
Part I - General Information

Question: What is workers' compensation?

Answer

It is compensation that an employer is obliged by law to pay to workers or their families, when such workers are:

- (a) Injured or killed as a result of an accident arising out of and in the course of their employment; or when they
- (b) Suffer from certain scheduled diseases caused by the workers' particular trade or occupation.

Before 1964, liability for compensation to workers disabled by accidents at work vested with the employer. At independence in 1964, the new Workers' Compensation Act (formerly Workmen's Compensation Act) substituted direct employer liability with a scheme whereby compensation to disabled workers was paid from a fund. This fund was established and vested in the Workers' Compensation Fund Control Board and financed from compulsory contributions by employers. The Act has meanwhile undergone transformation with the enactment of the Workers Compensation Act No. 10 of 1999. This created the merger between the Workers' and Pneumoconiosis Compensation Boards by the repealing of the Workers' Compensation Act Chapter 271 and the Pneumoconiosis Compensation Act Chapter 326 of the Laws of Zambia. The merger has led to uniformity in the administration of benefits and beneficiaries are now enjoying similar incentives.

QUESTION: What is the object of the Workers' Compensation Act?

Answer

The Workers' Compensation Act provides financial relief for workers or their families where the worker is disabled or killed as a result of an accident arising out of and in the course of his/her employment. This assistance is provided from Workers' Compensation Fund to which employers of workers are obliged by law to contribute.

QUESTION: What is the Workers Compensation Fund?

Answer

It is a Fund established under the provisions of the Workers Compensation Act in which all money (assessments) paid by employers are kept. The Fund is vested in the Workers Compensation Fund Control Board, which is a statutory body whose members are appointed by the Minister of Labor and Social Security.

QUESTION: Who is the Workers' Compensation Commissioner?

Answer

The Workers' Compensation Commissioner is the Chief Executive Officer of the Workers' Compensation Fund Control Board. He is also appointed by the Minister of Labor and Social Security.

The office of the Workers' Compensation Commissioner is situated at Compensation House at the corner of Broadway and Moffat Road, Ndola. The office of the Commissioner is the headquarters of the Board and there are branch offices in all provincial headquarters and in towns and cities along the line of rail from the Copperbelt to Livingstone.
