$ZWL	<i>COLA</i> \$ZWL	<i>Total (Wage + COLA)</i> \$ZWL
Trainee Class 1	11,99	527,56	2 290,09	1 400,00	3 690,09
Trainee Class 2	10,24	450,56	1 955,84	1 400,00	3 355,84
Trainee Class 3	8,57	377,08	1 636,87	1 400,00	3 036,87
Trainee Class 4	7,79	342,76	1 487,89	1 400,00	2 887,89

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 .

