

GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT No. 44 OF 1996

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

The Zambia National Provident Fund (Statutory Contributions) Regulations, 1996

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

1. These Regulations may be cited as the Zambia National Provident Fund (Statutory Contributions) Regulations, 1996. Title
2. A contributing employer, shall for every contributing 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 in the Schedule to these Regulations. Statutory contribution
3. A contributing employer who is required to make a statutory contribution in respect of an employee may deduct the employee's share of that contribution due from him to that employee at the rate prescribed in the Schedule to these Regulations. Employee's share
4. The Zambia National Provident Fund (Statutory Contributions) Regulations, 1995, is hereby revoked. Revocation of Statutory Instrument No. 86 of 1995

SCHEDULE

(Regulations 2 and 3)

ZAMBIA NATIONAL PROVIDENT FUND

TABLE FOR EMPLOYEES PAID WEEKLY

The normal rate of statutory contribution for each kwacha of wages paid (rounded off to the nearest kwacha is 7 per cent of rounded wages paid). The rate of employee's share is 3.5 per cent of rounded wages paid (50 per cent of statutory contribution) at each level. The ceiling of statutory contribution is K37,500 per week.

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

<i>Rounded Wages Paid</i>	<i>Statutory Contribution</i>	<i>Employee's Share</i>
K	K	K
3750	262.5	131.25

Copies of this Statutory Instrument can be obtained from the Government Printer,
P.O. Box 30136, 10100 Lusaka. Price K300.00 each.

<i>Rounded Wages Paid</i>	<i>Statutory Contribution</i>	<i>Employee's Share</i>
K	K	K
4250	297.5	148.75
4750	332.5	166.25
5250	367.5	183.75
5750	402.5	201.25
6250	437.5	218.75
6750	472.5	236.25
7250	507.5	253.75
7750	542.5	271.25
8250	577.5	288.75
8750	612.5	306.25
9250	647.5	323.75
9750	682.5	341.25
10250	717.5	358.75
10750	752.5	376.25
11250	787.5	393.75
11750	822.5	411.25
12250	857.5	428.75
12750	892.5	446.25
13250	927.5	463.75
13750	962.5	481.25
14250	997.5	498.75
14750	1032.5	516.25
15250	1067.5	533.75
15750	1102.5	551.25
16250	1137.5	568.75
16750	1172.5	586.25
17250	1207.5	603.75
17750	1242.5	621.25
18250	1277.5	638.75
18750	1312.5	656.25
19250	1347.5	673.75
19750	1382.5	691.25
20250	1417.5	708.75
20750	1452.5	726.25
21250	1487.5	743.75
21750	1522.5	761.25

<i>Rounded Wages Paid</i>	<i>Statutory Contribution</i>	<i>Employee's Share</i>
K	K	K
22250	1557.5	778.75
22750	1592.5	796.25
23250	1627.5	813.75
23750	1662.5	831.25
24250	1697.5	848.75
24750	1732.5	866.25
25250	1767.5	883.75
25750	1802.5	901.25
26250	1837.5	918.75
26750	1872.5	936.25
27250	1907.5	953.75
27750	1942.5	971.25
28250	1977.5	988.75
28750	2012.5	1006.25
29250	2047.5	1023.75
29750	2082.5	1041.25
30250	2117.5	1058.75
30750	2152.5	1076.25
31250	2187.5	1093.75
31750	2222.5	1111.25
32250	2257.5	1128.75
32750	2292.5	1146.25
33250	2327.5	1163.75
33750	2362.5	1181.25
34250	2397.5	1198.75
34750	2432.5	1216.25
35250	2467.5	1233.75
35750	2502.5	1251.25
36250	2537.5	1268.75
36750	2572.5	1286.25
37250	2607.5	1303.75
37750	2642.5	1321.25

TABLE FOR EMPLOYEES PAID FORTNIGHTLY

The normal rate of statutory contribution for each kwacha of wages paid (rounded off to the nearest kwacha is 7 per cent of rounded wages paid). The rate of employee's share is 3.5 percent of rounded wages paid (50 per cent of statutory contribution) at each level. The ceiling of statutory contribution is K75,000 per fortnight.

