

NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY

Originate



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Originate



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P.O. Box 2986, Bulawayo

CIRCULAR TO MINES

MM1/2024

NEC6135

18 June 2024

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

Dear Sir/Madam

RE: RATES OF PAY FOR THE PERIOD 1 JANUARY 2024 TO 31 DECEMBER 2024

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 18 June, 2024 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 2024 to 31 December 2024 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 ZiG equivalent using the official Reserve Bank of Zimbabwe (RBZ) currently interbank rate.

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

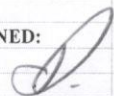
All increases shall be based on the dollar value principle.


| NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY | | | | | | |
|---|------------------------------------|--|---|---|-----------------------|-----------------------|
| RATES OF PAY FROM 1 JANUARY 2024 TO 31 MARCH 2024 | | | | | | |
| GRADE | MINIMUM PER MONTH AS AT 31/12/2023 | NEW MINIMUM PER MONTH AS AT 01/01/2024 | PORTION OF MINIMUM TO BE PAID IN USD AS AT 01/01/2024 | PORTION OF USD MINIMUM PAYABLE IN ZIG AT THE PREVAILING AUCTION RATE ON THE DATE OF PAYMENT | NEW MINIMUM PER SHIFT | DOLLAR VALUE INCREASE |
| | USD | USD | USD | USD | USD | USD |
| 1 | 355.00 | 355.00 | 230.75 | 124.25 | 13.65 | 0.00 |
| 2 | 357.83 | 357.83 | 232.59 | 125.24 | 13.76 | 0.00 |
| 3 | 359.30 | 359.30 | 233.54 | 125.75 | 13.82 | 0.00 |
| 4 | 365.61 | 365.61 | 237.64 | 127.96 | 14.06 | 0.00 |
| 5 | 376.52 | 376.52 | 244.74 | 131.78 | 14.48 | 0.00 |
| 6 | 394.19 | 394.19 | 256.22 | 137.97 | 15.16 | 0.00 |
| 7 | 410.34 | 410.34 | 266.72 | 143.62 | 15.78 | 0.00 |
| 8 | 446.92 | 446.92 | 290.50 | 156.42 | 17.19 | 0.00 |
| 9 | 542.14 | 542.14 | 352.39 | 189.75 | 20.85 | 0.00 |
| 10 | 607.81 | 607.81 | 395.08 | 212.74 | 23.38 | 0.00 |
| 11 | 712.12 | 712.12 | 462.88 | 249.24 | 27.39 | 0.00 |
| 12 | 772.40 | 772.40 | 502.06 | 270.34 | 29.71 | 0.00 |
| 13 | 823.37 | 823.37 | 535.19 | 288.18 | 31.67 | 0.00 |
| | INCREASE % | 0.00000000% | | | | |

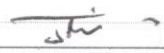
Foreign currency generating companies shall pay the new minimum wages in both USD and ZiG portions as provided for above.


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 official rate on the date of payment.

SIGNED:


S. PAPIAS : AMWUZ
18 JUNE 2024


J.T. MAWIRE: CHAIRMAN
18 JUNE 2024


J. MUSEKIWA : COMZ
18 JUNE 2024


T.S. KABOTE : GENERAL SECRETARY
18 JUNE 2024

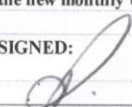
| RATES OF PAY FROM 1 APRIL 2024 TO 30 JUNE 2024 | | | | | | |
|--|------------------------------------|--|---|--|--|--|
| GRADE | MINIMUM PER MONTH AS AT 31/12/2023 | NEW MINIMUM PER MONTH AS AT 01/04/2024 | PORTION OF MINIMUM TO BE PAID IN USD AS AT 01/04/2024 | PORTION OF USD MINIMUM PAYABLE IN ZiG AT THE PREVAILING AUCTION RATE ON THE DATE OF PAYMENT AS AT 01/04/2024 | NEW MINIMUM PER SHIFT AS AT 01/04/2024 | DOLLAR VALUE INCREASE AS AT 01/04/2024 |
| | USD | USD | USD | USD | USD | USD |
| 1 | 355.00 | 369.20 | 239.98 | 129.22 | 14.20 | 14.20 |
| 2 | 357.83 | 372.15 | 241.90 | 130.25 | 14.31 | 14.31 |
| 3 | 359.30 | 373.67 | 242.88 | 130.78 | 14.37 | 14.37 |
| 4 | 365.61 | 380.23 | 247.15 | 133.08 | 14.62 | 14.62 |
| 5 | 376.52 | 391.58 | 254.52 | 137.05 | 15.06 | 15.06 |
| 6 | 394.19 | 409.96 | 266.47 | 143.49 | 15.77 | 15.77 |
| 7 | 410.34 | 426.75 | 277.39 | 149.36 | 16.41 | 16.41 |
| 8 | 446.92 | 464.80 | 302.12 | 162.68 | 17.88 | 17.88 |
| 9 | 542.14 | 563.82 | 366.48 | 197.34 | 21.69 | 21.69 |
| 10 | 607.81 | 632.13 | 410.88 | 221.24 | 24.31 | 24.31 |
| 11 | 712.12 | 740.61 | 481.39 | 259.21 | 28.48 | 28.48 |
| 12 | 772.40 | 803.29 | 522.14 | 281.15 | 30.90 | 30.90 |
| 13 | 823.37 | 856.30 | 556.60 | 299.71 | 32.93 | 32.93 |
| | INCREASE % | 4.00000000% | | | | |


