



REPUBLIC OF ZAMBIA

REPORT

OF THE

COMMITTEE ON NATIONAL ECONOMY, TRADE AND LABOUR MATTERS

ON THE

PUBLIC SERVICE PENSIONS (AMENDMENT) BILL, N.A.B. NO. 9 OF 2026

FOR THE

FIFTH SESSION OF THE THIRTEENTH NATIONAL ASSEMBLY

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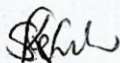
FOREWORD

Honourable Madam Speaker, the Committee on National Economy, Trade and Labour Matters has the honour to present its Report on the Public Service Pensions (Amendment) Bill, N.A.B. No. 9 of 2026, for the Fifth Session of the Thirteenth National Assembly. The functions of the Committee are set out under Standing Orders 206 (j) and 207 of the National Assembly of Zambia Standing Orders, 2024.

The Committee held nine sittings to consider the Bill. In order to gain insight into the ramifications of the Bill, the Committee sought both written and oral submissions from various stakeholders. The list of the stakeholders is at Appendix II of the Report.

The Report is in three Parts. Part I contains the salient provisions of the Bill. Part II highlights concerns raised by stakeholders, while Part III contains the Committee's observations and recommendations.

The Committee wishes to pay tribute to all stakeholders who appeared before it and tendered both oral and written submissions. It further wishes to thank you, Madam Speaker, for affording it an opportunity to consider the Public Service Pensions (Amendment) Bill, N.A.B. No. 9 of 2026. The Committee also appreciates the services rendered by the Office of the Clerk of the National Assembly during its deliberations.



Ms Sibeso K Sefulo, MP
CHAIRPERSON

April, 2026
LUSAKA

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1.0 MEMBERSHIP OF THE COMMITTEE

The Committee consisted of Ms Sibeso K Sefulo, MP (Chairperson); Mr Joel Chibuye, MP (Vice-Chairperson); Mr Gary Nkombo, MP; Mr Kabwe T Chewe, MP; Mr Davison Mung'andu, MP; Mr Derricky Chilundika, MP; Dr Simon Mwale, MP; Mr Simon Banda, MP; Mr Walusa Mulaliki, MP; and Mr Wesley Kolala, MP.

2.0 BACKGROUND

The Public Service Pensions (Amendment) Bill, N.A.B. No. 9 of 2026, seeks to amend the *Public Service Pensions Act, Chapter 260 of the Laws of Zambia*, so as to revise the composition of the Public Service Pensions Fund Board.

3.0 OBJECT OF THE BILL

The object of this Bill is to:

- a) revise the composition of the Public Service Pensions Fund Board; and
- b) provide for matters connected with, or incidental to, the foregoing.

PART I

4.0 PROVISIONS OF THE BILL

The provisions of the Bill are as set out hereunder.

Clause 1: Short Title and Commencement

This clause provides for the short title and commencement of the Act, once enacted.

Clause 2: Amendment of Section 2

This clause seeks to amend section 2 of the principal Act by the insertion of the following new definitions in the appropriate place in alphabetical order: “legally disqualified” means the absence of legal capacity as provided under section 4 of the *Mental Health Act, No.6 of 2019*; and “Zambia Security Intelligence Service” means the Zambia Security Intelligence Service established under the Constitution.

Clause 3: Amendment of Section 4

This clause seeks to amend section 4 of the principal Act by the deletion of subsection (1) and the substitution therefor of the revised constitution of the Board.

Clause 4: General Amendment

This clause seeks to amend the principal Act by the deletion of the word “Chairman” wherever the word appears and the substitution therefor of the word “Chairperson.”

PART II

5.0 CONCERNS RAISED BY STAKEHOLDERS

Stakeholders who appeared before the Committee supported the Bill. However, in doing so, they raised the concerns outlined below:

i. Reference to Repealed law

Some stakeholders submitted that the Bill referred to Chapter 305, being the Mental Disorders Act, of 1949, which was repealed by the *Mental Health Act, No. 6 of 2019*.

