



**ZUIAW**  
Zambia Union of Financial  
Institutions and Allied  
Workers



**FNB**  
First National Bank  
Zambia

THIS SALARY AGREEMENT is made this 19<sup>th</sup> Day of August 2020 BETWEEN FIRST NATIONAL BANK ZAMBIA (Hereinafter referred to as the "Bank") of one part and ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS (Hereinafter referred to as the "Union"), representing employees eligible for representation in terms of Clause 2 of the MEMORANDUM OF RECOGNITION AGREEMENT signed between the parties on the 29<sup>th</sup> June 2010.

WHEREAS the Parties have agreed to increase Basic Salaries of Union members by 7.0% across the board and also agreed performance-based increases as follows:

Rating	Across the Board Increase	Additional Performance Increase	Total Salary percentage Increase
1.0 – 2.0	7%	0%	7.0%
2.0 - 2.4	7%	0%	7.0%
2.5 - 2.9	7%	0.5%	7.5%
3.0 - 3.1	7%	3%	10%
3.2 – 3.3	7%	3.2%	10.2%
3.4 – 3.5	7%	3.5%	10.5%
3.6 - 3.7	7%	3.7%	10,7%
3.8	7%	4.5%	11,5%
3.9	7%	5%	12%
4.0 - 4.5	7%	5.5%	12.5%
4.6 – 5.0	7%	6%	13%

This constituted an average increase of 10.1% and is effective 1<sup>st</sup> August 2020 to 31<sup>st</sup> July 2021.

**IN WITNESS WHEREOF:-**

We have hereunder set our hand this 19<sup>th</sup> Day of August 2020

FOR AND ON BEHALF OF  
THE ZAMBIA UNION OF FINANCIAL  
INSTITUTIONS & ALLIED WORKERS

General Secretary  
Chingati Msiska

\*

Delegation Leader- Union  
Lusa Mulanda

FNB Branch Chairperson – Lusaka  
Joseph Phiri

FOR AND ON BEHALF OF  
FIRST NATIONAL BANK ZAMBIA

Chief Executive Officer  
Bydon Longwe

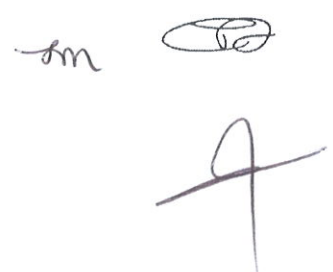
Delegation Leader- Management  
Cheyo Mwenechanya

Head – Human Resource  
Vivian Kondolo

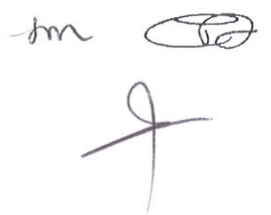
Chairperson – Bargaining Unit  
Bernard Lwenje

