



كلايد انڊ كو  
CLYDE & CO

# Introduction of the New Wage Order

January 2023

# Introduction of the New Wage Order

The Ministry of State, Prime Minister's Office (Labour, Youth, Employment and Persons with Disability) recently published the Labour Institutions Wage Order Government Notice No. 687 of 2022 (the **New Wage Order**). The New Wage Order became operational on 1 January 2023 and revokes the Labour Institutions Wage Order Government Notice No. 196 of 2013.

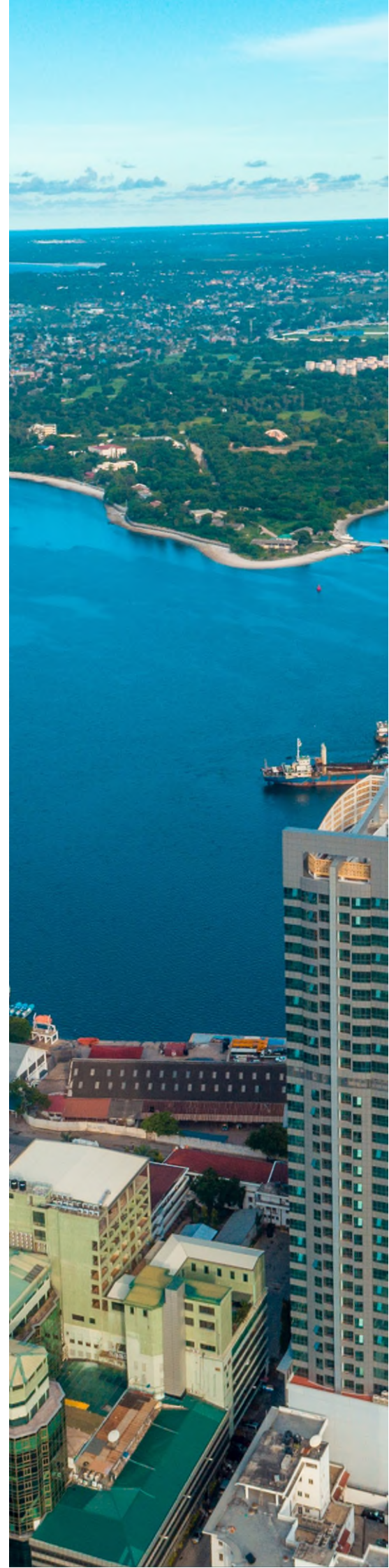
The New Wage Order sets out the minimum wage in respective sectors as seen below. An employer may pay an employee more than the minimum wage, but employers currently paying their employees wages, below the prescribed wages, must adjust such wages to comply with the New Wage Order.

It is important to note that employers paying higher rates of wages and providing more favourable terms and conditions of employment than the prescribed wages, at the commencement of the New Wage Order, are required to continue to pay such higher wages and provide more favourable terms and conditions of employment, should the employee continue working for the same employer.

The New Wage Order does not alter other terms of existing employment contracts. Accordingly, the employees will continue to be entitled to any other allowance as agreed in their employment contracts.

The New Wage Order provides a new requirement in relation to lorry drivers. Lorry drivers are now entitled to an allowance for the distance of the journey, for overstaying outside the workstation, and for loading and offloading of cargo as agreed upon in negotiations between lorry drivers and employers.

In addition, employers who are in other sectors not provided for in the sectoral minimum wage board should pay their employees a minimum monthly wage of TZS 150,000.



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## The new monthly wages

No.	Sector	Old minimum monthly wage (TZS)	New minimum monthly wage (TZS)
1.	Agricultural Services	100,000	140,000
2.	Health Services	132,000	195,000
3.	Communication Services		
	a. Telecommunication services	400,000	500,000
	b. Broadcasting and mass media, postal and courier services	150,000	225,000
4.	Domestic and Hospitality Services		
	a. Domestic workers employed by diplomats and large businessmen	150,000	250,000
	b. Domestic workers employed entitled officers	130,000	200,000
	c. Domestic workers other than those employed by diplomats and large businessmen and entitled officers who are not residing in the household of the employer	80,000	120,000
	d. Other domestic workers not specified in (a), (b) and (c) above	40,000	60,000
	e. Large and tourists hotels	250,000	300,000
	f. Medium hotels	150,000	180,000
	g. Restaurants, guest houses and bars	130,000	150,000
5.	Private Security Services		
	a. International and large companies	150,000	222,000
	b. Small companies	100,000	148,000
6.	Energy Services		
	a. International companies	400,000	592,000
	b. Small companies	150,000	225,000
7.	Transport Services		
	a. Aviation services	300,000	390,000
	b. Clearing and forwarding	300,000	360,000
	c. Inland (ground) transport services	200,000	300,000

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No.	Sector	Old minimum monthly wage (TZS)	New minimum monthly wage (TZS)
8.	Construction Services		
	a. Contractors class 1	325,000	420,000
	b. Contractors class 2 – 4	280,000	360,000
	c. Contractors class 5 – 7	250,000	320,000
9.	Mining Services		
	a. Mining and prospecting licences	400,000	500,000
	b. Primary licences	200,000	300,000
	c. Dealers licences	300,000	450,000
	d. Brokers licences	200,000	250,000
10.	Private School Services (Nursery, Primary and Secondary)	140,000	207,000
11.	Trade, Industry and Commercial Services		
	a. Trade and industry	100,000	150,000
	b. Financial institutions	400,000	592,000
12.	Fishing and Marine	200,000	238,000
13.	Employers who are in other sectors not mentioned in the Wage Order	100,000	150,000

If you have any questions about the New Wage Order, please contact Aliko Simon or Barbara Mawalla.



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# 480

Partners

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# 2,400

Lawyers

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# 5,000

Total staff

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# 3,200

Legal professionals

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# 60+

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