

National Social Security Authority (Pensions and Other Benefits Scheme) (Rates of Benefits) (Amendment) Notice, 2022 (No. 28)

THE Minister of Public Service, Labour and Social Welfare, in terms of section 3 of the National Social Security Authority Act [*Chapter 17:04*], hereby makes the following notice:—

1. This notice may be cited as the National Social Security Authority (Pensions and Other Benefits Scheme) (Rates of Benefits) (Amendment) Notice, 2022 (No. 28).

2. This notice shall come into effect from the date of publication.

3. Section 4 of the National Social Security Authority (Pensions and Other Benefits Scheme) (Rates of Benefits) Notice, 1993, published in Statutory Instrument 393 of 1993 (hereinafter referred to as the “principal notice”), is amended by the repeal of subsection (2)(a) and the substitution of the following—

- “(a) any employer who fails to comply with this subsection (2) shall be guilty of any offence and liable—
- (i) to a level 3 penalty per each day the employer remains in default up to a maximum of ninety days;
 - (ii) where an employer remains in default for a period exceeding ninety days referred to in paragraph (a), shall be liable to a fine not exceeding level 5 or to imprisonment for a period not exceeding six months or to both such fine and such imprisonment;”.

4. Section 7 of the principal notice is amended by the repeal of subsection (1a) and the substitution of the following—

- “(1a) Any employer who fails to comply with subsection (1) shall be guilty of any offence and liable—
- (a) to a level 3 penalty per each day the employer remains in default up to a maximum of ninety days;
 - (b) where an employer remained in default for a period exceeding ninety days referred to in paragraph (a),

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shall be liable to a fine not exceeding level 5 or to imprisonment for a period not exceeding six months or to both such fine and such imprisonment.

5. Section 10F of the principal notice is repealed and substituted by the following—

“Rate of retirement pension

10F. The rate of a retirement pension for the purposes of section 27 (1) shall be—

- (a) one and one-third percent ($1\frac{1}{3}\%$) of an amount derived by multiplying an employee’s average salary of the last 12 months insurable earnings preceding the date of his or her date of retirement by the contributory period up to a maximum of 30 years; and
- (b) where the period of contributions exceeds 30 years, an additional 1% of an amount derived by multiplying an employee’s average salary of the last 12 months insurable earnings preceding the date of his or her date of retirement by the number of years in excess of 30 shall also be payable:

Provided that the minimum retirement pension shall be ZWL\$6,900.00, with a 15% increase across the board with effect from 1st January, 2022.”.

6. Section 10G (“Rate of retirement grant”) of the principal notice is amended in subsection (2) by the deletion of “US\$150,00” and substitution of “ZWL\$700,00” with effect from 1st July, 2021.

7. Section 10H (“Rate of funeral grant”) of the principal notice is amended by the deletion of “ZWL\$5 000,00” and substitution of “ZWL\$15 000,00” with effect from 1st July, 2021.

8. Section 11 of the principal notice is amended—

- (a) by the repeal of subsection (3) and substitution of the following—

“(3) With effect from the 1st of January, 2022, the maximum amount of monthly earnings in respect of which contributions are payable should be calculated based on the previous 3-month average

Total Consumption Poverty Line for a family of 5, multiplied by a factor of 3,5 and may be reviewed quarterly:

Provided that—

- (i) where the Total Consumption Poverty Line figures are not available or published, the last published figures shall remain applicable;
- (ii) where there is a downward movement in Total Consumption Poverty Line, the last published figure before the downward movement shall be used as the ceiling.

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