

FAQ

NSSA June '21 SI 169

Q1. (addressed to NSSA Official)

“;(2) Where the basic salary is below the maximum insurable earning threshold and allowances and other benefits exceed the basic salary by 100%, the allowances and benefits shall be grossed up and deemed to be the salary for purposes of establishing the insurable earning.”;

Are NSSA contributions calculations allowed to include allowances where those allowances and benefits may be less than 100%,

(e.g Basic 15,000 and Cost of Living 8,000 = Total 23,000, which is above the ceiling).

Would the employer be allowed to deduct NSSA based on the 21,641.25?

This would seem to be to the benefit of both the employee and to the NSSA fund, which is underfunded at present.

A1. (from NSSA Official)

We do not gross up in this scenario because allowances do not exceed the basic salary. We only take the basic salary

Q2. (addressed to NSSA Official)

“;8.(b)(7) Where an individual earns remuneration in a combination of United States dollars and Zimbabwe dollars, for purposes of calculating the contributions due, the incomes earned shall be treated separately as in (5) and (6) above.”;

I presume we can convert all earnings to ZWL for calculating the NSSA contributions, and then splitting the payments, pro rata, into USD and ZWL when filing the return. Is this correct?

A2. (from NSSA Official)

Yes that's correct.

NEW OFFICES

Q. Where are your new offices?

A. From the 1st December 2020 our new offices are at 19 Phillips Ave, Belgravia, Harare (corner of East Road)

LABOUR INFORMATION

Q. Where can I get some practical information and advice on Labour Legislation?

A: Howard Dean runs Aquamor, providing very useful information and advice on a range of legislative and HR-related matters. Contact Howard at this address aquamor@mweb.co.zw.

SECURITY

Q: What is the Renewal key?

A: It is a code which allows you access to the payroll.

A new key is needed every quarter, and will be issued once payment for the current quarterly licence has been confirmed.

WINDOWS 10: 32-bit & 64-bit options.

Q: Will PayDay run on my new computer with Windows 10?

A: Yes. "PayDay 2017" will run on both the 32-and 64-bit versions. It is also compatible with Windows 7.

Our "XP" version is only available to current customers, but we encourage users to upgrade to Win 7 or 10 and take advantage of the new features in PayDay.

ON-LINE HELP

Q: Is there a PayDay manual?

A: Yes! It is within the programme, and you access it by pressing the F1 key, or choosing Help from the top menu.

Please note that our staff can be contacted by cellphone out of normal office hours for urgent consultation.

ZIMRA

Q. Can I get the latest rates from ZIMRA?

A: ZIMRA have a web site with lots of information, including the latest PAYE rates. [Click here to connect to ZIMRA:](#)