It was, therefore, suggested that reference should be made to the *Mental Health Act, No. 6 of 2019*, in the marginal notes.

ii. Legal Disqualification

Some witnesses submitted that the Bill does not clearly outline the implications of being “legally disqualified” on appointment and continued membership of the Board to avoid ambiguity. They submitted that the Bill, in its current state, defined legally disqualified to mean the lack of legal capacity, in line with section 4 of the *Mental Health Act, No.6 of 2019*.

However, they submitted that the Bill did not clearly state whether a person who becomes legally disqualified automatically lost their seat on the Board. Further, the Bill did not provide the procedure for removal of a legally disqualified person.

iii. Change from Office-Based Membership to Representative Membership

Some stakeholders submitted that the *Public Service Pensions Act, Chapter 260 of the Laws of Zambia* largely provided for office holders as Board members, whereas the amendment introduces representatives of institutions.

They were of the view that, while the provision introduced flexibility, it weakened direct accountability mechanisms inherent in the current structure. This was because office holders were subject to established public service disciplinary frameworks, whereas representatives might not be subjected to the same level of oversight and control.

PART III

6.0 COMMITTEE’S OBSERVATIONS AND RECOMMENDATIONS

In supporting the Bill, the Committee makes the observations and recommendations outlined below.

i. Reference to Repealed law

The Committee observes that the Bill, in the marginal note, refers to the *Mental Disorder Act, Chapter 305 of the Laws of Zambia*, which has been repealed and replaced by the *Mental Health Act, No. 6 of 2019*.

In this regard, the Committee recommends that the reference should be made to the *Mental Health Act, No. 6 of 2019*, in the marginal notes.

ii. Legal Disqualification

The Committee observes that the Bill does not clearly outline the implications of being “legally disqualified” on appointment and continued membership of the Board, to avoid ambiguity.

The Committee, therefore recommends that the Bill provides for the procedure of removing a legally disqualified person.

iii. Change from Office-Based Membership to Representative Membership

The Committee observes that the *Public Service Pensions Act, Chapter 260 of the Laws of Zambia* largely provides for office holders as Board members, whereas the amendment introduces representatives of institutions.

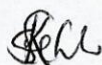
The Committee is of the considered view that, while the provision introduces flexibility, it weakens direct accountability mechanisms inherent in the current structure.

The Committee, therefore recommends that appropriate regulations be put in place to ensure that office holders are subject to established public service disciplinary frameworks.

7.0 CONCLUSION

The proposed amendments to the *Public Service Pensions Act, Chapter 260 of the Laws of Zambia*, are progressive as they introduce significant reforms to the governance structure of the Public Service Pensions Fund Board. While the amendments enhance inclusivity and stakeholder representation, their success will depend on ensuring competence, independence, and efficiency in the functioning of the Board. With the recommended improvements, the amendments have the potential to strengthen accountability, transparency, and effective management of pension funds in Zambia.

The Committee, therefore, supports the enactment of the Public Service Pensions (Amendment) Bill, N.A.B. No. 9 of 2026, into law.



Ms Sibeso K Sefulo, MP
CHAIRPERSON

April, 2026
LUSAKA

APPENDIX I – List of National Assembly Officials

Mr Stephen Chiwota, Director (Financial Committees)
Mr Geoffrey Zulu, Deputy Director (Financial Committees)
Ms Chitalu R Mulenga, Senior Committee Clerk (FC2)
Mr Moses Chuba, Committee Clerk
Mrs Racheal M Kanyumbu, Administrative Assistant
Mr Daniel Lupiya, Senior Committee Assistant
Mr Muyembi Kantumoya, Committee Assistant
Ms Debora Mbewe, Intern

APPENDIX II – List of Witnesses

Anti-Corruption Commission
Bankers Association of Zambia
Business Regulatory Review Agency
Competition and Consumer Protection Commission
Ministry of Finance and National Planning
Ministry of Justice
Ministry of Commerce, Trade and Industry
Ministry of Mines and Minerals Development
National Economic Advisory Council
National Pensions Scheme Authority
Zambia Institute of Chartered Accountants
Zambia Institute for Policy Research and Analysis
Zambia Chamber of Commerce and Industry
Zambia Metrology Agency