

NATIONAL EMPLOYMENT COUNCIL FOR THE CONSTRUCTION INDUSTRY OF ZIMBABWE

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Harare
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First Floor St Barbara House
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INFORMATIVE CIRCULAR NO.7/2023

TO: ALL EMPLOYERS IN THE CONSTRUCTION INDUSTRY

RE: 16 OCTOBER 2023 MINIMUM WAGE

The Employers' Organization and the Trade Union, being parties to this Council, have concluded their deliberations on the Bargaining Agreement by way of an accord to increase wages to all categories of workers in the Construction Industry (i.e. Skilled Workers and approved classes of workers) by 8.5 % on minimum wages across the board as agreed and to take effect on the 16th of October 2023.

NB. Nothing shall preclude employers from paying part or the full amount in USD.

MINIMUM WAGES FOR SKILLED WORKERS & WORKER GRADES EFFECTIVE 16th OCTOBER 2023

Class/Grade	Hourly wage	Hours per week	Weekly wage	General Fund 1.75% p/week	Col 3	Total 283 Col 4
	Inc Allow USD Col 1		USD			
Skilled Worker 1	2.47	44	108.68	1.90	1.90	3.80
Skilled Worker 2	2.28	44	100.32	1.76	1.76	3.52
Skilled Worker 3	2.13	44	93.72	1.64	1.64	3.28
Skilled Worker 4	1.95	44	85.80	1.50	1.50	3.00
Worker Exempt	1.95	44	85.80	1.50	1.50	3.00
BEI & WM	2.13	44	93.72	1.64	1.64	3.28
Floorlayer	2.13	44	93.72	1.64	1.64	3.28
Worker Grade 1	1.43	44	62.92	1.10	1.10	2.20
Worker Grade 2	1.44	44	63.36	1.11	1.11	2.22
Worker Grade 3	1.48	44	65.12	1.14	1.14	2.28
Worker Grade 4	1.50	44	66.00	1.16	1.16	2.32

**NATIONAL EMPLOYMENT COUNCIL
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ZIMBABWE**
12 OCT 2023
 PRIVATE BAG 2995, HARARE
 TEL: 0242 773944 / 63 1 57

Watchmen 1.48 44 65.12 1.14 1.14 2.28

KEY:

- Col 1. Hourly rate including allowances, to be used to calculate normal weekly and / or monthly wages.
- Col 2 & 3. General fund – Employer/Employee contributions
- Col 4. General fund – Total to be remitted to Council

N.B

- (a) General Fund deductions and contributions are based on 1.75% of the minimum negotiated wages for each category.
- (b) General fund contributions and deductions are made weekly and remitted to Council at the end of the month.
- (c) Returns should be sent to Council in duplicate.
- (d) Company names, addresses/e-mail and telephone numbers and employee ID numbers should be shown on the returns, especially on computerized returns.

1. Accommodation Allowance 1.43 x 2.25 = US\$3.22 per day
2. Subsistence Allowance 1.43 x 2 = US\$2.86 per day
3. Employers to provide transport or pay equivalent transport allowance to workers travelling to Construction sites i.e., from home to work and work to home.

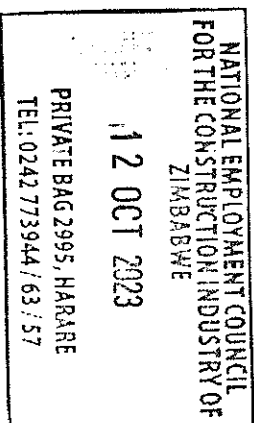
4. COUNCIL DUES – WORKING EMPLOYER AND NIL RETURNS.

- Self employed person or working employer - USD 5.00 or ZWL equivalent per week.
- Person or company not performing work – nil returns - US\$5.00 or ZWL equivalent per week

Should you require any particular point to be clarified, please do not hesitate to contact us. Employers outside Harare can contact their nearest NECCIZ OFFICE as given below.

Bulawayo	:	112 Tongogara Avenue between 11 th & 12 th Avenue	Tel. (092) 66113/4
Gweru	:	11 6 th Street	Tel. (0542) 223027/221574
Mutare	:	86 3 rd Street	Tel.(02020) 63525
Masvingo	:	49 Hofmeyer Street	Tel.(0392) 264051


T. DZOKAMUSHURE (MP)
GENERAL SECRETARY.



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TO: ALL EMPLOYERS IN THE CONSTRUCTION INDUSTRY

RE: TRADE UNION MEMBERSHIP FEES – NEW RATES EFFECTIVE 16 OCTOBER 2023

The Trade Union has in terms of Statutory Instrument 45/2013 Clause 12, informed the council to notify employers of the following increased rates of Trade Union (ZCATWU) members fees (dues) to be deducted from wages of those employees who are members of the Trade Union, effective from 16th October 2023. Detailed below is a schedule of the new rates based on 5% of the members' weekly wage.

MINIMUM WAGES FOR SKILLED WORKERS & WORKER GRADES EFFECTIVE 16th OCTOBER 2023

Class/Grade	Basic Hourly rate USD	Hours Per week	Weekly wages	Deductions 5%
Skilled Worker 1	2.47	44	108.68	5.43
Skilled Worker 2	2.28	44	100.32	5.02
Skilled Worker 3	2.13	44	93.72	4.69
Skilled Worker 4	1.95	44	85.80	4.29
Worker Exempt	1.95	44	85.80	4.29
BEI & WM	2.13	44	93.72	4.69
Floor layer	2.13	44	93.72	4.69
Worker Grade 1	1.43	44	62.92	3.15
Worker Grade 2	1.44	44	63.36	3.17
Worker Grade 3	1.48	44	65.12	3.26
Worker Grade 4	1.50	44	66.00	3.30
Watchmen	1.48	44	65.12	3.26


T. DZOKAMUSHURE (Mr.)
GENERAL SECRETARY

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12 OCT 2023
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