

**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 1st of March 2023.
2. Parties have agreed to 17.07% wages increments on NEC basic wage/salary minimums across all grades for period 1st of March 2023 to 31st May 2023.
3. The new minimum wages are indexed in United States Dollars and shall be paid at prevailing interbank rates obtained as at payroll processing dates for respective companies.
4. Every employer shall, therefore, with effect from 1st March 2023, pay each employee not less than the appropriate amounts as specified for each grade or class in Annexure 'A' of this agreement.
5. Further to, parties have agreed that employers paying full wages or part of in USD shall remit corresponding NEC dues in the USD currency.
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 company works councils.



T.C.N

Annexure 'A'

MINIMUM HOURLY RATE OF WAGE

(Clause 9, 34 and 36)

Minimum hourly rates of wages effective from 1st of March 2023 to 31st May 2023.

Schedule 1: Skilled Worker Category			
	Hourly Rate	Weekly Equivalent	Monthly Equivalent
	USD Indexed	USD Indexed	USD Indexed
Class 1	2.013604	88.60	384.60
Class 2	1.709222	75.21	326.46
Class 3	1.592152	70.05	304.10
Class 4	1.463375	64.39	279.50
Schedule 2: Graded Worker Category			
	Hourly Rate	Weekly Equivalent	Monthly Equivalent
	USD Indexed	USD Indexed	USD Indexed
Grade C1	1.709222	75.21	326.46
Grade B4	1.568738	69.02	299.63
Grade B3	1.486789	65.42	283.98
Grade B2	1.358012	59.75	259.38
Grade B1	1.322891	58.21	252.67
Grade A3	1.287770	56.66	245.96
Grade A2	1.264356	55.63	241.49
Grade A1	1.256512	55.29	240.00
Schedule 3: Skilled Worker Trainee			
	Hourly Rate	Weekly Equivalent	Monthly Equivalent
	USD Indexed	USD Indexed	USD Indexed
Trainee Class 1	1.802878	79.33	344.35
Trainee Class 2	1.638980	72.12	313.05
Trainee Class 3	1.521910	66.96	290.68
Trainee Class 4	1.416547	62.33	270.56

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


T.C. NYAMATORE
GENERAL SECRETARY

