

Collective Bargaining Agreement: Ferro Alloy Industry in
Zimbabwe

IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule has been registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR FERRO ALLOY
INDUSTRY IN ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT: FERRO ALLOY
INDUSTRY IN ZIMBABWE

Made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Ferro Alloy Industry Employers' Association (the "employers' association"), of the one part, and the National Union of Metal and Allied Industries in Zimbabwe (the "trade union"), of the other part, being parties to the National Employment Council for the Ferro Alloy Industry in Zimbabwe, to amend the Collective Bargaining Agreement: Ferro Alloy Industry, 2017, published in Statutory Instrument 76 of 2017, shall be read as one with the principal agreement.

Notwithstanding the date of signature or publication hereof, this agreement shall be deemed to have come into operation on the 1st of January, 2023, and replaces the July, 2022 to December, 2022 agreement.

Wages Increase Covering 1st of January, 2023 to 31st of December, 2023

NEC Grade	NEC Grade Minimums 1st of January, 2022 to 30th of June, 2022	NEC Grade Minimums 1st July, 2022 to 31st December, 2022	NEC Grade Minimums 1st of January, 2023 to 28th February, 2023	NEC Grade Minimums 1st of March, 2023 to 31st December, 2023
	USD	USD	USD	USD
1	256,00	256,00	275,20	300,02
2	262,40	262,40	282,08	307,52
3	268,11	268,11	288,22	314,21
4	276,48	276,48	297,22	324,02

Collective Bargaining Agreement: Ferro Alloy Industry in
Zimbabwe

NEC Grade	NEC Grade Minimums 1st of January, 2022 to 30th of June, 2022	NEC Grade Minimums 1st July, 2022 to 31st December, 2022	NEC Grade Minimums 1st of January, 2023 to 28th February, 2023	NEC Grade Minimums 1st of March, 2023 to 31st December, 2023
5	294,17	294,17	316,24	344,76
6	311,85	311,85	335,24	365,48
7	323,96	323,96	348,26	379,67
8	340,71	340,71	366,26	399,30
9	362,12	362,12	389,28	424,39
10	404,01	404,01	434,31	473,49
11	433,80	433,80	466,33	508,40
12	507,35	507,35	545,40	594,59
13	627,44	627,44	674,50	735,34
14	660,01	660,01	709,51	773,51
15	692,60	692,60	744,55	811,70
16	789,41	789,41	848,62	925,17

Explanatory Notes:

1. To increase 1st January, 2023 to 28th February, 2023, wage rates for employees in Ferro-Alloy Grades 1–16 with 7.5% on December, 2022 minimums.
2. To increase 1st March, 2023 to 31st December, 2023, wage rates for employees in Ferro Alloy Grades 1–16 with 9.02% on February, 2023 minimums.
3. To pay 75% of the net earnings in United States dollars (USD) and pay the remaining 25% in equivalent Zimbabwean Dollars (ZWL) per applicable Reserve Bank of Zimbabwe (RBZ) auction rates prevailing on the day of payment of the wages for the period 1st January, 2023 to 31st of December, 2023. This will apply to all Grades from Grade 1 to Grade 16.
4. All other allowances linked to the basic salary, overtime, leave days and statutory obligations such as NEC and Trade Union dues to be calculated based on the 75% USD and 25% ZWL for Grade 1 to Grade 16.
5. Member companies with more favourable locally arranged conditions of employment are encouraged to maintain the same good conditions of employment. Members who are able to pay

wages in US dollars above set minimums are encouraged to do so.

6. Employers to make sure that the following deductions are implemented:
 - (a) NEC dues at two *per centum* (2%) of each employee's grade minimum with the employer party also remitting 2% of each employee's grade minimum in USD for the USD component and in ZWL for the ZWL component as per notes 3 and 4.
 - (b) NUMAIZ subscriptions for the Trade Union members shall be two per centum (2%) of an employee's basic salary calculated of USD 75% and 25% of ZWL for Grade 1 to Grade 16.
7. Parties to the NEC to reconvene within the life of this agreement for wages negotiations should the economic situation continue to deteriorate or improves.

Declaration

The employers' association and the trade union, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at, and affix their signatures hereto.

Signed at Kwekwe on the 17th March, 2023.

G. SHAMBARE,
NEC Chairman.

M. DZINOREVA,
Employers Association Representative (FAIEA).

Collective Bargaining Agreement: Ferro Alloy Industry in
Zimbabwe

A. NYASHANU,
Trade Union Representative (NUMAIZ).

P. CHACHOKA,
NEC General Secretary.

*Supplement to the Zimbabwean Government Gazette dated the 23rd August, 2024.
Printed by the Government Printer, Harare.*