

All correspondence should be addressed to
the Permanent Secretary.
Telephone: +260 211 222617
E-mail: labour.commissioner@mlss.gov.zm



REPUBLIC OF ZAMBIA

In reply please quote:

No.:.....

DL/101/6/35

MINISTRY OF LABOUR AND SOCIAL SECURITY

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

13th April, 2018

The Human Resource Director,
ZSIC Life Limited,
LUSAKA.

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

Dear Sir/Madam,

R.E: 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,

A handwritten signature in blue ink, appearing to read 'Mukuka K. Sinyangwe'.

Mukuka K. Sinyangwe
Labour Officer
For/LABOUR COMMISSIONER

ADDENDUM TO THE COLLECTIVE AGREEMENT

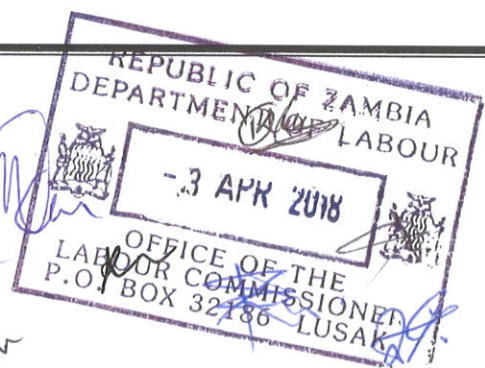
BETWEEN



AND



SIGNED THIS 18 DAY OF JANUARY 2018



1.0 PREAMBLE

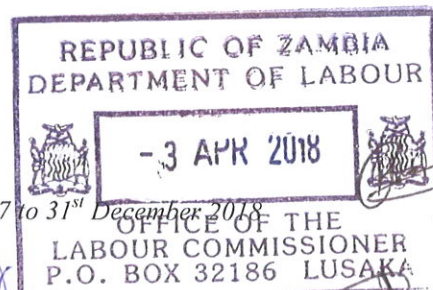
An **ADDENDUM** to the **COLLECTIVE AGREEMENT of 2017/2018** made on this**day of January**, Two Thousand and Eighteen (2018) between **ZSIC Life Ltd** (hereinafter called "the Employer") whose registered office is at plot No. 4432 Cairo Road, Insurance House, Lusaka of the first part and **THE ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS** (hereinafter called "the Union") of the second part.

WHEREAS the parties have agreed and accepted with effect from January, 2018 **to amend** the Collective Agreement. **NOW IT IS HEREBY AMENDED AS FOLLOWS;**

2.0 AMENDMENTS

2.1 FUNERAL GRANT

- (i) In the event of death of employee, the employer will pay funeral grant of Kwacha Six Thousand (K 6,000.00) cash plus standard coffin and funeral parlor service.
- (ii) In the event of death of a spouse, the funeral grant will be Kwacha Six Thousand (K6, 000.00) cash plus standard coffin and funeral parlor service.
- (iii) In the event of death of a child, the funeral grant will be Kwacha Five Thousand (K5,000.00) cash plus standard coffin and funeral parlor service.
- (iv) In the event of death of registered dependents, the grant will be Kwacha Four Thousand Five Hundred (K 4,500.00) cash only for only Four (4) registered dependents only.
- (v) In the event of death of biological parent, brother/and sister the grant will be Kwacha Four Thousand (K4, 000.00) cash only.
- (vi) In the event of a Still Birth, the grant will be Kwacha Two Thousand Five Hundred (K2, 500.00) cash only.



Addendum to Collective Agreement – 1st January 2017 to 31st December 2018

Handwritten signatures in blue ink are present at the bottom of the page, including a large signature on the left and several smaller ones on the right, some overlapping the stamp area.

2.2 NORMAL RETIREMENT BENEFIT

Employees who retire upon reaching the age of sixty (60) would be entitled to the following;

- (i) Twenty-six (26) months' salary across the board and that the monthly salary to refer to will be the salary in the month of separation.
- (ii) Two (2) months' salary for each completed year of service for the first ten (10) years, plus
- (iii) For the next Ten (10) years, Three (3) months' salary for each completed year of service in excess of first Ten (10) years, plus
- (iv) Three and a half (3.5) months' salary for each completed year in excess of Twenty (20) years, plus
- (v) Three (3) months in lieu of notice to terminate employment, plus
- (vi) Repatriation Allowance

2.3 GENERAL SALARY INCREMENT

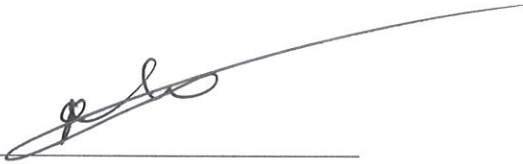
A general salary increment shall be negotiated for annually. All eligible employees of the ZSIC Life Limited shall receive a general salary increment of **K1,050.00** on the basic pay effective January, 2018 and **35%** to be allocated towards performance appraisal effective January, 2019.

Addendum to Collective Agreement – 1st January 2017 to 31st December 2018



In WITNESS whereof the parties have set their hands at Lusaka on thisday of January, Two Thousand and Eighteen (2018) in the presence of the subscribing witnesses;

**FOR AND ON BEHALF OF
ZSIC LIFE LTD**



Chistabel M. Banda
Acting Managing Director

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



Chingati Msiska
General Secretary

WITNESSES



Kamatuwa K. Chirwa
**Head Human Resources &
Administration**

WITNESSES



Deluxe Mwansa
**Director Workers Education
ZUFIAW**



Grace M. Kangongo
**Director - Technical and Actuarial
Services**



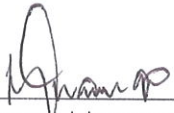
Chabakola Kasukumya
Branch Chairperson-Lusaka



Mwewa Kyamulanda
Director - Treasury and Investments



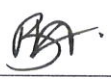
Sims Mwape
Acting Branch Chairman-Kitwe



Chewe Mwango
Manager-Finance



Chisenga Kubaya
Branch Chairman-Ndola



Busiku Hankede
Secretary



Clement Kasonde
Chairperson

Addendum to Collective Agreement – 1st January 2017 to 31st December 2018