Attach: Unionised Staff Salary Structure

No.	Broadband	Level	Performance Rating	Current Annual Salary	Percentage Increase	Quantum Increase	New Annual Salary
1	D	Unionised	2.2	202 224.10	7.00%	14 155.69	216 379.79
2	D	Unionised	2.4	265 863.27	7.00%	18 610.43	284 473.70
3	E	Unionised	2	110 827.24	7.00%	7 757.91	118 585.15
4	E	Unionised	2.4	87 137.62	7.00%	6 099.63	93 237.25
5	D	Unionised	2.8	303 537.72	7.50%	22 765.33	326 303.05
6	D	Unionised	2.5	220 419.63	7.50%	16 531.47	236 951.10
7	D	Unionised	2.7	183 759.83	7.50%	13 781.99	197 541.82
8	D	Unionised	2.8	213 795.37	7.50%	16 034.65	229 830.02
9	D	Unionised	2.5	215 924.73	7.50%	16 194.35	232 119.08
10	D	Unionised	2.8	308 979.24	7.50%	23 173.44	332 152.68
11	D	Unionised	2.7	192 306.94	7.50%	14 423.02	206 729.96
12	D	Unionised	2.9	135 850.40	7.50%	10 188.78	146 039.18
13	D	Unionised	2.9	220 488.48	7.50%	16 536.64	237 025.12
14	D	Unionised	2.7	104 848.84	7.50%	7 863.66	112 712.50
15	D	Unionised	2.7	132 372.36	7.50%	9 927.93	142 300.29
16	E	Unionised	2.8	154 643.91	7.50%	11 598.29	166 242.20
17	E	Unionised	2.9	173 659.91	7.50%	13 024.49	186 684.40
18	E	Unionised	2.6	112 142.41	7.50%	8 410.68	120 553.09
19	E	Unionised	2.9	171 464.80	7.50%	12 859.86	184 324.66
20	E	Unionised	2.8	124 918.77	7.50%	9 368.91	134 287.68
21	E	Unionised	2.9	130 843.50	7.50%	9 813.26	140 656.76
22	E	Unionised	2.9	109 795.74	7.50%	8 234.68	118 030.42
23	E	Unionised	2.9	108 882.90	7.50%	8 166.22	117 049.12
24	E	Unionised	2.9	91 539.53	7.50%	6 865.46	98 404.99
25	E	Unionised	2.9	93 757.04	7.50%	7 031.78	100 788.82
26	E	Unionised	2.9	94 585.51	7.50%	7 093.91	101 679.43
27	E	Unionised	2.5	96 559.44	7.50%	7 241.96	103 801.40
28	E	Unionised	2.8	91 337.12	7.50%	6 850.28	98 187.40
29	E	Unionised	2.9	88 676.28	7.50%	6 650.72	95 327.01
30	D	Unionised	3	193 963.75	10.00%	19 396.38	213 360.13
31	D	Unionised	3	261 398.76	10.00%	26 139.88	287 538.64
32	D	Unionised	3	187 360.80	10.00%	18 736.08	206 096.88
33	D	Unionised	3	180 659.08	10.00%	18 065.91	198 724.99
34	D	Unionised	3	177 981.44	10.00%	17 798.14	195 779.58
35	D	Unionised	3	180 003.00	10.00%	18 000.30	198 003.30
36	D	Unionised	3.1	169 291.67	10.00%	16 929.17	186 220.84
37	D	Unionised	3.1	151 251.44	10.00%	15 125.14	166 376.58
38	D	Unionised	3.1	152 240.07	10.00%	15 224.01	167 464.08
39	D	Unionised	3	127 732.34	10.00%	12 773.23	140 505.57
40	D	Unionised	3	172 538.41	10.00%	17 253.84	189 792.25
41	D	Unionised	3	148 130.66	10.00%	14 813.07	162 943.73
42	D	Unionised	3.1	149 819.29	10.00%	14 981.93	164 801.22
43	D	Unionised	3.1	134 611.55	10.00%	13 461.16	148 072.71
44	D	Unionised	3.1	169 334.88	10.00%	16 933.49	186 268.37



