

June 2022

**NATIONAL EMPLOYMENT COUNCIL OF THE  
ENGINEERING AND IRON AND STEEL INDUSTRY**

**NOTICE**

**TO ALL EMPLOYERS AND EMPLOYEES**

**RE: WAGE AGREEMENT: GENERAL ENGINEERING SECTION (SKILLED  
WORKERS AND GRADED JOB CATEGORIES OF EMPLOYEES)**

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Please be advised that:

1. Notwithstanding the date of signature or publication hereof, this agreement of basic minimum wage, shall be deemed to have come into operation on 1<sup>st</sup> June 2022.
2. Parties have agreed to wage increments on NEC basic wage/salary minimums across all grades for the month June 2022 only.
3. The new wage increase represents a 70.70% award applied on the existing May 2022 wage.
4. Every employer shall, therefore, for the month of June 2022, pay each employee not less than the appropriate amounts as stated in Annexure "A" of this agreement.
5. This wage agreement shall subsist subject to review by the parties to the Collective Bargaining Agreement.
6. 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.
7. Employers who can afford to pay wages/salaries in USD i.e. (*IN PART OR IN FULL*) are encouraged to do so at company level.



T.C.N



June 2022

Annexure 'A'


## MINIMUM HOURLY RATE OF WAGE

(Clause 9, 34 and 36)

Minimum hourly rates of wages effective from 1<sup>st</sup> June 2022 to 30 June 2022

Schedule 1: Skilled Worker Category			
	Hourly Rate	Weekly Equivalent	Monthly Equivalent
	ZWL Rate	ZWL Rate	ZWL Rate
Class 1	502.32	22,102.08	95,943.12
Class 2	430.28	18,932.32	82,183.48
Class 3	399.13	17,561.72	76,233.83
Class 4	366.03	16,105.32	69,911.73
Schedule 2: Graded Worker Category			
	Hourly Rate	Weekly Equivalent	Monthly Equivalent
	ZWL Rate	ZWL Rate	ZWL Rate
Grade C1	430.28	18,932.32	82,183.48
Grade B4	393.29	17,304.76	75,118.39
Grade B3	371.87	16,362.28	71,027.17
Grade B2	338.77	14,905.88	64,705.07
Grade B1	329.04	14,477.76	62,846.64
Grade A3	325.15	14,306.60	62,103.65
Grade A2	317.37	13,964.28	60,617.67
Grade A1	314.14	13,822.16	60,000.74
Schedule 3: Skilled Worker Trainee			
	Hourly Rate	Weekly Equivalent	Monthly Equivalent
	ZWL Rate	ZWL Rate	ZWL Rate
Trainee Class 1	449.76	19,789.44	85,904.16
Trainee Class 2	408.86	17,989.84	78,092.26
Trainee Class 3	381.60	16,790.40	72,885.60
Trainee Class 4	354.34	15,590.96	67,678.94

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

  
T.C. NYAMATORE  
GENERAL SECRETARY

