

GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT NO. 71 OF 2018

**The Minimum Wages and Conditions of
Employment Act**

(Laws, Volume 15, Cap. 276)

**The Minimum Wages and Conditions of Employment
(General) (Amendment) Order, 2018**

IN EXERCISE of the powers contained in section 3 of the Minimum Wages and Conditions of Employment Act, the following Order is made:

1. This Order may be cited as the Minimum Wages and Conditions of Employment (General) (Amendment) Order, 2018, and shall be read as one with the Minimum Wages and Conditions of Employment (General) Order, 2011.

Title
S.I. No. 2
of 2011

2. Paragraph 2(1) of the principal Order is amended by the deletion of item (d) and the substitution therefor of the following:

Amendment
of paragraph
2

(d) in any occupation where wages and conditions of employment are—

(i) regulated through the process of collective bargaining under the Industrial and Labour Relations Act; or

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(ii) governed by any agreement between an employer and employee providing for conditions which are not less favourable to the employee than the minimum conditions set out in this Order.

3. Paragraph 3 of the principal Order is amended by the insertion in the—

Amendment
of paragraph
3

(a) definition of “qualified clerk”, between the words “whose” and “qualification”, of the word “minimum”; and

(b) appropriate places, of the following new definitions:

“assistant sales person” means an employee engaged in attending to customers in a business, but who does not completely effect a credit sale or register cash received;

“child” has the meaning assigned to the word in the Constitution;

“dependent” means a person who is eighteen years old or below and resides in the home of the employee but is not that employee’s child;

“packer” means a person who packs and prepares goods for transportation or sale;

“pump attendant” means a person who works at a filling station or garage where fuel is served to customers and whose duties include, filling customers’ vehicles with fuel to the requested level, taking cash and providing change or preparing bank fuel charge slips, checking the oil and water levels of vehicles and cleaning windscreens;

“sales person” means a person employed to—

(a) attend to customers in a business for the purpose of completely effecting a sale;

(b) display goods; or

(c) keep and control stock; and

“service station attendant” means a person who works at a filling station or garage where fuel is served to customers, performs services other than accepting payment and whose tasks include, checking the oil and water levels of a vehicle, cleaning windscreens, checking the air pressure of tyres and pumping them if necessary and changing flat tyres;

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Amendment
of Schedule

4. The Schedule to the principal Order is amended by the—

(a) deletion of paragraph 1(1) and the substitution therefor of the following:

(1) The minimum wages, excluding any amount paid in lieu of rations, are as follows:

(a) Category I—five kwacha and forty-eight ngwee (K 5.48) per hour or one thousand and fifty kwacha (K1, 050.00) per month, for a person engaged as—

- (i) a general worker, not elsewhere specified;
 - (ii) a cleaner;
 - (iii) a handy person;
 - (iv) an office orderly; or
 - (v) a service station attendant;
- (b) category II—five kwacha and forty-eight ngwee (K5.48) per hour or one thousand and fifty kwacha (K1,050.00) per month, for a person engaged as a watchperson or a guard;
- (c) category III—six kwacha and fourteen ngwee (K6.14) per hour or one thousand two hundred and seventy-eight kwacha (K1,278.00) per month, for a person engaged as—
- (i) an assistant sales person;
 - (ii) a packer; or
 - (iii) a book binder;
- (d) category IV—seven kwacha and twenty-eighty ngwee (K7.28) per hour or one thousand five hundred and three kwacha (K1,503.00) per month, for a person engaged as a—
- (i) driver; or
 - (ii) pump attendant;
- (e) category V—eight kwacha and forty-nine ngwee (K8.49) per hour or one thousand six hundred and twenty-nine kwacha (K1,629.00) per month, for a person engaged as a—
- (i) typist; or
 - (ii) receptionist or telephonist;
- (f) category VI—nine kwacha and seventy-six ngwee (K9.76) per hour or two thousand and thirty-one kwacha (K2,031.00) per month, for a person engaged as a sales person; and

- (i) in paragraph 14, of the words “one hundred and “two kwacha and forty ngwee” and the substitution therefor of the words “one hundred and fifty-three kwacha and sixty ngwee;
- (j) in paragraph 15, of the word “twenty” and the substitution therefor of the word “eighty”; and
- (k) in paragraph 16, of the words “one hundred and ninety-five” and the substitution therefor of the words “two hundred and fifty”.

LUSAKA
7th September, 2018
[DI.64/9/9]

J. N. SIMUKOKO,
*Minister of Labour and
Social Security*