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

<i>Rounded Wages Paid</i>	<i>Statutory Contribution</i>	<i>Employee's Share</i>
K	K	K
7500.00	525.00	262.50
8000.00	560.00	280.00
8500.00	595.00	297.50
9000.00	630.00	315.00
9500.00	665.00	332.50
10000.00	700.00	350.00
10500.00	735.00	367.50
11000.00	770.00	385.00
11500.00	805.00	402.50
12000.00	840.00	420.00
12500.00	875.00	437.50
13000.00	910.00	455.00
13500.00	945.00	472.50
14000.00	980.00	490.00
14500.00	1015.00	507.50
15000.00	1050.00	525.00
15500.00	1085.00	542.50
16000.00	1120.00	560.00
16500.00	1155.00	577.50
17000.00	1190.00	595.00
17500.00	1225.00	612.50
18000.00	1260.00	630.00
18500.00	1295.00	647.50
19000.00	1330.00	665.00
19500.00	1365.00	682.50
20000.00	1400.00	700.00
20500.00	1435.00	717.50
21000.00	1470.00	735.00
21500.00	1505.00	752.50
22000.00	1540.00	770.00
22500.00	1575.00	787.50
23000.00	1610.00	805.00
23500.00	1645.00	822.50
24000.00	1680.00	840.00
24500.00	1715.00	857.50

<i>Rounded Wages Paid</i>	<i>Statutory Contribution</i>	<i>Employee's Share</i>
K	K	K
25000.00	1750.00	875.00
25500.00	1785.00	892.50
26000.00	1820.00	910.00
26500.00	1855.00	927.50
27000.00	1890.00	945.00
27500.00	1925.00	962.50
28000.00	1960.00	980.00
28500.00	1995.00	997.50
29000.00	2030.00	1015.00
29500.00	2065.00	1032.50
30000.00	2100.00	1050.00
30500.00	2135.00	1067.50
31000.00	2170.00	1085.00
31500.00	2205.00	1102.50
32000.00	2240.00	1120.00
32500.00	2275.00	1137.50
33000.00	2310.00	1155.00
33500.00	2345.00	1172.50
34000.00	2380.00	1190.00
34500.00	2415.00	1207.50
35000.00	2450.00	1225.00
35500.00	2485.00	1242.50
36000.00	2520.00	1260.00
36500.00	2555.00	1277.50
37000.00	2590.00	1295.00
37500.00	2625.00	1312.50
38000.00	2660.00	1330.00
38500.00	2695.00	1347.50
39000.00	2730.00	1365.00
39500.00	2765.00	1382.50
40000.00	2800.00	1400.00
40500.00	2835.00	1417.50
41000.00	2870.00	1435.00
41500.00	2905.00	1452.50
42000.00	2940.00	1470.00
42500.00	2975.00	1487.50
43000.00	3010.00	1505.00
43500.00	3045.00	1522.50

<i>Rounded Wages Paid</i>	<i>Statutory Contribution</i>	<i>Employee's Share</i>
K	K	K
44000.00	3080.00	1540.00
44500.00	3115.00	1557.50
45000.00	3150.00	1575.00
45500.00	3185.00	1592.50
46000.00	3220.00	1610.00
46500.00	3255.00	1627.50
47000.00	3290.00	1645.00
47500.00	3325.00	1662.50
48000.00	3360.00	1680.00
48500.00	3395.00	1697.50
49000.00	3430.00	1715.00
49500.00	3465.00	1732.50
50000.00	3500.00	1750.00
50500.00	3535.00	1767.50
51000.00	3570.00	1785.00
51500.00	3605.00	1802.50
52000.00	3640.00	1820.00
52500.00	3675.00	1837.50
53000.00	3710.00	1855.00
53500.00	3745.00	1872.50
54000.00	3780.00	1890.00
54500.00	3815.00	1907.50
55000.00	3850.00	1925.00
55500.00	3885.00	1942.50
56000.00	3920.00	1960.00
56500.00	3955.00	1977.50
57000.00	3990.00	1995.00
57500.00	4025.00	2012.50
58000.00	4060.00	2030.00
58500.00	4095.00	2047.50
59000.00	4130.00	2065.00
59500.00	4165.00	2082.50
60000.00	4200.00	2100.00
60500.00	4235.00	2117.50
61000.00	4270.00	2135.00
61500.00	4305.00	2152.50
62000.00	4340.00	2170.00
62500.00	4375.00	2187.50

