

GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT NO. 1 OF 2008

The National Pension Scheme Act
(Act No. 40 of 1996)

The National Pension Scheme
(Pensionable Earnings) (Amendment)
Regulations, 2008

IN EXERCISE of the powers contained in section *fourteen* and *nineteen* of the National Pension Scheme Act, the following Regulations are hereby made:

- | | |
|---|---|
| 1. These Regulations may be cited as the National Pension Scheme (Pensionable Earnings) (Amendment) Regulations, 2007, and shall be read as one with the National pension Scheme (Pensionable Earnings) Regulations, 2000, in these Regulations referred to as the principal Regulations. | Title and commencement
S.I. No. 22 of 2000 |
| 2. The principal Regulations are amended by the revocation of the First Schedule and the substitution therefor of the First Schedule set out in Appendix 1 to these Regulations. | Revocation and replacement of First Schedule |
| 3. The principal Regulations are amended by the revocation of the Second Schedule set out in Appendix II to these Regulations. | Revocation and replacement of Second Schedule |
| 4. The principal Regulations are amended by the revocation of the Third Schedule and the substitution therefor of the Third Schedule and the substitution therefor of the Third Schedule set out in Appendix III to these Regulations | Revocation and replacement of Third Schedule |
| 5. The principal Regulations are amended by the revocation of the Fourth schedule and substitution therefor of the Fourth Schedule set out in Appendix IV to these regulations. | Revocation and replacement of Fourth Schedule |
| 6. The principal Regulations are amended by the revocation of the Fifth Schedule and the substitution therefor of the Fifth Schedule set out in Appendix V to these Regulations | Revocation and replacement of Fifth Schedule |

APPENDIX I
(Regulation 3)
FIRST SCHEDULE
(Regulation 2)

*National Average Monthly
Earnings*

Period

K1,524,480.00
K1,524,489

1st January - 31st December, 2008

APPENDIX II
(Regulation 3)

SECOND SCHEDULE
(Regulation 4)

Social Security Ceiling

Period

K6,097,957.00

1st January-31st December, 2008

APPENDIX III
(Regulation 4)

THIRD SCHEDULE
(Regulation 5)

*Minimum total monthly
contributions*

Period

K1,500.00

1st January - 31st December, 2008

APPENDIX IV
(Regulation 5)

FOURTH SCHEDULE
(Regulation 6)

*Maximum total monthly
contributions*

Period

K609,795.60

1st January - 31st December, 2008

APPENDIX V
(Regulation 6)

FIFTH SCHEDULE
(Regulation 7)

CONTRIBUTION TABLE FOR EMPLOYEES PAID MONTHLY

PERIOD 1ST JANUARY, 2008 TO 31ST DECEMBER, 2008

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i> 5%	<i>Employers share of contribution</i> 5%	<i>Total contribution</i> 10%
15,000.00	750.00	750.00	1,500.00
35,000.00	1,750.00	1,750.00	3,500.00
55,000.00	2,750.00	2,750.00	5,500.00
75,000.00	3,750.00	3,750.00	7,500.00
95,000.00	4,750.00	4,750.00	9,500.00
115,000.00	5,750.00	5,750.00	11,500.00
135,000.00	6,750.00	6,750.00	13,500.00
155,000.00	7,750.00	7,750.00	15,500.00
175,000.00	8,750.00	8,750.00	17,500.00
195,000.00	9,750.00	9,750.00	19,500.00
215,000.00	10,750.00	10,750.00	21,500.00
235,000.00	11,750.00	11,750.00	23,500.00
255,000.00	12,750.00	12,750.00	25,500.00
275,000.00	13,750.00	13,750.00	27,500.00
295,000.00	14,750.00	14,750.00	29,500.00
315,000.00	15,750.00	15,750.00	31,500.00
335,000.00	16,750.00	16,750.00	33,500.00
355,000.00	17,750.00	17,750.00	35,500.00
375,000.00	18,750.00	18,750.00	37,500.00
395,000.00	19,750.00	19,750.00	39,500.00
415,000.00	20,750.00	20,750.00	41,500.00
435,000.00	21,750.00	21,750.00	43,500.00
455,000.00	22,750.00	22,750.00	45,500.00
475,000.00	23,750.00	23,750.00	47,500.00
495,000.00	24,750.00	24,750.00	49,500.00
515,000.00	25,750.00	25,750.00	51,500.00
535,000.00	26,750.00	26,750.00	53,500.00
555,000.00	27,750.00	27,750.00	55,500.00
575,000.00	28,750.00	28,750.00	57,500.00
595,000.00	29,750.00	29,750.00	59,500.00
615,000.00	30,750.00	30,750.00	61,500.00
635,000.00	31,750.00	31,750.00	63,500.00
655,000.00	32,750.00	32,750.00	65,500.00
675,000.00	33,750.00	33,750.00	67,500.00
695,000.00	34,750.00	34,750.00	69,500.00
715,000.00	35,750.00	35,750.00	71,500.00
735,000.00	36,750.00	36,750.00	73,500.00
755,000.00	37,750.00	37,750.00	75,500.00
775,000.00	38,750.00	38,750.00	77,500.00

