

REPUBLIC OF ZAMBIA

STATUTORY INSTRUMENT No. 49 OF 1980

**The Zambia National Provident Fund Act
(Laws, Volume X, Cap. 513)**

**The Zambia National Provident Fund (Statutory
Contributions) Regulations, 1980**

IN EXERCISE of the powers contained in sections *sixteen A* and *eighteen* of the Zambia National Provident Fund Act, and after consultation with the Minister of Finance, the following Regulations are hereby made:

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|--|-----------------------------------|
| 1. These Regulations may be cited as the Zambia National Provident Fund (Statutory Contributions) Regulations, 1980. | Title |
| 2. A contributing employer shall, for every contribution period, pay into the Fund a statutory contribution in respect of each eligible employee employed by him during every such period at the rate prescribed for him in the Schedule hereto. | Statutory contributions |
| 3. A contributing employer who is required to make a statutory contribution in respect of an employee may deduct the employee's share of such contribution from the wages due from him to that employee at the rate prescribed for him in the Schedule hereto. | Employee's share |
| 4. The Zambia National Provident Fund (Statutory Contributions) (Amendment) Regulations, 1980, are hereby revoked. | Revocation of S.I. No. 42 of 1980 |

LUSAKA

22nd April, 1980

[MLSS.64/9/10]

M. J. LUMINA,
Minister of Labour and Social Services

SCHEDULE
(Regulations 2 and 3)

ZAMBIA NATIONAL PROVIDENT FUND

TABLE FOR EMPLOYEES PAID WEEKLY

(Wages are to be rounded down to the nearest kwacha before using this table)

Rounded wages paid	Normal Rates for Wages Paid		Rates for Low Wage Earners*	
	Statutory contribution	(Employee's share)	Statutory contribution	(Employee's share)
K	K	K	K	K
1	0.10	(0.05)	0.08	(0.02)
2	0.20	(0.10)	0.15	(0.05)
3	0.30	(0.15)	0.22	(0.08)
4	0.40	(0.20)	0.30	(0.10)
5	0.50	(0.25)	0.38	(0.12)
6	0.60	(0.30)	0.45	(0.15)
7	0.70	(0.35)	0.52	(0.18)
8	0.80	(0.40)	0.60	(0.20)
9	0.90	(0.45)	0.68	(0.22)
10	1.00	(0.50)	0.75	(0.25)
11	1.10	(0.55)		
12	1.20	(0.60)		
13	1.30	(0.65)		
14	1.40	(0.70)		
15	1.50	(0.75)		
16	1.60	(0.80)		
17	1.70	(0.85)		
18	1.80	(0.90)		
19	1.90	(0.95)		
20	2.00	(1.00)		
21	2.10	(1.05)		
22	2.20	(1.10)		
23	2.30	(1.15)		
24	2.40	(1.20)		
25	2.50	(1.25)		
26	2.60	(1.30)		
27	2.70	(1.35)		
28	2.80	(1.40)		
29	2.90	(1.45)		
30 or more	3.00	(1.50)		

*A Low Wage Earner is an employee whose rate of wages does not exceed K1.50 per working day.

ZAMBIA NATIONAL PROVIDENT FUND

TABLE FOR EMPLOYEES PAID FORTNIGHTLY

(Wages are to be rounded down to the nearest kwacha before using this table)

Rounded wages paid	Normal Rates for Wages Paid		Rates for Low Wage Earners*	
	Statutory contribution	(Employee's share)	Statutory contribution	(Employee's share)
K	K	K	K	K
1	0.10	(0.05)	0.08	(0.02)
2	0.20	(0.10)	0.15	(0.05)
3	0.30	(0.15)	0.22	(0.08)
4	0.40	(0.20)	0.30	(0.10)
5	0.50	(0.25)	0.38	(0.12)
6	0.60	(0.30)	0.45	(0.15)
7	0.70	(0.35)	0.52	(0.18)
8	0.80	(0.40)	0.60	(0.20)
9	0.90	(0.45)	0.68	(0.22)
10	1.00	(0.50)	0.75	(0.25)
11	1.10	(0.55)	0.82	(0.28)

Rounded wages paid	Normal Rates for Wages Paid		Rates for Low Wage Earners*	
	Statutory contribution	(Employee's share)	Statutory contribution	(Employee's share)
K	K	K	K	K
12	1.20	(0.60)	0.90	(0.30)
13	1.30	(0.65)	0.98	(0.32)
14	1.40	(0.70)	1.05	(0.35)
15	1.50	(0.75)	1.12	(0.38)
16	1.60	(0.80)	1.20	(0.40)
17	1.70	(0.85)	1.28	(0.42)
18	1.80	(0.90)	1.35	(0.45)
19	1.90	(0.95)	1.42	(0.48)
20	2.00	(1.00)	1.50	(0.50)
21	2.10	(1.05)	1.58	(0.52)
22	2.20	(1.10)		
23	2.30	(1.15)		
24	2.40	(1.20)		
25	2.50	(1.25)		
26	2.60	(1.30)		
27	2.70	(1.35)		
28	2.80	(1.40)		
29	2.90	(1.45)		
30	3.00	(1.50)		
31	3.10	(1.55)		
32	3.20	(1.60)		
33	3.30	(1.65)		
34	3.40	(1.70)		
35	3.50	(1.75)		
36	3.60	(1.80)		
37	3.70	(1.85)		
38	3.80	(1.90)		
39	3.90	(1.95)		
40	4.00	(2.00)		
41	4.10	(2.05)		
42	4.20	(2.10)		
43	4.30	(2.15)		
44	4.40	(2.20)		
45	4.50	(2.25)		
46	4.60	(2.30)		
47	4.70	(2.35)		
48	4.80	(2.40)		
49	4.90	(2.45)		
50	5.00	(2.50)		
51	5.10	(2.55)		
52	5.20	(2.60)		
53	5.30	(2.65)		
54	5.40	(2.70)		
55	5.50	(2.75)		
56	5.60	(2.80)		
57	5.70	(2.85)		
58	5.80	(2.90)		
59	5.90	(2.95)		
60 or more	6.00	(3.00)		

*A Low Wage Earning is an employee whose rate of wages does not exceed K1.50 per working day.

