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PRESS RELEASE

For Immediate Release

EMOLUMENTS COMMISSION MEMBERS SWORE IN

Lusaka, 5th November 2025 – His Lordship Hon. Mr. Justice Edward Musona, Judge in Charge of the High Court Industrial Relations Division, this afternoon swore in two members of the Emoluments Commission, pursuant to Article 260 of the Constitution of Zambia, read together with Section 13(3) of the Emoluments Commission Act No. 1 of 2022.

The members sworn in are Hon. Lady Justice Chilombo Bridget Maka, Judge in Charge of the High Court Commercial Division, as Commissioner, and Mr. Mulenga Sholomo as Member of the Audit Committee.

In his address, Hon. Mr. Justice Musona congratulated the newly sworn-in members and highlighted the vital role of the Commission in ensuring fairness and equity in the determination of emoluments for public officers. He noted that the Commission's work is essential in fostering stability within the public service and in addressing long standing disparities in conditions of service.

“With this swearing in ceremony, we expect the wheels of the Commission to start running. You have a huge task ahead of you to work on remuneration systems and avert discontent by workers, which often leads to industrial unrest.

For us, and particularly in the Labour Court, what we desire is industrial harmony,” Justice Musona stated.

He observed that since the operationalization of the Commission in December 2022, the public has shown great patience and anticipation for its outcomes. “We are now in 2025, time is ripe to see the fruits of this Commission. Workers have waited patiently since 2022, and you must not allow that patience to run out,” he added.

Justice Musona urged the new members to take proactive steps to address existing disparities, distortions and inconsistencies in salaries and conditions of service within the public sector. He emphasized that, “Key stakeholders must not wait for salary negotiations to commence between themselves. The labour movement and the government must engage continuously to ensure sustained industrial harmony.” He further highlighted that the composition of the Commission, which includes representatives from both government and the labour movement, demonstrates the importance of collaboration among key stakeholders.

The Emoluments Commission is mandated to determine emoluments in State organs, State institutions, and the House of Chiefs, in line with Article 232 and Article 264(2) of the Constitution of Zambia.

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