

All correspondence should be addressed to
the Permanent Secretary
Telephone: +260-211-222 617
E-mail: labour.commissioner@mlss.gov.zm



In reply please quote

No.:.....

DL/101/6/592

REPUBLIC OF ZAMBIA

MINISTRY OF LABOUR AND SOCIAL SECURITY

DEPARTMENT OF LABOUR
OFFICE OF THE LABOUR COMMISSIONER
NEW GOVERNMENT COMPLEX
INDEPENDENCE AVENUE
KAMWALA
P. O. BOX 32186
LUSAKA

21 January 2020

The Head Human Resource
Prudential Life Assurance
P.O Box 31357
LUSAKA

The General Secretary
Zambia Union of Financial and Allied Workers
LUSAKA

A handwritten signature in black ink, appearing to be 'Sule'.

RE: APPROVAL OF COLLECTIVE AGREEMENT

Reference is made to the above captioned matter.

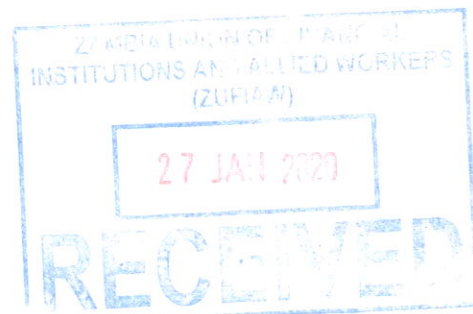
I am pleased to inform you that your collective agreement has been approved and dully registered.

Enclosed herewith are copies of the said document for your records and necessary action.

Yours faithfully,

A handwritten signature in black ink, appearing to be 'Mwanza Nachilombe Mpande'.

Mwanza Nachilombe Mpande (Mrs.)
LABOUR INSPECTOR
For/LABOUR COMMISSIONER





ZUIAW

Zambia Union of Financial
Institutions and Allied
Workers

ADDENDUM TO THE MEMORANDUM OF COLLECTIVE AGREEMENT

BETWEEN



PRUDENTIAL

Prudential Life Assurance Zambia Limited
(Herein referred to as "PLAZ")

AND

The Zambia Union of Financial Institutions and Allied Workers
(Herein referred to as the "Union")



ADDENDUM TO THE MEMORANDUM OF COLLECTIVE AGREEMENT

BETWEEN

PRUDENTIAL LIFE ASSURANCE ZAMBIA LIMITED

(Herein referred to as "PLAZ")

AND

THE ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS

(Herein referred to as the "Union")

Representing employee eligible for representation by the union in terms of item 8.0 of the RECOGNITION AGREEMENT signed on the 18th day of June Two thousand and nineteen between PLAZ and the Union.

This addendum to the Collective Agreement is made this 19th September 2019 between PLAZ and the Union covering conditions of service as stipulated in the Recognition Agreement.

By this addendum to the Collective Agreement, the parties hereby agree to amend the rates of Funeral grants section of the Collective Agreement as set out herein.

Duration of this addendum to the Collective Agreement shall be for a period of not less than twelve (24) months commencing 1st April 2019 to 31st March 2021 at the expiry of the current Collective Bargaining Agreement. The addendum provides that:

8.0 Funeral Grants

Funeral Grants shall be granted in the event of death of the following and at the rates accompanying each category of persons:

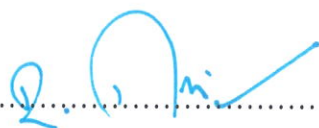
Employee	K7,000.00
Parent	K6,500.00
Spouse	K6,500.00
Dependant/Child (biological/legally adopted)	K6,500.00



[Handwritten signatures and initials]

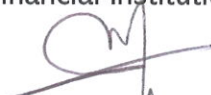
IN WITNESS whereof we have hereunder set our hands this nineteenth day of September, the year two thousand and Nineteen.

For and on behalf of Prudential Life
Assurance Zambia Limited



.....
Krishnaswamy Rajagopal
Managing Director

For and on behalf of Zambia Union for
Financial Institutions and Allied workers



.....
Chingati Msiska
General Secretary



.....
Raymond Ngoma
Head – Human Resources & Administration



.....
Helen Chamyolo
ZUFIAW Union Team Leader



.....
Kachiza Kwenda
Chief Financial Officer



.....
Patrick Kasonde
ZUFIAW Branch Chairperson

