



REPORT

OF THE

COMMITTEE ON CABINET AFFAIRS

ON THE

EMOLUMENTS COMMISSION BILL, N.A.B. NO. 1 OF 2022

FOR THE

FIRST SESSION OF THE THIRTEENTH NATIONAL ASSEMBLY

Published by the National Assembly of Zambia

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REPORT OF THE COMMITTEE ON CABINET AFFAIRS ON THE EMOLUMENTS COMMISSION BILL, N.A.B No 1 OF 2022, FOR THE FIRST SESSION OF THE THIRTEENTH NATIONAL ASSEMBLY

The Committee consisted of:

Ms E Munashabantu, MP (Chairperson); Mr C Shakafuswa, MP (Vice-Chairperson); Mr O M Amutike, MP; Mr D Mulunda MP; Mr A Lubusha, MP; Mr K Mandandi, MP; Dr C K Kalila, MP; Rev G Katuta, MP; Amb. J Malanji, MP and Mr C M Mpundu, MP.

The Honourable Madam Speaker
National Assembly
Parliament Buildings
P O Box 31299
LUSAKA

Madam

The Committee has the honour to present its Report on the Emoluments Commission Bill, N.A.B No. 1 of 2022, referred to it by the House on Tuesday, 22nd February, 2022.

2. FUNCTIONS OF THE COMMITTEE

In addition to any other duties conferred upon it by the Honourable Madam Speaker, or any other Order of the House, the Committee is mandated to examine Bills referred to it by the House.

3. MEETINGS OF THE COMMITTEE

The Committee held ten meetings to consider the Emoluments Bill, N.A.B No. 1 of 2022.

4. PROCEDURE ADOPTED BY THE COMMITTEE

In order to acquaint itself with the ramifications of the Bill, the Committee sought both written and oral submissions from different stakeholders, the list of which is at Appendix II of the Report.

5. BACKGROUND

The structures and conditions of service in the public service had been and were still characterised by deep rooted inequalities, anomalies and inconsistencies to the extent that in 2010, the Government established a Public Service Salaries Review Commission. Among the recommendations of the Commission was the establishment of the Emoluments Commission to harmonise and rationalise salaries and conditions of service in the public service. This was aimed at enhancing the capacity of the public service to attract, retain and motivate officers and staff with requisite qualifications, skills and experience in order to improve service delivery. Consequently, in

2016, the Government provided in the *Constitution of Zambia (Amendment) Act, No. 2 of 2016*, a provision to establish the Emoluments Commission to determine on the recommendation of the relevant authority or commission, the emoluments of public officers, chiefs and members of the House of Chiefs.

The Emoluments Bill therefore, was the result of the above and sought, *inter alia*, to provide for a harmonised framework to govern the determination and management of emoluments of chiefs and officers in state organs and state institutions.

Hitherto, there was no law that provided for a legal framework to operationalise the Emoluments Commission established under the Constitution. It was, therefore, necessary to introduce this law so as to operationalise the Emoluments Commission established under the Constitution.

6. OBJECTS OF THE BILL

The objects of this Bill were to:

- a) provide for the membership, functions, operations and financial management of the Emoluments Commission;
- b) provide for a harmonised framework to govern the determination and management of emoluments for chiefs and officers in a State organ and State institution;
- c) enhance the capacity of a State organ and State institution to attract, retain and motivate officers and staff with requisite qualifications, skills and experience in order to improve service delivery; and
- d) provide for matters connected with, or incidental to, the foregoing.

7. SALIENT PROVISIONS OF THE BILL

The salient provisions of the Emoluments Bill, N.A.B No. 1 of 2022, were as set out hereunder.

PART I

Clause 1- Short title

The clause was meant to provide for the citation of the Bill.

Clause 2-Interpretation

The clause provided for definitions of key words used in the Bill to make the law easier to understand by the citizens and those tasked to implement the law.