<i>Rounded Wages Paid</i> K	<i>Statutory Contribution</i> K	<i>Employee's Share</i> K
63000.00	4410.00	2205.00
63500.00	4445.00	2222.50
64000.00	4480.00	2240.00
64500.00	4515.00	2257.50
65000.00	4550.00	2275.00
65500.00	4585.00	2292.50
66000.00	4620.00	2310.00
66500.00	4655.00	2327.50
67000.00	4690.00	2345.00
67500.00	4725.00	2362.50
68000.00	4760.00	2380.00
68500.00	4795.00	2397.50
69000.00	4830.00	2415.00
69500.00	4865.00	2432.50
70000.00	4900.00	2450.00
70500.00	4935.00	2467.50
71000.00	4970.00	2485.00
71500.00	5005.00	2502.50
72000.00	5040.00	2520.00
72500.00	5075.00	2537.50
73000.00	5110.00	2555.00
73500.00	5145.00	2572.50
74000.00	5180.00	2590.00
74500.00	5215.00	2607.50
75000.00	5250.00	2625.00

TABLE FOR EMPLOYEES PAID MONTHLY

The normal rate of statutory contribution for each kwacha of wages paid (rounded off to the nearest kwacha is 7 per cent of rounded wages paid). The rate of employee's share is 3.5 per cent of rounded wages paid (50 per cent of statutory contribution) at each level. The ceiling of statutory contribution is K 150,000 per month.

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

<i>Rounded Wages Paid</i> K	<i>Statutory Contribution</i> K	<i>Employee's Share</i> K
21500.00	1505.00	752.50
22000.00	1540.00	770.00
22500.00	1575.00	787.50

<i>Rounded Wages Paid</i>	<i>Statutory Contribution</i>	<i>Employee's Share</i>
K	K	K
23000.00	1610.00	805.00
23500.00	1645.00	822.50
24000.00	1680.00	840.00
24500.00	1715.00	857.50
25000.00	1750.00	875.00
25500.00	1785.00	892.50
26000.00	1820.00	910.00
26500.00	1855.00	927.50
27000.00	1890.00	945.00
27500.00	1925.00	962.50
28000.00	1960.00	980.00
28500.00	1995.00	997.50
29000.00	2030.00	1015.00
29500.00	2065.00	1032.50
30000.00	2100.00	1050.00
30500.00	2135.00	1067.50
31000.00	2170.00	1085.00
31500.00	2205.00	1102.50
32000.00	2240.00	1120.00
32500.00	2275.00	1137.50
33000.00	2310.00	1155.00
33500.00	2345.00	1172.50
34000.00	2380.00	1190.00
34500.00	2415.00	1207.50
35000.00	2450.00	1225.00
35500.00	2485.00	1242.50
36000.00	2520.00	1260.00
36500.00	2555.00	1277.50
37000.00	2590.00	1295.00
37500.00	2625.00	1312.50
38000.00	2660.00	1330.00
38500.00	2695.00	1347.50
39000.00	2730.00	1365.00
39500.00	2765.00	1382.50
40000.00	2800.00	1400.00

<i>Rounded Wages Paid</i>	<i>Statutory Contribution</i>	<i>Employee's Share</i>
K	K	K
40500.00	2835.00	1417.50
41000.00	2870.00	1435.00
41500.00	2905.00	1452.50
42000.00	2940.00	1470.00
42500.00	2975.00	1487.50
43000.00	3010.00	1505.00
43500.00	3045.00	1522.50
44000.00	3080.00	1540.00
44500.00	3115.00	1557.50
45000.00	3150.00	1575.00
45500.00	3185.00	1592.50
46000.00	3220.00	1610.00
46500.00	3255.00	1627.50
47000.00	3290.00	1645.00
47500.00	3325.00	1662.50
48000.00	3360.00	1680.00
48500.00	3395.00	1697.50
49000.00	3430.00	1715.00
49500.00	3465.00	1732.50
50000.00	3500.00	1750.00
50500.00	3535.00	1767.50
51000.00	3570.00	1785.00
51500.00	3605.00	1802.50
52000.00	3640.00	1820.00
52500.00	3675.00	1837.50
53000.00	3710.00	1855.00
53500.00	3745.00	1872.50
54000.00	3780.00	1890.00
54500.00	3815.00	1907.50
55000.00	3850.00	1925.00
55500.00	3885.00	1942.50
56000.00	3920.00	1960.00
56500.00	3955.00	1977.50
57000.00	3990.00	1995.00
57500.00	4025.00	2012.50

