

GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT NO. 3 OF 2013

The National Pension Scheme Act
(Laws, Volume 15, Cap. 256)

**The National Pension Scheme (Pensionable Earnings)
(Amendment) Regulations, 2013**

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, 2013, 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

S.I. No. 22
of 2000 |
| 2. The principal Regulations are amended by the repeal of the First Schedule and the substitution therefor of the First Schedule set out in Appendix I to these Regulations. | Repeal and
replacement
of First
Schedule |
| 3. The principal Regulations are amended by the repeal of the Second Schedule and the substitution therefor of the Second Schedule set out in Appendix II to these Regulations | Repeal and
replacement
of Second
Schedule |
| 4. The principal Regulations are amended by the repeal of the Third Schedule and the substitution therefor of the Third Schedule set out in Appendix III to these Regulations. | Repeal and
replacement
of Third
Schedule |
| 5. The principal Regulations are amended by the repeal of the fourth Schedule and the substitution therefor of the Fourth Schedule set out in Appendix IV to these Regulations. | Repeal and
replacement
of Fourth
Schedule |
| 6. The principal Regulations are amended by the repeal of the Fifth Schedule and the substitution therefor of the Fifth Schedule set out in Appendix V to these Regulations. | Repeal and
replacement
of Fifth
Schedule |

APPENDIX I
(Regulation 2)FIRST SCHEDULE
(Regulation 2)

<i>National Monthly Earnings</i>	<i>Period</i>
K3,348.22	1st January — 31st December, 2013

APPENDIX II
(Regulation 3)SECOND SCHEDULE
(Regulation 4)

<i>Social Security Ceiling</i>	<i>Period</i>
K13, 392.88	1st January — 31st December, 2013

APPENDIX III
(Regulation 4)THIRD SCHEDULE
(Regulation 5)

<i>Minimum total Monthly Contributions</i>	<i>Period</i>
K15.00	1st January — 31st December, 2013

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

<i>Maximum total Monthly Contributions</i>	<i>Period</i>
K1,339.29	1st January — 31st December, 2013

NATIONAL PENSION SCHEME AUTHORITY

SOCIAL SECURITY CONTRIBUTIONS TABLE FOR THE PERIOD JANUARY TO DECEMBER, 2013

1.0 *Definitions*1.1 *Earnings:*

This term refers to any benefit whatsoever given by an employer in exchange for the employee's service whether contractually explicit or implied, orally or in writing. It does not matter what earnings are called in the case of a particular member-fees, commissions, bonuses, salary. Earnings may be paid in kind, cash, credit or securities, as favourable terms for loans, purchase options, or accommodations, including any allowance paid by the employer to the employee, either directly or by implication, with regard to the cost of living and any payment of wages by way of severance benefit upon termination of employment paid to an employee under an actual or implied contract of service or apprenticeship. Earnings may be paid, as the case may be or agreed to be paid, at fixed or determinable intervals of time or calculated in relation to set tasks or with regard to the number of tasks completed by the employee; or in relation to the volume of work completed by the employee.

1.2 *Pensionable Earnings:*

Pensionable earnings are the earnings on which contributions to NAPSA are levied. For a member whose earnings exceed the threshold, pensionable earnings are all his earnings in a given month that are less than the social security ceiling.

1.3 *Social Security Ceiling*

Social Security Ceiling in any year is the lowest level of earnings on which no contribution to the scheme is computed. Contributions are calculated on all earnings less than the ceiling, while earnings at or above the ceiling are not considered. The Director General shall publish the ceiling for use in computing contributions based on earnings from the first day of January of the following year.

2.0 *Rectification of improper attribution of earnings*

Where an employer or self-employed worker has altered the pattern of payment of earnings to avoid or minimise payment of contributions, the Authority may deem such payments to have been made in payment periods which correspond to the work or services provided by the worker and levy contributions accordingly

3.0 *Calculation of the Social Security Ceiling*

The Social Security Ceiling in effect through out any year is equal to four times the National Average Monthly Earnings computed by the Central Statistical Office for the second quarter of the previous year.

4.0 *Statistics*

National Average Earnings (2013)	—	K3,348.22
Social Security Ceiling (January - December, 2013)	—	K13,392.88
Minimum total monthly contributions (January - December, 2013)	—	K15.00
Maximum total monthly contributions (January - December, 2013)	—	K1,339.29

APPENDIX IV

(Regulation 5)

FOURTH SCHEDULE

(Regulation 5)

