GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT NO. 3 OF 2025

The Employment Code Act, 2019
(Act No. 3 of 2019)

The Minimum Wages and Conditions of Employment (Truck and Bus Drivers) (Amendment) Order, 2024

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

Title and commencement S.I. No. 106 of 2020

1. (1) This Order may be cited as the Minimum Wages and Conditions of Employment (Truck and Bus Drivers) (Amendment) Order, 2024, 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.

(2) This Order shall come into operation on the expiration of three months after the date of publication of the Order in the *Gazette*.

Amendment of paragraph 2

2. Paragraph 2 of the principal Order is amended by the deletion of the definition of "dangerous goods" and the substitution therefor of the following:

"dangerous goods" means a substance or an article that poses a risk to people, property or the environment due to the chemical or physical properties of that substance or article and includes explosives, flammable gases, flammable liquids, oxidising substances, toxic substances and radioactive substances.

Copies of this Statutory Instrument can be obtained from the Government Printer, P.O. Box 30136, 10101, Lusaka, Price K4.00 each

Revocation and replacement of paragraph 4

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

Basic pay

4. The minimum monthly basic pay to be paid to a driver of a —

(a) truck is four thousand kwacha; and

(b) bus is three thousand kwacha.

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 crosses the border in the performance of that driver's duties, a cross border subsistence allowance of not less than thirty United States dollars per night where —

(a) the employer does not provide, or pay for accommodation for the driver while on duty; and

(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 crosses the border in the performance of that driver's duties a cross border subsistence allowance of not less than twenty United States dollars per night.

LUSAKA
31st December, 2024
[MLSS.64/9/14]

B. TAMBATAMBA,
Minister of Labour and Social Security