45	D	Unionised	3.1	107 346.96	10.00%	10 734.70	118 081.66
46	D	Unionised	3	182 142.48	10.00%	18 214.25	200 356.73
47	D	Unionised	3.1	149 274.79	10.00%	14 927.48	164 202.27
48	D	Unionised	3	136 557.04	10.00%	13 655.70	150 212.74
49	D	Unionised	3	110 355.24	10.00%	11 035.52	121 390.76
50	D	Unionised	3	152 951.05	10.00%	15 295.11	168 246.16
51	D	Unionised	3.1	128 650.99	10.00%	12 865.10	141 516.09
52	D	Unionised	3.1	115 743.61	10.00%	11 574.36	127 317.97
53	D	Unionised	3.1	129 240.59	10.00%	12 924.06	142 164.65
54	D	Unionised	3	80 613.13	10.00%	8 061.31	88 674.44
55	E	Unionised	3	155 185.94	10.00%	15 518.59	170 704.53
56	E	Unionised	3	155 858.02	10.00%	15 585.80	171 443.82
57	E	Unionised	3	105 658.57	10.00%	10 565.86	116 224.43
58	E	Unionised	3.1	113 364.28	10.00%	11 336.43	124 700.71
59	D	Unionised	3.1	139 115.69	10.00%	13 911.57	153 027.26
60	E	Unionised	3	135 428.51	10.00%	13 542.85	148 971.36
61	E	Unionised	3.1	118 603.48	10.00%	11 860.35	130 463.83
62	E	Unionised	3	135 927.73	10.00%	13 592.77	149 520.50
63	E	Unionised	3.1	104 499.23	10.00%	10 449.92	114 949.15
64	E	Unionised	3	110 830.81	10.00%	11 083.08	121 913.89
65	E	Unionised	3.1	110 564.94	10.00%	11 056.49	121 621.43
66	E	Unionised	3.1	100 936.91	10.00%	10 093.69	111 030.60
67	E	Unionised	3	103 971.61	10.00%	10 397.16	114 368.77
68	E	Unionised	3	110 363.37	10.00%	11 036.34	121 399.71
69	E	Unionised	3.1	91 401.63	10.00%	9 140.16	100 541.79
70	E	Unionised	3.1	89 604.60	10.00%	8 960.46	98 565.06
71	E	Unionised	3	97 425.45	10.00%	9 742.55	107 168.00
72	E	Unionised	3	96 803.77	10.00%	9 680.38	106 484.15
73	E	Unionised	3	101 496.83	10.00%	10 149.68	111 646.51
74	E	Unionised	3.1	103 307.88	10.00%	10 330.79	113 638.67
75	E	Unionised	3	93 038.76	10.00%	9 303.88	102 342.64
76	E	Unionised	3.1	97 247.83	10.00%	9 724.78	106 972.61
77	E	Unionised	3	81 426.65	10.00%	8 142.67	89 569.32
78	E	Unionised	3.1	60 000.00	10.00%	6 000.00	66 000.00
79	E	Unionised	3	60 000.00	10.00%	6 000.00	66 000.00
80	F	Unionised	3.1	107 485.57	10.00%	10 748.56	118 234.13
81	D	Unionised	3.3	212 635.84	10.20%	21 688.86	234 324.70
82	D	Unionised	3.2	181 602.67	10.20%	18 523.47	200 126.14
83	D	Unionised	3.3	191 428.71	10.20%	19 525.73	210 954.44
84	D	Unionised	3.3	245 612.35	10.20%	25 052.46	270 664.81
85	D	Unionised	3.3	141 865.04	10.20%	14 470.23	156 335.27
86	D	Unionised	3.3	184 699.80	10.20%	18 839.38	203 539.18
87	D	Unionised	3.3	152 094.68	10.20%	15 513.66	167 608.34
88	D	Unionised	3.2	183 649.01	10.20%	18 732.20	202 381.21
89	D	Unionised	3.3	142 010.40	10.20%	14 485.06	156 495.46
90	D	Unionised	3.2	155 421.28	10.20%	15 852.97	171 274.25
91	D	Unionised	3.2	166 802.00	10.20%	17 013.80	183 815.80