<i>Rounded Wages Paid</i>	<i>Statutory Contribution</i>	<i>Employee's Share</i>
K	K	K
58000.00	4060.00	2030.00
58500.00	4095.00	2047.50
59000.00	4130.00	2065.00
59500.00	4165.00	2082.50
60000.00	4200.00	2100.00
60500.00	4235.00	2117.50
61000.00	4270.00	2135.00
61500.00	4305.00	2152.50
62000.00	4340.00	2170.00
62500.00	4375.00	2187.50
63000.00	4410.00	2205.00
63500.00	4445.00	2222.50
64000.00	4480.00	2240.00
64500.00	4515.00	2257.50
65000.00	4550.00	2275.00
65500.00	4585.00	2292.50
66000.00	4620.00	2310.00
66500.00	4655.00	2327.50
67000.00	4690.00	2345.00
67500.00	4725.00	2362.50
68000.00	4760.00	2380.00
68500.00	4795.00	2397.50
69000.00	4830.00	2415.00
69500.00	4865.00	2432.50
70000.00	4900.00	2450.00
70500.00	4935.00	2467.50
71000.00	4970.00	2485.00
71500.00	5005.00	2502.00
72000.00	5040.00	2520.00
72500.00	5075.00	2537.50
73000.00	5110.00	2555.00
73500.00	5145.00	2572.50
74000.00	5180.00	2590.00
74500.00	5215.00	2607.50
75000.00	5250.00	2625.00

<i>Rounded Wages Paid K</i>	<i>Statutory Contribution K</i>	<i>Employee's Share K</i>
75500.00	5285.00	2642.50
76000.00	5320.00	2660.00
76500.00	5355.00	2677.50
77000.00	5390.00	2695.00
77500.00	5425.00	2712.50
78000.00	5460.00	2730.00
78500.00	5495.00	2747.50
79000.00	5530.00	2765.00
79500.00	5565.00	2782.50
80000.00	5600.00	2800.00
80500.00	5635.00	2817.50
81000.00	5670.00	2835.00
81500.00	5705.00	2852.50
82000.00	5740.00	2870.00
82500.00	5775.00	2887.50
83000.00	5810.00	2905.00
83500.00	5845.00	2922.50
84000.00	5880.00	2940.00
84500.00	5915.00	2957.50
85000.00	5950.00	2975.00
85500.00	5985.00	2992.50
86000.00	6020.00	3010.00
86500.00	6055.00	3027.50
87000.00	6090.00	3045.00
87500.00	6125.00	3062.50
88000.00	6160.00	3080.00
88500.00	6195.00	3097.50
89000.00	6230.00	3115.00
89500.00	6265.00	3132.50
90000.00	6300.00	3150.00
90500.00	6335.00	3167.50
91000.00	6370.00	3185.00
91500.00	6405.00	3202.50
92000.00	6440.00	3220.00
92500.00	6475.00	3237.50
93000.00	6510.00	3255.00
93500.00	6545.00	3272.50

