

NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY

Originate

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CIRCULAR TO MINES

MM1/2025

NEC6162

17 April 2025

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

Dear Sir/Madam

RE: RATES OF PAY FOR THE PERIOD 1 JANUARY 2025 TO 31 DECEMBER 2025

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 Employees' Party (herein duly represented by Associated Mine Workers Union of Zimbabwe and Zimbabwe Diamond & Allied Minerals Workers Union) and by Employers' Party (herein duly represented by Chamber of Mines Zimbabwe), on 17 April, 2025 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 2025 to 31 December 2025 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.

NATIONAL EMPLOYMENT COUNCIL FOR THE MINING INDUSTRY

RATES OF PAY FROM 1 JANUARY 2025 TO 30 JUNE 2025


GRADE	MINIMUM PER MONTH AS AT 31/12/2024	NEW MINIMUM PER MONTH AS AT 01/01/2025	PORTION OF MINIMUM TO BE PAID IN USD AS AT 01/01/2025	PORTION OF USD MINIMUM PAYABLE IN ZIG AT THE PREVAILING OFFICIAL RATE ON THE DATE OF PAYMENT AS AT 01/01/2025	NEW MINIMUM PER SHIFT AS AT 01/01/2025	DOLLAR VALUE INCREASE AS AT 01/01/2025
	USD	USD	USD	USD	USD	USD
1	372.75	387.66	263.61	124.05	14.91	14.91
2	375.73	390.76	265.71	125.04	15.03	15.03
3	377.26	392.35	266.80	125.55	15.09	15.09
4	383.89	399.24	271.48	127.76	15.36	15.36
5	395.34	411.16	279.59	131.57	15.81	15.81
6	413.90	430.46	292.71	137.75	16.56	16.56
7	430.85	448.09	304.70	143.39	17.23	17.23
8	469.27	488.04	331.87	156.17	18.77	18.77
9	569.24	592.01	402.57	189.44	22.77	22.77
10	638.21	663.73	451.34	212.39	25.53	25.53
11	747.73	777.64	528.79	248.84	29.91	29.91
12	811.02	843.46	573.55	269.91	32.44	32.44
13	864.54	899.12	611.40	287.72	34.58	34.58
	INCREASE %	4				


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:

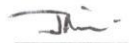
TRADE UNION:



S. PAPIAS : AMWUZ
17 APRIL 2025


J. CHINEMA : ZDAMWU
17 APRIL 2025


J.T. MAWIRE: INDEPENDENT CHAIRMAN
17 APRIL 2025

EMPLOYERS ORGANISATION 17/04/2025


J. MUSEKIWA : COMZ
17 APRIL 2025


T.S KABOTE : GENERAL SECRETARY
17 APRIL 2025

RATES OF PAY FROM 1 JULY 2025 TO 31 DECEMBER 2025


GRADE	MINIMUM PER MONTH AS AT 31/12/2024	NEW MINIMUM PER MONTH AS AT 01/07/2025	PORTION OF MINIMUM TO BE PAID IN USD AS AT 01/07/2025	PORTION OF USD MINIMUM PAYABLE IN ZIG AT THE PREVAILING OFFICIAL RATE ON THE DATE OF PAYMENT AS AT 01/07/2025	NEW MINIMUM PER SHIFT AS AT 01/07/2025	DOLLAR VALUE INCREASE AS AT 01/07/2025
	USD	USD	USD	USD	USD	USD
1	372.75	391.39	266.14	125.24	15.05	18.64
2	375.73	394.51	268.27	126.24	15.17	18.79
3	377.26	396.12	269.36	126.76	15.24	18.86
4	383.89	403.08	274.09	128.99	15.50	19.19
5	395.34	415.11	282.27	132.83	15.97	19.77
6	413.90	434.60	295.53	139.07	16.72	20.70
7	430.85	452.40	307.63	144.77	17.40	21.54
8	469.27	492.73	335.06	157.67	18.95	23.46
9	569.24	597.71	406.44	191.27	22.99	28.46
10	638.21	670.12	455.68	214.44	25.77	31.91
11	747.73	785.11	533.88	251.24	30.20	37.39
12	811.02	851.57	579.07	272.50	32.75	40.55
13	864.54	907.77	617.28	290.48	34.91	43.23
	INCREASE %	5%				


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:

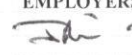
TRADE UNION:



S. PAPIAS : AMWUZ
17 APRIL 2025


J. CHINHEMA : ZDAMWU
17 APRIL 2025


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17 APRIL 2025

EMPLOYERS ORGANISATION 17/04/2025


J. MUSEKIWA : COMZ
17 APRIL 2025


T.S. KABOTE : GENERAL SECRETARY
17 APRIL 2025

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, 2025.

