

GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT NO. 25 OF 2005

**The Workers' Compensation (Assessment of Earnings)
Regulations, 2005**

IN EXERCISE of the powers contained in section *one hundred and twenty-two* as read with subsection (9) of section *one hundred and thirteen* of the Workers' Compensation Act, 1999, the following Regulations are hereby made:

1. These Regulations may be cited as the Workers' Compensation (Assessment of Earnings) Regulations, 2005.

2. The Commissioner shall not assess an employer for any earnings in excess of K9,600,000.00 per annum of any worker in respect of the period to which the statement submitted under section *one hundred and twelve* relates.

3. The earnings for assessment purposes shall include—

- (a) a worker's annual basic salary up to K9,600,000.00;
- (b) overtime payments;
- (c) shift differential payment;
- (d) leave pay if not included in (a) above;
- (e) payment made to casual workers employed in connection with the employer's nature of business; and
- (f) an addition of 12.5 per centum to the total of items (a) to (e) to cover food and quarters.

4. The Workers' Compensation (Assessment of Earnings) Regulations, 2000 are hereby revoked.

LUSAKA
[2nd March, 2005]
[M.SS/101/10/8]

M. NALLUMANGO,
*Acting Minister of Labour and
Social Security*

Title
Earnings in excess of K9,600,000.00
Earnings for assessment
Revocation of S.I. No. 79 of 2000