CONTRIBUTION TABLE FOR EMPLOYEES PAID MONTHLY

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
	0.05	0.05	0.10
15.00	0.75	0.75	1.50
35.00	1.75	1.75	3.50
55.00	2.75	2.75	5.50
75.00	3.75	3.75	7.50
95.00	4.75	4.75	9.50
115.00	5.75	5.75	11.50
135.00	6.75	6.75	13.50
155.00	7.75	7.75	15.50
175.00	8.75	8.75	17.50
195.00	9.75	9.75	19.50
215.00	10.75	10.75	21.5
235.00	11.75	11.75	23.50
255.00	12.75	12.75	25.50
275.00	13.75	13.75	27.50
295.00	14.75	14.75	29.50
315.00	15.75	15.75	31.50
335.00	16.75	16.75	33.50
355.00	17.75	17.75	35.50
375.00	18.75	18.75	37.50
395.00	19.75	19.75	39.50
415.00	20.75	20.75	41.50
435.00	21.75	21.75	43.50
455.00	22.75	22.75	45.50
475.00	23.75	23.75	47.50
495.00	24.75	24.75	49.50
515.00	25.75	25.75	51.50
535.00	26.75	26.75	53.50
555.00	27.75	27.75	55.50
575.00	28.75	28.75	57.50
595.00	29.75	29.75	59.50
615.00	30.75	30.75	61.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
635.00	31.75	31.75	63.50
655.00	32.75	32.75	65.50
675.00	33.75	33.75	67.50
695.00	34.75	34.75	69.50
715.00	35.75	35.75	71.50
735.00	36.75	36.75	73.50
755.00	37.75	37.75	75.50
775.00	38.75	38.75	77.50
795.00	39.75	39.75	79.50
815.00	40.75	40.75	81.50
835.00	41.75	41.75	83.50
855.00	42.75	42.75	85.50
875.00	43.75	43.75	87.50
895.00	44.75	44.75	89.50
915.00	45.75	45.75	91.50
935.00	46.75	46.75	93.50
955.00	47.75	47.75	95.50
975.00	48.75	48.75	97.50
995.00	49.75	49.75	99.50
1,015.00	50.75	50.75	101.50
1,035.00	51.75	51.75	103.50
1,055.00	52.75	52.75	105.50
1,075.00	53.75	53.75	107.50
1,095.00	54.75	54.75	109.50
1,115.00	55.75	55.75	111.50
1,135.00	56.75	56.75	113.50
1,155.00	57.75	57.75	115.50
1,175.00	58.75	58.75	117.50
1,195.00	59.75	59.75	119.50
1,215.00	60.75	60.75	121.50
1,235.00	61.75	61.75	123.50
1,255.00	62.75	62.75	125.50
1,275.00	63.75	63.75	127.50
1,295.00	64.75	64.75	129.50
1,315.00	65.75	65.75	131.50
1,335.00	66.75	66.75	133.50
1,355.00	67.75	67.75	135.50
1,375.00	68.75	68.75	137.50
1,395.00	69.75	69.75	139.50
1,415.00	70.75	70.75	141.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
1,435.00	71.75	71.75	143.50
1,455.00	72.75	72.75	145.50
1,475.00	73.75	73.75	147.50
1,495.00	74.75	74.75	149.50
1,515.00	75.75	75.75	151.50
1,535.00	76.75	76.75	153.50
1,555.00	77.75	77.75	155.50
1,575.00	78.75	78.75	157.50
1,595.00	79.75	79.75	159.50
1,615.00	80.75	80.75	161.50
1,635.00	81.75	81.75	163.50
1,655.00	82.75	82.75	165.50
1,675.00	83.75	83.75	167.50
1,695.00	84.75	84.75	169.50
1,715.00	85.75	85.75	171.50
1,735.00	86.75	86.75	173.50
1,755.00	87.75	87.75	175.50
1,775.00	88.75	88.75	177.50
1,795.00	89.75	89.75	179.50
1,815.00	90.75	90.75	181.50
1,835.00	91.75	91.75	183.50
1,855.00	92.75	92.75	185.50
1,875.00	93.75	93.75	187.50
1,895.00	94.75	94.75	189.50
1,915.00	95.75	95.75	191.50
1,935.00	96.75	96.75	193.50
1,955.00	97.75	97.75	195.50
1,975.00	98.75	98.75	197.50
1,995.00	99.75	99.75	199.50
2,015.00	100.75	100.75	201.50
2,035.00	101.75	101.75	203.50
2,055.00	102.75	102.75	205.50
2,075.00	103.75	103.75	207.50
2,095.00	104.75	104.75	209.50
2,115.00	105.75	105.75	211.50
2,135.00	106.75	106.75	213.50
2,155.00	107.75	107.75	215.50
2,175.00	108.75	108.75	217.50
2,195.00	109.75	109.75	219.50
2,215.00	110.75	110.75	221.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
2,235.00	111.75	111.75	223.50
2,255.00	112.75	112.75	225.50
2,275.00	113.75	113.75	227.50
2,295.00	114.75	114.75	229.50
2,315.00	115.75	115.75	231.50
2,335.00	116.75	116.75	233.50
2,355.00	117.75	117.75	235.50
2,375.00	118.75	118.75	237.50
2,395.00	119.75	119.75	239.50
2,415.00	120.75	120.75	241.50
2,435.00	121.75	121.75	243.50
2,455.00	122.75	122.75	245.50
2,475.00	123.75	123.75	247.50
2,495.00	124.75	124.75	249.50
2,515.00	125.75	125.75	251.50
2,535.00	126.75	126.75	253.50
2,555.00	127.75	127.75	255.50
2,575.00	128.75	128.75	257.50
2,595.00	129.75	129.75	259.50
2,615.00	130.75	130.75	261.50
2,635.00	131.75	131.75	263.50
2,655.00	132.75	132.75	265.50
2,675.00	133.75	133.75	267.50
2,695.00	134.75	134.75	269.50
2,715.00	135.75	135.75	271.50
2,735.00	136.75	136.75	273.50
2,755.00	137.75	137.75	275.50
2,775.00	138.75	138.75	277.50
2,795.00	139.75	139.75	279.50
2,815.00	140.75	140.75	281.50
2,835.00	141.75	141.75	283.50
2,855.00	142.75	142.75	285.50
2,875.00	143.75	143.75	287.50
2,895.00	144.75	144.75	289.50
2,915.00	145.75	145.75	291.50
2,935.00	146.75	146.75	293.50
2,955.00	147.75	147.75	295.50
2,975.00	148.75	148.75	297.50
2,995.00	149.75	149.75	299.50
3,015.00	150.75	150.75	301.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
3,035.00	151.75	151.75	303.50
3,055.00	152.75	152.75	305.50
3,075.00	153.75	153.75	307.50
3,095.00	154.75	154.75	309.50
3,115.00	155.75	155.75	311.50
3,135.00	156.75	156.75	313.50
3,155.00	157.75	157.75	315.50
3,175.00	158.75	158.75	317.50
3,195.00	159.75	159.75	319.50
3,215.00	160.75	160.75	321.50
3,235.00	161.75	161.75	323.50
3,255.00	162.75	162.75	325.50
3,275.00	163.75	163.75	327.50
3,295.00	164.75	164.75	329.50
3,315.00	165.75	165.75	331.50
3,335.00	166.75	166.75	333.50
3,355.00	167.75	167.75	335.50
3,375.00	168.75	168.75	337.50
3,395.00	169.75	169.75	339.50
3,415.00	170.75	170.75	341.50
3,435.00	171.75	171.75	343.50
3,455.00	172.75	172.75	345.50
3,475.00	173.75	173.75	347.50
3,495.00	174.75	174.75	349.50
3,515.00	175.75	175.75	351.50
3,535.00	176.75	176.75	353.50
3,555.00	177.75	177.75	355.50
3,575.00	178.75	178.75	357.50
3,595.00	179.75	179.75	359.50
3,615.00	180.75	180.75	361.50
3,635.00	181.75	181.75	363.50
3,655.00	182.75	182.75	365.50
3,675.00	183.75	183.75	367.50
3,695.00	184.75	184.75	369.50
3,715.00	185.75	185.75	371.50
3,735.00	186.75	186.75	373.50
3,755.00	187.75	187.75	375.50
3,775.00	188.75	188.75	377.50
3,795.00	189.75	189.75	379.50
3,815.00	190.75	190.75	381.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
3,835.00	191.75	191.75	383.50
3,855.00	192.75	192.75	385.50
3,875.00	193.75	193.75	387.50
3,895.00	194.75	194.75	389.50
3,915.00	195.75	195.75	391.50
3,935.00	196.75	196.75	393.50
3,955.00	197.75	197.75	395.50
3,975.00	198.75	198.75	397.50
3,995.00	199.75	199.75	399.50
4,015.00	200.75	200.75	401.50
4,035.00	201.75	201.75	403.50
4,055.00	202.75	202.75	405.50
4,075.00	203.75	203.75	407.50
4,095.00	204.75	204.75	409.50
4,115.00	205.75	205.75	411.50
4,135.00	206.75	206.75	413.50
4,155.00	207.75	207.75	415.50
4,175.00	208.75	208.75	417.50
4,195.00	209.75	209.75	419.50
4,215.00	210.75	210.75	421.50
4,235.00	211.75	211.75	423.50
4,255.00	212.75	212.75	425.50
4,275.00	213.75	213.75	427.50
4,295.00	214.75	214.75	429.50
4,315.00	215.75	215.75	431.50
4,335.00	216.75	216.75	433.50
4,355.00	217.75	217.75	435.50
4,375.00	218.75	218.75	437.50
4,395.00	219.75	219.75	439.50
4,415.00	220.75	220.75	441.50
4,435.00	221.75	221.75	443.50
4,455.00	222.75	222.75	445.50
4,475.00	223.75	223.75	447.50
4,495.00	224.75	224.75	449.50
4,515.00	225.75	225.75	451.50
4,535.00	226.75	226.75	453.50
4,555.00	227.75	227.75	455.50
4,575.00	228.75	228.75	457.50
4,595.00	229.75	229.75	459.50
4,615.00	230.75	230.75	461.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
4,635.00	231.75	231.75	463.50
4,655.00	232.75	232.75	465.50
4,675.00	233.75	233.75	467.50
4,695.00	234.75	234.75	469.50
4,715.00	235.75	235.75	471.50
4,735.00	236.75	236.75	473.50
4,755.00	237.75	237.75	475.50
4,775.00	238.75	238.75	477.50
4,795.00	239.75	239.75	479.50
4,815.00	240.75	240.75	481.50
4,835.00	241.75	241.75	483.50
4,855.00	242.75	242.75	485.50
4,875.00	243.75	243.75	487.50
4,895.00	244.75	244.75	489.50
4,915.00	245.75	245.75	491.50
4,935.00	246.75	246.75	493.50
4,955.00	247.75	247.75	495.50
4,975.00	248.75	248.75	497.50
4,995.00	249.75	249.75	499.50
5,015.00	250.75	250.75	501.50
5,035.00	251.75	251.75	503.50
5,055.00	252.75	252.75	505.50
5,075.00	253.75	253.75	507.50
5,095.00	254.75	254.75	509.50
5,115.00	255.75	255.75	511.50
5,135.00	256.75	256.75	513.50
5,155.00	257.75	257.75	515.50
5,175.00	258.75	258.75	517.50
5,195.00	259.75	259.75	519.50
5,215.00	260.75	260.75	521.50
5,235.00	261.75	261.75	523.50
5,255.00	262.75	262.75	525.50
5,275.00	263.75	263.75	527.50
5,295.00	264.75	264.75	529.50
5,315.00	265.75	265.75	531.50
5,335.00	266.75	266.75	533.50
5,355.00	267.75	267.75	535.50
5,375.00	268.75	268.75	537.50
5,395.00	269.75	269.75	539.50
5,415.00	270.75	270.75	541.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
5,435.00	271.75	271.75	543.50
5,455.00	272.75	272.75	545.50
5,475.00	273.75	273.75	547.50
5,495.00	274.75	274.75	549.50
5,515.00	275.75	275.75	551.50
5,535.00	276.75	276.75	553.50
5,555.00	277.75	277.75	555.50
5,575.00	278.75	278.75	557.50
5,595.00	279.75	279.75	559.50
5,615.00	280.75	280.75	561.50
5,635.00	281.75	281.75	563.50
5,655.00	282.75	282.75	565.50
5,675.00	283.75	283.75	567.50
5,695.00	284.75	284.75	569.50
5,715.00	285.75	285.75	571.50
5,735.00	286.75	286.75	573.50
5,755.00	287.75	287.75	575.50
5,775.00	288.75	288.75	577.50
5,795.00	289.75	289.75	579.50
5,815.00	290.75	290.75	581.50
5,835.00	291.75	291.75	583.50
5,855.00	292.75	292.75	585.50
5,875.00	293.75	293.75	587.50
5,895.00	294.75	294.75	589.50
5,915.00	295.75	295.75	591.50
5,935.00	296.75	296.75	593.50
5,955.00	297.75	297.75	595.50
5,975.00	298.75	298.75	597.50
5,995.00	299.75	299.75	599.50
6,015.00	300.75	300.75	601.50
6,035.00	301.75	301.75	603.50
6,055.00	302.75	302.75	605.50
6,075.00	303.75	303.75	607.50
6,095.00	304.75	304.75	609.50
6,115.00	305.75	305.75	611.50
6,135.00	306.75	306.75	613.50
6,155.00	307.75	307.75	615.50
6,175.00	308.75	308.75	617.50
6,195.00	309.75	309.75	619.50
6,215.00	310.75	310.75	621.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
6,235.00	311.75	311.75	623.50
6,255.00	312.75	312.75	625.50
6,275.00	313.75	313.75	627.50
6,295.00	314.75	314.75	629.50
6,315.00	315.75	315.75	631.50
6,335.00	316.75	316.75	633.50
6,355.00	317.75	317.75	635.50
6,375.00	318.75	318.75	637.50
6,395.00	319.75	319.75	639.50
6,415.00	320.75	320.75	641.50
6,435.00	321.75	321.75	643.50
6,455.00	322.75	322.75	645.50
6,475.00	323.75	323.75	647.50
6,495.00	324.75	324.75	649.50
6,515.00	325.75	325.75	651.50
6,535.00	326.75	326.75	653.50
6,555.00	327.75	327.75	655.50
6,575.00	328.75	328.75	657.50
6,595.00	329.75	329.75	659.50
6,615.00	330.75	330.75	661.50
6,635.00	331.75	331.75	663.50
6,655.00	332.75	332.75	665.50
6,675.00	333.75	333.75	667.50
6,695.00	334.75	334.75	669.50
6,715.00	335.75	335.75	671.50
6,735.00	336.75	336.75	673.50
6,755.00	337.75	337.75	675.50
6,775.00	338.75	338.75	677.50
6,795.00	339.75	339.75	679.50
6,815.00	340.75	340.75	681.50
6,835.00	341.75	341.75	683.50
6,855.00	342.75	342.75	685.50
6,875.00	343.75	343.75	687.50
6,895.00	344.75	344.75	689.50
6,915.00	345.75	345.75	691.50
6,935.00	346.75	346.75	693.50
6,955.00	347.75	347.75	695.50
6,975.00	348.75	348.75	697.50