795,000.00	39,750.00	39,750.00	79,500.00
815,000.00	40,750.00	40,750.00	81,500.00
835,000.00	41,750.00	41,750.00	83,500.00
855,000.00	42,750.00	42,750.00	85,500.00
875,000.00	43,750.00	43,750.00	87,500.00
895,000.00	44,750.00	44,750.00	89,500.00
915,000.00	45,750.00	45,750.00	91,500.00
935,000.00	46,750.00	46,750.00	93,500.00
955,000.00	47,750.00	47,750.00	95,500.00
975,000.00	48,750.00	48,750.00	97,500.00
995,000.00	49,750.00	49,750.00	99,500.00
1,015,000.00	50,750.00	50,750.00	101,500.00
1,035,000.00	51,750.00	51,750.00	103,500.00
1,055,000.00	52,750.00	52,750.00	105,500.00
1,075,000.00	53,750.00	53,750.00	107,500.00
1,095,000.00	54,750.00	54,750.00	109,500.00
1,115,000.00	55,750.00	55,750.00	111,500.00
1,135,000.00	56,750.00	56,750.00	113,500.00
1,155,000.00	57,750.00	57,750.00	115,500.00
1,175,000.00	58,750.00	58,750.00	117,500.00
1,195,000.00	59,750.00	59,750.00	119,500.00
1,215,000.00	60,750.00	60,750.00	121,500.00
1,235,000.00	61,750.00	61,750.00	123,500.00
1,255,000.00	62,750.00	62,750.00	125,500.00
1,275,000.00	63,750.00	63,750.00	127,500.00
1,295,000.00	64,750.00	64,750.00	129,500.00
1,315,000.00	65,750.00	65,750.00	131,500.00
1,335,000.00	66,750.00	66,750.00	133,500.00
1,355,000.00	67,750.00	67,750.00	135,500.00
1,375,000.00	68,750.00	68,750.00	137,500.00
1,395,000.00	69,750.00	69,750.00	139,500.00
1,415,000.00	70,750.00	70,750.00	141,500.00
1,435,000.00	71,750.00	71,750.00	143,500.00
1,455,000.00	72,750.00	72,750.00	145,500.00
1,475,000.00	73,750.00	73,750.00	147,500.00
1,495,000.00	74,750.00	74,750.00	149,500.00
1,515,000.00	75,750.00	75,750.00	151,500.00
1,535,000.00	76,750.00	76,750.00	153,500.00
1,555,000.00	77,750.00	77,750.00	155,500.00
1,575,000.00	78,750.00	78,750.00	157,500.00
1,595,000.00	79,750.00	79,750.00	159,500.00
1,615,000.00	80,750.00	80,750.00	161,500.00
1,635,000.00	81,750.00	81,750.00	163,500.00
1,655,000.00	82,750.00	82,750.00	165,500.00
1,675,000.00	83,750.00	83,750.00	167,500.00
1,695,000.00	84,750.00	84,750.00	169,500.00
1,715,000.00	85,750.00	85,750.00	171,500.00
1,735,000.00	86,750.00	86,750.00	173,500.00
1,755,000.00	87,750.00	87,750.00	175,500.00
1,775,000.00	88,750.00	88,750.00	177,500.00
1,795,000.00	89,750.00	89,750.00	179,500.00
1,815,000.00	90,750.00	90,750.00	181,500.00
1,835,000.00	91,750.00	91,750.00	183,500.00
1,855,000.00	92,750.00	92,750.00	185,500.00

