

CIRCULAR TO MINES

MM4/2020

NEC5994

20 October 2020

THE MINE MANAGER
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Dear Sir

RE: RATES OF PAY FOR THE PERIOD 1 OCTOBER 2020 TO 31 DECEMBER 2020

This notice serves to bring to your attention that the following new minimum rates of pay for grades 1-13 were agreed upon in dual currency (US Dollars & ZW Dollars) by the Associated Mine Workers Union of Zimbabwe and the Chamber of Mines of Zimbabwe, on 20 October, 2020 and will be subsequently sent to the Ministry of Labour and Social Services for Registration and Publication.

It is agreed to set the minimum wages as per the attached schedules:

1. **RATES OF PAY**

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 for the period 1 October 2020 to 31 December 2020 shall be as per the attached Schedules.

This Agreement is subject to review on a quarterly basis, based on the prevailing economic situation in the Mining Industry.

The agreement carries an Exemption Clause as stipulated in the Principal Agreement, Statutory Instrument 152 of 1990, Clause 6 (Exemptions, Variations and Savings). Non-foreign currency generating companies, upon being granted an exemption, maybe allowed to pay the full US dollar amount in ZW dollars equivalent using the official bank rate.

Those employers who are able to pay more than the N.E.C. minimums, are encouraged to do so.

All increases shall be based on the dollar value principle.

2 SERVICE INCREMENTS

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 October 2020.

- 1) Mining Industry Pension Fund (M.I.P.F).
- 2) NEC dues 0.3% of grade minimum.
- 3) AMWUZ subscriptions for members shall be 3% of an employee' basic salary until further notice.


NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY**RATES OF PAY FROM 1 OCTOBER 2020 TO 31 DECEMBER 2020**

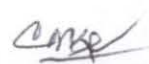
GRADE	MINIMUM PER MONTH AS AT 30/09/2020	NEW MINIMUM PER MONTH AS AT 01/10/2020 ZWL	PORTION OF MINIMUM PAYABLE IN USD AS AT 01/07/2020 USD	NEW MINIMUM PER SHIFT	DOLLAR VALUE INCREASE ZWL
1	14,750.00	18,000.00	125.00	692.31	3,250.00
2	14,867.79	18,143.74	126.00	697.84	3,275.95
3	14,928.50	18,217.83	127.00	700.69	3,289.33
4	15,190.67	18,537.76	129.00	712.99	3,347.10
5	15,643.98	19,090.96	133.00	734.27	3,446.98
6	16,378.40	19,987.20	139.00	768.74	3,608.80
7	17,049.17	20,805.76	145.00	800.22	3,756.60
8	18,569.26	22,660.79	158.00	871.57	4,091.53
9	22,525.42	27,488.65	192.00	1,057.26	4,963.23
10	25,254.28	30,818.78	215.00	1,185.34	5,564.50
11	29,588.16	36,107.59	252.00	1,388.75	6,519.43
12	32,092.59	39,163.84	273.00	1,506.30	7,071.25
13	34,210.44	41,748.33	291.00	1,605.70	7,537.89
	INCREASE %	22.03389830%		110.7143	

The portion payable in USD shall be converted to ZWL at the prevailing interbank exchange rate at the time of payment and deducted from the respective minimum wage to determine the balance to be paid in ZWL. For clarity, the total earnings for each grade will be equal to the respective minimum for that grade.

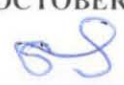
Non-foreign currency generating companies are excluded from the requirement to pay in US dollars.