92	D	Unionised	3.2	149 001.65	10.20%	15 198.17	164 199.82
93	D	Unionised	3.2	125 712.34	10.20%	12 822.66	138 535.00
94	D	Unionised	3.2	158 895.72	10.20%	16 207.36	175 103.08
95	D	Unionised	3.2	129 240.36	10.20%	13 182.52	142 422.88
96	D	Unionised	3.3	178 076.80	10.20%	18 163.83	196 240.63
97	D	Unionised	3.3	115 955.01	10.20%	11 827.41	127 782.42
98	D	Unionised	3.3	130 795.56	10.20%	13 341.15	144 136.71
99	D	Unionised	3.2	130 205.26	10.20%	13 280.94	143 486.20
100	D	Unionised	3.3	145 394.28	10.20%	14 830.22	160 224.50
101	D	Unionised	3.3	135 701.75	10.20%	13 841.58	149 543.33
102	D	Unionised	3.3	108 000.00	10.20%	11 016.00	119 016.00
103	E	Unionised	3.3	140 237.92	10.20%	14 304.27	154 542.19
104	E	Unionised	3.2	159 655.53	10.20%	16 284.86	175 940.39
105	E	Unionised	3.3	111 799.41	10.20%	11 403.54	123 202.95
106	E	Unionised	3.3	109 444.32	10.20%	11 163.32	120 607.64
107	E	Unionised	3.3	114 060.32	10.20%	11 634.15	125 694.47
108	E	Unionised	3.3	116 224.87	10.20%	11 854.94	128 079.81
109	E	Unionised	3.2	124 328.28	10.20%	12 681.48	137 009.76
110	E	Unionised	3.3	109 403.77	10.20%	11 159.18	120 562.95
111	E	Unionised	3.2	111 824.81	10.20%	11 406.13	123 230.94
112	E	Unionised	3.2	105 464.46	10.20%	10 757.37	116 221.83
113	E	Unionised	3.3	104 499.23	10.20%	10 658.92	115 158.15
114	E	Unionised	3.3	110 324.73	10.20%	11 253.12	121 577.85
115	E	Unionised	3.2	96 335.97	10.20%	9 826.27	106 162.24
116	E	Unionised	3.3	98 984.46	10.20%	10 096.41	109 080.87
117	E	Unionised	3.2	101 655.65	10.20%	10 368.88	112 024.53
118	E	Unionised	3.2	100 876.09	10.20%	10 289.36	111 165.45
119	E	Unionised	3.3	88 676.30	10.20%	9 044.98	97 721.28
120	E	Unionised	3.3	80 015.84	10.20%	8 161.62	88 177.46
121	E	Unionised	3.2	99 518.95	10.20%	10 150.93	109 669.88
122	E	Unionised	3.2	95 277.68	10.20%	9 718.32	104 996.00
123	E	Unionised	3.2	95 094.24	10.20%	9 699.61	104 793.85
124	E	Unionised	3.3	92 109.22	10.20%	9 395.14	101 504.36
125	E	Unionised	3.3	99 407.57	10.20%	10 139.57	109 547.14
126	E	Unionised	3.3	128 140.62	10.20%	13 070.34	141 210.96
127	E	Unionised	3.3	120 450.00	10.20%	12 285.90	132 735.90
128	E	Unionised	3.3	88 271.39	10.20%	9 003.68	97 275.07
129	E	Unionised	3.3	100 288.60	10.20%	10 229.44	110 518.04
130	E	Unionised	3.3	97 091.43	10.20%	9 903.33	106 994.76
131	E	Unionised	3.3	98 373.21	10.20%	10 034.07	108 407.27
132	E	Unionised	3.2	88 676.30	10.20%	9 044.98	97 721.28
133	E	Unionised	3.3	81 574.57	10.20%	8 320.61	89 895.18
134	E	Unionised	3.3	104 554.61	10.20%	10 664.57	115 219.18
135	E	Unionised	3.3	80 982.91	10.20%	8 260.26	89 243.17
136	D	Unionised	3.4	288 644.30	10.50%	30 307.65	318 951.95
137	D	Unionised	3.4	301 429.95	10.50%	31 650.14	333 080.09
138	D	Unionised	3.4	218 626.17	10.50%	22 955.75	241 581.92

