

Appendix C

Grievance Significant Criteria

Significance Level	Type of Grievance	Responsibilities
Level 1	A grievance that is isolated or 'one-off' and essentially local in nature and restricted to one complainant. Note: Some one-off grievances may be significant enough to be assessed as a Level 4 grievance e.g. when a national or international law is broken (see Level 4 below)	Grievance Manager
Level 2	A grievance that extends to the local community or region and has occurred more than once, which is judged to have the potential to cause disruption to ZRA operations or to generate negative comment from local media or other local stakeholders	Grievance Manger
Level 3	A grievance which is widespread and repeated or has resulted in long term damage and/or has led to negative comment from local media, or is judged to have the potential to generate negative media and local stakeholder comments (e.g. damage to a sacred site or flooding of local school)	Grievance Manger
Level 4	A one-off complaint, or one which is widespread or repeated and , in addition , has resulted in a serious breach of ZRA policies, Zambian or Zimbabwean or International Law and/or has led to negative national/international media attention, or is judged to have the potential to generate negative comment from the media or other key stakeholders (e.g. failure to pay compensation where appropriate, e.g resettlement)	Grievance Manager Chief Executive Officer