



National Pension Scheme Authority

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Dear Employer

Revision of Contribution Ceiling for 2016

The National Pension Scheme Authority wishes to advise that the social security ceiling for the year 2016 has been revised to **K 16,879.44**.

This revision follows changes in the National Average Earnings figure for the year 2015 that has raised the monthly total maximum contribution payable to NAPSA to **K 1,687.94** for earnings earned between **1st January 2016 and 31st December 2016**.

Employers are reminded to take note that the contribution rate remains at 10 percent (subject to the ceiling – K 1,687.94) of an employee's total monthly earnings.

The table below shows the payable contribution for selected monthly earnings:

Employee's Total Monthly Earnings - ZmK	Employer's Share of Contribution – ZmK 5%	Employee's Share of Contribution – ZmK 5%	Total Contribution ZmK 10%
15.00	0.75	0.75	1.50
995.00	49.75	49.75	99.50
1,815.00	90.75	90.75	181.50
4,035.00	201.75	201.75	403.50
6,175.00	308.75	308.75	617.50
10,935.00	546.75	546.75	1,093.50
11,555.00	577.75	577.75	1,155.50
15,924.00	796.20	796.20	1,592.40
16,879.44	843.97	843.97	1,687.94
16,879.44	843.97	843.97	1,687.94
16,879.44	843.97	843.97	1,687.94

Yours Faithfully

NATIONAL PENSION SCHEME AUTHORITY

Kalaba Mwimba
CONTRIBUTIONS MANAGER