jm



139	D	Unionised	3.5	180 740.81	10.50%	18 977.79	199 718.60
140	D	Unionised	3.4	186 046.00	10.50%	19 534.83	205 580.83
141	D	Unionised	3.4	288 131.63	10.50%	30 253.82	318 385.45
142	D	Unionised	3.4	188 998.73	10.50%	19 844.87	208 843.60
143	D	Unionised	3.4	194 402.79	10.50%	20 412.29	214 815.08
144	D	Unionised	3.4	179 933.74	10.50%	18 893.04	198 826.78
145	D	Unionised	3.5	200 363.22	10.50%	21 038.14	221 401.36
146	D	Unionised	3.5	247 815.14	10.50%	26 020.59	273 835.73
147	D	Unionised	3.4	164 349.13	10.50%	17 256.66	181 605.79
148	D	Unionised	3.4	146 261.35	10.50%	15 357.44	161 618.79
149	D	Unionised	3.5	191 118.76	10.50%	20 067.47	211 186.23
150	D	Unionised	3.4	163 990.77	10.50%	17 219.03	181 209.81
151	D	Unionised	3.5	210 707.29	10.50%	22 124.27	232 831.56
152	D	Unionised	3.4	195 914.30	10.50%	20 571.00	216 485.30
153	D	Unionised	3.5	196 810.78	10.50%	20 665.13	217 475.91
154	D	Unionised	3.4	162 437.73	10.50%	17 055.96	179 493.69
155	D	Unionised	3.5	272 267.73	10.50%	28 588.11	300 855.84
156	D	Unionised	3.5	182 135.46	10.50%	19 124.22	201 259.68
157	D	Unionised	3.5	123 192.91	10.50%	12 935.26	136 128.17
158	D	Unionised	3.4	129 240.59	10.50%	13 570.26	142 810.85
159	D	Unionised	3.5	185 531.22	10.50%	19 480.78	205 012.00
160	D	Unionised	3.4	129 240.59	10.50%	13 570.26	142 810.85
161	D	Unionised	3.5	211 733.79	10.50%	22 232.05	233 965.84
162	D	Unionised	3.4	121 038.26	10.50%	12 709.02	133 747.28
163	D	Unionised	3.5	135 331.23	10.50%	14 209.78	149 541.01
164	D	Unionised	3.4	179 853.75	10.50%	18 884.64	198 738.39
165	D	Unionised	3.5	180 658.41	10.50%	18 969.13	199 627.54
166	D	Unionised	3.5	162 121.15	10.50%	17 022.72	179 143.87
167	D	Unionised	3.5	153 521.55	10.50%	16 119.76	169 641.31
168	D	Unionised	3.5	118 813.31	10.50%	12 475.40	131 288.71
169	D	Unionised	3.5	112 152.00	10.50%	11 775.96	123 927.96
170	D	Unionised	3.5	126 737.11	10.50%	13 307.40	140 044.51
171	D	Unionised	3.4	109 930.00	10.50%	11 542.65	121 472.65
172	D	Unionised	3.4	159 953.39	10.50%	16 795.11	176 748.50
173	D	Unionised	3.4	128 414.93	10.50%	13 483.57	141 898.50
174	D	Unionised	3.4	117 654.80	10.50%	12 353.75	130 008.55
175	D	Unionised	3.5	195 209.25	10.50%	20 496.97	215 706.22
176	D	Unionised	3.5	129 240.59	10.50%	13 570.26	142 810.85
177	D	Unionised	3.5	125 093.36	10.50%	13 134.80	138 228.16
178	D	Unionised	3.5	149 821.70	10.50%	15 731.28	165 552.98
179	D	Unionised	3.5	138 039.95	10.50%	14 494.20	152 534.15
180	D	Unionised	3.4	183 648.50	10.50%	19 283.09	202 931.59
181	D	Unionised	3.5	247 280.00	10.50%	25 964.40	273 244.40
182	E	Unionised	3.5	170 174.63	10.50%	17 868.34	188 042.97
183	E	Unionised	3.5	156 627.90	10.50%	16 445.93	173 073.83
184	E	Unionised	3.5	136 924.39	10.50%	14 377.06	151 301.45
185	E	Unionised	3.4	155 658.40	10.50%	16 344.13	172 002.53

