NATIONAL EMPLOYMENT COUNCIL OF THE ENGINEERING AND IRON AND STEEL INDUSTRY

NOTICE: TO ALL EMPLOYERS AND EMPLOYEES

RE: WAGE AGREEMENT: GENERAL ENGINEERING SECTION (SKILLED WORKERS AND GRADED JOB CATEGORIES OF EMPLOYEES) 1st OF SEPTEMBER 2026 TO 28TH OF FEBRUARY 2027.

Please be advised that:

1. Notwithstanding the date of signature or publication hereof, this agreement on basic minimum wage shall be deemed to have come into operation on 1st of September 2026.
2. The Parties have agreed to the following wage adjustments for the period from 1st of September 2026 to 28th of February 2027, calculated based on the current minimum wage levels effective 1st of August 2026 as the BASELINE:
   (a) **Wage Freeze (0% increment)** for the period **1st September 2026 to 31st October 2026**
   (b) **4% increment** for the period **1st November 2026 to 28th February 2027**
3. Parties further agree that the indexed minimum wages for the period(s) 1st September 2026 to 28th February 2027 be paid as follows:
   (a) (3.1) 80% of each grade/class minimum wage shall be paid in United States Dollars.
   (b) (3.2) 20% of each grade minimum wage shall be paid in ZiG, calculated at the prevailing interbank rate.
4. All companies shall pay the NEC, Trade Unions, and Employers' associations dues according to the portions stated in points (3.1) and (3.2) above.
5. Every employer shall, therefore, with effect from 1st September 2026, pay each employee a wage/salary not less than the appropriate amounts as specified for each grade or class in Annexure 'A' of this agreement.
6. This wage agreement shall subsist subject to review by the parties to the Collective Bargaining Agreement.
7. Nothing contained in this agreement shall preclude companies from negotiating betterment of the agreed wage levels and any other working conditions at company works councils.

Annexure 'A' (i)

MINIMUM HOURLY RATE OF WAGE
(Clause 9, 34 and 36)

Minimum hourly rates of wages effective from 1st September 2026 to 31st October 2026 (0% Increment)

Schedule 1: Skilled Worker Category					
	Hourly Rate	**Weekly Equivalent**	**Monthly Equivalent**	**Monthly Equivalent**	**Monthly Equivalent**
	USD Indexed	**USD Indexed**	**USD Indexed**	**USD Paid Portion (80%)**	**ZWL Paid Portion (20%)**
Class 1	2.689201131	118.32	513.64	410.91	102.73
Class 2	2.282707225	100.44	436.00	348.80	87.20
Class 3	2.126391078	93.56	406.14	324.91	81.23
Class 4	1.954371392	85.99	373.28	298.63	74.66
Schedule 2: Graded Worker Category					
	Hourly Rate	**Weekly Equivalent**	**Monthly Equivalent**	**Monthly Equivalent**	**Monthly Equivalent**
	USD Indexed	**USD Indexed**	**USD Indexed**	**USD Paid Portion (80%)**	**ZWL Paid Portion (20%)**
Grade C1	2.282707225	100.44	436.00	348.80	87.20
GradeB4	2.095103875	92.18	400.16	320.13	80.03
Grade B3	1.985658597	87.37	379.26	303.41	75.85
Grade B2	1.813638911	79.80	346.41	277.12	69.28
Grade B1	1.766768042	77.74	337.45	269.96	67.49
Grade A3	1.719837236	75.67	328.49	262.79	65.70
Grade A2	1.688609969	74.30	322.52	258.02	64.50
Grade A1	1.678240838	73.84	320.54	256.44	64.11
Schedule 3: Skilled Worker Trainee					
	Hourly Rate	**Weekly Equivalent**	**Monthly Equivalent**	**Monthly Equivalent**	**Monthly Equivalent**
	USD Indexed	**USD Indexed**	**USD Indexed**	**USD Paid Portion (80%)**	**ZWL Paid Portion (20%)**
Trainee Class 1	2.407796105	105.94	459.89	367.91	91.98
Trainee Class 2	2.18890555	96.31	418.08	334.46	83.62
Trainee Class 3	2.032529466	89.43	388.21	310.57	77.64
Trainee Class 4	1.891856922	83.24	361.34	289.08	72.27

A Statutory Instrument setting out the agreement will be forwarded to you as soon as it has been published.

T.C. NYAMATORE
CHIEF EXECUTIVE OFFICER

NATIONAL EMPLOYMENT COUNCIL
FOR ENGINEERING
IRON AND STEEL INDUSTRY

28 SEP 2026

MASHONALAND MANICALAND AREA
P.O. BOX CY 178, CAUSEWAY, HARARE
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Annexure 'A' (ii)

MINIMUM HOURLY RATE OF WAGE
(Clause 9, 34 and 36)

Minimum hourly rates of wages effective from 1st November 2026 to 28 February 2027 (4% Increment)

Schedule 1: Skilled Worker Category					
	Hourly Rate	**Weekly Equivalent**	**Monthly Equivalent**	**Monthly Equivalent**	**Monthly Equivalent**
	USD Indexed	**USD Indexed**	**USD Indexed**	**USD Paid Portion (80%)**	**ZWL Paid Portion (20%)**
Class 1	2.796769176	123.06	534.18	427.35	106.84
Class 2	2.374015514	104.46	453.44	362.75	90.69
Class 3	2.211446721	97.30	422.39	337.91	84.48
Class 4	2.032546248	89.43	388.22	310.57	77.64
Schedule 2: Graded Worker Category					
	Hourly Rate	**Weekly Equivalent**	**Monthly Equivalent**	**Monthly Equivalent**	**Monthly Equivalent**
	USD Indexed	**USD Indexed**	**USD Indexed**	**USD Paid Portion (80%)**	**ZWL Paid Portion (20%)**
Grade C1	2.374015514	104.46	453.44	362.75	90.69
GradeB4	2.17890803	95.87	416.17	332.94	83.23
Grade B3	2.065084941	90.86	394.43	315.54	78.89
Grade B2	1.886184467	82.99	360.26	288.21	72.05
Grade B1	1.837438764	80.85	350.95	280.76	70.19
Grade A3	1.788630725	78.70	341.63	273.30	68.33
Grade A2	1.756154368	77.27	335.43	268.34	67.09
Grade A1	1.745370472	76.80	333.37	266.69	66.67
Schedule 3: Skilled Worker Trainee					
	Hourly Rate	**Weekly Equivalent**	**Monthly Equivalent**	**Monthly Equivalent**	**Monthly Equivalent**
	USD Indexed	**USD Indexed**	**USD Indexed**	**USD Paid Portion (80%)**	**ZWL Paid Portion (20%)**
Trainee Class 1	2.504107949	110.18	478.28	382.63	95.66
Trainee Class 2	2.276461772	100.16	434.80	347.84	86.96
Trainee Class 3	2.113830645	93.01	403.74	322.99	80.75
Trainee Class 4	1.967531199	86.57	375.80	300.64	75.16

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