4,015,000.00	200,750.00	200,750.00	401,500.00
4,035,000.00	201,750.00	201,750.00	403,500.00
4,055,000.00	202,750.00	202,750.00	405,500.00
4,075,000.00	203,750.00	203,750.00	407,500.00
4,095,000.00	204,750.00	204,750.00	409,500.00
4,115,000.00	205,750.00	205,750.00	411,500.00
4,135,000.00	206,750.00	206,750.00	413,500.00
4,155,000.00	207,750.00	207,750.00	415,500.00
4,175,000.00	208,750.00	208,750.00	417,500.00
4,195,000.00	209,750.00	209,750.00	419,500.00
4,215,000.00	210,750.00	210,750.00	421,500.00
4,235,000.00	211,750.00	211,750.00	423,500.00
4,255,000.00	212,750.00	212,750.00	425,500.00
4,275,000.00	213,750.00	213,750.00	427,500.00
4,295,000.00	214,750.00	214,750.00	429,500.00
4,315,000.00	215,750.00	215,750.00	431,500.00
4,335,000.00	216,750.00	216,750.00	433,500.00
4,355,000.00	217,750.00	217,750.00	435,500.00
4,375,000.00	218,750.00	218,750.00	437,500.00
4,395,000.00	219,750.00	219,750.00	439,500.00
4,415,000.00	220,750.00	220,750.00	441,500.00
4,435,000.00	221,750.00	221,750.00	443,500.00
4,455,000.00	222,750.00	222,750.00	445,500.00
4,475,000.00	223,750.00	223,750.00	447,500.00
4,495,000.00	224,750.00	224,750.00	449,500.00
4,515,000.00	225,750.00	225,750.00	451,500.00
4,535,000.00	226,750.00	226,750.00	453,500.00
4,555,000.00	227,750.00	227,750.00	455,500.00
4,575,000.00	228,750.00	228,750.00	457,500.00
4,595,000.00	229,750.00	229,750.00	459,500.00
4,615,000.00	230,750.00	230,750.00	461,500.00
4,635,000.00	231,750.00	231,750.00	463,500.00
4,655,000.00	232,750.00	232,750.00	465,500.00
4,675,000.00	233,750.00	233,750.00	467,500.00
4,695,000.00	234,750.00	234,750.00	469,500.00
4,715,000.00	235,750.00	235,750.00	471,500.00
4,735,000.00	236,750.00	236,750.00	473,500.00
4,755,000.00	237,750.00	237,750.00	475,500.00
4,775,000.00	238,750.00	238,750.00	477,500.00
4,795,000.00	239,750.00	239,750.00	479,500.00
4,815,000.00	240,750.00	240,750.00	481,500.00
4,835,000.00	241,750.00	241,750.00	483,500.00
4,855,000.00	242,750.00	242,750.00	485,500.00
4,875,000.00	243,750.00	243,750.00	487,500.00
4,895,000.00	244,750.00	244,750.00	489,500.00
4,915,000.00	245,750.00	245,750.00	491,500.00
4,935,000.00	246,750.00	246,750.00	493,500.00
4,955,000.00	247,750.00	247,750.00	495,500.00
4,975,000.00	248,750.00	248,750.00	497,500.00
4,995,000.00	249,750.00	249,750.00	499,500.00
5,015,000.00	250,750.00	250,750.00	501,500.00
5,035,000.00	251,750.00	251,750.00	503,500.00
5,055,000.00	252,750.00	252,750.00	505,500.00
5,075,000.00	253,750.00	253,750.00	507,500.00

5,095,000.00	254,750.00	254,750.00	509,500.00
5,115,000.00	255,750.00	255,750.00	511,500.00
5,135,000.00	256,750.00	256,750.00	513,500.00
5,155,000.00	257,750.00	257,750.00	515,500.00
5,175,000.00	258,750.00	258,750.00	517,500.00
5,195,000.00	259,750.00	259,750.00	519,500.00
5,215,000.00	260,750.00	260,750.00	521,500.00
5,235,000.00	261,750.00	261,750.00	523,500.00
5,255,000.00	262,750.00	262,750.00	525,500.00
5,275,000.00	263,750.00	263,750.00	527,500.00
5,295,000.00	264,750.00	264,750.00	529,500.00
5,315,000.00	265,750.00	265,750.00	531,500.00
5,335,000.00	266,750.00	266,750.00	533,500.00
5,355,000.00	267,750.00	267,750.00	535,500.00
5,375,000.00	268,750.00	268,750.00	537,500.00
5,395,000.00	269,750.00	269,750.00	539,500.00
5,415,000.00	270,750.00	270,750.00	541,500.00
5,435,000.00	271,750.00	271,750.00	543,500.00
5,455,000.00	272,750.00	272,750.00	545,500.00
5,475,000.00	273,750.00	273,750.00	547,500.00
5,495,000.00	274,750.00	274,750.00	549,500.00
5,515,000.00	275,750.00	275,750.00	551,500.00
5,535,000.00	276,750.00	276,750.00	553,500.00
5,555,000.00	296,750.00	277,750.00	574,500.00
5,575,000.00	278,750.00	278,750.00	557,500.00
5,595,000.00	279,750.00	279,750.00	559,500.00
5,615,000.00	280,750.00	280,750.00	561,500.00
5,635,000.00	281,750.00	281,750.00	563,500.00
5,655,000.00	282,750.00	282,750.00	565,500.00
5,675,000.00	283,750.00	283,750.00	567,500.00
5,695,000.00	284,750.00	284,750.00	569,500.00
5,715,000.00	285,750.00	285,750.00	571,500.00
5,735,000.00	286,750.00	286,750.00	573,500.00
5,755,000.00	287,750.00	287,750.00	575,500.00
5,775,000.00	288,750.00	288,750.00	577,500.00
5,795,000.00	289,750.00	289,750.00	579,500.00
5,815,000.00	290,750.00	290,750.00	581,500.00
5,835,000.00	291,750.00	291,750.00	583,500.00
5,855,000.00	292,750.00	292,750.00	585,500.00
5,875,000.00	293,750.00	293,750.00	587,500.00
5,895,000.00	294,750.00	294,750.00	589,500.00
5,915,000.00	295,750.00	295,750.00	591,500.00
5,935,000.00	296,750.00	296,750.00	593,500.00
5,955,000.00	297,750.00	297,750.00	595,500.00
5,975,000.00	298,750.00	298,750.00	597,500.00
5,995,000.00	299,750.00	299,750.00	599,500.00
6,015,000.00	300,750.00	300,750.00	601,500.00
6,035,000.00	301,750.00	301,750.00	603,500.00
6,055,000.00	302,750.00	302,750.00	605,500.00
6,075,000.00	303,750.00	303,750.00	607,500.00
6,095,000.00	304,750.00	304,750.00	609,500.00
6,115,000.00	304,897.80	304,897.80	609,795.60
6,135,000.00	304,897.80	304,897.80	609,795.60
6,155,000.00	304,897.80	304,897.80	609,795.60