186	E	Unionised	3.4	120 228.18	10.50%	12 623.96	132 852.14
187	E	Unionised	3.4	110 868.31	10.50%	11 641.17	122 509.48
188	E	Unionised	3.4	136 169.30	10.50%	14 297.78	150 467.08
189	E	Unionised	3.5	120 282.34	10.50%	12 629.65	132 911.99
190	E	Unionised	3.4	133 321.35	10.50%	13 998.74	147 320.09
191	E	Unionised	3.4	138 246.16	10.50%	14 515.85	152 762.01
192	E	Unionised	3.4	119 653.06	10.50%	12 563.57	132 216.63
193	E	Unionised	3.4	110 359.00	10.50%	11 587.70	121 946.70
194	E	Unionised	3.5	110 481.18	10.50%	11 600.52	122 081.70
195	E	Unionised	3.4	111 538.98	10.50%	11 711.59	123 250.57
196	E	Unionised	3.5	103 303.74	10.50%	10 846.89	114 150.63
197	E	Unionised	3.5	102 285.58	10.50%	10 739.99	113 025.57
198	E	Unionised	3.5	100 562.75	10.50%	10 559.09	111 121.83
199	E	Unionised	3.4	110 432.04	10.50%	11 595.36	122 027.40
200	E	Unionised	3.5	110 432.04	10.50%	11 595.36	122 027.40
201	E	Unionised	3.4	98 287.61	10.50%	10 320.20	108 607.81
202	E	Unionised	3.4	131 640.00	10.50%	13 822.20	145 462.20
203	E	Unionised	3.5	97 747.73	10.50%	10 263.51	108 011.24
204	E	Unionised	3.4	98 085.64	10.50%	10 298.99	108 384.63
205	E	Unionised	3.4	131 253.34	10.50%	13 781.60	145 034.94
206	E	Unionised	3.4	105 123.65	10.50%	11 037.98	116 161.63
207	E	Unionised	3.4	107 316.21	10.50%	11 268.20	118 584.41
208	E	Unionised	3.4	102 280.41	10.50%	10 739.44	113 019.85
209	E	Unionised	3.5	112 300.69	10.50%	11 791.57	124 092.26
210	E	Unionised	3.4	106 245.97	10.50%	11 155.83	117 401.80
211	E	Unionised	3.5	107 198.85	10.50%	11 255.88	118 454.73
212	E	Unionised	3.4	81 130.83	10.50%	8 518.74	89 649.57
213	E	Unionised	3.4	95 230.98	10.50%	9 999.25	105 230.23
214	E	Unionised	3.5	107 298.58	10.50%	11 266.35	118 564.93
215	E	Unionised	3.5	105 665.30	10.50%	11 094.86	116 760.16
216	E	Unionised	3.4	81 574.57	10.50%	8 565.33	90 139.90
217	E	Unionised	3.5	93 067.72	10.50%	9 772.11	102 839.83
218	E	Unionised	3.5	68 566.77	10.50%	7 199.51	75 766.28
219	E	Unionised	3.4	88 945.92	10.50%	9 339.32	98 285.24
220	E	Unionised	3.4	80 613.33	10.50%	8 464.40	89 077.73
221	E	Unionised	3.4	78 405.20	10.50%	8 232.55	86 637.75
222	E	Unionised	3.4	80 761.04	10.50%	8 479.91	89 240.95
223	D	Unionised	3.7	331 348.49	10.70%	35 454.29	366 802.78
224	D	Unionised	3.6	190 528.33	10.70%	20 386.53	210 914.86
225	D	Unionised	3.6	205 794.73	10.70%	22 020.04	227 814.77
226	D	Unionised	3.6	181 489.45	10.70%	19 419.37	200 908.82
227	D	Unionised	3.6	178 245.53	10.70%	19 072.27	197 317.80
228	D	Unionised	3.6	152 909.39	10.70%	16 361.30	169 270.69
229	D	Unionised	3.7	139 579.35	10.70%	14 934.99	154 514.34
230	D	Unionised	3.6	150 812.62	10.70%	16 136.95	166 949.57
231	D	Unionised	3.7	189 804.01	10.70%	20 309.03	210 113.04
232	D	Unionised	3.7	171 142.69	10.70%	18 312.27	189 454.96

