

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

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IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80 of the Labour Act [*Chapter 28:01*], approved the publication of the Collective Bargaining Agreement set out in the Schedule. This agreement was registered in terms of section 79 of the Act.

SCHEDULE

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

1. Notwithstanding the date of signing or publication thereof, this agreement of basic minimum wage, shall be deemed to have come into operation on 1st March, 2021.

2. Parties have agreed to award a 66.8% wage increment on NEC basic wage/salary minimums across all grades with effect from 1st March, 2021 up to 31st May, 2021.

3. Parties further agreed that back pay for March, 2021, shall be paid within a period of two months from the date of signing of this agreement.

4. Back pay will only be applicable where employees were earning less than the new agreed minimums.

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 March, 2021, pay each employee not less than the appropriate amounts as stated in Annexure "A" in this agreement.

7. Nothing contained in this agreement shall preclude companies from negotiating betterment of the agreed wage levels and any other working conditions at company works councils.

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Annexure 'A'

**MINIMUM HOURLY RATE OF WAGE**

(Clauses 9, 34 and 36)

Minimum hourly rates of wages effective from 1st of March, 2021 to 31st of May, 2021.

*Schedule 1: Skilled Worker Category*

	Hourly rate	Weekly equivalent	Monthly equivalent
	ZWL rate	ZWL rate	ZWL rate
Class 1	129,64	5 704,33	24 761,96
Class 2	111,32	4 898,28	21 262,98
Class 3	102,87	4 526,26	19 648,07
Class 4	94,41	4 154,24	18 033,17

*Schedule 2: Graded Worker Category*

	Hourly rate	Weekly equivalent	Monthly equivalent
	ZWL Rate	ZWL Rate	ZWL Rate
Grade C1	111,32	4 898,28	21 262,98
Grade B4	101,46	4 464,25	19 378,92
Grade B3	95,82	4 216,24	18 302,31
Grade B2	87,37	3 844,22	16 687,41
Grade B1	85,11	3 744,88	16 256,19
Grade A3	83,99	3 695,54	16 042,01
Grade A2	81,73	3 596,21	15 610,80
Grade A1	81,15	3 570,68	15 500,00

*Schedule 3: Skilled Worker Trainee*

	Hourly rate	Weekly equivalent	Monthly equivalent
	ZWL rate	ZWL rate	ZWL rate
Trainee Class 1	115,55	5 084,29	22 070,44

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Trainee Class 2	105,69	4 650,27	20 186,39
Trainee Class 3	98,64	4 340,25	18 840,63
Trainee Class 4	91,60	4 030,23	17 494,87

B. MANGENA,  
Chairman of the Council.

B. MAMBARA,  
President of NEWU.

B. V. MUNATSI,  
President of E.I.S.A.Z.

M. KANDA,  
President of PENTAWUZ.

Z. MHERE,  
President of GESMEISAWUZ.

T. C. NYAMATORE,  
General Secretary NEC.

