

Zambezi River Authority (Terms and Conditions of Service)
(Amendment) By-laws, 2023 (No. 6)

IT is hereby notified that the Zambezi River Authority has, in terms of Article 10 of the agreement set out in the Schedule to the Zambezi River Authority Act [*Chapter 20:23*], with the approval of the Council of Ministers as set out in Article 10, made these by-laws:—

1. These by-laws may be cited as the Zambezi River Authority (Terms and Conditions of Service) (Amendment) By-laws, 2019 (No. 6).

2. By-law 53 of the principal by-laws is amended by the repeal of sub-by-law (1) and the substitution of—

“(1) Subject to sub-by-law (2), an employee who has served for not less than six months and who is discharged on grounds of ill health shall be paid, in addition to any other accrued benefits, a lump sum equal to three months’ basic pay for each completed year of service.”.

3. The principal by-laws are amended in Part III by the insertion, after by-law 60D, of the following—

“Family responsibility leave

60E. (1) The Authority shall grant an employee who has worked for a continuous period of not less than six months leave of absence with pay for a period not exceeding seven days in a calendar year to enable the employee to nurse a sick spouse, child or dependent;

Provided that the employer may, before granting that leave, require the employee to produce a certificate from a medical practitioner certifying that the spouse, child or dependent, as the case may be, is sick and requires special attention.

(2) Notwithstanding sub-by-law (1), the Authority shall grant an employee three days leave with pay per calendar year to cover responsibilities related to the care, health or education for that employee’s child, spouse or dependent.

(3) The days taken as leave under this by-law shall not be cumulative or deducted from the employee's accrued leave days.”.

4. By-law 60C of the principal by-laws is repealed and the following substituted:

“60C. (1) The Authority shall grant a female employee who has served a continuous period of twelve months from the date of the initial appointment and is pregnant ninety-eight days' maternity leave commencing not more than forty-five days before the expected date of birth.

(2) A female employee shall be entitled to maternity leave only once in any period of twenty-four months.

(3) The Authority shall grant maternity leave to a female employee in terms of sub-by-law (1) with pay.

(4) Where a female employee is pregnant and gives birth to more than one baby the maternity leave under subsection (1) shall be extended for a further period of four weeks.

(5) A female employee who gives birth to a premature baby shall be entitled to an extension of the maternity leave for a period recommended by a medical practitioner.

(6) A female employee who remains in continuous employment with Authority for a period of twelve months and suffers a miscarriage during the third trimester of pregnancy or bears a still born child is entitled to six weeks leave on full pay immediately after the miscarriage or still birth:

Provided that the miscarriage or still birth shall be duly certified by a medical practitioner.”.

5. The principal by-laws are amended by the insertion, after by-law 60C, of new by-law as follows:

“Nursing breaks

60C1. (1) A female employee who is breastfeeding is entitled each working day, at a time convenient to that female employee, to at least—

- (a) two nursing breaks of thirty minutes each; or
 - (b) one nursing break of one hour.
- (2) The nursing break specified in subsection (1), shall—
- (a) be for a period of six months from the date of the expiration of the maternity leave; and
 - (b) not be deducted from the number of paid hours of work of that female employee.

6. The principal by-laws are amended in by-law 7(1) by the repeal of paragraph (b) and the substitution of the following:—

“(b) a redundancy package calculated as follow—

<i>Completed years of service</i>	<i>Rate of compensation per year</i>
0 to 4	2 months' current basic pay;
5 to 10	2.5 months' current basic pay;
10 to 18	3 months' current basic pay
19 or more	2 months' current basic pay.”.

7. The principal by-laws are amended in the Second Schedule by the deletion of—

- “(a) 38. Contracts Management Specialists (4); and
- (b) 42. Project Accountant.”.

