

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

11th 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")**

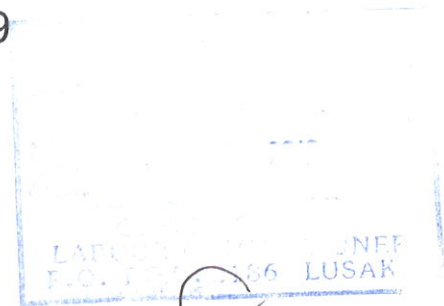
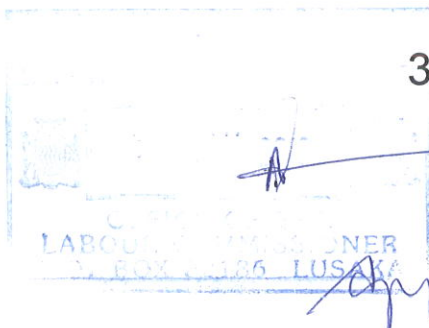
AND

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

(hereinafter referred to as "The Union")



31st July, 2019



www.znbs.co.zm

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 31st 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 1st April 2019 to 31st March 2020 of **ZMW1,000.00.00 on the monthly basic salary** across the board effective 1st April 2019.
- To extend the validity of the current Collective Agreement from 31st March, 2019 to 31st March 2020.
- To defer negotiations for other terms and conditions of service and close negotiations by 31st January 2020 for implementation on 1st April 2020.

IN WITNESS whereof the parties have set their hands in Lusaka on this 31st 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.