

GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT NO. 1 OF 2009

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

The National Pension Scheme
(Pensionable Earnings)(Amendment)
Regulations, 2009

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

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| 1. These Regulations may be cited as the National Pension Scheme (Pensionable Earnings) (Amendment) Regulations, 2009, 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 |
| 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 I to these Regulations. | S.I. No. 22 of
2000 |
| 3. The principal Regulations are amended by the revocation of the Second Schedule and the substitution therefor of the Second Schedule set out in Appendix II to these Regulations. | Revocation
and
replacement
of First
Schedule |
| 4. The principal Regulations are amended by the revocation of the Third Schedule and the substitution therefor of the Third Schedule set out in Appendix III to these Regulations. | Revocation
and
replacement
of Second
Schedule |
| 5. The principal Regulations are amended by the revocation of the Fourth Schedule and the substitution therefor of the Fourth Schedule set out in Appendix IV to these Regulations. | Revocation
and
replacement
of Third
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 Fourth
Schedule |
| | Revocation
and
replacement
of Fifth
Schedule |

APPENDIX I
(Regulation 3)

FIRST SCHEDULE
(Regulation 2)

*National Average Monthly
Earnings*
2009

Period
1st January — 31st December,
K1, 957,409.00

APPENDIX II
(Regulation 3)

SECOND SCHEDULE
(Regulation 4)

Social Security Ceiling
K7, 829,636.00

Period
1st January — 31st December, 2009

APPENDIX III
(Regulation 4)

THIRD SCHEDULE
(Regulation 5)

*Minimum total monthly
contributions*
K1, 500.00

Period
1st January — 31st December, 2009

APPENDIX IV
(Regulation 5)
FOURTH SCHEDULE
(Regulation 5)

*Maximum total monthly
contributions*
K782,963.60

Period
1st January — 31st December, 2009

(APPENDIX V)

(Regulation 6)

FIFTH SCHEDULE

(Regulation 7)

CONTRIBUTION TABLE FOR EMPLOYEES PAID MONTHLY

Period 1st January, 2009 to 31st December, 2009

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution of %</i>	<i>Employers share contribution %</i>	<i>Total contribution 10%</i>
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	141,500.00	69,750.00	69,750.00
1,395,000.00	1,415,00.00	70,750.00	70,750.00
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

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
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	305,750.00	305,750.00	611,500.00
6,135,000.00	306,750.00	306,750.00	613,500.00
6,155,000.00	307,750.00	307,750.00	615,500.00
6,175,000.00	308,750.00	308,750.00	617,500.00
6,195,000.00	309,750.00	309,750.00	619,500.00
6,215,000.00	310,750.00	310,750.00	621,500.00
6,235,000.00	311,750.00	311,750.00	623,500.00
6,255,000.00	312,750.00	312,750.00	625,500.00
6,275,000.00	313,750.00	313,750.00	627,500.00
6,295,000.00	314,750.00	314,750.00	629,500.00
6,315,000.00	315,750.00	315,750.00	631,500.00
6,335,000.00	316,750.00	316,750.00	633,500.00
6,355,000.00	317,750.00	317,750.00	635,500.00
6,375,000.00	318,750.00	318,750.00	637,500.00
6,395,000.00	319,750.00	319,750.00	639,500.00
6,415,000.00	320,750.00	320,750.00	641,500.00
6,435,000.00	321,750.00	321,750.00	643,500.00
6,455,000.00	322,750.00	322,750.00	645,500.00
6,475,000.00	323,750.00	323,750.00	647,500.00
6,495,000.00	324,750.00	324,750.00	649,500.00
6,515,000.00	325,750.00	325,750.00	651,500.00
6,535,000.00	326,750.00	326,750.00	653,500.00
6,555,000.00	327,750.00	327,750.00	655,500.00
6,575,000.00	328,750.00	328,750.00	657,500.00
6,595,000.00	329,750.00	329,750.00	659,500.00
6,615,000.00	330,750.00	330,750.00	661,500.00
6,635,000.00	331,750.00	331,750.00	663,500.00
6,655,000.00	332,750.00	332,750.00	665,500.00
6,675,000.00	333,750.00	333,750.00	667,500.00
6,695,000.00	334,750.00	334,750.00	669,500.00
6,715,000.00	335,750.00	335,750.00	671,500.00
6,735,000.00	336,750.00	336,750.00	673,500.00
6,755,000.00	337,750.00	337,750.00	675,500.00
6,775,000.00	338,750.00	338,750.00	677,500.00
6,795,000.00	339,750.00	339,750.00	679,500.00
6,815,000.00	340,750.00	340,750.00	681,500.00
6,835,000.00	341,750.00	341,750.00	683,500.00
6,855,000.00	342,750.00	342,750.00	685,500.00
6,875,000.00	343,750.00	343,750.00	687,500.00
6,895,000.00	344,750.00	344,750.00	689,500.00
6,915,000.00	345,750.00	345,750.00	691,500.00
6,935,000.00	346,750.00	346,750.00	693,500.00
6,955,000.00	347,750.00	347,750.00	695,500.00
6,975,000.00	348,750.00	348,750.00	697,500.00
6,995,000.00	349,750.00	349,750.00	699,500.00
7,015,000.00	350,750.00	350,750.00	701,500.00
7,035,000.00	351,750.00	351,750.00	703,500.00
7,055,000.00	352,750.00	352,750.00	705,500.00

