



“STRICTLY CONFIDENTIAL”

WORKERS' COMPENSATION FUND CONTROL BOARD

**ADDENDUM TO THE COLLECTIVE AGREEMENT FOR
UNION REPRESENTED EMPLOYEES FOR THE PERIOD
1ST APRIL, 2017 TO 31ST MARCH, 2018**

**COMPENSATION HOUSE
CORNER MOFFAT/BROADWAY ROADS
P O BOX 71534
NDOLA**



WORKERS' COMPENSATION FUND CONTROL BOARD

ADDENDUM TO THE COLLECTIVE AGREEMENT FOR UNION REPRESENTED EMPLOYEES FOR THE PERIOD 1ST APRIL, 2017 TO 31ST MARCH, 2018

The Bargaining Unit comprising Management and the Workcom Branch of ZUFIAW met on 16th and 17th March, 2017 at Cresta Golfview Hotel, Lusaka and 24th March, 2017 at Fatmols Executive Lodge, Ndola respectively to bargain for Overnight Allowance and Paternity Leave which were deferred from the last Bargaining Unit meeting, proposed Study/Special Leave Clause and Salary Increment for the year 2017/2018.

The Bargaining Unit agreed as follows:-

(a) OVERNIGHT ALLOWANCE

That "An established employee of the Board who is required to travel on duty shall be entitled to Overnight Allowance at the rate of Seven Hundred Kwacha (K700.00) per night across the board.

(b) PATERNITY LEAVE

That the Paternity Leave Clause shall be 14.2 (b) under Medical Compassionate Leave as "A male employee shall be granted paid leave for a period of five (5) working days on the birth of his child or children. An employee shall qualify for a paid leave only at the interval of two (2) years effective from the previous leave".

(c) STUDY/SPECIAL LEAVE

That "Study Leave shall be given to an employee pursuing an approved course of study to enable him/her prepare for examinations and shall be fourteen (14) working days per year, provided that such leave shall not include days of writing examinations".

(d) SALARY INCREMENT

That eight percent (8%) salary increment be awarded to all Unionised members of staff effective 1st April, 2017.

(e) PERIOD OF AGREEMENT

This agreement shall remain in force for a period up to 31st March, 2018.

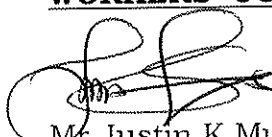
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SIGNATURE OF THE PARTIES TO THIS AGREEMENT

In witness thereof the parties have set their hands this
day of2017 at Mount Branch, Lusaka.

For and on behalf of the
WORKERS' COMPENSATION FUND CONTROL BOARD



Dr. Elizabeth Lungu-Nkumbula
WORKERS' COMPENSATION COMMISSIONER


Mr Justin K Mushinge
MANAGER - BENEFITS


Mr Chipoya Chaponda
MANAGER - HUMAN RESOURCES & ADMINISTRATION

For and on behalf of the
ZAMBIA UNION OF FINANCIAL INSTITUTIONS & ALLIED WORKERS


Mr Chingati Msiska
GENERAL SECRETARY - ZUFIAW


Mr Chishala Mulenga
BRANCH CHAIRMAN


James M Kapila
BRANCH SECRETARY

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