

# NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY

Originate

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## CIRCULAR TO MINES

**MM1/2022**

**NEC6056**

24 February 2022

THE MINE MANAGER

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Dear Sir

**RE: RATES OF PAY FOR THE PERIOD 1 JANUARY 2022 TO 31 MARCH 2022**

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 24 February, 2022 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 January 2022 to 31 March 2022 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 1 January 2022.

- 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 JANUARY 2022 TO 31 MARCH 2022**

GRADE	MINIMUM PER MONTH AS AT 31/12/2021	NEW MINIMUM PER MONTH AS AT 01/01/2022 ZWL	PORTION OF MINIMUM PAYABLE IN USD AS AT 01/01/2022 USD	NEW MINIMUM PER SHIFT	DOLLAR VALUE INCREASE ZWL
1	30,500.00	44,640.00	198.00	1,716.92	14,140.00
2	30,743.56	44,996.48	199.58	1,730.63	14,252.92
3	30,869.10	45,180.22	200.40	1,737.70	14,311.12
4	31,411.22	45,973.66	203.92	1,768.22	14,562.45
5	32,348.57	47,345.58	210.00	1,820.98	14,997.01
6	33,867.20	49,568.26	219.86	1,906.47	15,701.06
7	35,254.22	51,598.30	228.86	1,984.55	16,344.09
8	38,397.46	56,198.77	249.27	2,161.49	17,801.31
9	46,577.98	68,171.84	302.38	2,621.99	21,593.86
10	52,220.72	76,430.59	339.01	2,939.64	24,209.87
11	61,182.30	89,546.82	397.18	3,444.11	28,364.52
12	66,360.95	97,126.33	430.80	3,735.63	30,765.37
13	70,740.23	103,535.87	459.23	3,982.15	32,795.63
	INCREASE %	46.36065574%			


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  
24 FEBRUARY 2022

  
M.C. KARE : CHAIRMAN  
24 FEBRUARY 2022

  
T. GONO : COMZ  
24 FEBRUARY 2022

  
T.S. KABOTE : GENERAL SECRETARY  
24 FEBRUARY 2022

**SERVICE INCREMENT RATES FROM 1 JANUARY 2022 TO 31 MARCH 2022**

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	44,640.00	892.80	1,339.20	1,785.60	2,678.40	3,571.20	4,464.00	5,356.80
2	44,996.48	899.93	1,349.89	1,799.86	2,699.79	3,599.72	4,499.65	5,399.58
3	45,180.22	903.60	1,355.41	1,807.21	2,710.81	3,614.42	4,518.02	5,421.63
4	45,973.66	919.47	1,379.21	1,838.95	2,758.42	3,677.89	4,597.37	5,516.84
5	47,345.58	946.91	1,420.37	1,893.82	2,840.74	3,787.65	4,734.56	5,681.47
6	49,568.26	991.37	1,487.05	1,982.73	2,974.10	3,965.46	4,956.83	5,948.19
7	51,598.30	1,031.97	1,547.95	2,063.93	3,095.90	4,127.86	5,159.83	6,191.80
8	56,198.77	1,123.98	1,685.96	2,247.95	3,371.93	4,495.90	5,619.88	6,743.85
9	68,171.84	1,363.44	2,045.16	2,726.87	4,090.31	5,453.75	6,817.18	8,180.62
10	76,430.59	1,528.61	2,292.92	3,057.22	4,585.84	6,114.45	7,643.06	9,171.67
11	89,546.82	1,790.94	2,686.40	3,581.87	5,372.81	7,163.75	8,954.68	10,745.62
12	97,126.33	1,942.53	2,913.79	3,885.05	5,827.58	7,770.11	9,712.63	11,655.16
13	103,535.87	2,070.72	3,106.08	4,141.43	6,212.15	8,282.87	10,353.59	12,424.30

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**

NAME OF EMPLOYER :  
 POSTAL ADDRESS :  
 PHYSICAL ADDRESS :  
 EMAIL :  
 NAME OF MINE :  
  
 TELEPHONE NO.

EMPLOYEE GRADES EXCLUDING EMPLOYEES IN EMPLOYMENT LESS THAN 2 WEEKS	CONTRIBUTION RATE 0.30%	TOTAL NO. OF EMPLOYEES PER GRADE			EMPLOYEES CONTRIBUTION TOTALS	EMPLOYER CONTRIBUTION TOTALS	TOTALS
		MALE	FEMALE	TOTAL			
1	133.92						
2	134.99						
3	135.54						
4	137.92						
5	142.04						
6	148.70						
7	154.79						
8	168.60						
9	204.52						
10	229.29						
11	268.64						
12	291.38						
13	310.61						
13+	310.61						
ADJUSTMENT							
TOTAL PAYMENT							
CHEQUE NO.							

DEDUCTIONS AND CONTRIBUTIONS FOR THE MONTH OF ..... 2022

SIGNATURE: \_\_\_\_\_ STATUS: \_\_\_\_\_ DATE: \_\_\_\_\_

NB. THIS RETURN TOGETHER WITH THE RELEVANT PAYMENT MUST REACH THE COUNCIL OFFICES,  
 P.O.BOX 900 HARARE NOT LATER THAN THE 15th OF THE MONTH FOLLOWING THAT TO WHICH IT REFERS.

**NATIONAL EMPLOYMENT COUNCIL  
FOR THE MINING INDUSTRY**

RETURN OF DEDUCTIONS AND CONTRIBUTIONS

NAME OF EMPLOYER :  
 POSTAL ADDRESS :  
 PHYSICAL ADDRESS :  
 EMAIL :  
 NAME OF MINE :  
 TELEPHONE NO.

EMPLOYEE GRADES EXCLUDING EMPLOYEES IN EMPLOYMENT LESS THAN 2 WEEKS	CONTRIBUTION RATE 0.30%	TOTAL NO. OF EMPLOYEES PER GRADE			EMPLOYEES CONTRIBUTION TOTALS	EMPLOYER CONTRIBUTION TOTALS	TOTALS
		USD	MALE	FEMALE			
1	0.59						
2	0.60						
3	0.60						
4	0.61						
5	0.63						
6	0.66						
7	0.69						
8	0.75						
9	0.91						
10	1.02						
11	1.19						
12	1.29						
13	1.38						
13+	1.38						
ADJUSTMENT							
TOTAL PAYMENT							
CHEQUE NO.							

DEDUCTIONS AND CONTRIBUTIONS FOR THE MONTH OF ..... 2022

SIGNATURE: \_\_\_\_\_

STATUS: \_\_\_\_\_

DATE: \_\_\_\_\_

NB. THIS RETURN TOGETHER WITH THE RELEVANT PAYMENT MUST REACH THE COUNCIL OFFICES,  
 P.O.BOX 900 HARARE NOT LATER THAN THE 15th OF THE MONTH FOLLOWING THAT TO WHICH IT REFERS.

**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

Email Proof of Payment to : [necmine@mweb.co.zw](mailto:necmine@mweb.co.zw)