7,075,000.00	353,750.00	353,750.00	707,500.00
7,095,000.00	354,750.00	354,750.00	709,500.00
7,115,000.00	355,750.00	355,750.00	711,500.00
7,135,000.00	356,750.00	356,750.00	713,500.00
7,155,000.00	357,750.00	357,750.00	715,500.00
7,175,000.00	358,750.00	358,750.00	717,500.00
7,195,000.00	359,750.00	359,750.00	719,500.00
7,215,000.00	360,750.00	360,750.00	721,500.00
7,235,000.00	361,750.00	361,750.00	723,500.00
7,255,000.00	362,750.00	362,750.00	725,500.00
7,275,000.00	363,750.00	363,750.00	727,500.00
7,295,000.00	364,750.00	364,750.00	729,500.00
7,315,000.00	365,750.00	365,750.00	731,500.00
7,335,000.00	366,750.00	366,750.00	733,500.00
7,355,000.00	367,750.00	367,750.00	735,500.00
7,375,000.00	368,750.00	368,750.00	737,500.00
7,395,000.00	369,750.00	369,750.00	739,500.00
7,415,000.00	370,750.00	370,750.00	741,500.00
7,435,000.00	371,750.00	371,750.00	743,500.00
7,455,000.00	372,750.00	372,750.00	745,500.00
7,475,000.00	373,750.00	373,750.00	747,500.00
7,495,000.00	374,750.00	374,750.00	749,500.00
7,515,000.00	375,750.00	375,750.00	751,500.00
7,535,000.00	376,750.00	376,750.00	753,500.00
7,555,000.00	377,750.00	377,750.00	755,500.00
7,575,000.00	378,750.00	378,750.00	757,500.00
7,595,000.00	379,750.00	379,750.00	759,500.00
7,615,000.00	380,750.00	380,750.00	761,500.00
7,635,000.00	381,750.00	381,750.00	763,500.00
7,655,000.00	382,750.00	382,750.00	765,500.00
7,675,000.00	383,750.00	383,750.00	767,500.00
7,695,000.00	384,750.00	384,750.00	769,500.00
7,715,000.00	385,750.00	385,750.00	771,500.00
7,735,000.00	386,750.00	386,750.00	773,500.00
7,755,000.00	387,750.00	387,750.00	775,500.00
7,775,000.00	388,750.00	388,750.00	777,500.00
7,795,000.00	389,750.00	389,750.00	779,500.00
7,815,000.00	390,750.00	390,750.00	781,500.00
7,829,636.00	391,481.80	391,481.80	782,963.60
7,835,000.00	391,481.80	391,481.80	782,963.60
7,855,000.00	391,481.80	391,481.80	782,963.60
7,875,000.00	391,481.80	391,481.80	782,963.60
7,895,000.00	391,481.80	391,481.80	782,963.60
7,915,000.00	391,481.80	391,481.80	782,963.60
7,935,000.00	391,481.80	391,481.80	782,963.60
7,955,000.00	391,481.80	391,481.80	782,963.60

NOTES:

1. This Table provides guidance on how to calculate contributions for employees paid monthly at intervals of K20,000 for convenience. Often the amount of employee's total pensionable earnings on which contributions are calculated will be a figure within the interval. The amounts of the employee's and employer's share respectively should be calculated as five percent of the employee's total pensionable earnings.

2. Earnings and contribution amounts should not to be rounded off to the nearest Kwacha before applying the percentage.

CONTRIBUTION TABLE FOR EMPLOYEES PAID FORTNIGHTLY

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution of 5%</i>	<i>Employers share contribution 5%</i>	<i>Total contribution 10%</i>
7,500.00	375.00	375.00	750.00.00
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

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	43,375.00	43,375.00	86,750.00
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