233	D	Unionised	3.7	165 210.10	10.70%	17 677.48	182 887.58
234	D	Unionised	3.7	135 186.81	10.70%	14 464.99	149 651.80
235	D	Unionised	3.7	125 490.87	10.70%	13 427.52	138 918.39
236	D	Unionised	3.7	155 881.46	10.70%	16 679.32	172 560.78
237	D	Unionised	3.7	152 492.53	10.70%	16 316.70	168 809.23
238	D	Unionised	3.7	210 706.50	10.70%	22 545.60	233 252.10
239	D	Unionised	3.6	117 124.81	10.70%	12 532.35	129 657.17
240	D	Unionised	3.7	104 400.00	10.70%	11 170.80	115 570.80
241	E	Unionised	3.6	163 554.75	10.70%	17 500.36	181 055.11
242	E	Unionised	3.6	167 018.23	10.70%	17 870.95	184 889.18
243	E	Unionised	3.7	133 949.54	10.70%	14 332.60	148 282.14
244	E	Unionised	3.6	134 389.64	10.70%	14 379.69	148 769.33
245	E	Unionised	3.7	96 383.40	10.70%	10 313.02	106 696.42
246	E	Unionised	3.6	96 128.49	10.70%	10 285.75	106 414.23
247	E	Unionised	3.6	95 943.29	10.70%	10 265.93	106 209.22
248	E	Unionised	3.6	122 496.16	10.70%	13 107.09	135 603.25
249	E	Unionised	3.6	115 060.08	10.70%	12 311.43	127 371.51
250	E	Unionised	3.6	91 081.33	10.70%	9 745.70	100 827.03
251	E	Unionised	3.6	132 360.00	10.70%	14 162.52	146 522.52
252	E	Unionised	3.7	99 918.58	10.70%	10 691.29	110 609.87
253	E	Unionised	3.7	89 567.32	10.70%	9 583.70	99 151.03
254	E	Unionised	3.7	89 567.11	10.70%	9 583.68	99 150.79
255	E	Unionised	3.6	96 607.73	10.70%	10 337.03	106 944.76
256	E	Unionised	3.6	89 567.11	10.70%	9 583.68	99 150.79
257	E	Unionised	3.6	73 957.00	10.70%	7 913.40	81 870.40
258	D	Unionised	3.8	157 463.03	11.50%	18 108.25	175 571.28
259	D	Unionised	3.8	170 450.32	11.50%	19 601.79	190 052.11
260	D	Unionised	3.8	137 856.63	11.50%	15 853.51	153 710.14
261	D	Unionised	3.8	198 180.00	11.50%	22 790.70	220 970.70
262	E	Unionised	3.8	129 241.08	11.50%	14 862.72	144 103.80
263	E	Unionised	3.8	82 166.22	11.50%	9 449.12	91 615.34
264	D	Unionised	3.9	170 608.26	12.00%	20 472.99	191 081.25
265	E	Unionised	3.9	97 659.72	12.00%	11 719.17	109 378.88
266	E	Unionised	3.9	98 603.86	12.00%	11 832.46	110 436.32
267	E	Unionised	3.9	98 884.45	12.00%	11 866.13	110 750.59
268	E	Unionised	3.9	82 092.27	12.00%	9 851.07	91 943.34

jm 

