

Collective Bargaining Agreement: Mining Industry

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 in 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 has today, 26th February, 2021, reached an agreement to raise the NEC minimum rates/earnings for the Mining Industry by 22.22000000%.

1. RATES OF PAY

The Principal Agreement Statutory Instrument 152 of 1990 is amended by the deletion of Clause 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, 2021 to 31st March, 2021, shall be as per Schedules below."

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

The agreement carries an Exemption Clause as stipulated in the Principal Agreement, Statutory Instrument 152 of 1990, Clause 5 (Exemptions, Variations and Savings). Non-foreign currency generating companies, upon being granted an exemption, may be allowed to pay the full US dollar amount in ZW dollars equivalent using the official bank rate.

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.

2. SERVICE INCREMENTS

The basic minimum earnings, prescribed in paragraph 1(a) 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 —

SERVICE YEARS	PERCENTAGE INCREASE	ACCUMULATED PERCENTAGE INCREASE
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, 2021.

- (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.

**NATIONAL EMPLOYMENT COUNCIL FOR THE MINING
INDUSTRY**

RATES OF PAY FROM 1ST JANUARY, 2021, TO MARCH, 2021

Grade	Minimum per month as at 31/12/2020	New minimum per month as at 1/1/2021	Portion of minimum payable in USD as at 1/1/2021	New minimum per shift	Dollar value increase
1	18 000,00	22 000,00	140,00	846,15	4 000,00
2	18 143,74	22 175,69	141,00	852,91	4 031,94
3	18 217,83	22 266,24	142,00	856,39	4 048,00
4	18 537,76	22 657,27	144,00	871,43	4 119,50
5	19 090,96	23 333,39	148,00	897,44	4 242,44
6	19 987,20	24 428,80	155,00	939,57	4 441,60
7	20 805,76	25 429,27	161,00	978,05	4 623,50
8	22 660,79	27 696,52	175,00	1 065,25	5 035,73
9	27 488,65	33 597,24	212,00	1 292,20	6 108,59
10	30 818,78	37 667,40	238,00	1 448,75	6 848,62
11	36 107,58	44 131,49	279,00	1 697,37	8 023,91
12	39 163,83	47 866,91	303,00	1 841,04	8 703,08
13	41 748,33	51 025,74	323,00	1 962,53	9 277,41
	INCREASE	22,22000000%			

The portion payable in USD shall be converted to ZWL at the prevailing interbank exchange rate at the time of payment and deducted from the respective minimum wage to determine the balance to be paid in ZWL. For clarity, the total earnings for each grade will be equal to the respective minimum for that grade.

Non-foreign currency generating companies are excluded from the requirement to pay in US dollars.

Signed this 26th day of February, 2021.

S. PAPIAS,
AMWUZ.

C. CHIBAFA,
COMZ.

M. C. KARE,
Chairman.

T. S. KABOTE,
General Secretary.

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**SERVICE INCREMENT RATES FROM 1ST JANUARY, 2021
TO 31ST MARCH, 2021**

The rates of service increment shall be as follows:

Grade	Basic Wage ZWL	After 2 Years 2% (ZWL)	After 3 Years 3% (ZWL)	After 4 Years 4% (ZWL)	After 10 Years 6% (ZWL)	After 15 Years 8% (ZWL)	After 20 Years 10% (ZWL)	After 25 Years 12% (ZWL)
1	22 000,00	440,00	660,00	880,15	1 320,00	1 760,00	2 200,00	2 640,00
2	22 175,69	443,51	665,27	887,03	1 330,54	1 774,06	2 217,57	2 661,08
3	22 266,24	445,32	667,99	890,65	1 335,97	1 781,30	2 226,62	2 671,95
4	22 657,27	453,15	679,72	906,29	1 359,44	1 812,58	2 265,73	2 718,87
5	23 333,39	466,67	700,00	933,34	1 400,00	1 866,67	2 333,34	2 800,01
6	24 428,80	488,58	732,86	977,15	1 465,73	1 954,30	2 442,88	2 931,46
7	25 429,27	508,59	762,88	1 017,17	1 525,76	2 034,34	2 542,93	3 051,51
8	27 696,52	553,93	830,90	1 107,86	1 661,79	2 215,72	2 769,65	3 323,58
9	33 597,24	671,94	1 007,92	1 343,89	2 015,83	2 687,78	3 359,72	4 031,67
10	37 667,40	753,35	1 130,02	1 506,70	2 260,04	3 013,39	3 766,74	4 520,09
11	44 131,49	882,53	1 323,94	1 765,26	2 647,89	3 530,52	4 413,15	5 295,78
12	47 866,91	957,34	1 436,01	1 914,68	2 872,01	3 829,35	4 786,69	5 744,03
13	51 025,74	1 020,51	1 530,77	2 041,03	3 061,54	4 082,06	5 102,57	6 123,09

The portion payable in USD shall be converted to ZWL at the prevailing interbank exchange rate at the time of payment and deducted from the respective minimum wage to determine the balance to be paid in ZWL. For clarity, the total earnings for each grade will be equal to the respective minimum for that grade.

Non-foreign currency generating companies are excluded for the requirement to pay in US dollars.

Such increases shall be reflected separately on pay-sheets and payslips 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.