- 1) Mining Industry Pension Fund (M.I.P.F).
- 2) NEC dues 0.6% of grade minimum effective 1 January, 2025.
- 3) Remittances to the NEC and Trade Unions 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) Trade Unions' subscriptions shall be paid in terms of the respective applicable percentage as per the respective constitution.

SERVICE INCREMENT RATES FROM 1 JANUARY 2025 TO 30 JUNE 2025

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	387.66	7.75	11.63	15.51	23.26	31.01	38.77	46.52
2	390.76	7.82	11.72	15.63	23.45	31.26	39.08	46.89
3	392.35	7.85	11.77	15.69	23.54	31.39	39.24	47.08
4	399.24	7.98	11.98	15.97	23.95	31.94	39.92	47.91
5	411.16	8.22	12.33	16.45	24.67	32.89	41.12	49.34
6	430.46	8.61	12.91	17.22	25.83	34.44	43.05	51.65
7	448.09	8.96	13.44	17.92	26.89	35.85	44.81	53.77
8	488.04	9.76	14.64	19.52	29.28	39.04	48.80	58.56
9	592.01	11.84	17.76	23.68	35.52	47.36	59.20	71.04
10	663.73	13.27	19.91	26.55	39.82	53.10	66.37	79.65
11	777.64	15.55	23.33	31.11	46.66	62.21	77.76	93.32
12	843.46	16.87	25.30	33.74	50.61	67.48	84.35	101.22
13	899.12	17.98	26.97	35.96	53.95	71.93	89.91	107.89

Foreign currency generating companies shall pay the new minimum wages in both USD and ZiG portions and the new minimum wages shall be maintained until the next wage review. For clarity, foreign currency generating companies shall pay wages in dual currency 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.

SERVICE INCREMENT RATES FROM 1 JULY 2025 TO 31 DECEMBER 2025

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	391.39	7.83	11.74	15.66	23.48	31.31	39.14	46.97
2	394.51	7.89	11.84	15.78	23.67	31.56	39.45	47.34
3	396.12	7.92	11.88	15.84	23.77	31.69	39.61	47.53
4	403.08	8.06	12.09	16.12	24.18	32.25	40.31	48.37
5	415.11	8.30	12.45	16.60	24.91	33.21	41.51	49.81
6	434.60	8.69	13.04	17.38	26.08	34.77	43.46	52.15
7	452.40	9.05	13.57	18.10	27.14	36.19	45.24	54.29
8	492.73	9.85	14.78	19.71	29.56	39.42	49.27	59.13
9	597.71	11.95	17.93	23.91	35.86	47.82	59.77	71.72
10	670.12	13.40	20.10	26.80	40.21	53.61	67.01	80.41
11	785.11	15.70	23.55	31.40	47.11	62.81	78.51	94.21
12	851.57	17.03	25.55	34.06	51.09	68.13	85.16	102.19
13	907.77	18.16	27.23	36.31	54.47	72.62	90.78	108.93

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 - JANUARY TO JUNE 2025

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	TOTAL	USD	USD
1	2.33						
2	2.34						
3	2.35						
4	2.40						
5	2.47						
6	2.58						
7	2.69						
8	2.93						
9	3.55						
10	3.98						
11	4.67						
12	5.06						
13	5.39						
13+	5.39						
ADJUSTMENT							
TOTAL PAYMENT							
CHEQUE NO.							

DEDUCTIONS AND CONTRIBUTIONS FOR THE MONTH OF 2025

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.

**NATIONAL EMPLOYMENT COUNCIL
FOR THE MINING INDUSTRY**

RETURN OF DEDUCTIONS AND CONTRIBUTIONS - JULY TO DECEMBER 2025

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%			EMPLOYEES CONTRIBUTION TOTALS	EMPLOYER CONTRIBUTION TOTALS	TOTALS	
	TOTAL NO. OF EMPLOYEES PER GRADE						
	USD	MALE	FEMALE	TOTAL	USD	USD	USD
1	2.35						
2	2.37						
3	2.38						
4	2.42						
5	2.49						
6	2.61						
7	2.71						
8	2.96						
9	3.59						
10	4.02						
11	4.71						
12	5.11						
13	5.45						
13+	5.45						
ADJUSTMENT							
TOTAL PAYMENT							

CHEQUE NO.

DEDUCTIONS AND CONTRIBUTIONS FOR THE MONTH OF 2025

SIGNATURE: _____ STATUS: _____

NB. THIS RETURN TOGETHER WITH THE RELEVANT PAYMENT MUST REACH THE COUNCIL OFFICES,
 necmine@mweb.co.zw 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

CROWN 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