



ZUFIAW
Zambia Union of Financial
Institutions and Allied
Workers

ADDENDUM TO THE COLLECTIVE AGREEMENT

BETWEEN

THE PUBLIC SERVICE PENSIONS FUND BOARD

(PSPFB)

AND

ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS

(ZUFIAW)

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1.0 Preliminary

This Memorandum of Collective Agreement is made this 19th day of February, 2019 between the **Public Service Pensions Fund Board**, a statutory body created by the Public Service Pensions Fund Act CAP 260 of the Laws of Zambia (**hereinafter called the "Board"**) of the one part and the **Zambia Union of Financial Institutions and Allied Workers** a trade union registered under the Industrial Relations and Labour Act CAP 269 of the Laws of Zambia (**hereinafter called the "Union"**) on the other part in accordance with the Recognition Agreement. The parties witnesseth as follows:

2.0 Salary

- 2.1 The parties agreed to increase the Monthly Basic Salary of all eligible employees by eight percent (8%) across the board effective 1st January 2019.
- 2.2 The Grades and Salary Scales for all eligible employees are outlined in **Appendix 1**.

3.0 Automatic Notch

- 3.1 An annual automatic notch increment shall be granted to eligible Unionised Staff at the beginning of the year.

4.0 Redundancy

- 4.1 Whenever redundancies are inevitable, the Board shall pay an eligible Unionized employee, 3 months basic salary, for each year worked subject to negotiations when the redundancy/ retrenchment happens.

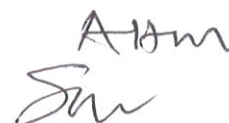
5.0 Provincial Staff Transfer - Subsistence Allowance

- 5.1 Whenever an eligible employee has been transferred, from one province to another, a Subsistence Allowance of 14 days shall be paid, net of tax as amended from time to time.

6.0 Accrued benefits sub Clause

Employees engaged before 31st December 2014 shall be paid accrued benefits at Bank of Zambia Policy rate and other benefits in accordance with the PSPF Staff In-House Pension Scheme Rules. The accrued benefits shall be paid to employees leaving the services of the Fund under the following circumstances:

- 6.1 Normal Retirement
- 6.2 Voluntary Early Retirement
- 6.3 Medical Retirement
- 6.4 Death-in-service



7.0 Effective Date

7.1 The effective date of this Memorandum of Agreement shall be **1st January 2019.**

CONFIDENTIAL

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FOR AND ON BEHALF OF PSPFB AND ZUFIAW

Mr. Jordon B.Theu
CHAIRPERSON OF THE 2019 BARGAINING UNIT

MANAGEMENT TEAM

Mr. Patrick Bobo
Secretary & Chief Executive

Mr. Mujimba Nkamu
Management Spokesperson

Ms. Emma Mwamba Kapuka
Director – Corporate Services

Mr. Nicholas Musonda
Manager – Human Resources

ZUFIAW TEAM

Mr. Chingati Msiska
General Secretary

Mr. Ackim Mweemba
Union Spokesperson

Mr. Francis Sishekani
Branch Chairman

Mr. Simon Mzyeche
Branch Secretary

		UNION									
	G9	G9 After 8%	G 8	G8 After 8%	G7	G7After 8%	G6	G6 After 8%			
MAX	13,680.61	14,775.06	17,671.06	19,084.74	21,118.76	22,808.26	25,337.19	27,364.17			
MIN	10,428.30	11,262.56	13,336.15	14,403.04	18,813.15	20,318.20	18,845.11	20,352.72			
RANGE	3,252.31	3,512.49	4,334.91	4,681.70	2,305.61	2,490.06	6,492.08	7,011.45			
NOTCH VALUE	232.31	250.89	309.64	334.41	378.97	409.29	463.72	500.82			
4 Notches	929.24	1,003.58	1,238.56	1,337.64	1,515.88	1,637.15	1,854.88	2,003.27			
15	13,680.64	14,775.09	17,671.11	19,084.80	21,118.73	22,808.23	25,337.19	27,364.17			
14	13,448.33	14,524.19	17,361.47	18,750.39	20,739.76	22,398.95	24,873.47	26,863.35			
13	13,216.02	14,273.30	17,051.83	18,415.98	20,360.79	21,989.66	24,409.75	26,362.53			
12	12,983.71	14,022.40	16,742.19	18,081.57	19,981.82	21,580.37	23,946.03	25,861.72			
11	12,751.40	13,771.51	16,432.55	17,747.16	19,602.85	21,171.08	23,482.31	25,360.90			
10	12,519.09	13,520.61	16,122.91	17,412.75	19,223.88	20,761.80	23,018.59	24,860.08			
9	12,286.78	13,269.72	15,813.27	17,078.34	18,844.91	20,352.51	22,554.87	24,359.26			
8	12,054.47	13,018.82	15,503.63	16,743.92	18,465.94	19,943.22	22,091.15	23,858.45			
7	11,822.16	12,767.93	15,193.99	16,409.51	18,086.97	19,533.93	21,627.43	23,357.63			
6	11,589.85	12,517.03	14,884.35	16,075.10	17,708.00	19,124.65	21,163.71	22,856.81			
5	11,357.54	12,266.14	14,574.71	15,740.69	17,329.03	18,715.36	20,699.99	22,355.99			
4	11,125.23	12,015.24	14,265.07	15,406.28	16,950.06	18,306.07	20,236.27	21,855.18			
3	10,892.92	11,764.35	13,955.43	15,071.87	16,571.09	17,896.78	19,772.55	21,354.36			
2	10,660.61	11,513.45	13,645.79	14,737.46	16,192.12	17,487.49	19,308.83	20,853.54			
1	10,428.30	11,262.56	13,336.15	14,403.05	15,813.15	17,078.21	18,845.11	20,352.72			

