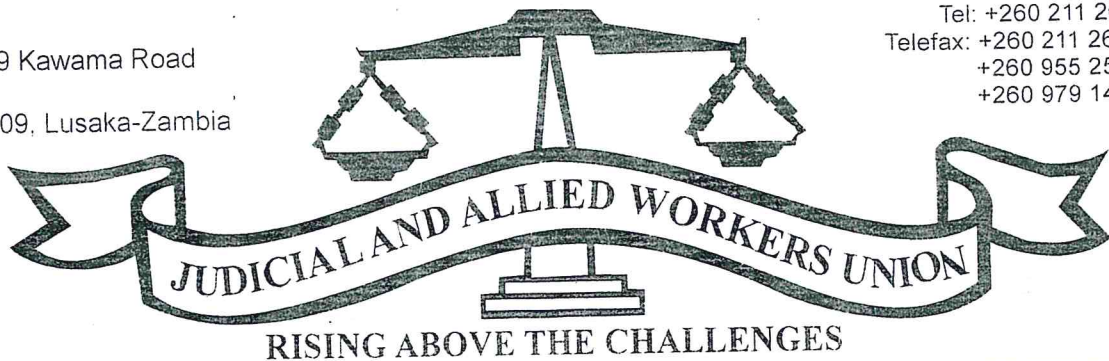


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JAWUZ/2015/02

8<sup>th</sup> April, 2015

His Excellency, Mr. Edgar Lungu  
President of the Republic of Zambia  
State House  
Lusaka

Your Excellency, Sir,

**RE: IMPOSITION OF WAGE AND EMPLOYMENT FREEZE AS WELL AS  
AJUDTMENT OF RETIREMENT AGE FROM 55 YEARS TO 60 YEARS  
AND 65 YEARS RESPECTIVELY**

I write to bring to your attention the issues mentioned above.

I have the privilege and honour to inform you that, the imposition of the Wage and Employment Freeze has negatively affected the unionized employees in the Judiciary. Your Excellency, as you may wish to know, we last got a salary increment in September 2013. In 2014 and 2015, we are told that there shall be no any salary increment. Your Excellency, you may also wish to know that the transport and Housing Allowances were consolidated into a Basic Salary, as such, we have also not gotten any increment in this regard.

The sad part Your Excellency is that, the cost of living has gone up from the time we got increments in terms of Salaries, Transport and Housing Allowances. Your Excellency, Judiciary generates a lot of money but to my surprise, the decision by your government to impose a wage freeze has affected the Unionised employees whose salaries are very low.

Your Excellency, the situation among Judiciary Unionised employees is bad. We are demotivated due to poor conditions and low salaries, transport and housing allowances. It will be extremely difficult for unionized employees in Judiciary your Excellency to go for two years without increments.

As regards retirement age, the adjustment from 55 years to 60 years and 65 years respectively, Your Excellency, this has not been accepted by majority unionized staff

in the Judiciary. The feeling of majority unionized Judiciary employees is that, the 55 years be maintained. Your Excellency, the fear we have is that those who contribute to Public Service Pension Fund may lose their lump-sum payment if they are allowed to go beyond 55 years.

In view of the above, Your Excellency, find it in your heart to consider the following:

1. Lift the Wage Freeze and award an increament of salary to Unionized Judiciary employees backdated to January 2014.
2. Lift the Employment Freeze through the Judicial Service Commission so that new jobs can be created in all newly constructed courts across the country.
3. Revoke the Statutory Instrument Number 63 of 2014 and let Public Service Pension Fund (PSPF) find money to pay all retirees in the Judiciary and also let Judiciary Unionised employees retire at 55 years.

Your Excellency, Sir, consider the issues raised herein.

Yours in workers' interests,

  
**Peter Mwale**  
**PRESIDENT**  
**JUDICIAL AND ALLIED WORKERS UNION OF ZAMBIA**