1,875,000.00	93,750.00	93,750.00	187,500.00
1,895,000.00	94,750.00	94,750.00	189,500.00
1,915,000.00	95,750.00	95,750.00	191,500.00
1,935,000.00	96,750.00	96,750.00	193,500.00
1,955,000.00	97,750.00	97,750.00	195,500.00
1,975,000.00	98,750.00	98,750.00	197,500.00
1,995,000.00	99,750.00	99,750.00	199,500.00
2,015,000.00	100,750.00	100,750.00	201,500.00
2,035,000.00	101,750.00	101,750.00	203,500.00
2,055,000.00	102,750.00	102,750.00	205,500.00
2,075,000.00	103,750.00	103,750.00	207,500.00
2,095,000.00	104,750.00	104,750.00	209,500.00
2,115,000.00	105,750.00	105,750.00	211,500.00
2,135,000.00	106,750.00	106,750.00	213,500.00
2,155,000.00	107,750.00	107,750.00	215,500.00
2,175,000.00	108,750.00	108,750.00	217,500.00
2,195,000.00	109,750.00	109,750.00	219,500.00
2,215,000.00	110,750.00	110,750.00	221,500.00
2,235,000.00	111,750.00	111,750.00	223,500.00
2,255,000.00	112,750.00	112,750.00	225,500.00
2,275,000.00	113,750.00	113,750.00	227,500.00
2,295,000.00	114,750.00	114,750.00	229,500.00
2,315,000.00	115,750.00	115,750.00	231,500.00
2,335,000.00	116,750.00	116,750.00	233,500.00
2,355,000.00	117,750.00	117,750.00	235,500.00
2,375,000.00	118,750.00	118,750.00	237,500.00
2,395,000.00	119,750.00	119,750.00	239,500.00
2,415,000.00	120,750.00	120,750.00	241,500.00
2,435,000.00	121,750.00	121,750.00	243,500.00
2,455,000.00	122,750.00	122,750.00	245,500.00
2,475,000.00	123,750.00	123,750.00	247,500.00
2,495,000.00	124,750.00	124,750.00	249,500.00
2,515,000.00	125,750.00	125,750.00	251,500.00
2,535,000.00	126,750.00	126,750.00	253,500.00
2,555,000.00	127,750.00	127,750.00	255,500.00
2,575,000.00	128,750.00	128,750.00	257,500.00
2,595,000.00	129,750.00	129,750.00	259,500.00
2,615,000.00	130,750.00	130,750.00	261,500.00
2,635,000.00	131,750.00	131,750.00	263,500.00
2,655,000.00	132,750.00	132,750.00	265,500.00
2,675,000.00	133,750.00	133,750.00	267,500.00
2,695,000.00	134,750.00	134,750.00	269,500.00
2,715,000.00	135,750.00	135,750.00	271,500.00
2,735,000.00	136,750.00	136,750.00	273,500.00
2,755,000.00	137,750.00	137,750.00	275,500.00
2,775,000.00	138,750.00	138,750.00	277,500.00
2,795,000.00	139,750.00	139,750.00	279,500.00
2,815,000.00	140,750.00	140,750.00	281,500.00
2,835,000.00	141,750.00	141,750.00	283,500.00
2,855,000.00	142,750.00	142,750.00	285,500.00
2,875,000.00	143,750.00	143,750.00	287,500.00
2,895,000.00	144,750.00	144,750.00	289,500.00
2,915,000.00	145,750.00	145,750.00	291,500.00

