

ADDENDUM TO THE MAIN COLLECTIVE AGREEMENT

BETWEEN

INDO ZAMBIA BANK

Herein referred to as the "Bank"

AND

THE ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS (ZUFIAW)

Herein referred to as the "Union"

Representing employees eligible for representation by the Union in terms of item 2 – Scope of the Agreement – the MEMORANDUM OF RECOGNITION AGREEMENT signed on the 11th day of May, Two Thousand and Seventeen between the Bank and the Union.

ADDENDUM TO THE MAIN COLLECTIVE AGREEMENT

This Addendum to the Collective Agreement made this 11th May, 2017 between the Bank and the Union covering conditions of service as stipulated in the Memorandum of Recognition Agreement and in particular;

- 1. Duration of Agreement:** Duration of this Addendum to the main Collective Agreement shall be for a period commencing 1st January 2017 and shall remain in force up to 31st December 2017.
- 2. Rate of Pay:** It has been agreed that the rate of pay will be increased by 13.5% effective 1st January, 2017 across the Board.


The image shows several handwritten signatures and initials in blue ink. On the left, there is a large, stylized signature. To its right are several smaller initials and marks, including a circled 'W', a circled 'O', and a circled 'A'. There are also some scribbles and other marks scattered across the bottom right area.

**IN WITNESS WHEREOF, WE HAVE HEREUNDER SET OUR HANDS
THIS**

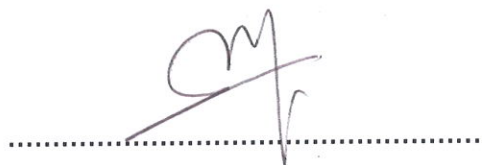
11th DAY OF MAY 2017

FOR AND ON BEHALF OF THE BANK

FOR AND ON BEHALF OF THE UNION



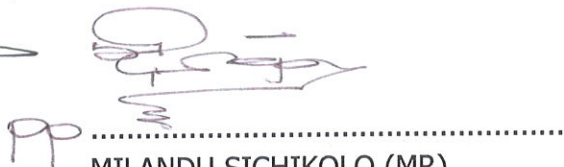
MAHESHKUMAR M. BANSAL (MR)
MANAGING DIRECTOR



CHINGATI MSISKA (MR)
GENERAL SECRETARY



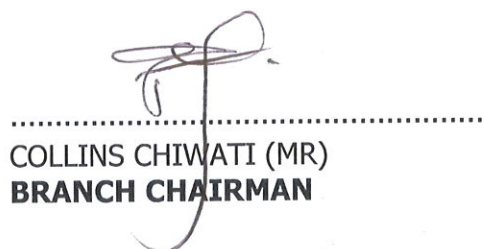
GODWIN C. NGOMA (MR)
GENERAL MANAGER



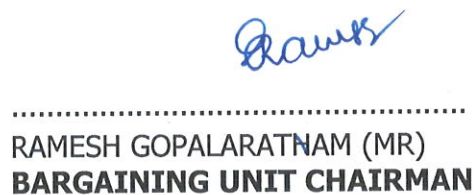
MILANDU SICHIKOLO (MR)
UNION DELEGATION LEADER



CHRISTOPHER WAKUNG'UMA (MR)
CHIEF MANAGER – HUMAN RESOURCES



COLLINS CHIWATI (MR)
BRANCH CHAIRMAN



RAMESH GOPALARATHNAM (MR)
BARGAINING UNIT CHAIRMAN



NATASHA MUKANAKA (MS)
BARGAINING UNIT SECRETARY

**SALARY SCALES (UNIONISED STAFF)
W.E.F JANUARY 2017**

CLERICAL GRADE

NOTCH	OLD BASIC	NEW BASIC BASIC (+ 13.5%)
1	11,435	12,979
2	11,583	13,147
3	11,732	13,315
4	11,880	13,484
5	12,028	13,652
6	12,176	13,820
7	12,324	13,988
8	12,472	14,156
9	12,620	14,324
10	12,769	14,492
11	12,917	14,661
12	13,065	14,829
13	13,213	14,997
14	13,361	15,165
15	13,509	15,333
16	13,657	15,501
17	13,806	15,669
18	13,954	15,838
19	14,102	16,006
20	14,250	16,174
