

# NSSA NOTICE TO EMPLOYERS

Following the gazetting of Statutory Instrument (SI) 108 and 109 of 2020 of the 15<sup>th</sup> of May 2020 pertaining to a review of NSSA contribution rates and maximum pensionable salary, the Authority wishes to advise employers that these will be effective from 1 June 2020 as follows:

## Pension and Other Benefits Scheme (POBS) – SI 108 of 2020

Contribution Rate	Current	Effective 1 June 2020
	7%	9%
Maximum Pensionable Salary	ZWL700	ZWL5,000

The contribution rate is split equally between employer and employee, which means it has gone up by 1 percentage point for each from 3.5% to 4.5%.

## Accident Prevention and Workers Compensation Scheme (APWCS) – SI 109 of 2020

The APWCS now caters for additional assistance to grossly disabled pensioners. Where a grossly disabled worker who is above 70 per centum disabled does not have adequate accommodation, the General Manager may provide rural dwellings for such worker and such dwellings shall be in a form and condition as determined by the General Manager from time to time.

## Implementation Date

Considering the effects of the COVID-19 pandemic and in the interest of protecting jobs and enabling industries to thrive, implementation of the reforms will be with effect from 1 June 2020, instead of 1 January 2020.

NSSA will soon be engaging its actuaries to conduct an actuarial valuation to determine the level of benefits that the scheme can afford to pay with implementation of the necessary reforms.

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