1,647,500.00	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	149,375.00	298,750.00
3,007,500.00	150,375.00	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
3,207,500.00	160,375.00	160,375.00	320,750.00
3,227,500.00	161,375.00	161,375.00	322,750.00
3,247,500.00	162,375.00	162,375.00	324,750.00
3,267,500.00	163,375.00	163,375.00	326,750.00
3,287,500.00	164,375.00	164,375.00	328,750.00
3,307,500.00	165,375.00	165,375.00	330,750.00
3,327,500.00	166,375.00	166,375.00	332,750.00
3,347,500.00	167,375.00	167,375.00	334,750.00
3,367,500.00	168,375.00	168,375.00	336,750.00
3,387,500.00	169,375.00	169,375.00	338,750.00
3,407,500.00	170,375.00	172,375.00	344,750.00
3,467,500.00	173,375.00	173,375.00	346,750.00
3,487,500.00	174,375.00	174,375.00	348,750.00
3,507,500.00	175,375.00	175,375.00	350,750.00
3,527,500.00	176,375.00	176,375.00	352,750.00
3,547,500.00	177,375.00	177,375.00	354,750.00
3,567,500.00	178,375.00	178,375.00	356,750.00
3,587,500.00	179,375.00	179,375.00	358,750.00
3,607,500.00	180,375.00	180,375.00	360,750.00
3,627,500.00	181,375.00	181,375.00	362,750.00
3,647,500.00	182,375.00	182,375.00	364,750.00
3,667,500.00	183,375.00	183,375.00	366,750.00
3,687,500.00	184,375.00	184,375.00	368,750.00
3,707,500.00	185,375.00	185,375.00	370,750.00
3,727,500.00	186,375.00	186,375.00	372,750.00
3,747,500.00	187,375.00	187,375.00	374,750.00
3,767,500.00	188,375.00	188,375.00	376,750.00

3,787,500.00	189,375.00	189,375.00	378,750.00
3,807,500.00	190,375.00	190,375.00	380,750.00
3,827,500.00	191,375.00	191,375.00	382,750.00
3,847,500.00	192,375.00	192,375.00	384,750.00
3,867,500.00	193,375.00	193,375.00	386,750.00
3,887,500.00	194,375.00	194,375.00	388,750.00
3,907,500.00	195,375.00	195,375.00	390,750.00
3,914,818.00	195,740.90	195,740.90	391,481.80
3,927,500.00	195,740.90	195,740.90	391,481.80
3,947,500.00	195,740.90	195,740.90	391,481.80
3,967,500.00	195,740.90	195,740.90	391,481.80
3,987,500.00	195,740.90	195,740.90	391,481.80
4,007,500.00	195,740.90	195,740.90	391,481.80

NOTES:

1. This Table provides guidance on how to calculate contributions for employees paid fortnightly at intervals of K20,000 for purpose of convenience only. Often the amount of employee's total pensionable earnings on which contributions are calculated will be a figure within the interval. The amounts of the employee's and employer's share respectively should be calculated as five percent of the employee's total pensionable earnings.

2. Earnings and contribution amounts should not to be rounded off to the nearest Kwacha before applying the percentage.

CONTRIBUTION TABLE FOR EMPLOYEES PAID WEEKLY

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution of 5%</i>	<i>Employers share contribution 5%</i>	<i>Total contribution 10%</i>
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	24,187.50	48,375.00
503,750.00	25,187.50	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	42,187.50	84,375.00
863,750.00	43,187.50	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

1,483,750.00	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
1,683,750.00	84,187.50	84,187.50	168,375.00
1,703,750.00	85,187.50	85,187.50	170,375.00
1,723,750.00	86,187.50	86,187.50	172,375.00
1,743,750.00	87,187.50	87,187.50	174,375.00
1,763,750.00	88,187.50	88,187.50	176,375.00
1,783,750.00	89,187.50	89,187.50	178,375.00
1,803,750.00	90,187.50	90,187.50	180,375.00
1,823,750.00	91,187.50	91,187.50	182,375.00
1,843,750.00	92,187.50	92,187.50	184,375.00
1,863,750.00	93,187.50	93,187.50	186,375.00
1,883,750.00	94,187.50	94,187.50	188,375.00
1,903,750.00	95,187.50	95,187.50	190,375.00
1,923,750.00	96,187.50	96,187.50	192,375.00
1,943,750.00	97,187.50	97,187.50	194,375.00
1,957,409.00	97,870.45	97,870.45	194,375.00
1,963,750.00	97,870.45	97,870.45	194,375.00
1,983,750.00	97,870.45	97,870.45	194,375.00
2,003,750.00			

NOTES:

1. This Table provides guidance on how to calculate contributions for employees paid weekly at intervals of K20,000 for convenience only. Often the amount of employee's total pensionable earnings on which contributions are calculated will be a figure within the interval. The amounts of the employee's and employer's share respectively should be calculated as five percent of the employee's total pensionable earnings.

2. Earnings and contribution amounts should not to be rounded off to the nearest Kwacha before applying the percentage.

A. C. L. Liato,
Minister of Labour and,
Social Security

LUSAKA

24th December, 2008