6,995.00	349.75	349.75	699.50
7,015.00	350.75	350.75	701.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
7,035.00	351.75	351.75	703.50
7,055.00	352.75	352.75	705.50
7,075.00	353.75	353.75	707.50
7,095.00	354.75	354.75	709.50
7,115.00	355.75	355.75	711.50
7,135.00	356.75	356.75	713.50
7,155.00	357.75	357.75	715.50
7,175.00	358.75	358.75	717.50
7,195.00	359.75	359.75	719.50
7,215.00	360.75	360.75	721.50
7,235.00	361.75	361.75	723.50
7,255.00	362.75	362.75	725.50
7,275.00	363.75	363.75	727.50
7,295.00	364.75	364.75	729.50
7,315.00	365.75	365.75	731.50
7,335.00	366.75	366.75	733.50
7,355.00	367.75	367.75	735.50
7,375.00	368.75	368.75	737.50
7,395.00	369.75	369.75	739.50
7,415.00	370.75	370.75	741.50
7,435.00	371.75	371.75	743.50
7,455.00	372.75	372.75	745.50
7,475.00	373.75	373.75	747.50
7,495.00	374.75	374.75	749.50
7,515.00	375.75	375.75	751.50
7,535.00	376.75	376.75	753.50
7,555.00	377.75	377.75	755.50
7,575.00	378.75	378.75	757.50
7,595.00	379.75	379.75	759.50
7,615.00	380.75	380.75	761.50
7,635.00	381.75	381.75	763.50
7,655.00	382.75	382.75	765.50
7,675.00	383.75	383.75	767.50
7,695.00	384.75	384.75	769.50
7,715.00	385.75	385.75	771.50
7,735.00	386.75	386.75	773.50
7,755.00	387.75	387.75	775.50
7,775.00	388.75	388.75	777.50
7,795.00	389.75	389.75	779.50
7,815.00	390.75	390.75	781.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
7,829.64	391.48	391.48	782.96
7,835.00	391.75	391.75	783.50
7,855.00	392.75	392.75	785.50
7,875.00	393.75	393.75	787.50
7,895.00	394.75	394.75	789.50
7,915.00	395.75	395.75	791.50
7,935.00	396.75	396.75	793.50
7,955.00	397.75	397.75	795.50
7,975.00	398.75	398.75	797.50
7,995.00	399.75	399.75	799.50
8,015.00	400.75	400.75	801.50
8,035.00	401.75	401.75	803.50
8,055.00	402.75	402.75	805.50
8,075.00	403.75	403.75	807.50
8,095.00	404.75	404.75	809.50
8,115.00	405.75	405.75	811.50
8,135.00	406.75	406.75	813.50
8,155.00	407.75	407.75	815.50
8,175.00	408.75	408.75	817.50
8,195.00	409.75	409.75	819.50
8,215.00	410.75	410.75	821.50
8,235.00	411.75	411.75	823.50
8,255.00	412.75	412.75	825.50
8,275.00	413.75	413.75	827.50
8,295.00	414.75	414.75	829.50
8,315.00	415.75	415.75	831.50
8,335.00	416.75	416.75	833.50
8,355.00	417.75	417.75	835.50
8,375.00	418.75	418.75	837.50
8,395.00	419.75	419.75	839.50
8,415.00	420.75	420.75	841.50
8,435.00	421.75	421.75	843.50
8,455.00	422.75	422.75	845.50
8,475.00	423.75	423.75	847.50
8,495.00	424.75	424.75	849.50
8,515.00	425.75	425.75	851.50
8,535.00	426.75	426.75	853.50
8,555.00	427.75	427.75	855.50
8,575.00	428.75	428.75	857.50
8,595.00	429.75	429.75	859.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
8,615.00	430.75	430.75	861.50
8,635.00	431.75	431.75	863.50
8,655.00	432.75	432.75	865.50
8,675.00	433.75	433.75	867.50
8,694.85	434.74	434.74	869.49
8,695.00	434.75	434.75	869.50
8,715.00	435.75	435.75	871.50
8,735.00	436.75	436.75	873.50
8,755.00	437.75	437.75	875.50
8,775.00	438.75	438.75	877.50
8,795.00	439.75	439.75	879.50
8,815.00	440.75	440.75	881.50
8,835.00	441.75	441.75	883.50
8,855.00	442.75	442.75	885.50
8,875.00	443.75	443.75	887.50
8,895.00	444.75	444.75	889.50
8,915.00	445.75	445.75	891.50
8,935.00	446.75	446.75	893.50
8,955.00	447.75	447.75	895.50
8,975.00	448.75	448.75	897.50
8,995.00	449.75	449.75	899.50
9,015.00	450.75	450.75	901.50
9,035.00	451.75	451.75	903.50
9,055.00	452.75	452.75	905.50
9,075.00	453.75	453.75	907.50
9,095.00	454.75	454.75	909.50
9,115.00	455.75	455.75	911.50
9,135.00	456.75	456.75	913.50
9,155.00	457.75	457.75	915.50
9,175.00	458.75	458.75	917.50
9,195.00	459.75	459.75	919.50
9,215.00	460.75	460.75	921.50
9,235.00	461.75	461.75	923.50
9,255.00	462.75	462.75	925.50
9,275.00	463.75	463.75	927.50
9,295.00	464.75	464.75	929.50
9,315.00	465.75	465.75	931.50
9,335.00	466.75	466.75	933.50
9,355.00	467.75	467.75	935.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
9,375.00	468.75	468.75	937.50
9,395.00	469.75	469.75	939.50
9,415.00	470.75	470.75	941.50
9,435.00	471.75	471.75	943.50
9,455.00	472.75	472.75	945.50
9,475.00	473.75	473.75	947.50
9,495.00	474.75	474.75	949.50
9,515.00	475.75	475.75	951.50
9,535.00	476.75	476.75	953.50
9,555.00	477.75	477.75	955.50
9,575.00	478.75	478.75	957.50
9,595.00	479.75	479.75	959.50
9,615.00	480.75	480.75	961.50
9,635.00	481.75	481.75	963.50
9,655.00	482.75	482.75	965.50
9,675.00	483.75	483.75	967.50
9,695.00	484.75	484.75	969.50
9,715.00	485.75	485.75	971.50
9,735.00	486.75	486.75	973.50
9,755.00	487.75	487.75	975.50
9,775.00	488.75	488.75	977.50
9,795.00	489.75	489.75	979.50
9,815.00	490.75	490.75	981.50
9,835.00	491.75	491.75	983.50
9,855.00	492.75	492.75	985.50
9,875.00	493.75	493.75	987.50
9,895.00	494.75	494.75	989.50
9,915.00	495.75	495.75	991.50
9,935.00	496.75	496.75	993.50
9,955.00	497.75	497.75	995.50
9,975.00	498.75	498.75	997.50
9,995.00	499.75	499.75	999.50
10,015.00	500.75	500.75	1,001.50
10,035.00	501.75	501.75	1,003.50
10,055.00	502.75	502.75	1,005.50
10,075.00	503.75	503.75	1,007.50
10,095.00	504.75	504.75	1,009.50
10,115.00	505.75	505.75	1,011.50
10,135.00	506.75	506.75	1,013.50
10,155.00	507.75	507.75	1,015.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
10,175.00	508.75	508.75	1,017.50
10,195.00	509.75	509.75	1,019.50
10,215.00	510.75	510.75	1,021.50
10,235.00	511.75	511.75	1,023.50
10,255.00	512.75	512.75	1,025.50
10,275.00	513.75	513.75	1,027.50
10,295.00	514.75	514.75	1,029.50
10,315.00	515.75	515.75	1,031.50
10,335.00	516.75	516.75	1,033.50
10,355.00	517.75	517.75	1,035.50
10,375.00	518.75	518.75	1,037.50
10,395.00	519.75	519.75	1,039.50
10,415.00	520.75	520.75	1,041.50
10,435.00	521.75	521.75	1,043.50
10,455.00	522.75	522.75	1,045.50
10,475.00	523.75	523.75	1,047.50
10,495.00	524.75	524.75	1,049.50
10,515.00	525.75	525.75	1,051.50
10,535.00	526.75	526.75	1,053.50
10,555.00	527.75	527.75	1,055.50
10,575.00	528.75	528.75	1,057.50
10,595.00	529.75	529.75	1,059.50
10,615.00	530.75	530.75	1,061.50
10,635.00	531.75	531.75	1,063.50
10,655.00	532.75	532.75	1,065.50
10,672.45	533.62	533.62	1,067.24
10,675.00	533.75	533.75	1,067.50
10,695.00	534.75	534.75	1,069.50
10,715.00	535.75	535.75	1,071.50
10,735.00	536.75	536.75	1,073.50
10,755.00	537.75	537.75	1,075.50
10,775.00	538.75	538.75	1,077.50
10,795.00	539.75	539.75	1,079.50
10,815.00	540.75	540.75	1,081.50
10,835.00	541.75	541.75	1,083.50
10,855.00	542.75	542.75	1,085.50
10,875.00	543.75	543.75	1,087.50
10,895.00	544.75	544.75	1,089.50
10,915.00	545.75	545.75	1,091.50
10,935.00	546.75	546.75	1,093.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
10,955.00	547.75	547.75	1,095.50
10,672.45	533.62	533.62	1,067.24
10,975.00	548.75	548.75	1,097.50
10,995.00	549.75	549.75	1,099.50
11,015.00	550.75	550.75	1,101.50
11,035.00	551.75	551.75	1,103.50
11,055.00	552.75	552.75	1,105.50
11,075.00	553.75	553.75	1,107.50
11,095.00	554.75	554.75	1,109.50
11,115.00	555.75	555.75	1,111.50
11,135.00	556.75	556.75	1,113.50
11,155.00	557.75	557.75	1,115.50
11,175.00	558.75	558.75	1,117.50
11,195.00	559.75	559.75	1,119.50
11,215.00	560.75	560.75	1,121.50
11,235.00	561.75	561.75	1,123.50
11,255.00	562.75	562.75	1,125.50
11,275.00	563.75	563.75	1,127.50
11,295.00	564.75	564.75	1,129.50
11,315.00	565.75	565.75	1,131.50
11,335.00	566.75	566.75	1,133.50
11,355.00	567.75	567.75	1,135.50
11,375.00	568.75	568.75	1,137.50
11,395.00	569.75	569.75	1,139.50
11,415.00	570.75	570.75	1,141.50
11,435.00	571.75	571.75	1,143.50
11,455.00	572.75	572.75	1,145.50
11,475.00	573.75	573.75	1,147.50
11,495.00	574.75	574.75	1,149.50
10,672.45	533.62	533.62	1,067.25
11,515.00	575.75	575.75	1,151.50
11,535.00	576.75	576.75	1,153.50
11,555.00	577.75	577.75	1,155.50
11,575.00	578.75	578.75	1,157.50
11,595.00	579.75	579.75	1,159.50
11,615.00	580.75	580.75	1,161.50
11,635.00	581.75	581.75	1,163.50
11,655.00	582.75	582.75	1,165.50
11,675.00	583.75	583.75	1,167.50
11,695.00	584.75	584.75	1,169.50
11,715.00	585.75	585.75	1,171.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
11,735.00	586.75	586.75	1,173.50
11,755.00	587.75	587.75	1,175.50
11,775.00	588.75	588.75	1,177.50
11,795.00	589.75	589.75	1,179.50
11,815.00	590.75	590.75	1,181.50
11,835.00	591.75	591.75	1,183.50
11,855.00	592.75	592.75	1,185.50
11,875.00	593.75	593.75	1,187.50
11,895.00	594.75	594.75	1,189.50
11,915.00	595.75	595.75	1,191.50
11,935.00	596.75	596.75	1,193.50
11,955.00	597.75	597.75	1,195.50
11,975.00	598.75	598.75	1,197.50
11,995.00	599.75	599.75	1,199.50
12,015.00	600.75	600.75	1,201.50
12,035.00	601.75	601.75	1,203.50
12,055.00	602.75	602.75	1,205.50
12,075.00	603.75	603.75	1,207.50
12,095.00	604.75	604.75	1,209.50
12,115.00	605.75	605.75	1,211.50
12,135.00	606.75	606.75	1,213.50
12,155.00	607.75	607.75	1,215.50
12,175.00	608.75	608.75	1,217.50
12,195.00	609.75	609.75	1,219.50
12,215.00	610.75	610.75	1,221.50
12,235.00	611.75	611.75	1,223.50
12,255.00	612.75	612.75	1,225.50
12,275.00	613.75	613.75	1,227.50
12,295.00	614.75	614.75	1,229.50
12,315.00	615.75	615.75	1,231.50
12,335.00	616.75	616.75	1,233.50
12,355.00	617.75	617.75	1,235.50
12,375.00	618.75	618.75	1,237.50
12,395.00	619.75	619.75	1,239.50
12,415.00	620.75	620.75	1,241.50
12,435.00	621.75	621.75	1,243.50
12,455.00	622.75	622.75	1,245.50
12,475.00	623.75	623.75	1,247.50
12,495.00	624.75	624.75	1,249.50
12,515.00	625.75	625.75	1,251.50
12,535.00	626.75	626.75	1,253.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
12,555.00	627.75	627.75	1,255.50
12,575.00	628.75	628.75	1,257.50
12,595.00	629.75	629.75	1,259.50
12,615.00	630.75	630.75	1,261.50
12,635.00	631.75	631.75	1,263.50
12,655.00	632.75	632.75	1,265.50
12,675.00	633.75	633.75	1,267.50
12,695.00	634.75	634.75	1,269.50
12,715.00	635.75	635.75	1,271.50
12,735.00	636.75	636.75	1,273.50
12,755.00	637.75	637.75	1,275.50
12,775.00	638.75	638.75	1,277.50
12,795.00	639.75	639.75	1,279.50
12,815.00	640.75	640.75	1,281.50
12,835.00	641.75	641.75	1,283.50
12,855.00	642.75	642.75	1,285.50
12,875.00	643.75	643.75	1,287.50
12,895.00	644.75	644.75	1,289.50
12,915.00	645.75	645.75	1,291.50
12,935.00	646.75	646.75	1,293.50
12,955.00	647.75	647.75	1,295.50
12,975.00	648.75	648.75	1,297.50
12,995.00	649.75	649.75	1,299.50
13,015.00	650.75	650.75	1,301.50
13,035.00	651.75	651.75	1,303.50
13,055.00	652.75	652.75	1,305.50
13,075.00	653.75	653.75	1,307.50
13,095.00	654.75	654.75	1,309.50
13,115.00	655.75	655.75	1,311.50
13,135.00	656.75	656.75	1,313.50
13,155.00	657.75	657.75	1,315.50
13,175.00	658.75	658.75	1,317.50
13,195.00	659.75	659.75	1,319.50
13,215.00	660.75	660.75	1,321.50
13,235.00	661.75	661.75	1,323.50
13,255.00	662.75	662.75	1,325.50
13,275.00	663.75	663.75	1,327.50
13,295.00	664.75	664.75	1,329.50
13,315.00	665.75	665.75	1,331.50
13,335.00	666.75	666.75	1,333.50
13,355.00	667.75	667.75	1,335.50