| RATES OF PAY FROM 1 JULY 2024 TO 31 DECEMBER 2024 | | | | | | |
|---|------------------------------------|--|---|--|--|--|
| GRADE | MINIMUM PER MONTH AS AT 31/12/2023 | NEW MINIMUM PER MONTH AS AT 01/07/2024 | PORTION OF MINIMUM TO BE PAID IN USD AS AT 01/07/2024 | PORTION OF USD MINIMUM PAYABLE IN ZiG AT THE PREVAILING AUCTION RATE ON THE DATE OF PAYMENT AS AT 01/07/2024 | NEW MINIMUM PER SHIFT AS AT 01/07/2024 | DOLLAR VALUE INCREASE AS AT 01/07/2024 |
| | USD | USD | USD | USD | USD | USD |
| 1 | 355.00 | 372.75 | 253.47 | 119.28 | 14.34 | 17.75 |
| 2 | 357.83 | 375.73 | 255.49 | 120.23 | 14.45 | 17.89 |
| 3 | 359.30 | 377.26 | 256.54 | 120.72 | 14.51 | 17.96 |
| 4 | 365.61 | 383.89 | 261.04 | 122.84 | 14.76 | 18.28 |
| 5 | 376.52 | 395.34 | 268.83 | 126.51 | 15.21 | 18.83 |
| 6 | 394.19 | 413.90 | 281.45 | 132.45 | 15.92 | 19.71 |
| 7 | 410.34 | 430.85 | 292.98 | 137.87 | 16.57 | 20.52 |
| 8 | 446.92 | 469.27 | 319.10 | 150.17 | 18.05 | 22.35 |
| 9 | 542.14 | 569.24 | 387.09 | 182.16 | 21.89 | 27.11 |
| 10 | 607.81 | 638.21 | 433.98 | 204.23 | 24.55 | 30.39 |
| 11 | 712.12 | 747.73 | 508.46 | 239.27 | 28.76 | 35.61 |
| 12 | 772.40 | 811.02 | 551.49 | 259.53 | 31.19 | 38.62 |
| 13 | 823.37 | 864.54 | 587.89 | 276.65 | 33.25 | 41.17 |
| | INCREASE % | 5.00000000% | | | | |


Foreign currency generating companies shall pay the new minimum wages in both USD and ZiG portions as provided for above.

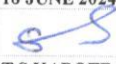
Non-foreign currency generating companies may be exempted from the requirement to pay in dual currency and shall pay the new monthly USD minimum wages as provided for above at the prevailing official rate on the date of payment.

SIGNED:


S. PAPIAS : AMWUZ
18 JUNE 2024


J.T. MAWIRE: CHAIRMAN
18 JUNE 2024


J. MUSEKIWA : COMZ
18 JUNE 2024


T.S. KABOTE : GENERAL SECRETARY
18 JUNE 2024

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 April, 2024 save for NEC subscriptions which are effective 1 July, 2024.

- 1) Mining Industry Pension Fund (M.I.P.F).
- 2) NEC dues 0.6% of grade minimum effective 1 July, 2024.
- 3) Remittances to the NEC and AMWUZ shall be paid using a dual currency system which resonates with the actual wages earned by the employees, that is in both USD and ZiG components.
- 4) AMWUZ subscriptions for members shall be 3% of an employee' basic salary until further notice.

