

Collective Bargaining Agreement: Mine Workers

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], has published the Collective Bargaining Agreement set out in the Schedule, which further amends the agreement published in Statutory Instrument 152 of 1990 has been registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

AGREEMENT

This further agreement, made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Chamber of Mines of Zimbabwe (hereinafter referred to as the employers' organisation), on the one part, and the Associated Mine Workers Union of Zimbabwe (hereinafter referred to as "the Trade Union") on the other part, being parties to the National Employment Council for the Mining Industry, to amend the Collective Bargaining Agreement: Mining Industry (General Conditions), 1990, published in Statutory Instrument 152 of 1990 (hereinafter referred to as "the principal agreement") shall be read as one with the principal agreement.

The National Employment Council for the Mining Industry have today, 18th June, 2024, reached an agreement to raise the NEC minimum rates/earnings for the Mining Industry by—

Rates of pay

1. The principal agreement Statutory Instrument 152 of 1990 is amended by the deletion of Clause 1(a) and 1(b) of Schedule E and the substitution of—

1. (a) Subject to the provisions of paragraph 1(b) the basic minimum earnings payable to employees with effect from 1st April, 2024 to 31st December, 2024, shall be as per the attached Schedules.

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The agreement carries an Exemption Clause as stipulated in the principal agreement, Statutory Instrument 152 of 1990, Clause 6 (Exemptions, Variations and Savings).

Those employers who are able to pay more than the NEC minimums are encouraged to do so.

The dollar value principle will apply.

NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY						
RATES OF PAY FROM 1 JANUARY 2024 TO 31 MARCH 2024						
GRADE	MINIMUM PER MONTH AS AT 31/12/2023	NEW MINIMUM PER MONTH AS AT 01/01/2024	PORTION OF MINIMUM TO BE PAID IN USD AS AT 01/01/2024	PORTION OF USD MINIMUM PAYABLE IN ZIG AT THE PREVAILING AUCTION RATE ON THE DATE OF PAYMENT	NEW MINIMUM PER SHIFT	DOLLAR VALUE INCREASE
	USD	USD	USD	USD	USD	USD
1	355.00	355.00	230.75	124.25	13.65	0.00
2	357.83	357.83	232.59	125.24	13.76	0.00
3	359.30	359.30	233.54	125.75	13.82	0.00
4	365.61	365.61	237.64	127.96	14.06	0.00
5	376.52	376.52	244.74	131.78	14.48	0.00
6	394.19	394.19	256.22	137.97	15.16	0.00
7	410.34	410.34	266.72	143.62	15.78	0.00
8	446.92	446.92	290.50	156.42	17.19	0.00