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
13,375.00	668.75	668.75	1,337.50
13,392.88	669.64	669.64	1,339.29
13,395.00	669.64	669.64	1,339.29
13,415.00	669.64	669.64	1,339.29
13,435.00	669.64	669.64	1,339.29
13,455.00	669.64	669.64	1,339.29
13,475.00	669.64	669.64	1,339.29
13,495.00	669.64	669.64	1,339.29
13,515.00	669.64	669.64	1,339.29
13,535.00	669.64	669.64	1,339.29
13,555.00	669.64	669.64	1,339.29
13,575.00	669.64	669.64	1,339.29
13,595.00	669.64	669.64	1,339.29
13,615.00	669.64	669.64	1,339.29
13,635.00	669.64	669.64	1,339.29
13,655.00	669.64	669.64	1,339.29
13,675.00	669.64	669.64	1,339.29
13,695.00	669.64	669.64	1,339.29
13,715.00	669.64	669.64	1,339.29
13,735.00	669.64	669.64	1,339.29
13,755.00	669.64	669.64	1,339.29
13,775.00	669.64	669.64	1,339.29
13,795.00	669.64	669.64	1,339.29
13,815.00	669.64	669.64	1,339.29
13,835.00	669.64	669.64	1,339.29
13,855.00	669.64	669.64	1,339.29
13,875.00	669.64	669.64	1,339.29
13,895.00	669.64	669.64	1,339.29
13,915.00	669.64	669.64	1,339.29
13,935.00	669.64	669.64	1,339.29
13,955.00	669.64	669.64	1,339.29
13,975.00	669.64	669.64	1,339.29
13,995.00	669.64	669.64	1,339.29
14,015.00	669.64	669.64	1,339.29
14,035.00	669.64	669.64	1,339.29
14,055.00	669.64	669.64	1,339.29
14,075.00	669.64	669.64	1,339.29
14,095.00	669.64	669.64	1,339.29
14,115.00	669.64	669.64	1,339.29
14,135.00	669.64	669.64	1,339.29
14,155.00	669.64	669.64	1,339.29
14,175.00	669.64	669.64	1,339.29
14,195.00	669.64	669.64	1,339.29

