

# NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY

Originate



Head Office  
4th Floor, Michael House  
62 Nelson Mandela Avenue  
Harare, Zimbabwe  
Telephone: 708366 / 797042  
Email: necmine@mweb.co.zw  
P O Box 900, Harare

Originate



Bulawayo Branch  
Office No. 26  
1st Fl., Exchange Building  
J.M.N. Nkomo Street/L. Takawira  
Bulawayo, Zimbabwe  
Telephone: 09-78887  
Email: necminebyo@gmail.com  
P.O. Box 2986, Bulawayo

## CIRCULAR TO MINES

NEC6072

MM4/2022

22 November 2022

THE MINE MANAGER  
.....  
.....

Dear Sir/Madam

### RE: RATES OF PAY FOR THE PERIOD 1 OCTOBER 2022 TO 31 DECEMBER 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 22 November, 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 October 2022 to 31 December 2022 shall be as per the attached Schedules.

This Agreement is subject to review in terms of section 3 (2) of Statutory Instrument 152 of 1990, 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 Reserve Bank of Zimbabwe (RBZ) auction 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.

**NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY**

**RATES OF PAY FROM 1 OCTOBER 2022 TO 31 DECEMBER 2022**

GRADE	MINIMUM PER MONTH AS AT 30/09/2022	NEW MINIMUM PER MONTH AS AT 01/10/2022	PORTION OF MINIMUM PAYABLE IN USD AS AT 01/10/2022	PORTION OF MINIMUM PAYABLE IN RTGS AS AT 01/10/2022	NEW MINIMUM PER SHIFT	DOLLAR VALUE INCREASE
		ZWL	USD			ZWL
1	166,000.00	217,299.84	199.00	90,000.00	8,357.69	51,299.84
2	167,325.63	219,035.13	200.59	90,718.71	8,424.43	51,709.51
3	168,008.87	219,929.52	201.41	91,089.14	8,458.83	51,920.65
4	170,959.40	223,791.87	204.95	92,688.83	8,607.38	52,832.47
5	176,061.09	230,470.16	211.07	95,454.81	8,864.24	54,409.07
6	184,326.40	241,289.74	220.97	99,936.00	9,280.37	56,963.34
7	191,875.40	251,171.65	230.02	104,028.83	9,660.45	59,296.25
8	208,982.89	273,565.95	250.53	113,303.97	10,521.77	64,583.06
9	253,506.39	331,848.79	303.91	137,443.22	12,763.41	78,342.39
10	284,217.68	372,050.94	340.73	154,093.92	14,309.65	87,833.26
11	332,992.21	435,898.51	399.20	180,537.94	16,765.33	102,906.31
12	361,177.65	472,794.25	432.99	195,819.20	18,184.39	111,616.60
13	385,012.40	503,994.78	461.56	208,741.66	19,384.41	118,982.38
	INCREASE %	30.90351807%				

Companies shall pay the new minimum wages in both USD and RTGS portions. The new minimum wages at the signing of this agreement shall be maintained in their fixed nominal values (as indicated in the table) until the next wage review.


Non-foreign currency generating companies are excluded from the requirement to pay in dual currency and shall pay the new monthly ZWL minimum wages as provided for above.

SIGNED:

  
S. PAPIAS: AMWUZ  
22 NOVEMBER 2022

  
M.C. KARE: CHAIRMAN  
22 NOVEMBER 2022

  
T. GONO: COMZ  
22 NOVEMBER 2022

  
T.S. KABOTE: GENERAL SECRETARY  
22 NOVEMBER 2022

## 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 October 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.

**SERVICE INCREMENT RATES FROM 1 OCTOBER 2022 TO 31 DECEMBER 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	217,299.84	4,346.00	6,519.00	8,691.99	13,037.99	17,383.99	21,729.98	26,075.98
2	219,035.13	4,380.70	6,571.05	8,761.41	13,142.11	17,522.81	21,903.51	26,284.22
3	219,929.52	4,398.59	6,597.89	8,797.18	13,195.77	17,594.36	21,992.95	26,391.54
4	223,791.87	4,475.84	6,713.76	8,951.67	13,427.51	17,903.35	22,379.19	26,855.02
5	230,470.16	4,609.40	6,914.10	9,218.81	13,828.21	18,437.61	23,047.02	27,656.42
6	241,289.74	4,825.79	7,238.69	9,651.59	14,477.38	19,303.18	24,128.97	28,954.77
7	251,171.65	5,023.43	7,535.15	10,046.87	15,070.30	20,093.73	25,117.17	30,140.60
8	273,565.95	5,471.32	8,206.98	10,942.64	16,413.96	21,885.28	27,356.60	32,827.91
9	331,848.79	6,636.98	9,955.46	13,273.95	19,910.93	26,547.90	33,184.88	39,821.85
10	372,050.94	7,441.02	11,161.53	14,882.04	22,323.06	29,764.08	37,205.09	44,646.11
11	435,898.51	8,717.97	13,076.96	17,435.94	26,153.91	34,871.88	43,589.85	52,307.82
12	472,794.25	9,455.89	14,183.83	18,911.77	28,367.66	37,823.54	47,279.43	56,735.31
13	503,994.78	10,079.90	15,119.84	20,159.79	30,239.69	40,319.58	50,399.48	60,479.37

Companies shall pay the new minimum wages in both USD and RTGS portions. The new minimum wages at the signing of this agreement shall be maintained in their fixed nominal values (as indicated in the table) until the next wage review.

Non-foreign currency generating companies are excluded from the requirement to pay in dual currency and shall pay the new monthly ZWL minimum wages as provided for above.

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 FOR FOREIGN CURRENCY GENERATING COMPANIES**

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	RTGS	MALE	FEMALE	TOTAL	USD	RTGS	USD	RTGS	USD	RTGS
1	0.60	270.00									
2	0.60	272.16									
3	0.60	273.27									
4	0.61	278.07									
5	0.63	286.38									
6	0.66	299.81									
7	0.69	312.09									
8	0.75	339.91									
9	0.91	412.33									
10	1.02	462.28									
11	1.20	541.61									
12	1.30	587.46									
13	1.38	626.22									
13+	1.38	519.77									
ADJUSTMENT											
TOTAL PAYMENT											

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 800 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	1.02						
2	1.03						
3	1.03						
4	1.05						
5	1.08						
6	1.13						
7	1.18						
8	1.28						
9	1.56						
10	1.74						
11	2.04						
12	2.22						
13	2.36						
13+	2.36						
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.

**Account Name** : National Employment Council for the Mining Industry

**Bank Name** : Stanbic Bank Zimbabwe Limited

**Branch Name** : Belgravia Branch

**Account number** : 9140006419010-----ZWL Local

**Account number** : 9140006412695-----USD—Nostro FCA Domestic account

**Swift Code** : SBICZWHXAXXX

**STANDARD CHARTERED BANK**

**AFRICA UNITY SQUARE BRANCH**

**0100206171100 (RTGS ACCOUNT)**

**8740406171101 (NOSTRO ACCOUNT)**

**SCBLZWHXAXXX**

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

**GENERAL SECRETARY**