

Collective Bargaining Agreement: Engineering and Iron and Steel  
Industry

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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

NATIONAL EMPLOYMENT COUNCIL OF 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 signature or publication hereof, this agreement of basic minimum wage, shall be deemed to have come into operation from 1st of September, 2022 to 28th of February, 2023.

2. Parties agreed to a wage freeze on NEC basic wage/salary minimums across all grades for the period 1st September, 2022 to 30th September, 2022.

3. Parties further agreed to a wage increment of 5.23% on NEC basic wage/salary minimums across the board effective from 1st October, 2022 to 28th February, 2023. The new minimum wage rates are indexed in United States dollars and shall be paid at prevailing interbank rates obtained at payroll processing dates for respective companies.

4. Every employer shall, therefore, with effect from 1st September, 2022, pay each employee not less than the appropriate amounts as specified for each grade or class in Annexures “A” (i) and “A” (ii) of this agreement.

5. Further, parties have agreed that employers paying part or full wages in United States dollars shall remit corresponding NEC dues in the USD currency.

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

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

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Annexure “A” (i)

MINIMUM HOURLY RATE OF WAGE

(Clauses 9, 34 and 36)

Minimum hourly rates of wages effective from 1st of September to 30th of September, 2022

<b>Schedule 1: Skilled Worker Category</b>			
	<b>Hourly Rate</b>	<b>Weekly Equivalent</b>	<b>Monthly Equivalent</b>
	<b>USD Indexed</b>	<b>USD Indexed</b>	<b>USD Indexed</b>
Class 1	1.63	71.72	311.33
Class 2	1.39	61.16	265.49
Class 3	1.29	56.76	246.39
Class 4	1.19	52.36	227.29
<b>Schedule 2: Graded Worker Category</b>			
	<b>Hourly Rate</b>	<b>Weekly Equivalent</b>	<b>Monthly Equivalent</b>
	<b>USD Indexed</b>	<b>USD Indexed</b>	<b>USD Indexed</b>
Grade C1	1.39	61.16	265.49
Grade B4	1.27	55.88	242.57
Grade B3	1.21	53.24	231.11
Grade B2	1.10	48.40	210.10
Grade B1	1.07	47.08	204.37
Grade A3	1.05	46.20	200.55
Grade A2	1.03	45.32	196.73
Grade A1	1.02	44.88	194.82
<b>Schedule 3: Skilled Worker Trainee</b>			
	<b>Hourly Rate</b>	<b>Weekly Equivalent</b>	<b>Monthly Equivalent</b>
	<b>USD Indexed</b>	<b>USD Indexed</b>	<b>USD Indexed</b>
Trainee Class 1	1.46	64.24	278.86
Trainee Class 2	1.23	54.12	234.93
Trainee Class 3	1.24	54.56	236.84
Trainee Class 4	1.15	50.60	219.65

## Annexure “A” (ii)

## MINIMUM HOURLY RATE OF WAGE

(Clauses 9, 34 and 36)

Minimum hourly rates of wages effective from 1st of October to 28th of February, 2023

<b>Schedule 1: Skilled Worker Category</b>			
	<b>Hourly Rate</b>	<b>Weekly Equivalent</b>	<b>Monthly Equivalent</b>
	<b>USD Indexed</b>	<b>USD Indexed</b>	<b>USD Indexed</b>
Class 1	1.72	75.68	328.52
Class 2	1.46	64.24	278.86
Class 3	1.36	59.84	259.76
Class 4	1.25	55.00	238.75
<b>Schedule 2: Graded Worker Category</b>			
	<b>Hourly Rate</b>	<b>Weekly Equivalent</b>	<b>Monthly Equivalent</b>
	<b>USD Indexed</b>	<b>USD Indexed</b>	<b>USD Indexed</b>
Grade C1	1.46	64.24	278.86
Grade B4	1.34	58.96	255.94
Grade B3	1.27	55.88	242.57
Grade B2	1.16	51.04	221.56
Grade B1	1.13	49.72	215.83
Grade A3	1.10	48.40	210.10
Grade A2	1.08	47.52	206.28
Grade A1	1.0733	47.23	205.00
<b>Schedule 3: Skilled Worker Trainee</b>			
	<b>Hourly Rate</b>	<b>Weekly Equivalent</b>	<b>Monthly Equivalent</b>
	<b>USD Indexed</b>	<b>USD Indexed</b>	<b>USD Indexed</b>
Trainee Class 1	1.54	67.76	294.14
Trainee Class 2	1.40	61.60	267.40
Trainee Class 3	1.30	57.20	248.30
Trainee Class 4	1.21	53.24	231.11

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Signed at Harare this 31st day of October, 2023.

C. F. DUBE,  
Chairman of the Council.

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.