9	542.14	542.14	352.39	189.75	20.85	0.00
10	607.81	607.81	395.08	212.74	23.38	0.00
11	712.12	712.12	462.88	249.24	27.39	0.00
12	772.40	772.40	502.06	270.34	29.71	0.00
13	823.37	823.37	535.19	288.18	31.67	0.00
	INCREASE %	0.00000000%				
RATES OF PAY FROM 1 APRIL 2024 TO 30 JUNE 2024						
GRADE	MINIMUM PER MONTH AS AT 31/12/2023	NEW MINIMUM PER MONTH AS AT 01/04/2024	PORTION OF MINIMUM TO BE PAID IN USD AS AT 01/04/2024	PORTION OF USD MINIMUM PAYABLE IN ZIG AT THE PREVAILING AUCTION RATE ON THE DATE OF PAYMENT AS AT 01/04/2024	NEW MINIMUM PER SHIFT AS AT 01/04/2024	DOLLAR VALUE INCREASE AS AT 01/04/2024
	USD	USD	USD	USD	USD	USD
1	355.00	369.20	239.98	129.22	14.20	14.20
2	357.83	372.15	241.90	130.25	14.31	14.31
3	359.30	373.67	242.88	130.78	14.37	14.37
4	365.61	380.23	247.15	133.08	14.62	14.62
5	376.52	391.58	252.52	137.05	15.06	15.06
6	394.19	409.96	264.47	143.49	15.77	15.77
7	410.34	426.75	277.39	149.36	16.41	16.41
8	446.92	464.80	302.12	162.68	17.88	17.88
9	542.14	563.82	366.48	197.34	21.69	21.69
10	607.81	632.13	410.88	221.24	24.31	24.31
11	712.12	740.61	481.39	259.21	28.48	28.48
12	772.40	803.29	522.14	281.15	30.90	30.90
13	823.37	856.30	556.60	299.71	32.93	32.93
	INCREASE %	4.00000000%				
RATES OF PAY FROM 1 JULY 2024 TO 31 DECEMBER 2024						
GRADE	MINIMUM PER MONTH AS AT 31/12/2023	NEW MINIMUM PER MONTH AS AT 01/07/2024	PORTION OF MINIMUM TO BE PAID IN USD AS AT 01/07/2024	PORTION OF USD MINIMUM PAYABLE IN ZIG AT THE PREVAILING AUCTION RATE ON THE DATE OF PAYMENT AS AT 01/07/2024	NEW MINIMUM PER SHIFT AS AT 01/07/2024	DOLLAR VALUE INCREASE AS AT 01/07/2024
	USD	USD	USD	USD	USD	USD
1	355.00	372.75	253.47	119.28	14.34	17.75
2	357.83	375.73	255.49	120.23	14.45	17.89
3	359.30	377.26	256.54	120.72	14.51	17.96
4	365.61	383.89	261.04	122.84	14.76	18.28
5	376.52	395.34	268.83	126.51	15.21	18.83
6	394.19	413.90	281.45	132.45	15.92	19.71
7	410.34	430.85	292.98	137.87	16.57	20.52
8	446.92	469.27	319.10	150.17	18.05	22.35
9	542.14	569.24	387.09	182.16	21.89	27.11
10	607.81	638.21	433.98	204.23	24.55	30.39
11	712.12	747.73	508.46	239.27	28.76	35.61
12	772.40	811.02	551.49	259.53	31.19	38.62
13	823.37	864.54	587.89	276.65	33.25	41.17
	INCREASE %	5.00000000%				
Foreign currency generating companies shall pay the new minimum wages in both USD and ZIG portions as provided for above.						
Non-foreign currency generating companies may be exempted from the requirement to pay in dual currency and shall pay the new monthly USD minimum wages as provided for above at the prevailing official rate on the date of payment.						

