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 eighty-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 percentum 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.

M. NAILMANGO,

Acting Minister of Labour and Social Security

[2nd March, 2005]

[Ms.s/101/10/8]