NOTE:

1. This table provides guidance on how to calculate contributions for employees paid monthly at intervals of K20 for purpose of convenience only.
Most 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 shall be calculated respectively as five percent of the employee's total pensionable earnings.
2. Earnings and contribution amounts are NOT to be rounded off to the nearest Kwacha before applying the percentage.

CONTRIBUTION TABLE FOR EMPLOYEES PAID FORTYNIGHTLY

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
	0.05	0.05	0.10
7.50	0.38	0.38	0.75
27.50	1.38	1.38	2.75
47.50	2.38	2.38	.75
67.50	3.38	3.38	6.75
87.50	4.38	4.38	8.75
107.50	5.38	5.38	10.75
127.50	6.38	6.38	12.75
147.50	7.38	7.38	14.75
167.50	8.38	8.38	16.75
187.50	9.38	9.38	18.75
207.50	10.38	10.38	20.75
227.50	11.38	11.38	22.75
247.50	12.38	12.38	24.75
267.50	13.38	13.38	26.75
287.50	14.38	14.38	28.75
307.50	15.38	15.38	30.75
327.50	16.38	16.38	32.75
347.50	17.38	17.38	34.75
367.50	18.38	18.38	36.75
387.50	19.38	19.38	38.75
407.50	20.38	20.38	40.75
427.50	21.38	21.38	42.75
447.50	22.38	22.38	44.75
467.50	23.38	23.38	46.75
487.50	24.38	24.38	48.75
507.50	25.38	25.38	50.75
527.50	26.38	26.38	52.75
547.50	27.38	27.38	54.75
567.50	28.38	28.38	56.75

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
587.50	29.38	29.38	58.75
607.50	30.38	30.38	60.75
627.50	31.38	31.38	62.75
647.50	32.38	32.38	64.75
667.50	33.38	33.38	66.75
687.50	34.38	34.38	68.75
707.50	35.38	35.38	70.75
727.50	36.38	36.38	72.75
747.50	37.38	37.38	74.75
767.50	38.38	38.38	76.75
787.50	39.38	39.38	78.75
807.50	40.38	40.38	80.75
827.50	41.38	41.38	82.75
847.50	42.38	42.38	84.75
867.50	43.38	43.38	86.75
887.50	44.38	44.38	88.75
907.50	45.38	45.38	90.75
927.50	46.38	46.38	92.75
947.50	47.38	47.38	94.75
967.50	48.38	48.38	96.75
987.50	49.38	49.38	98.75
1,007.50	50.38	50.38	100.75
1,027.50	51.38	51.38	102.75
1,047.50	52.38	52.38	104.75
1,067.50	53.38	53.38	106.75
1,087.50	54.38	54.38	108.75
1,107.50	55.38	55.38	110.75
1,127.50	56.38	56.38	112.75
1,147.50	57.38	57.38	114.75
1,167.50	58.38	58.38	116.75
1,187.50	59.38	59.38	118.75
1,207.50	60.38	60.38	120.75
1,227.50	61.38	61.38	122.75
1,247.50	62.38	62.38	124.75
1,267.50	63.38	63.38	126.75
1,287.50	64.38	64.38	128.75
1,307.50	65.38	65.38	130.75
1,327.50	66.38	66.38	132.75
1,347.50	67.38	67.38	134.75
1,367.50	68.38	68.38	136.75

