GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT No. 47 OF 2012

The Minimum Wages and Conditions of Employment Act
(Laws, Volume 15, Cap. 276)

**The Minimum Wages and Conditions of Employment
(Shop Workers) (Amendment) Order, 2012**

IN EXERCISE of the powers contained in section *three* of the Minimum Wages and Conditions of Employment Act, the following Order is hereby made:

1. This Order may be cited as the Minimum Wages and Conditions of Employment (Shop Workers) (Amendment) Order, 2012, and shall be read as one with the Minimum Wages and Conditions of Employment (Shop Workers) Order, 2011, in this Order referred to as the principal Order.   *[Title]*

2. The principal Order is amended by the deletion of paragraph 2 and the substitution therefor of the following new paragraph: *[Amendment of paragraph 2]*

   2. (1) This Order shall apply to employees in any shop or in connection with the business of any shop, but shall not apply to—   *[Application]*

   (a) a person employed in, or in connection with, the motor trade industry or the petroleum industry;

   (b) a person employed in—

   (i) a bazaar or sale of work for charitable or other purposes from which no private profit is derived; or

   (ii) the hawking of newspapers;

   (iii) the running of coffee stores; or

   (iv) the sale of agricultural produce on behalf of a *bonâ fide* farmer or market gardener on any land occupied by the farmer or market gardener or in the hawking of agricultural produce on behalf of the farmer or market gardener;

(c)   a person who holds a hawker's licence;

(d)   a person employed in—

    (i)   the manufacture of bread or bread stuff;

    (ii)   the reception, storage and treatment of fresh milk products;

    (iii)   the reception, storage and treatment of fish, meat, poultry, game, fruit and other perishable foodstuff;

    (iv)   the printing of news-papers;

    (v)   the delivery of ice to hospitals and nursing institutions during the day or at night; or

    (vi)   the sale, before midnight, of any programmes, catalogues or refreshments in a theatre, concert hall or other place of amusement during any performance;

(e)   a person in management; and

(f)   an employee in any occupation where—

    (i)   wages and conditions of employment are regulated through the process of collective bargaining conducted under the Industrial and Labour Relations Act; or

    (ii)   employee-employer relationships are governed by specific employment contracts attested by a proper officer;

and such wages and conditions shall not be less favourable than the provisions of this Order.

(2)   For the avoidance of doubt, the provisions of this Order shall not be used as a basis for any negotiations in contracts of employment for any employees exempt under sub-paragraph (1).

Amendment of paragraph 4

3.   Paragraph 4 of the principal Order is amended by the deletion of the marginal note and the substitution therefor of the following:

Minimum wages and conditions of employment

Amendment of paragraph 5

4.   Paragraph 5 of the principal Order is amended by the deletion of the marginal note and the substitution therefor of the following:

Revocation of S.I. No. 56 of 2006

Cap 269

5.
deleti

5. The Schedule to the principal Order is amended by the deletion of paragraph 1 and the substitution therefor of the following: — Amendment of Schedule

1. The minimum monthly wages shall be as follows: — Minimum monthly wage

    (a) grade I - seven hundred thousand kwacha (K700,000.00) per month, for a person engaged in any of the following occupations:

        (i) bailing or wrapping articles and goods or opening, closing and repairing packages;

        (ii) delivery vehicle assistant or a general worker, not elsewhere specified;

        (iii) handy person;

        (iv) office orderly; or

        (v) watch person;

    (b) grade II - eight hundred and fifty-two thousand and twenty-eight kwacha (K852,028.00) per month, for a person engaged in any of the following occupations:

        (i) operating a mechanically operated passenger or goods lift;

        (ii) driver of a motor cycle, motor scooter or motorised three wheeled vehicle;

        (iii) sales assistant; or

        (iv) packer;

    (c) grade III - one million two thousand three hundred and eighty-six kwacha (K1,002,386.00) per month, for a person engaged in any of the following occupations:

        (i) assistant bicycle assembler;

        (ii) assistant dispatch clerk;

        (iii) driver of a motor vehicle requiring an ordinary driving licence;

        (iv) shelf packer;

        (v) shoe repairer;

        (vi) tailor's assistant; or

        (vii) window dresser's assistant;

(d) grade IV - one million eighty-five thousand nine hundred and nineteen kwacha (K1,085,919.00) per month, for a person engaged in any of the following occupations:

    (i) bicycle assembler; ·

    (ii) check-out operator;

    (iii) driver of a motor vehicle requiring a heavy duty or public service vehicle licence;

    (iv) telephone operator;

    (v) typist; or

    (vi) picture framer;

(e) Grade V - one million three hundred and fifty-three thousand two hundred and twenty-two kwacha (K1,353,222.00) per month, for a person engaged in any of the following occupations:

    (i) dispatch clerk;

    (ii) ledger clerk;

    (iii) costing clerk;

    (iv) order person;

    (v) sales person;

    (vi) tailor; or

    (vii) upholsterer;

(f) grade VI - one million four hundred and forty-five thousand one hundred and seven kwacha (K1,445,107.00) per month, for a person engaged in any of the following occupations:

    (i) audio visual equipment repairer;

    (ii) machine operator;

    (iii) watch repairer; or

    (iv) punch card machine operator verifier;

(g) grade VII - one million five hundred and eighty-seven thousand one hundred and twelve kwacha (K1,587,112.00) per month, for a person engaged in any of the following occupations:

(i) credit controller;

(ii) supervisor;

(iii) window dresser;

(iv) shorthand typist; or

(v) cashier; and

(h) grade VIII - one million six hundred and fifty-three thousand nine hundred and thirty-eight kwacha (K1,653,938.00) per month, for a person engaged as a book keeper or accountant.

F. SHAMENDA,
Minister of Information,
Broadcasting and Labour

LUSAKA.
4th July, 2012
[MLSS/64/9/9]