

All correspondence should be addressed to  
the Permanent Secretary.

Telephone: +260 211 237 384

+260 211 228 467

E-mail: labour.commissioner@mlss.gov.zm



REPUBLIC OF ZAMBIA

In reply please quote:

No.:.....

# MINISTRY OF LABOUR AND SOCIAL SECURITY

DL/101/6/21

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

11<sup>th</sup> October, 2019

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

The General Secretary  
Zambia Union of Financial Institutions and Allied Workers  
LUSAKA

Dear Sir/Madam,

## 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 documents for your records and any necessary action.

Yours faithfully,

M

Muyunda Lungwangwa (Ms.)  
Labour Inspector  
For/ LABOUR COMMISSIONER



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



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

**COLLECTIVE AGREEMENT  
 FOR 2019-2020**

**BETWEEN**

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

**AND**

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

**(hereinafter referred to as "The Union")**



31<sup>st</sup> July, 2019

*[Signature]*  
 LABOUR COMMISSIONER  
 P.O. BOX 32186 LUSAKA

*[Signature]*  
 LABOUR COMMISSIONER  
 P.O. BOX 32186 LUSAKA

*[Signatures]*

# COLLECTIVE AGREEMENT FOR 2019/20 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 Wednesday 31<sup>st</sup> day of July 2019 between the Society of the first and the “Union” of the other part, **IT IS AGREED** as follows:

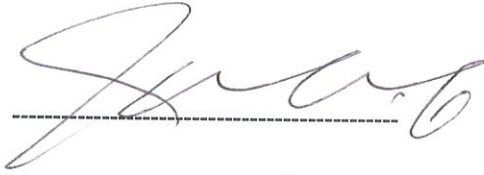
- All eligible Unionised employees have been awarded a salary increment for the period 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020 of **ZMW1,000.00.00 on the monthly basic salary** across the board effective 1<sup>st</sup> April 2019.
- To extend the validity of the current Collective Agreement from 31<sup>st</sup> March, 2019 to 31<sup>st</sup> March 2020.
- To defer negotiations for other terms and conditions of service and close negotiations by 31<sup>st</sup> January 2020 for implementation on 1<sup>st</sup> April 2020.

**IN WITNESS** whereof the parties have set their hands in Lusaka on this 31<sup>st</sup> day of July 2019

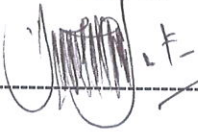
in the presence of:

A horizontal line with several handwritten signatures in blue ink above and below it. The signatures are stylized and appear to be from the representatives of the Society, the Union, and the witnesses.

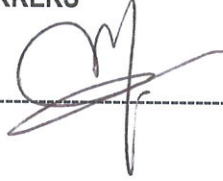
FOR AND ON BEHALF OF THE  
ZAMBIA NATIONAL BUILDING  
SOCIETY



MR JOSEPH M CHIKOLWA  
MANAGING DIRECTOR



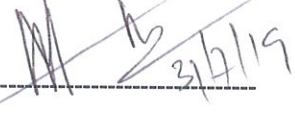
FOR AND ON BEHALF OF THE  
ZAMBIA UNION FINANCIAL  
INSTITUTIONS AND ALLIED  
WORKERS



MR CHINGATI V MSISKA  
GENERAL SECRETARY

MR CHRISTOPHER L KAPOMA  
MANAGEMENT DELEGATION LEADER

MR VICTOR SILUNGWE  
UNION DELEGATION LEADER

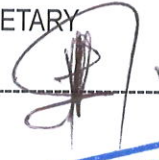


MS MUTINTA C SYULIKWA  
SOCIETY SECRETARY



MR CHRISTOPHER MUPOSHI  
BRANCH CHAIRPERSON

TOMMY M'DUMUKA  
SECRETARY



MR ANDREW CHISALA  
CHAIRPERSON