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
1,387.50	69.38	69.38	138.75
1,407.50	70.38	70.38	140.75
1,427.50	71.38	71.38	142.75
1,447.50	72.38	72.38	144.75
1,467.50	73.38	73.38	146.75
1,487.50	74.38	74.38	148.75
1,507.50	75.38	75.38	150.75
1,527.50	76.38	76.38	152.75
1,547.50	77.38	77.38	154.75
1,567.50	78.38	78.38	156.75
1,587.50	79.38	79.38	158.75
1,607.50	80.38	80.38	160.75
1,627.50	81.38	81.38	162.75
1,647.50	82.38	82.38	164.75
1,667.50	83.38	83.38	166.75
1,687.50	84.38	84.38	168.75
1,707.50	85.38	85.38	170.75
1,727.50	86.38	86.38	172.75
1,747.50	87.38	87.38	174.75
1,767.50	88.38	88.38	176.75
1,787.50	89.38	89.38	178.75
1,807.50	90.38	90.38	180.75
1,827.50	91.38	91.38	182.75
1,847.50	92.38	92.38	184.75
1,867.50	93.38	93.38	186.75
1,887.50	94.38	94.38	188.75
1,907.50	95.38	95.38	190.75
1,927.50	96.38	96.38	192.75
1,947.50	97.38	97.38	194.75
1,967.50	98.38	98.38	196.75
1,987.50	99.38	99.38	198.75
2,007.50	100.38	100.38	200.75
2,027.50	101.38	101.38	202.75
2,047.50	102.38	102.38	204.75
2,067.50	103.38	103.38	206.75
2,087.50	104.38	104.38	208.75
2,107.50	105.38	105.38	210.75
2,127.50	106.38	106.38	212.75
2,147.50	107.38	107.38	214.75
2,167.50	108.38	108.38	216.75

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
2,187.50	109.38	109.38	218.75
2,207.50	110.38	110.38	220.75
2,227.50	111.38	111.38	222.75
2,247.50	112.38	112.38	224.75
2,267.50	113.38	113.38	226.75
2,287.50	114.38	114.38	228.75
2,307.50	115.38	115.38	230.75
2,327.50	116.38	116.38	232.75
2,347.50	117.38	117.38	234.75
2,367.50	118.38	118.38	236.75
2,387.50	119.38	119.38	238.75
2,407.50	120.38	120.38	240.75
2,427.50	121.38	121.38	242.75
2,447.50	122.38	122.38	244.75
2,467.50	123.38	123.38	246.75
2,487.50	124.38	124.38	248.75
2,507.50	125.38	125.38	250.75
2,527.50	126.38	126.38	252.75
2,547.50	127.38	127.38	254.75
2,567.50	128.38	128.38	256.75
2,587.50	129.38	129.38	258.75
2,607.50	130.38	130.38	260.75
2,627.50	131.38	131.38	262.75
2,647.50	132.38	132.38	264.75
2,667.50	133.38	133.38	266.75
2,687.50	134.38	134.38	268.75
2,707.50	135.38	135.38	270.75
2,727.50	136.38	136.38	272.75
2,747.50	137.38	137.38	274.75
2,767.50	138.38	138.38	276.75
2,787.50	139.38	139.38	278.75
2,807.50	140.38	140.38	280.75
2,827.50	141.38	141.38	282.75
2,847.50	142.38	142.38	284.75
2,867.50	143.38	143.38	286.75
2,887.50	144.38	144.38	288.75
2,907.50	145.38	145.38	290.75
2,927.50	146.38	146.38	292.75
2,947.50	147.38	147.38	294.75
2,967.50	148.38	148.38	296.75

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
2,987.50	149.38	149.38	298.75
3,007.50	150.38	150.38	300.75
3,027.50	151.38	151.38	302.75
3,047.50	152.38	152.38	304.75
3,048.98	152.45	152.45	304.90
3,067.50	153.38	153.38	306.75
3,087.50	154.38	154.38	308.75
3,107.50	155.38	155.38	310.75
3,127.50	156.38	156.38	312.75
3,147.50	157.38	157.38	314.75
3,167.50	158.38	158.38	316.75
3,187.50	159.38	159.38	318.75
3,207.50	160.38	160.38	320.75
3,227.50	161.38	161.38	322.75
3,247.50	162.38	162.38	324.75
3,267.50	163.38	163.38	326.75
3,287.50	164.38	164.38	328.75
3,307.50	165.38	165.38	330.75
3,327.50	166.38	166.38	332.75
3,347.50	167.38	167.38	334.75
3,367.50	168.38	168.38	336.75
3,387.50	169.38	169.38	338.75
3,407.50	170.38	170.38	340.75
3,427.50	171.38	171.38	342.75
3,447.50	172.38	172.38	344.75
3,467.50	173.38	173.38	346.75
3,487.50	174.38	174.38	348.75
3,507.50	175.38	175.38	350.75
3,527.50	176.38	176.38	352.75
3,547.50	177.38	177.38	354.75
3,567.50	178.38	178.38	356.75
3,587.50	179.38	179.38	358.75
3,607.50	180.38	180.38	360.75
3,627.50	181.38	181.38	362.75
3,647.50	182.38	182.38	364.75
3,667.50	183.38	183.38	366.75
3,687.50	184.38	184.38	368.75
3,707.50	185.38	185.38	370.75
3,727.50	186.38	186.38	372.75
3,747.50	187.38	187.38	374.75

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
3,767.50	188.38	188.38	376.75
3,787.50	189.38	189.38	378.75
3,807.50	190.38	190.38	380.75
3,827.50	191.38	191.38	382.75
3,847.50	192.38	192.38	384.75
3,867.50	193.38	193.38	386.75
3,887.50	194.38	194.38	388.75
3,907.50	195.38	195.38	390.75
3,914.82	195.74	195.74	391.48
3,927.50	196.38	196.38	392.75
3,947.50	197.38	197.38	394.75
3,967.50	198.38	198.38	396.75
3,987.50	199.38	199.38	398.75
4,007.50	200.38	200.38	400.75
4,027.50	201.38	201.38	402.75
4,047.50	202.38	202.38	404.75
4,067.50	203.38	203.38	406.75
4,087.50	204.38	204.38	408.75
4,107.50	205.38	205.38	410.75
4,127.50	206.38	206.38	412.75
4,147.50	207.38	207.38	414.75
4,167.50	208.38	208.38	416.75
4,187.50	209.38	209.38	418.75
4,207.50	210.38	210.38	420.75
4,227.50	211.38	211.38	422.75
4,247.50	212.38	212.38	424.75
4,267.50	213.38	213.38	426.75
4,287.50	214.38	214.38	428.75
4,307.50	215.38	215.38	430.75
4,327.50	216.38	216.38	432.75
4,347.50	217.38	217.38	434.75
4,367.50	218.38	218.38	436.75
4,387.50	219.38	219.38	438.75
4,397.50	219.88	219.88	439.75
4,407.50	220.38	220.38	440.75
4,427.50	221.38	221.38	442.75
4,447.50	222.38	222.38	444.75
4,467.50	223.38	223.38	446.75
4,487.50	224.38	224.38	448.75
4,507.50	225.38	225.38	450.75

