NATIONAL EMPLOYMENT COUNCIL
FOR
ENGINEERING, IRON & STEEL INDUSTRY

NOTICE TO INDUSTRY

SUBJECT: TEMPORARY INTERIM WAGE INCREASE

At a meeting of the Full Council held on 4th September 2021, parties agreed to the following:

1. As of the date of this meeting, an agreement on wages was not settled.

2. Therefore, as a way of facilitating processing of the September 2021 payrolls by companies as they come due and while pending finalization of the 3rd Quarter Wage negotiations, a temporary Interim Wage increase of 5.128% be implemented across all grades as from 1st September 2021.

3. This temporary Interim Increase will bring the A1 Grade to ZWL20 500.00.

4. Minimum wage levels for the rest of the grades are stipulated on the attached schedule.

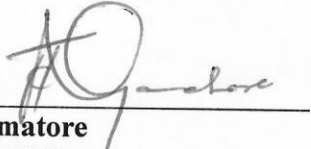5. NEC dues are to be calculated based on the new interim minimums.

MINIMUM HOURLY RATE OF WAGE

(Clause 9, 34 and 36)

Minimum hourly rates of wages effective from 1st of September 2021.

Schedule 1: Skilled Worker Category			
	Hourly Rate	**Weekly Equivalent**	**Monthly Equivalent**
	ZWL Rate	ZWL Rate	ZWL Rate
Class 1	171.45	7,543.96	32,747.63
Class 2	147.22	6,477.75	28,119.31
Class 3	136.05	5,986.04	25,984.86
Class 4	124.86	5,493.87	23,848.41
Schedule 2: Graded Worker Category			
	Hourly Rate	**Weekly Equivalent**	**Monthly Equivalent**
	ZWL Rate	ZWL Rate	ZWL Rate
Grade C1	147.22	6,477.75	28,119.31
GradeB4	134.19	5,904.17	25,629.46
Grade B3	126.72	5,575.75	24,203.81
Grade B2	115.55	5,084.04	22,069.36
Grade B1	112.56	4,952.67	21,499.11
Grade A3	111.08	4,887.45	21,215.99
Grade A2	108.09	4,756.08	20,645.73
Grade A1	107.33	4,722.32	20,500.00
Schedule 3: Skilled Worker Trainee			
	Hourly Rate	**Weekly Equivalent**	**Monthly Equivalent**
	ZWL Rate	ZWL Rate	ZWL Rate
Trainee Class 1	153.87	6,723.83	29,187.54
Trainee Class 2	139.78	6,150.25	26,697.68
Trainee Class 3	130.45	5,739.96	24,916.63
Trainee Class 4	121.14	5,330.13	23,137.59

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

T. C. Nyamatore
NEC General Secretary