

**Collective Bargaining Agreement: Ferro Alloy Industry in
Zimbabwe**

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 FERRO ALLOY
INDUSTRY IN ZIMBABWE**

**COLLECTIVE BARGAINING AGREEMENT: FERRO ALLOY
INDUSTRY IN ZIMBABWE**

Made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Ferro Alloy Industry Employers' Association (the "employers' association"), of the one part, and the National Union of Metal and Allied Industries in Zimbabwe (the "trade union"), of the other part, being parties to the National Employment Council for the Ferro Alloy Industry in Zimbabwe, to amend the Collective Bargaining Agreement: Ferro Alloy Industry, 2017, published in Statutory Instrument 76 of 2017 (hereinafter referred to as "the principal agreement") shall be read as one with the principal agreement.

Notwithstanding the date of signature or publication hereof, this agreement shall be deemed to have come into operation on the 1st of January, 2022, and replaces the July, 2021 to December, 2021 agreement.

WAGES INCREASE COVERING 1ST OF JANUARY, 2022 TO 31ST OF JUNE, 2022

NEC Grade	NEC Grade Minimums 1st of July, 2020 to 31st of December, 2020	NEC Grade Minimums 1st of January, 2021 to 30th of June, 2021	NEC Grade Minimums 1st of July, 2021 to 31st of December, 2021	NEC Grade Minimums 1st of January, 2022 to 30th of June, 2022
	USD	USD	USD	USD
1	115,00	170,00	200,00	256,00
2	115,00	170,00	205,00	262,40

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NEC Grade	NEC Grade Minimums 1st of July, 2020 to 31st of December, 2020	NEC Grade Minimums 1st of January, 2021 to 30th of June, 2021	NEC Grade Minimums 1st of July, 2021 to 31st of December, 2021	NEC Grade Minimums 1st of January, 2022 to 30th of June, 2022
3	120,44	178,04	209,46	268,11
4	124,20	183,60	216,00	276,48
5	132,14	195,35	229,82	294,17
6	140,09	207,09	243,64	311,85
7	145,53	215,13	253,09	323,96
8	153,05	226,25	266,18	340,71
9	162,67	240,47	282,91	362,12
10	181,49	268,29	315,64	404,01
11	194,87	288,07	338,91	433,80
12	227,91	336,91	396,36	507,35
13	281,85	416,66	490,19	627,44
14	296,49	438,29	515,64	660,01
15	311,13	459,93	541,09	692,60
16	354,62	524,22	616,73	789,41

Explanatory notes:

1. To increase the current (December, 2021) wage minimums by 28% for the period 1st of January, 2022 to 30th of June, 2022, for employees in Ferro Alloy Grades 1–16.
2. To pay 55% of the net earnings in United States dollars (USD) and pay the remaining 45% in equivalent Zimbabwean dollars (ZWL) per applicable Reserve Bank of Zimbabwe (RBZ) auction rates prevailing on the day of payment of the wages for the period 1st January, 2022 to 30th of June, 2022.
3. All other allowances linked to the basic salary, overtime, leave days and statutory obligations such as NEC and trade union dues to be calculated based on the 55% USD and 45% ZWL ratio as agreed above.
4. Member companies with more favourable locally arranged conditions of employment are encouraged to maintain the same good conditions of employment. Members who are able to pay wages in US dollars above set minimums are encouraged to do so.

5. Employers to make sure that the following deductions are implemented:
 - (a) NEC dues at two per cent (2%) of each employee's grade minimum with the employer party also remitting 2% of each employee's grade minimum in USD for the USD component and in ZWL for the ZWL component as per Note 3.
 - (b) NUMAIZ subscriptions for the trade union members shall be two per cent (2%) of an employee's basic salary calculated of 55% USD and 45% of ZWL as per Note 3.
6. Parties to the NEC to reconvene within the life of this agreement for wages negotiations should the economic situation continue to deteriorate.

Declaration

The employers' association and the trade union, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at, and affix their signatures hereto.

Signed at Kwekwe on the 11th of March, 2022.

G. SHAMBARE,
NEC Chairman.

M. DZINOREVA,
Employers Association Representative FAIEA.

A. NYASHANU,
Trade Union Representative NUMAIZ.

P. CHACHOKA,
General Secretary.