SERVICE INCREMENT RATES FROM 1 APRIL 2024 TO 30 JUNE 2024

The rates of service increments shall be as follows:-

| GRADE | BASIC WAGE USD | AFTER 2 YRS 2% (USD) | AFTER 3 YRS 3%(USD) | AFTER 4 YRS 4%(USD) | AFTER 10 YRS 6%(USD) | AFTER 15 YRS 8%(USD) | AFTER 20 YRS 10%(USD) | AFTER 25 YRS 12%(USD) |
|-------|----------------|----------------------|---------------------|---------------------|----------------------|----------------------|-----------------------|-----------------------|
| 1 | 369.20 | 7.38 | 11.08 | 14.77 | 22.15 | 29.54 | 36.92 | 44.30 |
| 2 | 372.15 | 7.44 | 11.16 | 14.89 | 22.33 | 29.77 | 37.21 | 44.66 |
| 3 | 373.67 | 7.47 | 11.21 | 14.95 | 22.42 | 29.89 | 37.37 | 44.84 |
| 4 | 380.23 | 7.60 | 11.41 | 15.21 | 22.81 | 30.42 | 38.02 | 45.63 |
| 5 | 391.58 | 7.83 | 11.75 | 15.66 | 23.49 | 31.33 | 39.16 | 46.99 |
| 6 | 409.96 | 8.20 | 12.30 | 16.40 | 24.60 | 32.80 | 41.00 | 49.20 |
| 7 | 426.75 | 8.53 | 12.80 | 17.07 | 25.60 | 34.14 | 42.67 | 51.21 |
| 8 | 464.80 | 9.30 | 13.94 | 18.59 | 27.89 | 37.18 | 46.48 | 55.78 |
| 9 | 563.82 | 11.28 | 16.91 | 22.55 | 33.83 | 45.11 | 56.38 | 67.66 |
| 10 | 632.13 | 12.64 | 18.96 | 25.29 | 37.93 | 50.57 | 63.21 | 75.86 |
| 11 | 740.61 | 14.81 | 22.22 | 29.62 | 44.44 | 59.25 | 74.06 | 88.87 |
| 12 | 803.29 | 16.07 | 24.10 | 32.13 | 48.20 | 64.26 | 80.33 | 96.40 |
| 13 | 856.30 | 17.13 | 25.69 | 34.25 | 51.38 | 68.50 | 85.63 | 102.76 |

Foreign currency generating companies shall pay the new minimum wages in both USD and ZiG portions as 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 official 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.

**NATIONAL EMPLOYMENT COUNCIL
FOR THE MINING INDUSTRY**

RETURN OF DEDUCTIONS AND CONTRIBUTIONS - JULY TO DECEMBER 2024

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 0.60% | TOTAL NO. OF EMPLOYEES PER GRADE | | | EMPLOYEES CONTRIBUTION TOTALS | EMPLOYER CONTRIBUTION TOTALS | TOTALS |
|--|-------------------------------|----------------------------------|------|--------|-------------------------------------|------------------------------------|--------|
| | | USD | MALE | FEMALE | | | |
| 1 | 2.24 | | | | | | |
| 2 | 2.25 | | | | | | |
| 3 | 2.26 | | | | | | |
| 4 | 2.30 | | | | | | |
| 5 | 2.37 | | | | | | |
| 6 | 2.48 | | | | | | |
| 7 | 2.59 | | | | | | |
| 8 | 2.82 | | | | | | |
| 9 | 3.42 | | | | | | |
| 10 | 3.83 | | | | | | |
| 11 | 4.49 | | | | | | |
| 12 | 4.87 | | | | | | |
| 13 | 5.19 | | | | | | |
| 13+ | 5.19 | | | | | | |
| ADJUSTMENT | | | | | | | |
| TOTAL PAYMENT | | | | | | | |
| CHEQUE NO. | | | | | | | |

DEDUCTIONS AND CONTRIBUTIONS FOR THE MONTH OF 2024

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 (ZiG Account)
Account number: 9140006412695 USD - Nostro FCA Domestic account
Swift Code: SBICZWHXAXXX

STANDARD CHARTERED BANK

AFRICA UNITY SQUARE BRANCH

0100206171100 (ZiG ACCOUNT)

8740406171101 (NOSTRO ACCOUNT)

SCBLZWHXAXXX

T.S KABOTE
GENERAL SECRETARY

Email Proof of Payment to: necmine@mweb.co.zw

