

ADDENDUM TO THE RECOGNITION AGREEMENT

BETWEEN

THE ZSIC GROUP OF COMPANIES



AND

ZAMBIA UNION OF FINANCIAL
INSTITUTIONS AND ALLIED WORKERS
(ZUFIAW)

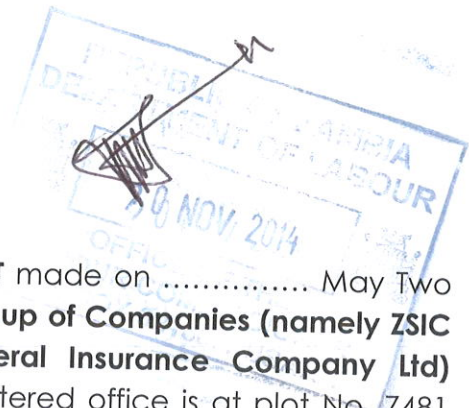


SIGNED THIS DAY OF AUGUST 2014

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1.0 PREAMBLE

An **ADDENDUM** to the **RECOGNITION AGREEMENT** made on May Two Thousand and Nine (2009) between the **ZSIC Group of Companies (namely ZSIC Limited, ZSIC Life Company Ltd & ZSIC General Insurance Company Ltd)** (hereinafter called "the Employers") whose registered office is at plot No. 7481 Independence Avenue, Premium House, Lusaka of the first part and **THE ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS** (hereafter called "the Union") of the second part.



WHEREAS the parties have agreed and accepted with effect from 22nd August 2014 to **amend the SCOPE OF THE AGREEMENT** contained under **Clause 3** embodied in this Recognition Agreement to apply to the eligible employees of the ZSIC Group of Companies, **NOW IT IS HEREBY amended and agreed** as follows:

2.0 Clause 3. SCOPE OF AGREEMENT

Eligible employees shall be those who are on Permanent establishment and probation period of the Companies, with the **exception** of the following;

- (i) Employees in Grade ZS 6 and above,
- (ii) Employees entrusted with Human Resources Management and Industrial Relations functions,
- (iii) Employees empowered to make Management decisions,
- (iv) Employees that report to the Managing Director,
- (v) Regional Directors,
- (vi) Management Secretaries and Personal Assistants to the Directors.

And with further **exceptions** in accordance with **Section 3 of the Principal Industrial & Labour Relations Act 269 - Section 2 (b) a, b, c & d** and **Act No. 8 of 2008** (as amended) which states the new definitions as follows;

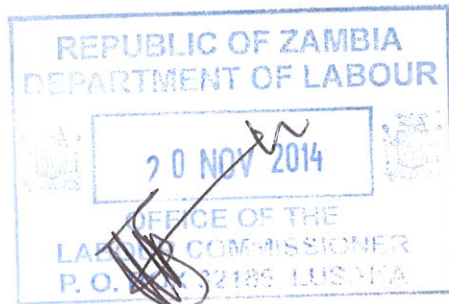
- "Management" in relation to an employee shall mean –
 - a) Head of an institution or undertaking and has authority to hire, suspend, promote or demote an employee of the institution or undertaking;

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- b) Head of department in an institution or undertaking and has authority in the financial, operational, human resources, security, or policy matters of the institution or undertaking;
- c) A person with decision making authority in the financial, operational, personnel, or policy matters of the institution or undertaking and who represents and negotiates on behalf of the institution or undertaking in collective bargaining or negotiations with any trade union; or
- d) A person with written institutional authority to perform the functions referred to in paragraph (a), (b) or (c).

In terms of this Clause, and in accordance to the amended Act, it shall be understood that matters negotiated between the parties to the Recognition Agreement shall be confined to positions in **Grades ZS 8 – ZS 11**. The Agreement shall further be confined to the following positions in **Grades ZS7**, namely; **Real Estates Officer, Maintenance Officer, Assistant Security & Investigations Officer, Transport Officer, Maintenance Supervisor and Assistant Accountant.**



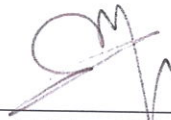
In WITNESS whereof the parties have set their hands at Lusaka on this.....day of August Two Thousand and Fourteen (2014) in the presence of the subscribing witnesses to the ADDENDUM of the RECOGNITION AGREEMENT;

FOR AND ON BEHALF OF THE
ZSIC LTD & ITS SUBSIDIARIES



George Silutongwe
**Group Managing Director & CEO
(ZSIC Group of Companies)**

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



Msiska Chingati
ZUFIAW Secretary General

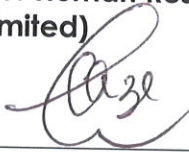
WITNESSES



Clint K.M. Mbangweta
**Group Director Human Resources
(ZSIC Limited)**



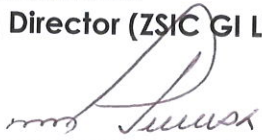
Mutelo Mabenga
ZUFIAW General Secretary - Finance



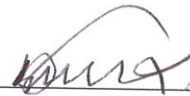
Charles Nakhoze
Managing Director (ZSIC GI Limited)



Frank Muholwa
Branch Chairperson - Lusaka



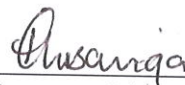
Peter C. Lukwesa
Managing Director (ZSIC Life Limited)



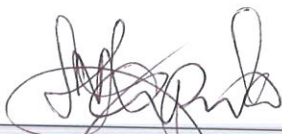
Patrick Mulumba
Branch Chairperson -Ndola



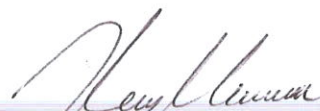
Joshua Malupenga
Group Director Finance (ZSIC Limited)



Theresa Chisanga
Branch Chairperson - Kitwe



Hobby M. Kaputa
Chairperson (Collective Bargaining Unit)



Kay Kamatwa Chirwa
Secretary (Collective Bargaining Unit)