2,935,000.00	146,750.00	146,750.00	293,500.00
2,955,000.00	147,750.00	147,750.00	295,500.00
2,975,000.00	148,750.00	148,750.00	297,500.00
2,995,000.00	149,750.00	149,750.00	299,500.00
3,015,000.00	150,750.00	150,750.00	301,500.00
3,035,000.00	151,750.00	151,750.00	303,500.00
3,055,000.00	152,750.00	152,750.00	305,500.00
3,075,000.00	153,750.00	153,750.00	307,500.00
3,095,000.00	154,750.00	154,750.00	309,500.00
3,115,000.00	155,750.00	155,750.00	311,500.00
3,135,000.00	156,750.00	156,750.00	313,500.00
3,155,000.00	157,750.00	157,750.00	315,500.00
3,175,000.00	158,750.00	158,750.00	317,500.00
3,195,000.00	159,750.00	159,750.00	319,500.00
3,215,000.00	160,750.00	160,750.00	321,500.00
3,235,000.00	161,750.00	161,750.00	323,500.00
3,255,000.00	162,750.00	162,750.00	325,500.00
3,275,000.00	163,750.00	163,750.00	327,500.00
3,295,000.00	164,750.00	164,750.00	329,500.00
3,315,000.00	165,750.00	165,750.00	331,500.00
3,335,000.00	166,750.00	166,750.00	333,500.00
3,355,000.00	167,750.00	167,750.00	335,500.00
3,375,000.00	168,750.00	168,750.00	337,500.00
3,395,000.00	169,750.00	169,750.00	339,500.00
3,415,000.00	170,750.00	170,750.00	341,500.00
3,435,000.00	171,750.00	171,750.00	343,500.00
3,455,000.00	172,750.00	172,750.00	345,500.00
3,475,000.00	173,750.00	173,750.00	347,500.00
3,495,000.00	174,750.00	174,750.00	349,500.00
3,515,000.00	175,750.00	175,750.00	351,500.00
3,535,000.00	176,750.00	176,750.00	353,500.00
3,555,000.00	177,750.00	177,750.00	355,500.00
3,575,000.00	178,750.00	178,750.00	357,500.00
3,595,000.00	179,750.00	179,750.00	359,500.00
3,615,000.00	180,750.00	180,750.00	361,500.00
3,635,000.00	181,750.00	181,750.00	363,500.00
3,655,000.00	182,750.00	182,750.00	365,500.00
3,675,000.00	183,750.00	183,750.00	367,500.00
3,695,000.00	184,750.00	184,750.00	369,500.00
3,715,000.00	185,750.00	185,750.00	371,500.00
3,735,000.00	186,750.00	186,750.00	373,500.00
3,755,000.00	187,750.00	187,750.00	375,500.00
3,775,000.00	188,750.00	188,750.00	377,500.00
3,795,000.00	189,750.00	189,750.00	379,500.00
3,815,000.00	190,750.00	190,750.00	381,500.00
3,835,000.00	191,750.00	191,750.00	383,500.00
3,855,000.00	192,750.00	192,750.00	385,500.00
3,875,000.00	193,750.00	193,750.00	387,500.00
3,895,000.00	194,750.00	194,750.00	389,500.00
3,915,000.00	195,750.00	195,750.00	391,500.00
3,935,000.00	196,750.00	196,750.00	393,500.00
3,955,000.00	197,750.00	197,750.00	395,500.00
3,975,000.00	198,750.00	198,750.00	397,500.00
3,995,000.00	199,750.00	199,750.00	399,500.00

6,175,000.00	304,897.80	304,897.80	609,795.60
6,195,000.00	304,897.80	304,897.80	609,795.60
6,215,000.00	304,897.80	304,897.80	609,795.60
6,235,000.00	304,897.80	304,897.80	609,795.60
6,255,000.00	304,897.80	304,897.80	609,795.60
6,275,000.00	304,897.80	304,897.80	609,795.60
6,295,000.00	304,897.80	304,897.80	609,795.60

