

## GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT NO. 46 OF 2012

**The Minimum Wages and Conditions of Employment Act**  
(Laws, Volume 15, Cap. 276)

**The Minimum Wages and Conditions of Employment**  
**(General) (Amendment) Order, 2012**

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

1. This Order may be cited as the Minimum Wages and Conditions of Employment (General) (Amendment) Order, 2012, and shall be read as one with the Minimum Wages and Conditions of Employment (General) Order, 2011, in this Order referred to as the principal Order.

Title

SI No. 2 of 2011

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

Amendment of paragraph 2

(d) in any occupation where —

- (i) wages and conditions of employment are regulated through the process of collective bargaining conducted under the Industrial and Labour Relations Act; or
- (ii) employee-employer relationships are governed by specific employment contracts attested by a proper officer;

and such conditions shall not be less favourable than the provisions of this Order;

3. The Schedule to the principal Order is amended by the deletion of paragraph 1 and the substitution therefor of the following:

Amendment of Schedule

- Wages 1. The minimum wages shall be as follows:
- (a) category 1 — three thousand six hundred and forty-six kwacha (K3,646.00) per hour or seven hundred thousand kwacha (K700,000.00) per month, for a person engaged as —
    - (i) a general worker, not elsewhere specified;
    - (ii) a cleaner;
    - (iii) a handy person; or
    - (iv) an office orderly;
  - (b) category II — three thousand, six hundred and forty-six kwacha (K3,646.00) per hour or seven hundred thousand kwacha (K700,000.00) per month, for a person engaged as a watch person or a guard;
  - (c) category III — five thousand, two hundred and twenty kwacha (K5,220.00) or one million two thousand three hundred and eighty-six kwacha (K1,002,386.00) per month, for a person engaged as a driver;
  - (d) category IV — five thousand, six hundred and fifty-six kwacha (K5,656.00) per hour or one million eighty-five thousand nine hundred and nineteen kwacha (K1,085,919.00) per month, for a person engaged as—
    - (i) a typist; or
    - (ii) a receptionist or telephonist; and
  - (e) category V— seven thousand, five hundred and twenty-seven kwacha (K7,527.00) per hour or one million four hundred and forty-five thousand, one hundred and seven kwacha (K1,445,107.00) per month, for a person engaged as a qualified clerk.

LUSAKA  
4th July, 2012  
[MLSS/64/9/9]

F. SHAMENDA,  
*Minister of Information,  
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