

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

COST OF LIVING ADJUSTMENT: GENERAL ENGINEERING  
SECTION (SKILLED WORKERS AND GRADED JOB  
CATEGORIES OF EMPLOYEES)

1. Notwithstanding the date of signature or publication hereof, this agreement shall be deemed to have come into operation on 1st November, 2019.

2. Parties hereby agreed that, the wage agreement for the period March, 2019, to February, 2020, be maintained, and that every employer shall, with effect from 1st of November, 2019, to 30th November, 2019, pay each employee a Cost of Living Allowance (COLA) of \$1 200,00RTGS across the board and with effect from 1st of December, 2019, pay each employee a Cost of Living Allowance (COLA) of \$1 400,00RTGS.

3. This agreement shall be withdrawn upon marked improvement on the economy. The General Engineering Committee will regularly assess the macro-economic fundamentals.

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

5. The total sum of the current minimum wage and the cost of living allowance shall be subject to Income tax, Trade Union dues and National Employment Council dues.

Signed at Harare in the year 2019.

B. MAMBARA,  
Chairman of the Council.

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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.