21	14,398	16,342
22	14,546	16,510
23	14,694	16,678
24	14,843	16,846
25	14,991	17,015
26	15,139	17,183
27	15,287	17,351
28	15,435	17,519
29	15,583	17,687
30	15,731	17,855
31	15,880	18,023
32	16,028	18,192
33	16,176	18,360
34	16,324	18,528
35	16,472	18,696
36	16,620	18,864
37	16,768	19,032
38	16,917	19,200
39	17,065	19,369
40	17,213	19,537

Notch Value : K 168

**SALARY SCALES (UNIONISED STAFF)
W.E.F JANUARY 2017
NON-CLERICAL GRADE**

NOTCH	OLD	NEW
	BASIC	BASIC (+ 13.5%)
1	10,335	11,730
2	10,382	11,784
3	10,430	11,838
4	10,478	11,892
5	10,525	11,946
6	10,573	12,000
7	10,621	12,054
8	10,668	12,108
9	10,716	12,163
10	10,764	12,217
11	10,811	12,271
12	10,859	12,325
13	10,907	12,379
14	10,954	12,433
15	11,002	12,487
16	11,050	12,541
17	11,097	12,595
18	11,145	12,649
19	11,193	12,704
20	11,240	12,758
21	11,288	12,812
22	11,336	12,866
23	11,383	12,920
24	11,431	12,974
25	11,479	13,028
26	11,526	13,082
27	11,574	13,136
28	11,621	13,190
29	11,669	13,244
30	11,717	13,299
31	11,764	13,353
32	11,812	13,407
33	11,860	13,461
34	11,907	13,515
35	11,955	13,569
36	12,003	13,623
37	12,050	13,677
38	12,098	13,731
39	12,146	13,785
40	12,193	13,840
41	12,241	13,894
42	12,289	13,948
43	12,336	14,002
44	12,384	14,056
45	12,432	14,110
46	12,479	14,164
47	12,527	14,218
48	12,575	14,272
49	12,622	14,326
50	12,670	14,381

Notch Value : K 54.10

[Handwritten signatures and initials in blue and black ink are present at the bottom of the page, including a large signature on the left and several initials on the right.]

**SALARY SCALES (UNIONISED STAFF)
W.E.F JANUARY 2017**

SUPERVISOR B (SG I)

NOTCH	OLD	NEW
	BASIC	BASIC (+ 13.5%)
1	12,749	14,470
2	12,897	14,639
3	13,046	14,807
4	13,194	14,975
5	13,342	15,143
6	13,490	15,311
7	13,638	15,479
8	13,786	15,647
9	13,934	15,816
10	14,083	15,984
11	14,231	16,152
12	14,379	16,320
13	14,527	16,488
14	14,675	16,656
15	14,823	16,824
16	14,971	16,993
17	15,120	17,161
18	15,268	17,329
19	15,416	17,497
20	15,564	17,665
21	15,712	17,833
22	15,860	18,001
23	16,008	18,170
24	16,157	18,338
25	16,305	18,506
26	16,453	18,674
27	16,601	18,842
28	16,749	19,010
29	16,897	19,178
30	17,045	19,347
31	17,194	19,515
32	17,342	19,683
33	17,490	19,851
34	17,638	20,019
35	17,786	20,187
36	17,934	20,355
37	18,082	20,524
38	18,231	20,692
39	18,379	20,860
40	18,527	21,028
41	18,675	21,196
42	18,823	21,364
43	18,971	21,532
44	19,119	21,701
45	19,268	21,869

Notch Value : K 168.14

**SALARY SCALES (UNIONISED STAFF)
W.E.F JANUARY 2017**

SUPERVISOR B (SG II)

