

GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT No.13 OF 2022

The Employment Code Act
(Act No. 3 of 2019)**The Minimum Wages and Conditions of Employment
(Truck and Bus Drivers) (Amendment) Order, 2022**

IN EXERCISE of the powers contained in section 106 of the Employment Code Act, 2019, the following Order is made:

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| <p>1. This Order may be cited as the Minimum Wages and Conditions of Employment (Truck and Bus Drivers) (Amendment) Order, 2022, and shall be read as one with the Minimum Wages and Conditions of Employment (Truck and Bus Drivers) Order, 2020, in this Order referred to as the principal Order.</p> | <p>Title</p> <p>SI. No. 106 of 2020</p> |
| <p>2. The principal Order is amended by the revocation of paragraph 11 and the substitution therefor of the following:</p> <p>11. (1) An employer shall pay a driver who spends a night away from home to attend to any business of the employer, a subsistence allowance of not less than three hundred and ninety kwacha per night where—</p> <p>(a) the employer does not provide, or pay for accommodation for the driver while on duty; or</p> <p>(b) in the case of a truck driver, the truck does not have a sleeping cabin.</p> <p>(2) Despite sub-paragraph (1), an employer shall, where a truck has a sleeping cabin, pay a truck driver who spends a night away from home to attend to any business of the employer, a subsistence allowance of one hundred kwacha per night.</p> | <p>Revocation and replacement of paragraph 11</p> <p>Subsistence allowance for local trip</p> |
| <p>3. The principal Order is amended by the revocation of paragraph 14 and the substitution therefor of the following:</p> <p>14. An employer shall pay a driver of dangerous goods or abnormal load a risk allowance of eighty ngwee per kilometre for a local trip and eight cents per kilometre for an international trip.</p> | <p>Revocation and replacement of paragraph 14</p> <p>Risk allowance</p> |

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P.O.Box 30136, 10101 Lusaka Price K4.00 each*

Revocation
and
replacement
of paragraph
15

4. The principal Order is amended by the revocation of paragraph 15 and the substitution therefor of the following:

Cross border
subsistence
allowance

15. (1) An employer shall pay a driver who undertakes an international trip, a cross border subsistence allowance of not less than twenty-five United States dollars per night where—

- (a) the employer does not provide, or pay for accommodation for the driver while on duty;
- (b) in the case of a truck driver, the truck does not have a sleeping cabin.

(2) Despite sub-paragraph (1), an employer shall, where a truck has a sleeping cabin, pay a truck driver who undertakes an international trip a subsistence allowance of fifteen United States dollars per night.

LUSAKA

[DL.72//1/12]

T. TAMBATAMBA,
*Minister of Labour and
Social Security*