

**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)**

---

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> July 2022.
  2. Parties have agreed to effect new wages on NEC basic wage/salary minimums across all grades effective from the 1<sup>st</sup> of July 2022 to August 2022.
  3. Parties have agreed to effect new minimum wages indexed in United States Dollars but paid in the Zimbabwean dollar currency calculated using the interbank rate prevailing at the time of company payroll run.
  4. For Avoidance of doubt, the applicable Interbank Rate shall be the one prevailing on the date of processing the wages payroll in respect of every individual employer.
  5. Every employer shall, therefore, with effect from 1<sup>st</sup> July 2022, pay each employee not less than the appropriate amounts as stated in Annexure "A".
  6. This wage agreement shall subsist subject to review by the parties to the Collective Bargaining Agreement.
  7. Nothing contained in this agreement shall preclude companies from negotiating betterment of the agreed wage levels and any other working conditions at the company level and this includes payment of wages in United States Dollars.
- 



T.C.N



## Annexure 'A'

## MINIMUM HOURLY RATE OF WAGE

(Clause 9, 34 and 36)

Minimum hourly rates of wages effective from 1<sup>st</sup> July 2022 to 31<sup>st</sup> August 2022

Schedule 1: Skilled Worker Category			
	Hourly Rate	Weekly Equivalent	Monthly Equivalent
	USD Indexed	USD Indexed	USD Indexed
Class 1	1.63	71.72	311.33
Class 2	1.39	61.16	265.49
Class 3	1.29	56.76	246.39
Class 4	1.19	52.36	227.29
Schedule 2: Graded Worker Category			
	Hourly Rate	Weekly Equivalent	Monthly Equivalent
	USD Indexed	USD Indexed	USD Indexed
Grade C1	1.39	61.16	265.49
Grade B4	1.27	55.88	242.57
Grade B3	1.21	53.24	231.11
Grade B2	1.10	48.40	210.10
Grade B1	1.07	47.08	204.37
Grade A3	1.05	46.20	200.55
Grade A2	1.03	45.32	196.73
Grade A1	1.02	44.88	194.82
Schedule 3: Skilled Worker Trainee			
	Hourly Rate	Weekly Equivalent	Monthly Equivalent
	USD Indexed	USD Indexed	USD Indexed
Trainee Class 1	1.46	64.24	278.86
Trainee Class 2	1.23	54.12	234.93
Trainee Class 3	1.24	54.56	236.84
Trainee Class 4	1.15	50.60	219.65

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

  
**T.C. NYAMATORE**  
**GENERAL SECRETARY**