NOTCH	OLD	NEW
	BASIC	BASIC (+ 13.5%)
1	14,065	15,963
2	14,213	16,131
3	14,361	16,300
4	14,509	16,468
5	14,657	16,636
6	14,805	16,804
7	14,953	16,972
8	15,102	17,140
9	15,250	17,308
10	15,398	17,477
11	15,546	17,645
12	15,694	17,813
13	15,842	17,981
14	15,990	18,149
15	16,139	18,317
16	16,287	18,485
17	16,435	18,654
18	16,583	18,822
19	16,731	18,990
20	16,879	19,158
21	17,027	19,326
22	17,176	19,494
23	17,324	19,662
24	17,472	19,831
25	17,620	19,999
26	17,768	20,167
27	17,916	20,335
28	18,064	20,503
29	18,213	20,671
30	18,361	20,839
31	18,509	21,008
32	18,657	21,176
33	18,805	21,344
34	18,953	21,512
35	19,101	21,680
36	19,250	21,848
37	19,398	22,016
38	19,546	22,185
39	19,694	22,353
40	19,842	22,521
41	19,990	22,689
42	20,138	22,857
43	20,287	23,025

Notch Value : K 168

Handwritten signatures and initials in blue ink, including a large signature on the left, a signature with a flourish in the center, and several smaller initials and marks on the right.

**SALARY SCALES (UNIONISED STAFF)
W.E.F JANUARY 2017**

SUPERVISOR (SG III)

NOTCH	OLD	NEW
	BASIC	BASIC (+ 13.5%)
1	15,041	17,072
2	15,197	17,248
3	15,353	17,425
4	15,509	17,602
5	15,665	17,779
6	15,820	17,956
7	15,976	18,133
8	16,132	18,310
9	16,288	18,487
10	16,444	18,664
11	16,600	18,841
12	16,756	19,018
13	16,911	19,195
14	17,067	19,371
15	17,223	19,548
16	17,379	19,725
17	17,535	19,902
18	17,691	20,079
19	17,847	20,256
20	18,003	20,433
21	18,158	20,610
22	18,314	20,787
23	18,470	20,964
24	18,626	21,141
25	18,782	21,318
26	18,938	21,494
27	19,094	21,671
28	19,250	21,848
29	19,405	22,025
30	19,561	22,202
31	19,717	22,379
32	19,873	22,556
33	20,029	22,733
34	20,185	22,910
35	20,341	23,087
36	20,497	23,264
37	20,652	23,440
38	20,808	23,617
39	20,964	23,794
40	21,120	23,971
41	21,276	24,148
42	21,432	24,325
43	21,588	24,502
44	21,744	24,679
45	21,899	24,856

Notch Value : K 176.91

**SALARY SCALES (UNIONISED STAFF)
W.E.F JANUARY 2017**

ARTISAN / DRIVERS

NOTCH	OLD	NEW
	BASIC	BASIC (+ 13.5%)
1	10,511	11,930
2	10,605	12,036
3	10,698	12,142
4	10,791	12,248
5	10,885	12,354
6	10,978	12,460
7	11,072	12,566
8	11,165	12,672
9	11,258	12,778
10	11,352	12,884
11	11,445	12,990
12	11,539	13,096
13	11,632	13,202
14	11,725	13,308
15	11,819	13,414
16	11,912	13,520
17	12,006	13,626
18	12,099	13,732
19	12,192	13,838
20	12,286	13,944
21	12,379	14,050
22	12,472	14,156
23	12,566	14,262
24	12,659	14,368
25	12,753	14,474
26	12,846	14,580
27	12,939	14,686
28	13,033	14,792
29	13,126	14,898
30	13,220	15,004
31	13,313	15,110
32	13,406	15,216
33	13,500	15,322
34	13,593	15,428
35	13,687	15,534
36	13,780	15,640
37	13,873	15,746
38	13,967	15,852
39	14,060	15,958
40	14,154	16,064
41	14,247	16,170
42	14,340	16,276
43	14,434	16,382

Notch Value : K 106.00