

**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 March 2024.
2. Parties have agreed to 5.06% wages increments on NEC basic wage/salary minimums across all grades for period 1st of March 2024 to 28th of February 2025.
3. **This agreement increases the minimum A1 grade wage on an indexed minimum wage of United States Dollars \$280.00.**
4. Parties further agreed that the indexed minimum wages for the period 1st of March 2024 to 28th of February 2025 be paid as follows:
 - (4.1) That 80% of each grade minimum wage be paid in United States Dollars.
 - (4.2) That the other 20% of each grade minimum wage be paid in ZiG calculated at the prevailing inter-bank rate.
5. All companies shall pay the NEC, TUs, and Employers' associations dues according to the portions stated in points (4.1) and (4.2) above.
6. Every employer shall, therefore, with effect from 1st March 2024, 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.
7. This wage agreement shall subsist subject to review by the parties to the Collective Bargaining Agreement.
8. 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 2024 to 28th of February 2025.

Schedule 1: Skilled Worker Category					
	Hourly Rate	Weekly Equivalent	Monthly Equivalent	Monthly Equivalent	Monthly Equivalent
	USD Indexed	USD Indexed	USD Indexed	USD Paid Portion (80%)	ZiG Paid Portion (20%)
Class 1	2.349078	103.36	448.67	358.94	89.73
Class 2	1.993985	87.74	380.85	304.68	76.17
Class 3	1.857410	81.73	354.77	283.81	70.95
Class 4	1.707179	75.12	326.07	260.86	65.21
Schedule 2: Graded Worker Category					
	Hourly Rate	Weekly Equivalent	Monthly Equivalent	Monthly Equivalent	Monthly Equivalent
	USD Indexed	USD Indexed	USD Indexed	USD Paid Portion (80%)	ZiG Paid Portion (20%)
Grade C1	1.993985	87.74	380.85	304.68	76.17
Grade B4	1.830096	80.52	349.55	279.64	69.91
Grade B3	1.734494	76.32	331.29	265.03	66.26
Grade B2	1.584262	69.71	302.59	242.08	60.52
Grade B1	1.543290	67.90	294.77	235.81	58.95
Grade A3	1.502317	66.10	286.94	229.55	57.39
Grade A2	1.475002	64.90	281.73	225.38	56.35
Grade A1	1.465890	64.50	280.00	223.99	56.00
Schedule 3: Skilled Worker Trainee					
	Hourly Rate	Weekly Equivalent	Monthly Equivalent	Monthly Equivalent	Monthly Equivalent
	USD Indexed	USD Indexed	USD Indexed	USD Paid Portion (80%)	ZiG Paid Portion (20%)
Trainee Class 1	2.103244	92.54	401.72	321.38	80.34
Trainee Class 2	1.912040	84.13	365.20	292.16	73.04
Trainee Class 3	1.775466	78.12	339.11	271.29	67.82
Trainee Class 4	1.652549	72.71	315.64	252.51	63.13

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


T.C. NYAMATORE
GENERAL SECRETARY

