

All communications should be addressed to
the Labour Commissioner
Telephone: +260-211-223154



In reply please quote

No.:.....

REPUBLIC OF ZAMBIA

MINISTRY OF LABOUR AND SOCIAL SECURITY

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

DL/101/6/21

3rd August, 2017

The Director Human Resource and Administration
Zambia National Building Society
P.O Box 30420
LUSAKA

The General Secretary
Zambia Union of Financial Institutions and Allied Workers
P.O Box 31174
LUSAKA

Dear Sir/Madam,

RE: APPROVAL OF COLLECTIVE AGREEMENT

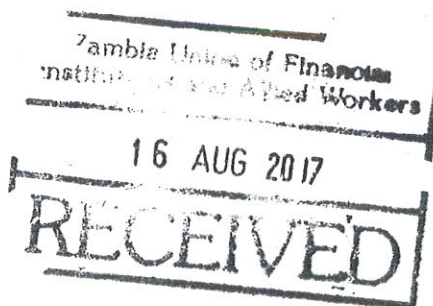
Reference is made to the above captioned subject.

I am pleased to inform you that your Collective Agreement has been approved and registered accordingly.

Find enclosed copies of the said document for your record and adoption.

Yours faithfully,

Jessy Kamona (Ms.)
Labour Inspector
For/LABOUR COMMISSIONER





zambia national building society
"Shelter Through Savings"



ZUFIAW
 ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS

APPROVED



COLLECTIVE AGREEMENT

FOR THE PERIOD

1ST APRIL, 2017 TO 31ST MARCH, 2019

BETWEEN

ZAMBIA NATIONAL BUILDING SOCIETY

AND

ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS

A



A

www.znbs.co.zm | www.zufiaw.org

Handwritten signatures and scribbles

AN AGREEMENT made the **29th day of June 2017** **BETWEEN** the Management of the **Zambia National Building Society** (hereinafter called the Society) whose registered office is at Century House, Cairo Road, Lusaka, of the first part and the **Zambia Union of Financial Institutions and Allied Workers** (hereinafter called the union) of the second part. **WHEREAS** the parties hereto agree to and accept the under noted Terms and Conditions regarding Salaries and Conditions of Service to apply to the unionized employees of the Society.

DEFINITIONS

INTERPRETATION

The words used to mean masculine or feminine gender will be used interchangeably.

SOCIETY

Means the Zambia National Building Society.

ACCRUED LEAVE

Means leave earned as per terms of regulation 7.



APPOINTMENTS

The Society reserves the right to employ any person who meets its requirements. All such appointments shall be on merit, with emphasis on educational qualifications, relevant work experience and suitability for a specific job.



Handwritten signatures and scribbles at the bottom of the page, including a large scribble on the left, a signature 'D. M. M.', and other illegible marks.