CONTRIBUTION TABLE FOR EMPLOYEES PAID FORTNIGHTLY

<i>Employee's total pensionable</i>	<i>Employers share of contribution</i>	<i>Employee's share of contribution earnings</i>	<i>Total contribution</i>
	5%	5%	10%
7,500.00	375.00	375.00	750.00
27,500.00	1,375.00	1,375.00	2,750.00
47,500.00	2,375.00	2,375.00	4,750.00
67,500.00	3,375.00	3,375.00	6,750.00
87,500.00	4,375.00	4,375.00	8,750.00
107,500.00	5,375.00	5,375.00	10,750.00
127,500.00	6,375.00	6,375.00	12,750.00
147,500.00	7,375.00	7,375.00	14,750.00
167,500.00	8,375.00	8,375.00	16,750.00
187,500.00	9,375.00	9,375.00	18,750.00
207,500.00	10,375.00	10,375.00	20,750.00
227,500.00	11,375.00	11,375.00	22,750.00
247,500.00	12,375.00	12,375.00	24,750.00
267,500.00	13,375.00	13,375.00	26,750.00
287,500.00	14,375.00	14,375.00	28,750.00
307,500.00	15,375.00	15,375.00	30,750.00
327,500.00	16,375.00	16,375.00	32,750.00
347,500.00	17,375.00	17,375.00	34,750.00
367,500.00	18,375.00	18,375.00	36,750.00
387,500.00	19,375.00	19,375.00	38,750.00
407,500.00	20,375.00	20,375.00	40,750.00
427,500.00	21,375.00	21,375.00	42,750.00
447,500.00	22,375.00	22,375.00	44,750.00
467,500.00	23,375.00	23,375.00	46,750.00
487,500.00	24,375.00	24,375.00	48,750.00
507,500.00	25,375.00	25,375.00	50,750.00
527,500.00	26,375.00	26,375.00	52,750.00
547,500.00	27,375.00	27,375.00	54,750.00
567,500.00	28,375.00	28,375.00	56,750.00
587,500.00	29,375.00	29,375.00	58,750.00
607,500.00	30,375.00	30,375.00	60,750.00
627,500.00	31,375.00	31,375.00	62,750.00
647,500.00	32,375.00	32,375.00	64,750.00
667,500.00	33,375.00	33,375.00	66,750.00
687,500.00	34,375.00	34,375.00	68,750.00
707,500.00	35,375.00	35,375.00	70,750.00
727,500.00	36,375.00	36,375.00	72,750.00
747,500.00	37,375.00	37,375.00	74,750.00
767,500.00	38,375.00	38,375.00	76,750.00

787,500.00	39,375.00	39,375.00	78,750.00
807,500.00	40,375.00	40,375.00	80,750.00
827,500.00	41,375.00	41,375.00	82,750.00
847,500.00	42,375.00	42,375.00	84,750.00
867,500.00	43,375.00	43,375.00	86,750.00
887,500.00	44,375.00	44,375.00	88,750.00
907,500.00	45,375.00	45,375.00	90,750.00
927,500.00	46,375.00	46,375.00	92,750.00
947,500.00	47,375.00	47,375.00	94,750.00
967,500.00	48,375.00	48,375.00	96,750.00
987,500.00	49,375.00	49,375.00	98,750.00
1,007,500.00	50,375.00	50,375.00	100,750.00
1,027,500.00	51,375.00	51,375.00	102,750.00
1,047,500.00	52,375.00	52,375.00	104,750.00
1,067,500.00	53,375.00	53,375.00	106,750.00
1,087,500.00	54,375.00	54,375.00	108,750.00
1,107,500.00	55,375.00	55,375.00	110,750.00
1,127,500.00	56,375.00	56,375.00	112,750.00
1,147,500.00	57,375.00	57,375.00	114,750.00
1,167,500.00	58,375.00	58,375.00	116,750.00
1,187,500.00	59,375.00	59,375.00	118,750.00
1,207,500.00	60,375.00	60,375.00	120,750.00
1,227,500.00	61,375.00	61,375.00	122,750.00
1,247,500.00	62,375.00	62,375.00	124,750.00
1,267,500.00	63,375.00	63,375.00	126,750.00
1,287,500.00	64,375.00	64,375.00	128,750.00
1,307,500.00	65,375.00	65,375.00	130,750.00
1,327,500.00	66,375.00	66,375.00	132,750.00
1,347,500.00	67,375.00	67,375.00	134,750.00
1,367,500.00	68,375.00	68,375.00	136,750.00
1,387,500.00	69,375.00	69,375.00	138,750.00
1,407,500.00	70,375.00	70,375.00	140,750.00
1,427,500.00	71,375.00	71,375.00	142,750.00
1,447,500.00	72,375.00	72,375.00	144,750.00
1,467,500.00	73,375.00	73,375.00	146,750.00
1,487,500.00	74,375.00	74,375.00	148,750.00
1,507,500.00	75,375.00	75,375.00	150,750.00
1,527,500.00	76,375.00	76,375.00	152,750.00
1,547,500.00	77,375.00	77,375.00	154,750.00
1,567,500.00	78,375.00	78,375.00	156,750.00
1,587,500.00	79,375.00	79,375.00	158,750.00
1,607,500.00	80,375.00	80,375.00	160,750.00
1,627,500.00	81,375.00	81,375.00	162,750.00
1,647,500.00	82,375.00	82,375.00	164,750.00
1,667,500.00	83,375.00	83,375.00	166,750.00
1,687,500.00	84,375.00	84,375.00	168,750.00
1,707,500.00	85,375.00	85,375.00	170,750.00
1,727,500.00	86,375.00	86,375.00	172,750.00
1,747,500.00	87,375.00	87,375.00	174,750.00
1,767,500.00	88,375.00	88,375.00	176,750.00
1,787,500.00	89,375.00	89,375.00	178,750.00
1,807,500.00	90,375.00	90,375.00	180,750.00
1,827,500.00	91,375.00	91,375.00	182,750.00