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Service Increments

2. The basic minimum earnings, prescribed in paragraph 1 (a) shall be increased as specified hereunder in respect of employees whose total length of service with the same employer amounts to two or more years.

Employees whose total length of service with the same employer exceeds:

SERVICE YEARS	PERCENTAGE INCREASE	ACCUMULATED PERCENTAGE INCREASE
After 2 years	2%	2%
After 3 years	1%	3%
After 4 years	1%	4%
After 10 years	2%	6%
After 15 years	2%	8%
After 20 years	2%	10%
After 25 years	2%	12%

Note: Employers are to ensure that the following deductions are implemented and shortfalls back-dated to 1st April, 2024, save for NEC subscriptions which are effective 1st July, 2024.

(1) Mining Industry Pension Fund (M.I.P.F).

(2) NEC dues 0.6% of grade minimum effective 1st July, 2024.

(3) Remittances to the NEC and AMWUZ shall be paid using a dual currency system which resonates with the actual wages earned by the employees, that is in both USD and ZiG components.

(4) AMWUZ subscriptions for members shall be 3% of an employee' basic salary until further notice.

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SERVICE INCREMENT RATES FROM 1 APRIL 2024 TO 30 JUNE 2024								
The rates of service increments shall be as follows:-								
GRADE	BASIC WAGE USD	AFTER 2 YRS 2% (USD)	AFTER 3 YRS 3%(USD)	AFTER 4 YRS 4%(USD)	AFTER 10 YRS 6%(USD)	AFTER 15 YRS 8%(USD)	AFTER 20 YRS 10%(USD)	AFTER 25 YRS 12%(USD)
1	369.20	7.38	11.08	14.77	22.15	29.54	36.92	44.30
2	372.15	7.44	11.16	14.89	22.33	29.77	37.21	44.66
3	373.67	7.47	11.21	14.95	22.42	29.89	37.37	44.84
4	380.23	7.60	11.41	15.21	22.81	30.42	38.02	45.63
5	391.58	7.83	11.75	15.66	23.49	31.33	39.16	46.99
6	409.96	8.20	12.30	16.40	24.60	32.80	41.00	49.20
7	426.75	8.53	12.80	17.07	25.60	34.14	42.67	51.21
8	464.80	9.30	13.94	18.59	27.89	37.18	46.48	55.78
9	563.82	11.28	16.91	22.55	33.83	45.11	56.38	67.66
10	632.13	12.64	18.96	25.29	37.93	50.57	63.21	75.86
11	740.61	14.81	22.22	29.62	44.44	59.25	74.06	88.87
12	803.29	16.07	24.10	32.13	48.20	64.26	80.33	96.40
13	856.30	17.13	25.69	34.25	51.38	68.50	85.63	102.76
Foreign currency generating companies shall pay the new minimum wages in both USD and ZIG portions as provided for above.								
Non-foreign currency generating companies are excluded from the requirement to pay in dual currency and shall pay the new monthly USD minimum wages as provided for above at the prevailing official rate on the date of payment.								
Such increases shall be reflected separately on pay sheets and payslips and will continue to form part of an employee's basic earnings.								
Provided that employers may at their discretion, and when they are paying in excess of the minimum wage still pay a service increment based on the actual wage.								

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SERVICE INCREMENT RATES FROM 1 JULY 2024 TO 31 DECEMBER 2024								
The rates of service increments shall be as follows:-								
GRADE	BASIC WAGE USD	AFTER 2 YRS 2%(USD)	AFTER 3 YRS 3%(USD)	AFTER 4 YRS 4%(USD)	AFTER 10 YRS 6%(USD)	AFTER 15 YRS 8%(USD)	AFTER 20 YRS 10%(USD)	AFTER 25 YRS 12%(USD)
1	372.75	7.45	11.18	14.91	22.36	29.82	37.27	44.73
2	375.73	7.51	11.27	15.03	22.54	30.06	37.57	45.09
3	377.26	7.55	11.32	15.09	22.64	30.18	37.73	45.27
4	383.89	7.68	11.52	15.36	23.03	30.71	38.39	46.07
5	395.34	7.91	11.86	15.81	23.72	31.63	39.53	47.44
6	413.90	8.28	12.42	16.56	24.83	33.11	41.39	49.67
7	430.85	8.62	12.93	17.23	25.85	34.47	43.09	51.70
8	469.27	9.39	14.08	18.77	28.16	37.54	46.93	56.31
9	569.24	11.38	17.08	22.77	34.15	45.54	56.92	68.31
10	638.21	12.76	19.15	25.53	38.29	51.06	63.82	76.58
11	747.73	14.95	22.43	29.91	44.86	59.82	74.77	89.73
12	811.02	16.22	24.33	32.44	48.66	64.88	81.10	97.32
13	864.54	17.29	25.94	34.58	51.87	69.16	86.45	103.74
Foreign currency generating companies shall pay the new minimum wages in both USD and ZIG portions as provided for above.								
Non-foreign currency generating companies are excluded from the requirement to pay in dual currency and shall pay the new monthly USD minimum wages as provided for above at the prevailing official rate on the date of payment.								
Such increases shall be reflected separately on paysheets and payslips and will continue to form part of an employee's basic earnings.								
Provided that employers may at their discretion, and when they are paying in excess of the minimum wage still pay a service increment based on the actual wage.								

Declaration

The Employer's Organisation and the Trade Union, having arrived at the agreement set forth herein, the undersigned officers of the Council hereby declare that the foregoing is the agreement arrived at, and affix their signatures thereto.

Signed at Harare this 18th June, 2024.

J. T. MAWIRE,
Chairman,
National Employment Council for the Mining Industry.

S. PAPIAS,
President,
Associated Mine Workers Union of Zimbabwe.

J. MUSEKIWA,
Vice President,
Chamber of Mines of Zimbabwe.

T. S. KABOTE,
General Secretary,
National Employment Council for the Mining Industry.