<i>Rounded Wages Paid K</i>	<i>Statutory Contribution K</i>	<i>Employee's Share K</i>
94000.00	6580.00	3290.00
94500.00	6615.00	3307.50
95000.00	6650.00	3325.00
95500.00	6685.00	3342.50
96000.00	6720.00	3360.00
96500.00	6755.00	3377.50
97000.00	6790.00	3395.00
97500.00	6825.00	3412.50
98000.00	6860.00	3430.00
98500.00	6895.00	3447.50
99000.00	6930.00	3465.00
99500.00	6965.00	3482.50
100000.00	7000.00	3500.00
100500.00	7035.00	3517.50
101000.00	7070.00	3535.00
101500.00	7105.00	3552.50
102000.00	7140.00	3570.00
102500.00	7175.00	3587.50
103000.00	7210.00	3605.00
103500.00	7245.00	3622.50
104000.00	7280.00	3640.00
104500.00	7315.00	3657.50
105000.00	7350.00	3675.00
105500.00	7385.00	3692.50
106000.00	7420.00	3710.00
106500.00	7455.00	3727.50
107000.00	7490.00	3745.00
107500.00	7525.00	3762.50
108000.00	7560.00	3780.00
108500.00	7595.00	3797.50
109000.00	7630.00	3815.00
109500.00	7665.00	3832.50
110000.00	7700.00	3850.00
110500.00	7735.00	3867.50
111000.00	7770.00	3885.00
111500.00	7805.00	3902.50
112000.00	7840.00	3920.00
112500.00	7875.00	3937.50

<i>Rounded Wages Paid K</i>	<i>Statutory Contribution K</i>	<i>Employee's Share K</i>
113000.00	7910.00	3955.00
113500.00	7945.00	3972.50
114000.00	7980.00	3990.00
114500.00	8015.00	4007.50
115000.00	8050.00	4025.00
115500.00	8085.00	4042.50
116000.00	8120.00	4060.00
116500.00	8155.00	4077.50
117000.00	8190.00	4095.00
117500.00	8225.00	4112.50
118000.00	8260.00	4130.00
118500.00	8295.00	4147.50
119000.00	8330.00	4165.00
119500.00	8365.00	4182.50
120000.00	8400.00	4200.00
120500.00	8435.00	4217.50
121000.00	8470.00	4235.00
121500.00	8505.00	4252.50
122000.00	8540.00	4270.00
122500.00	8575.00	4287.50
123000.00	8610.00	4305.00
123500.00	8645.00	4322.50
124000.00	8680.00	4340.00
124500.00	8715.00	4357.50
125000.00	8750.00	4375.00
125500.00	8785.00	4392.50
126000.00	8820.00	4410.00
126500.00	8855.00	4427.50
127000.00	8890.00	4445.00
127500.00	8925.00	4462.50
128000.00	8960.00	4480.00
128500.00	8995.00	4497.50
129000.00	9030.00	4515.00
129500.00	9065.00	4532.50
130000.00	9100.00	4550.00
130500.00	9135.00	4567.50
131000.00	9170.00	4585.00
131500.00	9205.00	4602.50
132000.00	9240.00	4620.00
132500.00	9275.00	4637.50
133000.00	9310.00	4655.00
133500.00	9345.00	4672.50
134000.00	9380.00	4690.00
134500.00	9415.00	4707.50
135000.00	9450.00	4725.00
135500.00	9485.00	4742.50
136000.00	9520.00	4760.00
136500.00	9555.00	4777.50

<i>Rounded Wages Paid K</i>	<i>Statutory Contribution K</i>	<i>Employee's Share K</i>
137000.00	9590.00	4795.00
137500.00	9625.00	4812.50
138000.00	9660.00	4830.00
138500.00	9695.00	4847.50
139000.00	9730.00	4865.00
139500.00	9765.00	4882.50
140000.00	9800.00	4900.00
140500.00	9835.00	4917.50
141000.00	9870.00	4935.00
141500.00	9905.00	4952.50
142000.00	9940.00	4970.00
142500.00	9975.00	4987.50
143000.00	10010.00	5005.00
143500.00	10045.00	5022.50
144000.00	10080.00	5040.00
144500.00	10115.00	5057.50
145000.00	10150.00	5075.00
145500.00	10185.00	5092.50
146000.00	10220.00	5110.00
146500.00	10255.00	5127.50
147000.00	10290.00	5145.00
147500.00	10325.00	5162.50
148000.00	10360.00	5180.00
148500.00	10395.00	5197.50
149000.00	10430.00	5215.00
149500.00	10465.00	5232.50
150000.00	10500.00	5250.00

LUSAKA
15th February, 1996
[Miss. 64/9/10]

N. L. ZIMBA,
Minister of Labour and Social Security