

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 June, 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\$25,26, to ZWL\$1 100,00, per month with effect from 1st of June, 2020 to 30th of June, 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 COLA shall be withdrawn upon marked improvement of the economy.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 June, 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, 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 June, 2020 to 30th  
June, 2020

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

---

<b>Schedule 1–Skilled Worker Category</b>					
	<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	30,39	1 337,15	5 804,45	1 100,00	6 904,45
Class 2	25,05	1 102,19	4 784,53	1 100,00	5 884,53
Class 3	21,51	946,51	4 108,72	1 100,00	5 208,72
Class 4	18,36	808,02	3 507,55	1 100,00	4 607,55

**Schedule 2–Graded 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
Grade C1	25,05	1 102,19	4 784,53	1 100,00	5 884,53
Grade B4	20,75	913,08	3 963,61	1 100,00	5 063,61
Grade B3	18,91	831,90	3 611,20	1 100,00	4 711,20
Grade B2	15,76	693,41	3 010,02	1 100,00	4 110,02
Grade B1	14,80	651,38	2 827,60	1 100,00	3 927,60
Grade A3	14,33	630,37	2 736,38	1 100,00	3 836,38
Grade A2	13,52	595,03	2 582,98	1 100,00	3 682,98
Grade A1	13,35	587,39	2 549,81	1 100,00	3 649,81

**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	26,03	1 145,17	4 971,10	1 100,00	6 071,10
Trainee Class 2	22,23	978,03	4 245,54	1 100,00	5 345,54
Trainee Class 3	19,47	856,73	3 719,00	1 100,00	4 819,00
Trainee Class 4	16,91	744,03	3 229,76	1 100,00	4 329,76

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.

