

Collective Bargaining Agreement: Mine Workers

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IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement as set out in the Schedule. This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

COLLECTIVE BARGAINING AGREEMENT

(MINE WORKERS)

*Further Agreement*

This further agreement, made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Chamber of Mines of Zimbabwe (hereinafter referred to as the “employers’ organisation”), on the one part, and the Associated Mine Workers Union of Zimbabwe (hereinafter referred to as (the “trade union”), on the other part, being parties to the National Employment Council for the Mining Industry, to amend the Collective Bargaining Agreement: Mining Industry (General Conditions), 1990, published in Statutory Instrument 152 of 1990 (hereinafter referred to as “the principal agreement”) shall be read as one with the principal agreement.

The National Employment Council for the Mining Industry have today, 8th March, 2019, reached an agreement to raise the NEC minimum rates/earnings for the Mining Industry by 80%.

RATES OF PAY

The principal agreement Statutory Instrument 152 of 1990, is amended by the deletion of clauses 1(a) and 1(b) of Schedule E and the substitution of—

“1 (a) Subject to the provisions of paragraph 1 (b) the basic minimum earnings payable to employees with effect from 1st January, 2019 to 31st December, 2019, shall be as per the attached Schedules.

This is an annual agreement subject to review on a quarterly basis, based on the prevailing economic situation in the Mining Industry.

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The agreement carries an exemption clause as stipulated in the principal agreement, Statutory Instrument 152 of 1990, clause 6 (Exemptions, variations and savings).

Those employers who are able to pay more than the NEC minimums are encouraged to do so.

All increases shall be based on the dollar value principle.

### NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY

#### RATES OF PAY FROM 1<sup>ST</sup> JANUARY, 2019 TO 31<sup>ST</sup> DECEMBER, 2019

	<i>Minimum per month as at 31/12/2018</i>	<i>New minimum per month as at 1/01/2019</i>	<i>New minimum per shift</i>	<i>Dollar value increase</i>
1	260,32	468,58	18,02	208,26
2	262,40	472,32	18,17	209,92
3	263,47	474,25	18,24	210,78
4	268,10	482,58	18,56	214,48
5	276,10	496,98	19,11	220,88
6	289,06	520,31	20,01	231,25
7	300,90	541,62	20,83	240,72
8	327,73	589,91	22,69	262,18
9	397,55	715,59	27,52	318,04
10	445,71	802,28	30,86	356,57
11	522,20	939,96	36,15	417,76
12	566,40	1 019,52	39,21	453,12
13	603,78	1 086,80	41,80	483,02
	INCREASE %		80,0000	

#### SERVICE INCREMENTS

1 (b) The basic minimum earnings, prescribed in paragraph 1 (b) shall be increased as specified hereunder in respect of employees whose total length of service with the same employer amounts to two or more years.

Employees whose total length of service with the same employer exceeds—

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<i>Service years</i>	<i>Percentage increase</i>	<i>Accumulated percentage increase</i>
After 2 years	2%	2%
After 3 years	1%	3%
After 4 years	1%	4%
After 10 years	2%	6%
After 15 years	2%	8%
After 20 years	2%	10%
After 25 years	2%	12%

**Note:** Employers are to ensure that the following deductions are implemented and shortfalls back-dated to January 2019.

1. Mining Industry Pension Fund (M.I.P.F).
2. NEC dues 0.3% of grade minimum.
3. AMWUZ subscriptions for members shall be 3% of an employee' basic salary until further notice.

**SERVICE INCREMENT RATES FROM 1<sup>ST</sup> JANUARY, 2018 TO 31<sup>ST</sup> DECEMBER, 2018**

The rates of service increments shall be as follows—

GRADE	BASIC WAGE	AFTER 2 YRS 2%	AFTER 3 YRS 3%	AFTER 4 YRS 4%	AFTER 10YRS 6%	AFTER 15 YRS 8%	AFTER 20 YRS 10%	AFTER 25 YRS 12%
1	468,58	9,37	14,06	18,74	28,11	37,49	46,86	56,23
2	472,32	9,45	14,17	18,89	28,34	37,79	47,23	56,68
3	474,25	9,49	14,23	18,97	28,46	37,94	47,43	56,91
4	482,58	9,65	14,48	19,30	28,95	38,61	48,26	57,91
5	496,98	9,94	14,91	19,88	29,82	39,76	49,70	59,64
6	520,31	10,41	15,61	20,81	31,22	41,62	52,03	62,44
7	541,62	10,83	16,25	21,66	32,50	43,33	54,16	64,99
8	598,91	11,80	17,70	23,60	35,39	47,19	58,99	70,79
9	15,59	14,31	21,47	28,62	42,94	57,25	71,56	85,87
10	802,28	16,05	24,07	32,09	48,14	64,18	80,23	96,27
11	939,96	18,80	28,20	37,60	56,40	75,20	94,00	112,80
12	1 019,52	20,39	30,59	40,78	61,17	81,56	101,95	122,34
13	1 086,80	21,74	32,60	43,47	65,21	86,94	108,68	130,42

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Such increases shall be reflected separately on pay sheets and pay slips and will continue to form part of an employee's basic earnings:

Provided that employers may at their discretion, and when they are paying in excess of the minimum wage still pay a service increment based on the actual wage.”.

### *Declaration*

The employer's organisation and the trade union, having arrived at the agreement set forth herein, the undersigned officers of the Council hereby declare that the foregoing is the agreement arrived at, and affix their signatures thereto.

Signed at Harare this 8th March, 2019.

M. C. KARE,  
Chairman,  
National Employment Council for the Mining Industry.

T. E. RUZIVE,  
President,  
Associated Mine Workers Union of Zimbabwe.

E. NERWANDE-CHIBANDA,  
Vice President,  
Chamber of Mines of Zimbabwe.

A. N. TAHWA,  
Acting General Secretary,  
National Employment Council for the Mining Industry.