

## GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT No. 93 of 2021

**The Employment Code Act**  
(Act No. 3 of 2019)**The Minimum Wages and Conditions of Employment  
(Truck and Bus Drivers) (Amendment) Order, 2021**

IN EXERCISE of the powers contained in section 106 of the Employment Code Act, 2019, the following Order is made:

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| 1. This Order may be cited as the Minimum Wages and Conditions of Employment (Truck and Bus Drivers) (Amendment) Order, 2021, and shall be read as one with the Minimum Wages and Conditions of Employment (Truck and Bus Drivers) Order, 2020, in this Order referred to as the principal Order.   | Title<br>SI. No. 106<br>of 2020                        |
| 2. The principal Order is amended by the revocation of paragraph 11 and the substitution therefor of the following:<br><br>11. (1) An employer shall pay a driver who spends a night away from home to attend to any business of the employer, a subsistence allowance of not less than three hundred kwacha per night where—<br><br>(a) the employer does not provide, or pay for accommodation for the driver while on duty; or Subsistence allowance for local trip<br><br>(b) in the case of a truck driver, the truck does not have a sleeping cabin.<br><br>(2) Despite sub-paragraph (1), an employer shall, where the truck has a sleeping cabin, pay a truck driver who spends a night away from home to attend to any business of the employer a subsistence allowance of one hundred kwacha per night. | Revocation<br>and<br>replacement<br>of paragraph<br>11 |

Revocation  
and  
replacement  
of paragraph  
14

3. The principal Order is amended by the revocation of paragraph 14 and the substitution therefor of the following:

Risk  
allowance

14. An employer shall pay a truck driver of dangerous goods or abnormal load a risk allowance of fifteen ngwee per kilometre for a local trip and eight ngwee per kilometre for an international trip, respectively.

Revocation  
and  
replacement  
of paragraph  
15

4. The principal Order is amended by the revocation of paragraph 15 and the substitution therefor of the following:

Cross  
border  
subsistence  
allowance

15. (1) An employer shall pay a driver who undertakes an international trip, a cross border subsistence allowance of not less than twenty-five United States dollars per night where the truck has no sleeping cabin, or the employer has not provided or paid for accommodation.

(2) Despite sub-paragraph (1), an employer shall, where a truck has a sleeping cabin, pay a truck driver who undertakes an international trip a subsistence allowance of fifteen United States dollars per night.

LUSAKA

22nd December, 2021

[DL/64/9/9]

B. M. TAMBATAMBA,  
*Minister of Labour and  
Social Security*