



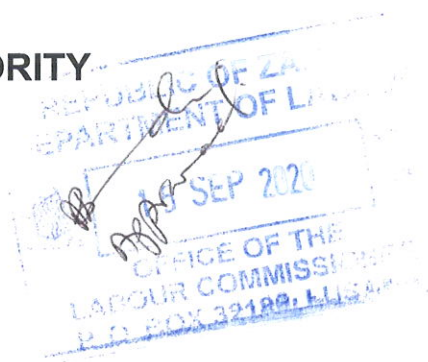
AN ADDENDUM TO THE COLLECTIVE AGREEMENT

BETWEEN

NATIONAL PENSION SCHEME AUTHORITY

AND

**ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED
WORKERS**



JANUARY 2020

Ben L *[Signature]* *[Signature]* *[Signature]*

AN ADDENDUM TO THE 2020-2021 COLLECTIVE AGREEMENT

BETWEEN

NATIONAL PENSION SCHEME AUTHORITY

AND

ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS

THIS AGREEMENT is made the 2nd September 2020 BETWEEN THE NATIONAL PENSION SCHEME AUTHORITY (hereinafter called "the Authority") having its Corporate Office at NAPSA House Church Road Lusaka of the one part and THE ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS (hereinafter called "Union") having its Head Office at Luangwa House Cairo Road Lusaka of the other part.

WHEREAS:

1. The Authority and the Union entered into a Collective Agreement on **16th January 2020** and agreed to continue negotiating on the outstanding item relating to the 2020 Salary Increment.
2. On **2nd September 2020**, the Authority and the Union reached an agreement on the quantum of salary increase for implementation effective **1st January 2020**.
3. The Authority and the Union have agreed to review the existing salaries upwards by **6%** across the board for the period **1st January 2020 to 31st December 2020**. The revised salaries will form part of the existing Collective Agreement which covers the period **1st January 2020 to 31st December 2021**.
4. Pursuant to the said increase, the resultant salary structure will be as attached at Appendix 1.
5. This Agreement shall be amended, varied or withdrawn as provided for in the existing 2020-2021 Collective Agreement as attached at Appendix 2.
6. The provisions of this Agreement shall bind the Authority provided that they shall not apply to employees out of the services of the Authority for the reasons other than death by the first day of its implementation.



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Several handwritten signatures and initials in black ink are present at the bottom right of the page. One signature appears to be 'Ben' followed by a flourish. There are other illegible signatures and initials, including one that looks like 'D. Kamukama'.

IN WITNESS WHEREOF the parties have hereunto set their hands at NAPSA House Church Road Lusaka on the day and year first before written.

SIGNED

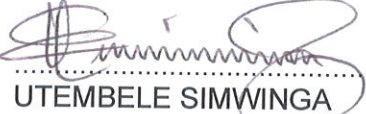
For and on behalf)
of National Pension Scheme Authority)
in the Presence of:)
)


.....
YOLLARD KACHINDA
DIRECTOR GENERAL

MANAGEMENT TEAM


.....
BETTY C MELEKI
DIRECTOR HUMAN RESOURCES AND ADMINISTRATION

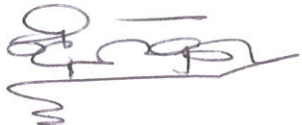

.....
LYDIA CHILUMBA
AUTHORITY SECRETARY



.....
UTEMBELE SIMWINGA
DIRECTOR FINANCE

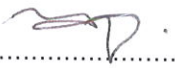
UNION TEAM

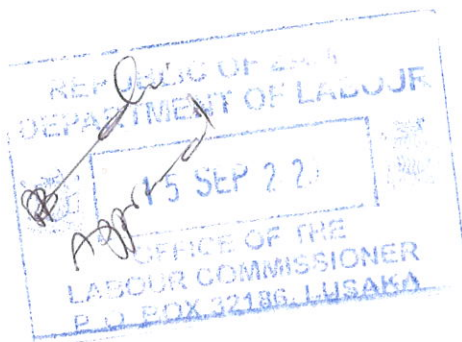
SIGNED

For and on behalf)
of Zambia Union)
Financial Institutions)
and Allied Workers in)
the presence of:)
)


.....
CHINGATI MSISKA
GENERAL SECRETARY


.....
CHARLES NSAMA
ZUFI AW REPRESENTATIVE


.....
CEASAR MOYO
CHAIRPERSON – LUSAKA BRANCH



Elizabeth Nakamba

ELIZABETH NAKAMBA
CHAIRPERSON – LIVINGSTONE BRANCH

REPUBLIC OF ZAMBIA
DEPARTMENT OF LABOUR
15 SEP 2020
OFFICE OF THE
LABOUR COMMISSIONER
P.O. BOX 32186, LUSAKA

[Signature]

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Ben I Elizabeth Nakamba

NATIONAL PENSION SCHEME AUTHORITY
 STRUCTURE 2019 *Bu*

Appendix 1

	Grade NPS05	Grade NPS06	Grade NPS07
Minimum	28,873.32	20,716.57	18,083.71
Maximum	35,490.48	24,167.89	20,716.51
Range	6,617.16	3,451.32	2,632.80
Notch Value	551.43	287.61	219.40
0	28,873.32	20,716.57	18,083.71
1	29,424.75	21,004.18	18,303.11
2	29,976.18	21,291.79	18,522.51
3	30,527.61	21,579.40	18,741.91
4	31,079.04	21,867.01	18,961.31
5	31,630.47	22,154.62	19,180.71
6	32,181.90	22,442.23	19,400.11
7	32,733.33	22,729.84	19,619.51
8	33,284.76	23,017.45	19,838.91
9	33,836.19	23,305.06	20,058.31
10	34,387.62	23,592.67	20,277.71
11	34,939.05	23,880.28	20,497.11
12	35,490.48	24,167.89	20,716.51

REPUBLIC OF UGANDA
 DEPARTMENT OF LABOUR
 15 SEP 22
 OFFICE OF THE
 LABOUR COMMISSIONER
 P.O. BOX 32185, LUBAKA

Bu

[Handwritten signatures and initials]