

26 November 2009

**The Mine Manager/Secretary
/Workers Committee Chairman**

Circular to the Mines No. 4 2009



Mining Industry Pension Fund
"Cares for your future"

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Dear Sir/Madam

Re: Increase in the Minimum Employer and Employee Contribution Rates

This notice serves to advise that the parties to Council, the Chamber of Mines of Zimbabwe and the Associated Mine Workers Union of Zimbabwe have agreed to increase the minimum contribution rate for both the employer and employee from 5% to 7.5% of the basic wage or salary. The change is effective from 1 January 2010. This means that the new contribution rate must be effected on the deductions for January 2010 which are due by the 14th February at the latest. The maximum contribution payable, inclusive of any additional voluntary, remains at 15% for either the employer or employee.

Please note that the requirement for a 2.2% employer contribution to the Chamber of Mines Pension Enhancement Fund (COMPEF) remains in place. All employers who are contributing to the Mining Industry Pension Fund are reminded that they are **required** to contribute to COMPEF.

Yours faithfully
Mining Industry Pension Fund

A handwritten signature in black ink, appearing to be 'T Kanjanda', enclosed within a hand-drawn oval border.

T Kanjanda
Principal Officer