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

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.

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

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

	0 2	
Hourly rate	Weekly equivalent	Monthly equivalent
ZWL Rate	ZWL Rate	ZWL Rate
111,32	4 898,28	21 262,98
101,46	4 464,25	19 378,92
95,82	4 216,24	18 302,31
87,37	3 844,22	16 687,41
85,11	3 744,88	16 256,19
83,99	3 695,54	16 042,01
81,73	3 596,21	15 610,80
81,15	3 570,68	15 500,00
	ZWL Rate 111,32 101,46 95,82 87,37 85,11 83,99 81,73	ZWL Rate ZWL Rate 111,32 4 898,28 101,46 4 464,25 95,82 4 216,24 87,37 3 844,22 85,11 3 744,88 83,99 3 695,54 81,73 3 596,21

Schedule 3: Skilled Worker Trainee

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

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

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 PEMTAWUZ.

Z. MHERE, President of GESMEISAWUZ.

T. C. NYAMATORE, General Secretary NEC.