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
4,527.50	226.38	226.38	452.75
4,547.50	227.38	227.38	454.75
4,567.50	228.38	228.38	456.75
4,587.50	229.38	229.38	458.75
4,607.50	230.38	230.38	460.75
4,627.50	231.38	231.38	462.75
4,647.50	232.38	232.38	464.75
4,667.50	233.38	233.38	466.75
4,687.50	234.38	234.38	468.75
4,707.50	235.38	235.38	470.75
4,727.50	236.38	236.38	472.75
4,747.50	237.38	237.38	474.75
4,767.50	238.38	238.38	476.75
4,787.50	239.38	239.38	478.75
4,807.50	240.38	240.38	480.75
4,827.50	241.38	241.38	482.75
4,847.50	242.38	242.38	484.75
4,867.50	243.38	243.38	486.75
4,887.50	244.38	244.38	488.75
4,907.50	245.38	245.38	490.75
4,927.50	246.38	246.38	492.75
4,947.50	247.38	247.38	494.75
4,967.50	248.38	248.38	496.75
4,987.50	249.38	249.38	498.75
5,007.50	250.38	250.38	500.75
5,027.50	251.38	251.38	502.75
5,047.50	252.38	252.38	504.75
5,067.50	253.38	253.38	506.75
5,087.50	254.38	254.38	508.75
5,107.50	255.38	255.38	510.75
5,127.50	256.38	256.38	512.75
5,147.50	257.38	257.38	514.75
5,167.50	258.38	258.38	516.75
5,187.50	259.38	259.38	518.75
5,207.50	260.38	260.38	520.75
5,227.50	261.38	261.38	522.75
5,247.50	262.38	262.38	524.75
5,267.50	263.38	263.38	526.75
5,287.50	264.38	264.38	528.75
5,307.50	265.38	265.38	530.75
5,327.50	266.38	266.38	532.75

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
5,347.50	267.38	267.38	534.75
5,367.50	268.38	268.38	536.75
5,387.50	269.38	269.38	538.75
5,407.50	270.38	270.38	540.75
5,427.50	271.38	271.38	542.75
5,447.50	272.38	272.38	544.75
5,467.50	273.38	273.38	546.75
5,487.50	274.38	274.38	548.75
5,507.50	275.38	275.38	550.75
5,527.50	276.38	276.38	552.75
5,547.50	277.38	277.38	554.75
5,567.50	278.38	278.38	556.75
5,587.50	279.38	279.38	558.75
5,607.50	280.38	280.38	560.75
5,627.50	281.38	281.38	562.75
5,647.50	282.38	282.38	564.75
5,667.50	283.38	283.38	566.75
5,687.50	284.38	284.38	568.75
5,707.50	285.38	285.38	570.75
5,727.50	286.38	286.38	572.75
5,747.50	287.38	287.38	574.75
5,767.50	288.38	288.38	576.75
5,787.50	289.38	289.38	578.75
5,807.50	290.38	290.38	580.75
5,827.50	291.38	291.38	582.75
5,847.50	292.38	292.38	584.75
5,867.50	293.38	293.38	586.75
5,887.50	294.38	294.38	588.75
5,907.50	295.38	295.38	590.75
5,927.50	296.38	296.38	592.75
5,947.50	297.38	297.38	594.75
5,967.50	298.38	298.38	596.75
5,987.50	299.38	299.38	598.75
6,007.50	300.38	300.38	600.75
6,027.50	301.38	301.38	602.75
6,047.50	302.38	302.38	604.75
6,067.50	303.38	303.38	606.75
6,087.50	304.38	304.38	608.75
6,107.50	305.38	305.38	610.75
6,127.50	306.38	306.38	612.75
6,147.50	307.38	307.38	614.75

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
6,167.50	308.38	308.38	616.75
6,187.50	309.38	309.38	618.75
6,207.50	310.38	310.38	620.75
6,227.50	311.38	311.38	622.75
6,247.50	312.38	312.38	624.75
6,267.50	313.38	313.38	626.75
6,287.50	314.38	314.38	628.75
6,307.50	315.38	315.38	630.75
6,327.50	316.38	316.38	632.75
6,347.50	317.38	317.38	634.75
6,367.50	318.38	318.38	636.75
6,387.50	319.38	319.38	638.75
6,407.50	320.38	320.38	640.75
6,427.50	321.38	321.38	642.75
6,447.50	322.38	322.38	644.75
6,467.50	323.38	323.38	646.75
6,487.50	324.38	324.38	648.75
6,507.50	325.38	325.38	650.75
6,527.50	326.38	326.38	652.75
6,547.50	327.38	327.38	654.75
6,567.50	328.38	328.38	656.75
6,587.50	329.38	329.38	658.75
6,607.50	330.38	330.38	660.75
6,627.50	331.38	331.38	662.75
6,647.50	332.38	332.38	664.75
6,667.50	333.38	333.38	666.75
6,687.50	334.38	334.38	668.75
6,696.44	334.82	334.82	669.64
6,707.50	334.82	334.82	669.64
6,727.50	334.82	334.82	669.64
6,747.50	334.82	334.82	669.64
6,767.50	334.82	334.82	669.64
6,787.50	334.82	334.82	669.64
6,807.50	334.82	334.82	669.64
6,827.50	334.82	334.82	669.64
6,847.50	334.82	334.82	669.64
6,867.50	334.82	334.82	669.64
6,887.50	334.82	334.82	669.64
6,907.50	334.82	334.82	669.64
6,927.50	334.82	334.82	669.64
6,947.50	334.82	334.82	669.64

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
6,967.50	334.82	334.82	669.64
6,987.50	334.82	334.82	669.64
7,007.50	334.82	334.82	669.64
7,027.50	334.82	334.82	669.64
7,047.50	334.82	334.82	669.64
7,067.50	334.82	334.82	669.64
7,087.50	334.82	334.82	669.64
7,107.50	334.82	334.82	669.64
7,127.50	334.82	334.82	669.64
7,147.50	334.82	334.82	669.64
7,167.50	334.82	334.82	669.64
7,187.50	334.82	334.82	669.64
7,207.50	334.82	334.82	669.64
7,227.50	334.82	334.82	669.64
7,247.50	334.82	334.82	669.64
7,267.50	334.82	334.82	669.64
7,287.50	334.82	334.82	669.64
7,307.50	334.82	334.82	669.64
7,327.50	334.82	334.82	669.64
7,347.50	334.82	334.82	669.64
7,367.50	334.82	334.82	669.64
7,387.50	334.82	334.82	669.64
7,407.50	334.82	334.82	669.64
7,427.50	334.82	334.82	669.64
7,447.50	334.82	334.82	669.64
7,467.50	334.82	334.82	669.64
7,487.50	334.82	334.82	669.64
7,507.50	334.82	334.82	669.64
7,527.50	334.82	334.82	669.64
7,547.50	334.82	334.82	669.64

NOTE:

1. This table provides guidance on how to calculate contributions for employees paid WEEKLY at intervals of K20 for purpose of convenience only.

Most 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 shall be calculated respectively as five percent of the employee's total pensionable earnings.

2. Earnings and contribution amounts are 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</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
	0.05	0.05	0.10
3.75	0.19	0.19	0.38
23.75	1.19	1.19	2.38
43.75	2.19	2.19	4.38
63.75	3.19	3.19	6.38
83.75	4.19	4.19	8.38
103.75	5.19	5.19	10.38
123.75	6.19	6.19	12.38
143.75	7.19	7.19	14.38
163.75	8.19	8.19	16.38
183.75	9.19	9.19	18.38
203.75	10.19	10.19	20.38
223.75	11.19	11.19	22.38
243.75	12.19	12.19	24.38
263.75	13.19	13.19	26.38
283.75	14.19	14.19	28.38
303.75	15.19	15.19	30.38
323.75	16.19	16.19	32.38
343.75	17.19	17.19	34.38
363.75	18.19	18.19	36.38
383.75	19.19	19.19	38.38
403.75	20.19	20.19	40.38
423.75	21.19	21.19	42.38
443.75	22.19	22.19	44.38
463.75	23.19	23.19	46.38
483.75	24.19	24.19	48.38
503.75	25.19	25.19	50.38
523.75	26.19	26.19	52.38
543.75	27.19	27.19	54.38
563.75	28.19	28.19	56.38
583.75	29.19	29.19	58.38
603.75	30.19	30.19	60.38
623.75	31.19	31.19	62.38
643.75	32.19	32.19	64.38
663.75	33.19	33.19	66.38
683.75	34.19	34.19	68.38
703.75	35.19	35.19	70.38
723.75	36.19	36.19	72.38
743.75	37.19	37.19	74.38
763.75	38.19	38.19	76.38
783.75	39.19	39.19	78.38

