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REPUBLIC OF ZAMBIA

In reply please quote:

No.:.....

DL/101/6/497

MINISTRY OF LABOUR AND SOCIAL SECURITY

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

18th August, 2020.

The Registrar/Board Secretary,
Zambia Center for Accountancy Studies,
LUSAKA.

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

Dear Sir/Madam,

RE: APPROVAL OF COLLECTIVE AGREEMENT

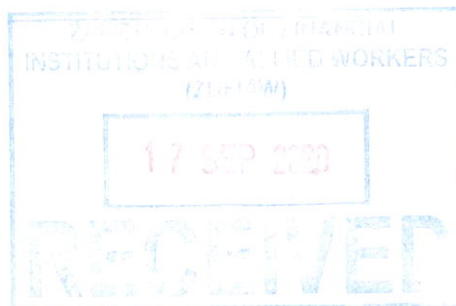
Reference is made to the above captioned matter.

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

Enclosed herewith are copies of the said document for your records and necessary action.

Yours faithfully,

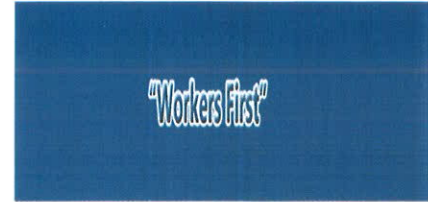
Bupe Kunda
Labour Officer
For/LABOUR COMMISSIONER



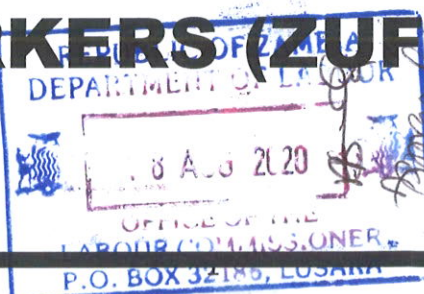
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Aspire. Acquire. Prosper



**ADDENDUM TO THE COLLECTIVE
AGREEMENT
BETWEEN
ZAMBIA CENTRE FOR
ACCOUNTANCY STUDIES (ZCAS)
AND
ZAMBIA UNION OF FINANCIAL
INSTITUTIONS AND ALLIED
WORKERS (ZUFIAW)**



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1.0 PRELIMINARY

This addendum to the Collective Agreement is made this day of June, 2020 between the Zambia Centre for Accountancy Studies (ZCAS) (hereinafter called the "Centre") of the one part and the Zambia Union of Financial Institutions and Allied Workers (ZUFIAW) (hereinafter called the "Union") of the other part in accordance with the Recognition Agreement made on the 7th day of April, 2003 covering Conditions of Service as stipulated in the Recognition Agreement.

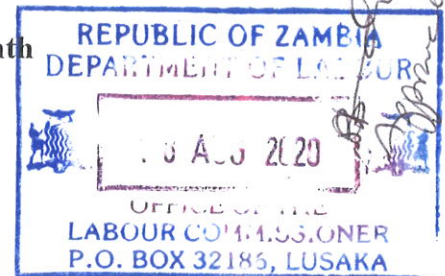
This addendum is for the Conditions of Service stated below. **The rest of the Conditions of Service remain valid as per the main Collective Agreement running from 1st January, 2019 to 31st December, 2020.**

2.0 HOUSING ALLOWANCE

Housing allowance shall be paid to eligible employees effective **1st May, 2020**. The allowances will be paid per Grade as stated below:

ZCAS 7 – ZCAS 8	K1, 400.00/Month
ZCAS 9 – ZCAS 10	K 1,000.00/Month
ZCAS 11 – ZCAS 12	K750.00/Month

(See appendix I)



3.0 MEDICAL INSURANCE SCHEME

Eligible employees will migrate from the Medical allowance of K3, 500/year to an agreed Medical Insurance Scheme with effect from **7th February, 2020**. The benefits are as per attached scheme benefits (**Appendix II**). The scheme covers the employee, spouse and registered children/dependant up a maximum of four (4) below the age of twenty seven (27) years.

4.0 FUNERAL INSURANCE SCHEME

Eligible employees will migrate from the Funeral Cash Grant assistance to an agreed Funeral Insurance Scheme in 2020. In year one (1) of the Scheme the premiums shall be paid by the Centre. In year two (2), the premiums shall be shared between the employee and the employer using the following percentages; **60% employer and 40% employee.**


WITNESS WHEREOF:

We have hereunder set our hand thisDay
ofin the year.....

