



**zambia national building society**  
*"Shelter Through Savings"*



**ZUIAW**

ZAMBIA UNION OF FINANCIAL  
 INSTITUTIONS AND ALLIED  
 WORKERS

**COLLECTIVE AGREEMENT  
 FOR 2016/17 SALARY  
 INCREMENT**

**BETWEEN**

**ZAMBIA NATIONAL BUILDING SOCIETY**

**AND**

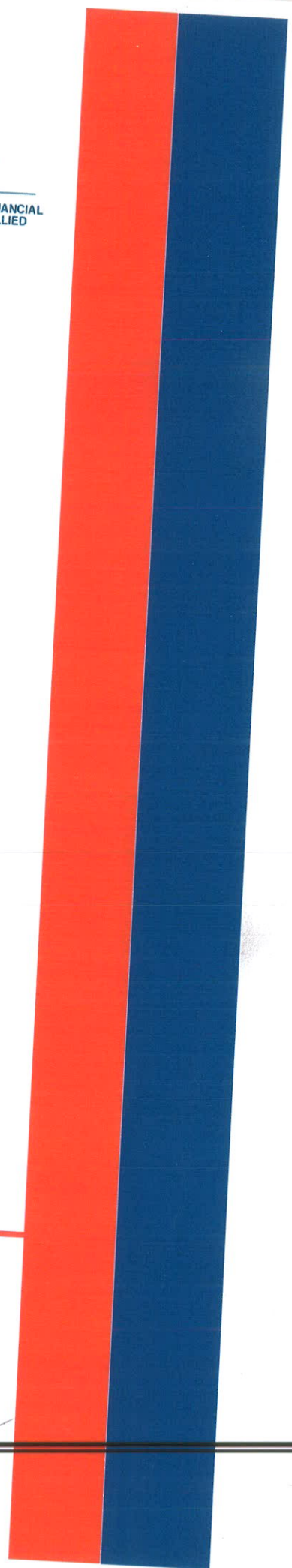
**ZAMBIA UNION OF FINANCIAL  
 INSTITUTIONS AND ALLIED WORKERS**

**April, 2016**

*APPROVED*  
 REPUBLIC OF ZAMBIA  
 DEPARTMENT OF LABOUR  
 27 JUN 2016  
 OFFICE OF THE  
 LABOUR COMMISSIONER  
 P. O. BOX 32186, LUSAKA

[www.znbs.co.zm](http://www.znbs.co.zm)

*[Handwritten signatures and initials]*





**COLLECTIVE AGREEMENT  
FOR 2016/17 SALARY INCREMENT**

**BETWEEN**

**ZAMBIA NATIONAL BUILDING SOCIETY  
(hereinafter referred to as "Society")**

**AND**

**ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS  
(hereinafter referred to as "The Union")**

**BY THIS AGREEMENT made on Tuesday 19th day of April 2016 between the  
Society of the first part and the Union of the other part  
IT IS AGREED as follows:**

**"All Unionised employees have been offered a salary increment, for the  
period 1st April 2016 to 31st March 2017, of K700.00 on the monthly  
basic salary effective 1st April 2016".**



*[Handwritten signatures and initials]*



**IN WITNESS** whereof the parties have set their hands in Lusaka on this

20th April 2016 in the presence of;-

FOR AND ON BEHALF OF THE  
ZAMBIA NATIONAL BUILDING  
SOCIETY

**MR JOSEPH M CHIKOLWA**  
**MANAGING DIRECTOR**

FOR AND ON BEHALF OF THE  
ZAMBIA UNION OF FINANCIAL  
INSTITUTIONS AND ALLIED  
WORKERS

**MR CHINGATI V MSISKA**  
**GENERAL SECRETARY**

**MR CHRISTOPHER L KAPOMA**  
**MANAGEMENT DELEGATION LEADER**  
**(DIRECTOR HUMAN RESOURCES**  
**& ADMINISTRATION)**

**MR CHANDA MULENGA**  
**UNION DELEGATION LEADER**

**MRS MILDRED M MUTESA**  
**DIRECTOR FINANCE &**  
**CORPORATE PLANNING**

**MR CHRISTOPHER MUPOSHI**  
**BRANCH CHAIRPERSON,**  
**SOUTHERN REGION**

**MS MUTINTA SYULIKWA**  
**ACTING SOCIETY SECRETARY**

**MRS JANE C LUPANDO**  
**BRANCH SECRETARY,**  
**NORTHERN REGION**

**MR PHANUEL CHIBUYE**  
**COUNCIL CHAIRPERSON**





# COLLECTIVE AGREEMENT FOR 2016/17 SALARY INCREMENT

REPUBLIC OF ZAMBIA  
DEPARTMENT OF LABOUR  
27 JUN 2016  
OFFICE OF THE  
LABOUR COMMISSIONER  
P. O. BOX 32186, LUSAKA

*[Handwritten signatures and initials]*