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
803.75	40.19	40.19	80.38
823.75	41.19	41.19	82.38
843.75	42.19	42.19	84.38
863.75	43.19	43.19	86.38
883.75	44.19	44.19	88.38
903.75	45.19	45.19	90.38
923.75	46.19	46.19	92.38
943.75	47.19	47.19	94.38
963.75	48.19	48.19	96.38
983.75	49.19	49.19	98.38
1,003.75	50.19	50.19	100.38
1,023.75	51.19	51.19	102.38
1,043.75	52.19	52.19	104.38
1,063.75	53.19	53.19	106.38
1,083.75	54.19	54.19	108.38
1,103.75	55.19	55.19	110.38
1,123.75	56.19	56.19	112.38
1,143.75	57.19	57.19	114.38
1,163.75	58.19	58.19	116.38
1,183.75	59.19	59.19	118.38
1,203.75	60.19	60.19	120.38
1,223.75	61.19	61.19	122.38
1,243.75	62.19	62.19	124.38
1,263.75	63.19	63.19	126.38
1,283.75	64.19	64.19	128.38
1,303.75	65.19	65.19	130.38
1,323.75	66.19	66.19	132.38
1,343.75	67.19	67.19	134.38
1,363.75	68.19	68.19	136.38
1,383.75	69.19	69.19	138.38
1,403.75	70.19	70.19	140.38
1,423.75	71.19	71.19	142.38
1,443.75	72.19	72.19	144.38
1,463.75	73.19	73.19	146.38
1,483.75	74.19	74.19	148.38
1,503.75	75.19	75.19	150.38
1,523.75	76.19	76.19	152.38
1,524.49	76.22	76.22	152.45
1,543.75	77.19	77.19	154.38
1,563.75	78.19	78.19	156.38
1,583.75	79.19	79.19	158.38
1,603.75	80.19	80.19	160.38

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
1,623.75	81.19	81.19	162.38
1,643.75	82.19	82.19	164.38
1,663.75	83.19	83.19	166.38
1,683.75	84.19	84.19	168.38
1,703.75	85.19	85.19	170.38
1,723.75	86.19	86.19	172.38
1,743.75	87.19	87.19	174.38
1,763.75	88.19	88.19	176.38
1,783.75	89.19	89.19	178.38
1,803.75	90.19	90.19	180.38
1,823.75	91.19	91.19	182.38
1,843.75	92.19	92.19	184.38
1,863.75	93.19	93.19	186.38
1,883.75	94.19	94.19	188.38
1,903.75	95.19	95.19	190.38
1,923.75	96.19	96.19	192.38
1,943.75	97.19	97.19	194.38
1,957.41	97.87	97.87	195.74
1,963.75	98.19	98.19	196.38
1,983.75	99.19	99.19	198.38
2,003.75	100.19	100.19	200.38
2,023.75	101.19	101.19	202.38
2,043.75	102.19	102.19	204.38
2,063.75	103.19	103.19	206.38
2,083.75	104.19	104.19	208.38
2,103.75	105.19	105.19	210.38
2,123.75	106.19	106.19	212.38
2,143.75	107.19	107.19	214.38
2,163.75	108.19	108.19	216.38
2,183.75	109.19	109.19	218.38
2,198.75	109.94	109.94	219.88
2,203.75	110.19	110.19	220.38
2,223.75	111.19	111.19	222.38
2,243.75	112.19	112.19	224.38
2,263.75	113.19	113.19	226.38
2,283.75	114.19	114.19	228.38
2,303.75	115.19	115.19	230.38
2,323.75	116.19	116.19	232.38
2,343.75	117.19	117.19	234.38
2,363.75	118.19	118.19	236.38
2,383.75	119.19	119.19	238.38
2,403.75	120.19	120.19	240.38
2,423.75	121.19	121.19	242.38
2,443.75	122.19	122.19	244.38
2,463.75	123.19	123.19	246.38

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
2,483.75	124.19	124.19	248.38
2,503.75	125.19	125.19	250.38
2,523.75	126.19	126.19	252.38
2,543.75	127.19	127.19	254.38
2,563.75	128.19	128.19	256.38
2,583.75	129.19	129.19	258.38
2,603.75	130.19	130.19	260.38
2,623.75	131.19	131.19	262.38
2,643.75	132.19	132.19	264.38
2,663.75	133.19	133.19	266.38
2,683.75	134.19	134.19	268.38
2,703.75	135.19	135.19	270.38
2,723.75	136.19	136.19	272.38
2,743.75	137.19	137.19	274.38
2,763.75	138.19	138.19	276.38
2,783.75	139.19	139.19	278.38
2,803.75	140.19	140.19	280.38
2,823.75	141.19	141.19	282.38
2,843.75	142.19	142.19	284.38
2,863.75	143.19	143.19	286.38
2,883.75	144.19	144.19	288.38
2,903.75	145.19	145.19	290.38
2,923.75	146.19	146.19	292.38
2,934.92	146.75	146.75	293.49
2,943.75	147.19	147.19	294.38
2,963.75	148.19	148.19	296.38
2,983.75	149.19	149.19	298.38
3,003.75	150.19	150.19	300.38
3,023.75	151.19	151.19	302.38
3,043.75	152.19	152.19	304.38
3,063.75	153.19	153.19	306.38
3,083.75	154.19	154.19	308.38
3,103.75	155.19	155.19	310.38
3,123.75	156.19	156.19	312.38
3,143.75	157.19	157.19	314.38
3,163.75	158.19	158.19	316.38
3,183.75	159.19	159.19	318.38
3,203.75	160.19	160.19	320.38
3,223.75	161.19	161.19	322.38
3,243.75	162.19	162.19	324.38
3,263.75	163.19	163.19	326.38
3,283.75	164.19	164.19	328.38
3,303.75	165.19	165.19	330.38
3,323.75	166.19	166.19	332.38

<i>Employee's total pensionable earnings</i>	<i>Employee's share of contribution</i>	<i>Employers share of contribution</i>	<i>Total contribution</i>
3,343.75	167.19	167.19	334.38
3,348.22	167.41	167.41	334.82
3,363.75	167.41	167.41	334.82
3,383.75	167.41	167.41	334.82
3,403.75	167.41	167.41	334.82
3,423.75	167.41	167.41	334.82
3,443.75	167.41	167.41	334.82
3,463.75	167.41	167.41	334.82
3,483.75	167.41	167.41	334.82
3,503.75	167.41	167.41	334.82
3,523.75	167.41	167.41	334.82
3,543.75	167.41	167.41	334.82
3,563.75	167.41	167.41	334.82
3,583.75	167.41	167.41	334.82
3,603.75	167.41	167.41	334.82
3,623.75	167.41	167.41	334.82
3,643.75	167.41	167.41	334.82
3,663.75	167.41	167.41	334.82
3,683.75	167.41	167.41	334.82
3,703.75	167.41	167.41	334.82
3,723.75	167.41	167.41	334.82
3,743.75	167.41	167.41	334.82
3,763.75	167.41	167.41	334.82
3,783.75	167.41	167.41	334.82
3,803.75	167.41	167.41	334.82
3,823.75	167.41	167.41	334.82
3,843.75	167.41	167.41	334.82
3,863.75	167.41	167.41	334.82
3,883.75	167.41	167.41	334.82

NOTE:

1. This table provides guidance on how to calculate contributions for employees paid WEEKLY at intervals of K20 for purpose of convenience only.

Most 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 shall be calculated respectively as five percent of the employee's total pensionable earnings.

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

LUSAKA
1st January, 2013
[DSS/10/7/3]

F. SHAMENDA,
*Minister of Labour,
and Social Security*