For and on behalf of

**ZAMBIA CENTRE FOR
ACCOUNTANCY STUDIES**


.....
ED/VICE CHANCELLOR



.....
ZCAS SPOKES PERSON


.....
REGISTRAR/BOARD SECRETARY

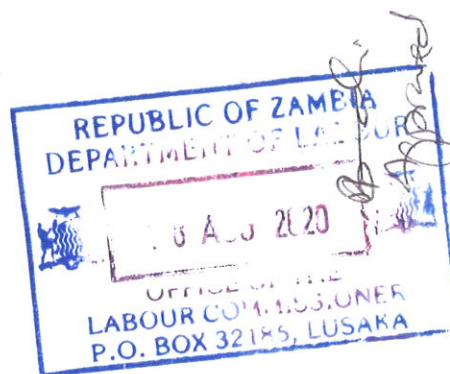
For and on behalf of

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


.....
PP GENERAL SECRETARY


.....
UNION SPOKES PERSON


.....
BRANCH CHAIRPERSON-ZUFIAW

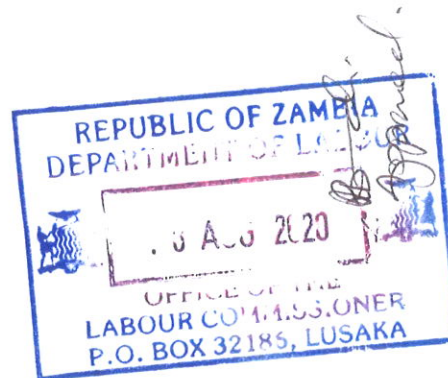


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Appendix I

**ZAMBIA CENTRE FOR ACCOUNTANCY STUDIES
SCHEDULE OF HOUSING ALLOWANCE - 01/05/2020**

EMP. NO.	EMPLOYEE NAME	GRADE	BASIC PAY	HOUSING ALLOWANCE
1036	KAPELEMBE BANDA MARY	ZCAS 7	13,355.00	1,400.00
1109	KATEBE CHARLES	ZCAS 9	5,611.00	1,000.00
1072	MBEWE W T CHINDUMBA	ZCAS 9	6,532.00	1,000.00
1130	MUKUSULO VINCENT	ZCAS 9	5,611.00	1,000.00
1145	CHIWAYA DORCAS CHILILA	ZCAS 10	5,177.00	1,000.00
1142	TEMBO FARAI KAYUMBA	ZCAS 10	4,978.00	1,000.00
1128	DOROBA FRANKLIN	ZCAS 10	4,325.00	1,000.00
1118	MUSUMALI KENNEDY	ZCAS 10	4,325.00	1,000.00
1127	MUNEMA KAMBAZA EBSON	ZCAS 11	5,289.00	750.00
1153	MUNEMA VOSTER	ZCAS 12	2,707.00	750.00
1152	CHITWAKA KELLY	ZCAS 12	2,707.00	750.00
1136	KALIMANZHILA JOAS	ZCAS 12	2,707.00	750.00
1135	MALUSO JOSEPH	ZCAS 12	2,707.00	750.00
1134	NJOBVU DOMINIC	ZCAS 12	2,707.00	750.00
1133	MUKUKA ANGELA	ZCAS 12	2,707.00	750.00
1132	PHIRI DAVID	ZCAS 12	2,707.00	750.00
1111	BWALYA JEAN	ZCAS 12	2,896.00	750.00
1108	NANYANGWE HOLGA	ZCAS 12	3,085.00	750.00
1092	PHIRI ELIZABETH	ZCAS 12	3,085.00	750.00
1087	MUZOVU BASIL	ZCAS 12	3,085.00	750.00
1075	SIBUKA SIMON	ZCAS 12	2,896.00	750.00
1050	CHIKONDE HAPPY	ZCAS 12	3,842.00	750.00
1047	MHONE GEOPHANE	ZCAS 12	3,463.00	750.00
1028	TEMBO TINA	ZCAS 12	3,652.00	750.00
1027	CHAVULA MOSES	ZCAS 12	3,842.00	750.00
1010	MALAMA BETTY	ZCAS 12	4,828.00	750.00
1004	LUNGU DOMINIC	ZCAS 12	4,030.00	750.00




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