

**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 signing or publication hereof, this agreement of basic minimum wages, shall be deemed to have come into operation on 1<sup>st</sup> September 2023.
2. Parties have agreed to a wage freeze for the period 1<sup>st</sup> of September 2023 to 30<sup>th</sup> September 2023. Hence, current wages (1<sup>st</sup> of June 2023 to 31<sup>st</sup> of August 2023) remain in effect for the month of September 2023.
3. **The minimum wage for Grade A1 remains at USD260.00**
4. Parties further agreed that the minimum wages for the period 1<sup>st</sup> September 2023 to 30<sup>th</sup> September 2023 be paid as follows:
  - 4.1. That 50% of each grade minimum wage be paid in United States Dollars (USD).
  - 4.2. That the other 50% of each grade minimum wage be paid in ZWL calculated at the prevailing inter-bank rate on the date of company payroll run.
5. All companies shall pay the NEC, Trade Unions, and Employers' associations dues according to the portions stated in points (4.1) and (4.2) above.
6. Further to, parties have agreed that employers paying full wages or in accordance with point 4.1 above shall remit corresponding NEC dues in the United States Dollars (USD), and dues for the wages paid in Zimbabwean dollars (ZWL) portion shall be paid at the prevailing inter-bank rate as at the date of payment to the NEC.
7. Every employer shall, therefore, with effect from 1<sup>st</sup> September 2023, pay each employee a wage/salary not less than the appropriate amounts as specified for each grade or class in Annexure 'A' of this agreement.
8. This wage agreement shall subsist subject to review by the parties to the Collective Bargaining Agreement.
9. 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 1<sup>st</sup> of September 2023 to 30<sup>th</sup> September 2023.

<b>Schedule 1: Skilled Worker Category</b>					
	<b>Hourly Rate</b>	<b>Weekly Equivalent</b>	<b>Monthly Equivalent</b>	<b>Monthly Equivalent</b>	<b>Monthly Equivalent</b>
	<b>USD Indexed</b>	<b>USD Indexed</b>	<b>USD Indexed</b>	<b>USD Paid Portion</b>	<b>USD Indexed ZWL Paid Portion</b>
Class 1	2.181404	95.98	416.65	208.32	208.32
Class 2	1.851657	81.47	353.67	176.83	176.83
Class 3	1.724831	75.89	329.44	164.72	164.72
Class 4	1.585323	69.75	302.80	151.40	151.40
<b>Schedule 2: Graded Worker Category</b>					
		<b>Weekly Equivalent</b>	<b>Monthly Equivalent</b>	<b>Monthly Equivalent</b>	<b>Monthly Equivalent</b>
		<b>USD Indexed</b>	<b>USD Indexed</b>	<b>USD Paid Portion</b>	<b>USD Indexed ZWL Paid Portion</b>
Grade C1	1.851657	81.47	353.67	176.83	176.83
Grade B4	1.699466	74.78	324.60	162.30	162.30
Grade B3	1.610688	70.87	307.64	153.82	153.82
Grade B2	1.471180	64.73	281.00	140.50	140.50
Grade B1	1.433132	63.06	273.73	136.86	136.86
Grade A3	1.395084	61.38	266.46	133.23	133.23
Grade A2	1.369719	60.27	261.62	130.81	130.81
Grade A1	1.361257	59.90	260.00	130.00	130.00
<b>Schedule 3: Skilled Worker Trainee</b>					
		<b>Weekly Equivalent</b>	<b>Monthly Equivalent</b>	<b>Monthly Equivalent</b>	<b>Monthly Equivalent</b>
		<b>USD Indexed</b>	<b>USD Indexed</b>	<b>USD Paid Portion</b>	<b>USD Indexed ZWL Paid Portion</b>
Trainee Class 1	1.953118	85.94	373.05	186.52	186.52
Trainee Class 2	1.775562	78.12	339.13	169.57	169.57
Trainee Class 3	1.648736	72.54	314.91	157.45	157.45
Trainee Class 4	1.534593	67.52	293.11	146.55	146.55

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

Signed at Harare this 18<sup>th</sup> day of September 2023

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