1,847,500.00	92,375.00	92,375.00	184,750.00
1,867,500.00	93,375.00	93,375.00	186,750.00
1,887,500.00	94,375.00	94,375.00	188,750.00
1,907,500.00	95,375.00	95,375.00	190,750.00
1,927,500.00	96,375.00	96,375.00	192,750.00
1,947,500.00	97,375.00	97,375.00	194,750.00
1,967,500.00	98,375.00	98,375.00	196,750.00
1,987,500.00	99,375.00	99,375.00	198,750.00
2,007,500.00	100,375.00	100,375.00	200,750.00
2,027,500.00	101,375.00	101,375.00	202,750.00
2,047,500.00	102,375.00	102,375.00	204,750.00
2,067,500.00	103,375.00	103,375.00	206,750.00
2,087,500.00	104,375.00	104,375.00	208,750.00
2,107,500.00	105,375.00	105,375.00	210,750.00
2,127,500.00	106,375.00	106,375.00	212,750.00
2,147,500.00	107,375.00	107,375.00	214,750.00
2,167,500.00	108,375.00	108,375.00	216,750.00
2,187,500.00	109,375.00	109,375.00	218,750.00
2,207,500.00	110,375.00	110,375.00	220,750.00
2,227,500.00	111,375.00	111,375.00	222,750.00
2,247,500.00	112,375.00	112,375.00	224,750.00
2,267,500.00	113,375.00	113,375.00	226,750.00
2,287,500.00	114,375.00	114,375.00	228,750.00
2,307,500.00	115,375.00	115,375.00	230,750.00
2,327,500.00	116,375.00	116,375.00	232,750.00
2,347,500.00	117,375.00	117,375.00	234,750.00
2,367,500.00	118,375.00	118,375.00	236,750.00
2,387,500.00	119,375.00	119,375.00	238,750.00
2,407,500.00	120,375.00	120,375.00	240,750.00
2,427,500.00	121,375.00	121,375.00	242,750.00
2,447,500.00	122,375.00	122,375.00	244,750.00
2,467,500.00	123,375.00	123,375.00	246,750.00
2,487,500.00	124,375.00	124,375.00	248,750.00
2,507,500.00	125,375.00	125,375.00	250,750.00
2,527,500.00	126,375.00	126,375.00	252,750.00
2,547,500.00	127,375.00	127,375.00	254,750.00
2,567,500.00	128,375.00	128,375.00	256,750.00
2,587,500.00	129,375.00	129,375.00	258,750.00
2,607,500.00	130,375.00	130,375.00	260,750.00
2,627,500.00	131,375.00	131,375.00	262,750.00
2,647,500.00	132,375.00	132,375.00	264,750.00
2,667,500.00	133,375.00	133,375.00	266,750.00
2,687,500.00	134,375.00	134,375.00	268,750.00
2,707,500.00	135,375.00	135,375.00	270,750.00
2,727,500.00	136,375.00	136,375.00	272,750.00
2,747,500.00	137,375.00	137,375.00	274,750.00
2,767,500.00	138,375.00	138,375.00	276,750.00
2,787,500.00	139,375.00	139,375.00	278,750.00
2,807,500.00	140,375.00	140,375.00	280,750.00
2,827,500.00	141,375.00	141,375.00	282,750.00
2,847,500.00	142,375.00	142,375.00	284,750.00
2,867,500.00	143,375.00	143,375.00	286,750.00
2,887,500.00	144,375.00	144,375.00	288,750.00
2,907,500.00	145,375.00	145,375.00	290,750.00

2,927,500.00	146,375.00	146,375.00	292,750.00
2,947,500.00	147,375.00	147,375.00	294,750.00
2,967,500.00	148,375.00	148,375.00	296,750.00
2,987,500.00	149,375.00	150,375.00	300,750.00
3,027,500.00	151,375.00	151,375.00	302,750.00
3,047,500.00	152,375.00	152,375.00	304,750.00
3,048,978.00	152,448.90	152,448.90	304,897.80
3,067,500.00	152,448.90	152,448.90	304,897.80
3,087,500.00	152,448.90	152,448.90	304,897.80
3,107,500.00	152,448.90	152,448.90	304,897.80
3,127,500.00	152,448.90	152,448.90	304,897.80
3,147,500.00	152,448.90	152,448.90	304,897.80
3,167,500.00	152,448.90	152,448.90	304,897.80
3,187,500.00	152,448.90	152,448.90	304,897.80

