

**THE EMPLOYMENT (AMENDMENT) BILL, 2017**

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MEMORANDUM

The object of this Bill is to amend the Employment Act so as to—

- (a) provide for the payment of fees for various services; and
- (b) matters connected with, or incidental to, the foregoing.

A. MWANSA,  
*Solitor General*

**N.A.B. 21, 2017**  
5th December, 2017

# A BILL

ENTITLED

## An Act to amend the Employment Act.

ENACTED by the Parliament of Zambia.

Enactment

1. (1) This Act may be cited as the Employment (Amendment) Act, 2017, and shall be read as one with the Employment Act, in this Act referred to as the principal Act.

Short Title and Commencement  
Cap. 268

5 (2) This Act shall come into operation on 1<sup>st</sup> January, 2018.

2. (1) Section 11 of the principal Act is amended by the—

Amendment of section 11

(a) insertion of the following subsection immediately after subsection (1):

10 (2) The Labour Commissioner may impose a fee for late submission of a return; and

(b) re-numbering of subsection (2) as subsection (3).

3. The principal Act is amended by the insertion of the following new section immediately after section 11:

Insertion of section 11A

15 11A. (1) Subject to this Act, where a prescribed fee is payable in respect of the performance of any act by the Labour Commissioner or any other authorised person, the act shall not be performed until the fee is paid in full.

Prescribed fees

20 (2) The Minister may by Statutory Instrument prescribe a fee to be paid in respect of the performance of a power or duty, or a contravention of sections 11 (2) and 25 (3).

4. Section 25 of the principal Act is amended by the insertion of the following subsection immediately after subsection (2):

Amendment of section 25

(3) The Labour Commissioner may impose a fee for failure to provide a report under subsection (1).

Amendment of  
section 32

**5.** Section 32 (2) of the principal Act is amended by the insertion of the words “ on payment of the prescribed fee ” immediately after the word “ triplicate ”.

Amendment of  
section 56

**6.** Section 56 (2) of the principal Act is amended by the insertion of the words “ on payment of the prescribed fees ” 5 immediately after the word “ prescribed ”.

Amendment of  
section 64

**7.** Section 64 (1) of the principal Act is amended by the insertion of the words “ on payment of the prescribed fees ” immediately after the words “ Labour Officer ”.

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