

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

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IT is hereby notified in terms of section 80 of the Labour Act [*Chapter 28:01*], that the Minister has approved the publication of the Collective Bargaining Agreement set out in the Schedule. The agreement has been registered in terms of section 79 of the Labour Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE  
ENGINEERING AND IRON AND STEEL INDUSTRY WAGE  
AGREEMENT: GENERAL ENGINEERING SECTION  
(SKILLED WORKERS AND GRADED JOB CATEGORIES OF  
EMPLOYEES)

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

2. Parties have agreed to a 16% wage increment on NEC basic wage/salary minimums across all grades with effect from 1st December, 2021 up to 28th of February, 2022.

3. This wage agreement shall subsist subject to review by the parties to the Collective Bargaining Agreement.

4. Therefore, every employer shall, with effect from 1st December, 2021, pay each employee not less than the appropriate amounts as stated in Annexure "A" in this agreement.

5. 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.

ANNEXURE "A"

MINIMUM HOURLY RATE OF WAGE

(*Clause 9, 34 and 36*)

Minimum hourly rates of wages effective from 1st of December, 2021 to 28th of February, 2022

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<b>Schedule 1: Skilled Worker Category</b>			
	<b>Hourly Rate</b>	<b>Weekly Equivalent</b>	<b>Monthly Equivalent</b>
	<b>ZWL Rate</b>	<b>ZWL Rate</b>	<b>ZWL Rate</b>
Class 1	230,17	10 127,36	43 961,94
Class 2	197,64	8 696,20	37 749,39
Class 3	182,64	8 036,25	34 884,62
Class 4	167,62	7 375,28	32 015,42
<b>Schedule 2: Graded Worker Category</b>			
	<b>Hourly Rate</b>	<b>Weekly Equivalent</b>	<b>Monthly Equivalent</b>
	<b>ZWL Rate</b>	<b>ZWL Rate</b>	<b>ZWL Rate</b>
Grade C1	197,64	8 696,20	37 749,39
Grade B4	180,15	7 926,51	34 408,27
Grade B3	170,11	7 485,02	32 491,77
Grade B2	155,12	6 825,38	29 628,33
Grade B1	151,11	6 648,98	28 862,62
Grade A3	149,12	6 561,19	28 481,54
Grade A2	145,11	6 384,75	27 715,61
Grade A1	143,9791	6 335,08	27 500,00
<b>Schedule 3: Skilled Worker Trainee</b>			
	<b>Hourly Rate</b>	<b>Weekly Equivalent</b>	<b>Monthly Equivalent</b>
	<b>ZWL Rate</b>	<b>ZWL Rate</b>	<b>ZWL Rate</b>
Trainee Class 1	206,56	9 088,69	39 453,19
Trainee Class 2	187,65	8 256,74	35 841,76
Trainee Class 3	175,13	7 705,51	33 448,91
Trainee Class 4	162,63	7 155,55	31 061,60

A Statutory Instrument setting out the agreement will be forwarded to you as soon as it has been published.

Signed at Harare this 14th day of December, 2021.

C. F. DUBE,  
Chairman of the Council.

W. GARIRA,  
President of NEWU.

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

M. KANDA,  
President of PEMENTAWUZ.

Z. MHERE,  
President of GESMEISAWUZ.

T. C. NYAMATORE,  
General Secretary. NEC.

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