

Collective Bargaining Agreement: National Employment Council of  
the 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

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 on 1st March, 2019.

2. Parties have agreed in principle to a 27% (percent) wage increment with effect from 1st March, 2019 to 28th February, 2020.

3. This agreement shall expire on the 28th February, 2020, and shall be subject to review by the parties to the Collective Bargaining Agreement.

4. Every employer shall, with effect from 1st March, 2019, pay each employee a wage not less than the appropriate amount specified in Annexure "A".

5. Nothing in this clause shall prevent increase being negotiated at company level over and above those referred to in this clause.

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

Annexure "A"

MINIMUM HOURLY RATE OF WAGE

(*Clauses 9, 34 and 36*)

Minimum hourly rates of wages effective from 1st March, 2019 to 28th February, 2020.

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**Schedule 1: Skilled Worker Category**

	<b>Hourly rate</b>	<b>Weekly equivalent</b>	<b>Monthly equivalent</b>
	<b>USD Index Rate</b>	<b>USD Index Rate</b>	<b>USD Index Rate</b>
Class 1	4,45	195,58	849,00
Class 2	3,67	161,49	701,03
Class 3	3,15	138,58	601,57
Class 4	2,69	118,47	514,25

**Schedule 2: Graded Worker Category**

	<b>Hourly rate</b>	<b>Weekly equivalent</b>	<b>Monthly equivalent</b>
	<b>USD Index Rate</b>	<b>USD Index Rate</b>	<b>USD Index Rate</b>
Grade C1	3,67	161,49	701,03
Grade B4	3,04	133,55	579,74
Grade B3	2,77	121,82	528,80
Grade B2	2,31	101,70	441,48
Grade B1	2,17	95,55	414,79
Grade A3	2,10	92,20	400,24
Grade A2	1,98	87,17	378,41
Grade A1	1,96	86,06	373,56

**Schedule 3: Skilled Worker Trainee**

	<b>Hourly rate</b>	<b>Weekly equivalent</b>	<b>Monthly equivalent</b>
	<b>USD Index Rate</b>	<b>USD Index Rate</b>	<b>USD Index Rate</b>
Trainee Class 1	3,82	168,20	730,14
Trainee Class 2	3,26	143,61	623,40
Trainee Class 3	2,73	120,14	521,53
Trainee Class 4	2,48	108,97	473,01

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Signed at Harare.

B. MAMBARA,  
Chairman of the Council.

B. MANGENA,  
President of E.I.S.A.Z.

R. MOYO,  
President of N.E.W.U.

M. RUZIWA,  
Secretary General E.I.S.A. Z.

D. MUCHENU,  
General Secretary N.E.W.U.

T. C. NYAMATORE,  
General Secretary of the Council.