SIGNED:


S. PAPIAS : AMWUZ
20 OCTOBER 2020


M.C. KARE: CHAIRMAN
20 OCTOBER 2020

C. CHIBAFU : COMZ
20 OCTOBER 2020


T.S. KABOTE : GENERAL SECRETARY
20 OCTOBER 2020

SERVICE INCREMENT RATES FROM 1 OCTOBER 2020 TO 31 DECEMBER 2020

The rates of service increments shall be as follows:-

GRADE	BASIC WAGE ZWL	AFTER 2 YRS 2% (ZWL)	AFTER 3 YRS 3%(ZWL)	AFTER 4 YRS 4%(ZWL)	AFTER 10 YRS 6%(ZWL)	AFTER 15 YRS 8%(ZWL)	AFTER 20 YRS 10%(ZWL)	AFTER 25 YRS 12%(ZWL)
1	18000.00	360.00	540.00	720.00	1080.00	1440.00	1800.00	2160.00
2	18143.74	362.87	544.31	725.75	1088.62	1451.50	1814.37	2177.25
3	18217.83	364.36	546.53	728.71	1093.07	1457.43	1821.78	2186.14
4	18537.76	370.76	556.13	741.51	1112.27	1483.02	1853.78	2224.53
5	19090.96	381.82	572.73	763.64	1145.46	1527.28	1909.10	2290.91
6	19987.20	399.74	599.62	799.49	1199.23	1598.98	1998.72	2398.46
7	20805.76	416.12	624.17	832.23	1248.35	1664.46	2080.58	2496.69
8	22660.79	453.22	679.82	906.43	1359.65	1812.86	2266.08	2719.30
9	27488.65	549.77	824.66	1099.55	1649.32	2199.09	2748.87	3298.64
10	30818.78	616.38	924.56	1232.75	1849.13	2465.50	3081.88	3698.25
11	36107.59	722.15	1083.23	1444.30	2166.46	2888.61	3610.76	4332.91
12	39163.84	783.28	1174.92	1566.55	2349.83	3133.11	3916.38	4699.66
13	41748.33	834.97	1252.45	1669.93	2504.90	3339.87	4174.83	5009.80

The portion payable in USD shall be converted to ZWL at the prevailing interbank exchange rate at the time of payment and deducted from the respective minimum wage to determine the balance to be paid in ZWL. For clarity, the total earnings for each grade will be equal to the respective minimum for that grade.

Non-foreign currency generating companies are excluded from the requirement to pay in US dollars.

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.

NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY

RETURN OF DEDUCTIONS AND CONTRIBUTIONS - USD (From OCTOBER 2020)

NAME OF EMPLOYER:.....

POSTAL ADDRESS:.....

PHYSICAL ADDRESS:.....

EMAIL:.....

NAME OF MINE:.....

TELEPHONE NO:.....

Employee Grades

Employee Grades (excluding employees in employment less than 2 weeks)	Contribution 0.3%	Total No. Of Employees per grade			Employee Contribution Totals	Employer Contribution Totals	Grand Totals
	USD	Male	Female	Total			
1	0.38						
2	0.38						
3	0.38						
4	0.39						
5	0.40						
6	0.42						
7	0.44						
8	0.47						
9	0.58						
10	0.65						
11	0.76						
12	0.82						
13	0.87						
OTHER/13 PLUS	0.87						
TOTAL PAYMENT							
CHEQUE NO.							

MONTH OF.....

Signature Status Date.....

NB: This return (together with the relevant payment) must reach the Council Offices, in

Harare or Bulawayo, not later than the 15th of the month following that to which it refers.

Proof of payment should be sent to our offices through the following email address - necmine@mweb.co.zw
(or necminebyo@gmail.com for the Southern Region)

Please note that all institutions are also to effect the 0.3% on the remaining balance to be paid in ZWL apart from the USD contributions.

NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY

BANKING DETAILS :

ACCOUNT NAME	NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY	
BANK	STANDARD CHARTERED BANK	
BRANCH	AFRICA UNITY SQUARE BRANCH	
RTGS ACCOUNT NO.	0100206171100	(RTGS ACCOUNT)
FCA NOSTRO ACCOUNT	8740406171101	(NOSTRO ACCOUNT)
SWIFT CODE	SCBLZWHXAXXX	



T.S KABOTE
GENERAL SECRETARY