ZAMBIA NATIONAL PROVIDENT FUND

TABLE FOR EMPLOYEES PAID MONTHLY

(Wages are to be rounded down to the nearest even number of kwacha before using this table)

Rounded wages paid K	Normal Rates for Wages Paid		Rates for Low Wage Earners*	
	Statutory contribution K	(Employee's share) K	Statutory contribution K	(Employee's share) K
2	0.20	(0.10)	0.15	(0.05)
4	0.40	(0.20)	0.30	(0.10)
6	0.60	(0.30)	0.45	(0.15)
8	0.80	(0.40)	0.60	(0.20)
10	1.00	(0.50)	0.75	(0.25)
12	1.20	(0.60)	0.90	(0.30)
14	1.40	(0.70)	1.05	(0.35)
16	1.60	(0.80)	1.20	(0.40)
18	1.80	(0.90)	1.35	(0.45)
20	2.00	(1.00)	1.50	(0.50)
22	2.20	(1.10)	1.65	(0.55)
24	2.40	(1.20)	1.80	(0.60)
26	2.60	(1.30)	1.95	(0.65)
28	2.80	(1.40)	2.10	(0.70)
30	3.00	(1.50)	2.25	(0.75)
32	3.20	(1.60)	2.40	(0.80)
34	3.40	(1.70)	2.55	(0.85)
36	3.60	(1.80)	2.70	(0.90)
38	3.80	(1.90)	2.85	(0.95)
40	4.00	(2.00)	3.00	(1.00)
42	4.20	(2.10)	3.15	(1.05)
44	4.40	(2.20)	3.30	(1.10)
46	4.60	(2.30)	3.45	(1.15)
48	4.80	(2.40)		
50	5.00	(2.50)		
52	5.20	(2.60)		
54	5.40	(2.70)		
56	5.60	(2.80)		
58	5.80	(2.90)		
60	6.00	(3.00)		
62	6.20	(3.10)		
64	6.40	(3.20)		
66	6.60	(3.30)		
68	6.80	(3.40)		
70	7.00	(3.50)		
72	7.20	(3.60)		
74	7.40	(3.70)		
76	7.60	(3.80)		
78	7.80	(3.90)		
80	8.00	(4.00)		
82	8.20	(4.10)		
84	8.40	(4.20)		
86	8.60	(4.30)		
88	8.80	(4.40)		

<i>Rounded wages paid</i>	<i>Normal Rates for Wages Paid</i>		<i>Rates for Low Wage Earners*</i>	
	<i>Statutory contribution</i>	<i>(Employee's share)</i>	<i>Statutory contribution</i>	<i>(Employee's share)</i>
K	K	K	K	K
90	9.00	(4.50)		
92	9.20	(4.60)		
94	9.40	(4.70)		
96	9.60	(4.80)		
98	9.80	(4.90)		
100	10.00	(5.00)		
102	10.20	(5.10)		
104	10.40	(5.20)		
106	10.60	(5.30)		
108	10.80	(5.40)		
110	11.00	(5.50)		
112	11.20	(5.60)		
114	11.40	(5.70)		
116	11.60	(5.80)		
118	11.80	(5.90)		
120	12.00	(6.00)		
122	12.20	(6.10)		
124	12.40	(6.20)		
126	12.60	(6.30)		
128	12.80	(6.40)		
130	13.00	(6.50)		
132	13.20	(6.60)		
134	13.40	(6.70)		
136	13.60	(6.80)		
138	13.80	(6.90)		
140	14.00	(7.00)		
142	14.20	(7.10)		
144	14.40	(7.20)		
146	14.60	(7.30)		
148	14.80	(7.40)		
150	15.00	(7.50)		
152	15.20	(7.60)		
154	15.40	(7.70)		
156	15.60	(7.80)		
158	15.80	(7.90)		
160	16.00	(8.00)		
162	16.20	(8.10)		
164	16.40	(8.20)		
166	16.60	(8.30)		
168	16.80	(8.40)		
170	17.00	(8.50)		
172	17.20	(8.60)		
174	17.40	(8.70)		
176	17.60	(8.80)		
178	17.80	(8.90)		
180	18.00	(9.00)		
182	18.20	(9.10)		
184	18.40	(9.20)		
186	18.60	(9.30)		

Rounded wages paid	Normal Rates for Wages Paid		Rates for Low Wage Earners*	
	Statutory contribution	(Employee's share)	Statutory contribution	(Employee's share)
K	K	K	K	K
188	18.80	(9.40)		
190	19.00	(9.50)		
192	19.20	(9.60)		
194	19.40	(9.70)		
196	19.60	(9.80)		
198	19.80	(9.90)		
200	20.00	(10.00)		

*A Low Wage Earner is an employee whose rate of wages does not exceed—

- (i) K1.50 per working day; or
- (ii) K39.00 per calendar month; or
- (iii) K33.00 per calendar month in regular five-day-week employment.