CONTRIBUTION TABLE FOR EMPLOYEES PAID WEEKLY

<i>Employee's total pensionable earnings</i>	<i>Employers share of contribution</i>	<i>Employee's share of contribution</i>	<i>Total contribution</i>
	5%	5%	10%
3,750.00	187.50	187.50	375.00
23,750.00	1,187.50	1,187.50	2,375.00
43,750.00	2,187.50	2,187.50	4,375.00
63,750.00	3,187.50	3,187.50	6,375.00
83,750.00	4,187.50	4,187.50	8,375.00
103,750.00	5,187.50	5,187.50	10,375.00
123,750.00	6,187.50	6,187.50	12,375.00
143,750.00	7,187.50	7,187.50	14,375.00
163,750.00	8,187.50	8,187.50	16,375.00
183,750.00	9,187.50	9,187.50	18,375.00
203,750.00	10,187.50	10,187.50	20,375.00
223,750.00	11,187.50	11,187.50	22,375.00
243,750.00	12,187.50	12,187.50	24,375.00
263,750.00	13,187.50	13,187.50	26,375.00
283,750.00	14,187.50	14,187.50	28,375.00
303,750.00	15,187.50	15,187.50	30,375.00
323,750.00	16,187.50	16,187.50	32,375.00
343,750.00	17,187.50	17,187.50	34,375.00
363,750.00	18,187.50	18,187.50	36,375.00
383,750.00	19,187.50	19,187.50	38,375.00
403,750.00	20,187.50	20,187.50	40,375.00
423,750.00	21,187.50	21,187.50	42,375.00
443,750.00	22,187.50	22,187.50	44,375.00
463,750.00	23,187.50	23,187.50	46,375.00
483,750.00	24,187.50	25,187.50	50,375.00
523,750.00	26,187.50	26,187.50	52,375.00
543,750.00	27,187.50	27,187.50	54,375.00
563,750.00	28,187.50	28,187.50	56,375.00
583,750.00	29,187.50	29,187.50	58,375.00
603,750.00	30,187.50	30,187.50	60,375.00
623,750.00	31,187.50	31,187.50	62,375.00
643,750.00	32,187.50	32,187.50	64,375.00
663,750.00	33,187.50	33,187.50	66,375.00

683,750.00	34,187.50	34,187.50	68,375.00
703,750.00	35,187.50	35,187.50	70,375.00
723,750.00	36,187.50	36,187.50	72,375.00
743,750.00	37,187.50	37,187.50	74,375.00
763,750.00	38,187.50	38,187.50	76,375.00
783,750.00	39,187.50	39,187.50	78,375.00
803,750.00	40,187.50	40,187.50	80,375.00
823,750.00	41,187.50	41,187.50	82,375.00
843,750.00	42,187.50	43,187.50	86,375.00
883,750.00	44,187.50	44,187.50	88,375.00
903,750.00	45,187.50	45,187.50	90,375.00
923,750.00	46,187.50	46,187.50	92,375.00
943,750.00	47,187.50	47,187.50	94,375.00
963,750.00	48,187.50	48,187.50	96,375.00
983,750.00	49,187.50	49,187.50	98,375.00
1,003,750.00	50,187.50	50,187.50	100,375.00
1,023,750.00	51,187.50	51,187.50	102,375.00
1,043,750.00	52,187.50	52,187.50	104,375.00
1,063,750.00	53,187.50	53,187.50	106,375.00
1,083,750.00	54,187.50	54,187.50	108,375.00
1,103,750.00	55,187.50	55,187.50	110,375.00
1,123,750.00	56,187.50	56,187.50	112,375.00
1,143,750.00	57,187.50	57,187.50	114,375.00
1,163,750.00	58,187.50	58,187.50	116,375.00
1,183,750.00	59,187.50	59,187.50	118,375.00
1,203,750.00	60,187.50	60,187.50	120,375.00
1,223,750.00	61,187.50	61,187.50	122,375.00
1,243,750.00	62,187.50	62,187.50	124,375.00
1,263,750.00	63,187.50	63,187.50	126,375.00
1,283,750.00	64,187.50	64,187.50	128,375.00
1,303,750.00	65,187.50	65,187.50	130,375.00
1,323,750.00	66,187.50	66,187.50	132,375.00
1,343,750.00	67,187.50	67,187.50	134,375.00
1,363,750.00	68,187.50	68,187.50	136,375.00
1,383,750.00	69,187.50	69,187.50	138,375.00
1,403,750.00	70,187.50	70,187.50	140,375.00
1,423,750.00	71,187.50	71,187.50	142,375.00
1,443,750.00	72,187.50	73,187.50	146,375.00
1,483,750.00	74,187.50	74,187.50	148,375.00
1,503,750.00	75,187.50	75,187.50	150,375.00
1,523,750.00	76,187.50	76,187.50	152,375.00
1,524,489.00	76,224.45	76,224.45	152,448.90
1,543,750.00	76,224.45	76,224.45	152,448.90
1,563,750.00	76,224.45	76,224.45	152,448.90
1,583,750.00	76,224.45	76,224.45	152,448.90
1,603,750.00	76,224.45	76,224.45	152,448.90
1,623,750.00	76,224.45	76,224.45	152,448.90
1,643,750.00	76,224.45	76,224.45	152,448.90
1,663,750.00	76,224.45	76,224.45	152,448.90

R. MUKUMA,
Minister of Labour and
Social Security

LUSAKA
26th December, 2007

