

# NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY

Originate

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Originate

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## CIRCULAR TO MINES

**MM1/2023**

**NEC6101**

13 March 2023

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

Dear Sir/Madam

### **RE: RATES OF PAY FOR THE PERIOD 1 JANUARY 2023 TO 31 DECEMBER 2023**

This notice serves to bring to your attention that the following new minimum rates of pay for grades 1-13 were agreed upon and pegged in US Dollars by the Associated Mine Workers Union of Zimbabwe and the Chamber of Mines of Zimbabwe, on 13 March, 2023 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 2023 to 31 December 2023 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 JANUARY 2023 TO 31 DECEMBER 2023

GRADE	MINIMUM PER MONTH AS AT 31/12/2022	NEW MINIMUM PER MONTH AS AT 01/01/2023	PORTION OF MINIMUM TO BE PAID IN USD AS AT 01/01/2023	PORTION OF USD MINIMUM PAYABLE IN ZWL AT THE PREVAILING AUCTION RATE ON THE DATE OF PAYMENT	NEW MINIMUM PER SHIFT	DOLLAR VALUE INCREASE
	ZWL	USD	USD	USD	USD	USD
1	217,299.84	355.00	230.75	124.25	13.65	14.99
2	219,035.13	357.83	232.59	125.24	13.76	15.11
3	219,929.52	359.30	233.54	125.75	13.82	15.17
4	223,791.87	365.61	237.64	127.96	14.06	15.43
5	230,470.16	376.52	244.74	131.78	14.48	15.89
6	241,289.74	394.19	256.22	137.97	15.16	16.64
7	251,171.65	410.34	266.72	143.62	15.78	17.32
8	273,565.95	446.92	290.50	156.42	17.19	18.87
9	331,848.79	542.14	352.39	189.75	20.85	22.89
10	372,050.94	607.81	395.08	212.74	23.38	25.66
11	435,898.51	712.12	462.88	249.24	27.39	30.06
12	472,794.25	772.40	502.06	270.34	29.71	32.61
13	503,994.78	823.37	535.19	288.18	31.67	34.76

Foreign currency generating companies shall pay the new minimum wages in both USD and ZWL, 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 auction rate on the date of payment.

SIGNED:



S PAPIAS : AMWUZ  
13 MARCH 2023

M.C. KARE : CHAIRMAN  
13 MARCH 2023

NEC MINING INDUSTRY

P. O. BOX 900, HARARE

15 MAR 2023

TEL: 0242 700366; 797042  
CELL: 0772 136 532  
EMAIL: necmine@mweb.co.zw



T. GONO : COMZ  
13 MARCH 2023

T.S. KABOTE : GENERAL SECRETARY  
13 MARCH 2023

## 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, 2023.

- 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 JANUARY 2023 TO 31 DECEMBER 2023**

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	355.00	7.10	10.65	14.20	21.30	28.40	35.50	42.60
2	357.83	7.16	10.74	14.31	21.47	28.63	35.78	42.94
3	359.30	7.19	10.78	14.37	21.56	28.74	35.93	43.12
4	365.61	7.31	10.97	14.62	21.94	29.25	36.56	43.87
5	376.52	7.53	11.30	15.06	22.59	30.12	37.65	45.18
6	394.19	7.88	11.83	15.77	23.65	31.54	39.42	47.30
7	410.34	8.21	12.31	16.41	24.62	32.83	41.03	49.24
8	446.92	8.94	13.41	17.88	26.82	35.75	44.69	53.63
9	542.14	10.84	16.26	21.69	32.53	43.37	54.21	65.06
10	607.81	12.16	18.23	24.31	36.47	48.63	60.78	72.94
11	712.12	14.24	21.36	28.48	42.73	56.97	71.21	85.45
12	772.40	15.45	23.17	30.90	46.34	61.79	77.24	92.69
13	823.37	16.47	24.70	32.93	49.40	65.87	82.34	98.80

Foreign currency generating companies shall pay the new minimum wages in both USD and RTGS portions 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 auction 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.

**NEC MINING INDUSTRY**  
 P. O. BOX 900, HARARE  
  
**15 MAR 2023**  
 TEL: 0242 700366/ 797042  
 CELL: 0772 136 532  
 EMAIL: necmine@mweb.co.zw

**NATIONAL EMPLOYMENT COUNCIL  
FOR THE MINING INDUSTRY**

**RETURN OF DEDUCTIONS AND CONTRIBUTIONS - 2023**

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	1.06						
2	1.07						
3	1.08						
4	1.10						
5	1.13						
6	1.18						
7	1.23						
8	1.34						
9	1.63						
10	1.82						
11	2.14						
12	2.32						
13	2.47						
13+	2.47						
ADJUSTMENT							
TOTAL PAYMENT							
CHEQUE NO.							

DEDUCTIONS AND CONTRIBUTIONS FOR THE MONTH OF ..... 2023

SIGNATURE \_\_\_\_\_ STATUS \_\_\_\_\_

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