

## OCTOBER 2022 – ZIMBABWE NSSA INSURABLE EARNINGS CEILING

*It is important that employers note the following:*

### Pension and Other Benefits Scheme (POBS) contributions

The National Social Security Authority (NSSA) has published the new maximum amount of monthly insurable earnings for October, November and December 2022.

The new maximum amount of monthly insurable earnings in respect of which contributions are payable shall be 75% (seventy five per cent) of the previous month's total consumption poverty line (TCPL).

Kindly note that the POBS maximum insurable ceiling will be reviewed on a quarterly basis. Previously, the ceiling changed on a monthly basis.

For July, August and September 2022 the insurable earnings ceiling was ZWL\$ 255,675.00.

For both employer and employee, the maximum deduction changed from ZWL\$ 7,178.85 (4.5% x 159,530.00) to ZWL\$ 11,505.38 (4.5% x 255,675.00).

**For October, November and December 2022, the insurable earnings ceiling is ZWL\$ 451,499.00.**

For both employer and employee, the maximum deduction changed from ZWL\$ 11,505.38 (4.5% x 255,675.00) to ZWL\$ 20,317.46 (4.5% x 451,499.00).

**Contact our legislation team at [info@crs.co.za](mailto:info@crs.co.za) if you require any additional information.**

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