



AN ADDENDUM TO THE COLLECTIVE AGREEMENT

BETWEEN

NATIONAL PENSION SCHEME AUTHORITY

AND

ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS



FEBRUARY 2023

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THIS AGREEMENT is made the 20th Day of February 2023 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 **30th March 2022** and agreed to annually review the Salary Clause in accordance with Clause 7.5 of the Collective Agreement.
2. On **17th February 2023**, the Authority and the Union reached an agreement on the per centum of salary increase for implementation for the period 1st January 2023 to 31st December 2023.
3. The Authority and the Union have agreed to review the existing salaries upwards by **Twelve percent (12%)** across the board for the period **1st January 2023 to 31st December 2023**.
4. The Authority and the Union have agreed to introduce **Notches effective 1st January 2023** and it shall read as:

"Effective 1st January 2023, the basic pay entry point for employees joining the Authority from 1st January each year shall be less by one notch. This principle shall also apply to employees who are promoted."

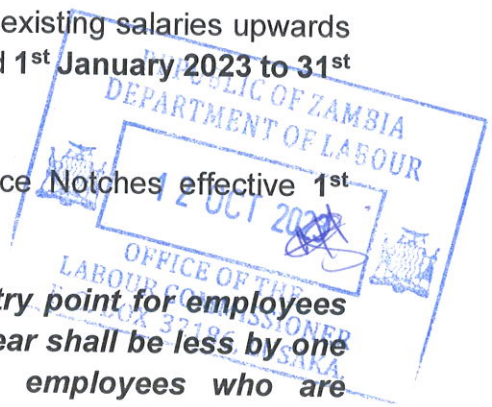
which shall be inserted as clause **7.3** in the Collective Agreement.

5. The revised salaries and inclusion of clause **7.3** will form part of the existing Collective Agreement which covers the period **1st January 2022 to 31st December 2023**.
6. Pursuant to the said increase, the resultant salary structure will be as attached at Appendix 1.
7. This Agreement shall be amended, varied or withdrawn as provided for in the existing 2022-2023 Collective Agreement as attached at Appendix 2.

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8. 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.

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

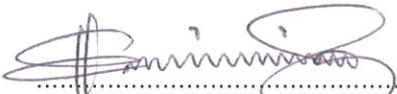
For and on behalf)
of National Pension Scheme Authority)
in the Presence of:)
)

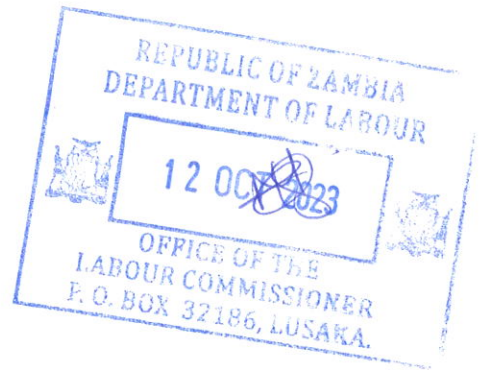

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MUYANGWA MUYANGWA
DIRECTOR GENERAL

MANAGEMENT TEAM


.....
AGNESS M. CHIYASSA
DIRECTOR HUMAN RESOURCE AND ADMINISTRATION


.....
MWAPE M. LAMBE
ACTING AUTHORITY SECRETARY



.....
UTEMBELE SIMWINGA
DIRECTOR FINANCE

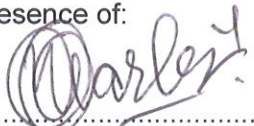


UNION TEAM

SIGNED

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


.....
KASAPO S. KABENDE
GENERAL SECRETARY


.....
CHARLES NSAMA
ZUFIAW REPRESENTATIVE

.....
CHANDA MULENGA
CHAIRPERSON – LUSAKA BRANCH

.....
ELIJAH BOTHA
CHAIRPERSON – KITWE BRANCH

REPUBLIC OF ZAMBIA
DEPARTMENT OF LABOUR
12 OCT 2023
OFFICE OF THE
LABOUR COMMISSION
P. O. BOX 32186, LUSAKA