



**AN ACT TO REPEAL THE POLITICAL LEADERS RETIREMENT BENEFITS ACT,
NO. 2 OF 2012 AND TO ENACT THE POLITICAL SERVICE RETIREMENT
BENEFITS ACT AND MAKE PROVISIONS FOR THE GRANTING BENEFITS
AND SERVICES TO LEADERS UPON CESSATION OF POLITICAL
SERVICE AND OTHER MATTERS CONNECTED THEREWITH**

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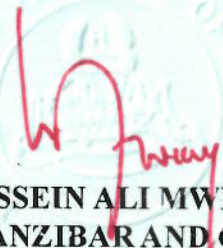
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ACT NO. 3 OF 2025

I ASSENT


{DR. HUSSEIN ALI MWINYI}
PRESIDENT OF ZANZIBAR AND CHAIRMAN OF
THE REVOLUTIONARY COUNCIL

18 March, 2025

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ENACTED by the House of Representatives of Zanzibar

**PART ONE
PRELIMINARY PROVISIONS**

Short title
and commen-
cement.

1. This Act may be cited as the Political Service Retirement Benefits Act, 2025 and shall come into operation upon being assented to by the President.

Interpretation.

2. In this Act, unless the context requires otherwise:

“allowance” means any other emolument other than salary;

“appointing or electing authority” means the President, the Electoral Commission or the House of Representatives;

“appropriate authority” in relation of granting benefits to:

(a) the Former President or Former Vice President means the Principal Secretary responsible for Presidential affairs;



- (b) the Former Attorney General, Former Ministers or Former Deputy Ministers means the Principal Secretary Responsible for Public Service; and
- (c) the Former Speaker, Former Deputy Speaker and Former Member of the House of the Representatives means the Clerk of the House of Representatives;

“benefits” means pension, gratuity, winding up allowance or any other award granted under the provisions of this Act;

“certain per centum” means a certain percentage to be determined by the President for the grant of gratuity and winding up allowance;

“Constitution” means the Constitution of Zanzibar of 1984;

“dependant” in relation to a deceased political leader means:

- (a) where the deceased political leader was a female, her widower; father, mother, child or children; or
- (b) where the deceased political leader was a male, his widow or widows, father, mother, child or children;

“Former President” means a person who has held the office of the President of Zanzibar, but has ceased or completed to hold that office, and the expressions “Former Vice President”, “Former Minister” and “Former Deputy Minister”, shall be construed accordingly;

“Former Speaker” means a person who has held the office of the Speaker of the House of Representatives but has ceased or completed to hold that office and the expression, “former Deputy Speaker” and “former Members of the House of Representatives” shall be construed accordingly;

“gratuity” means a lumpsum payment granted to a political leader upon cessation or completion of service;

“political leader” means a person who serves or has served in office as the President, Vice President, Minister, Attorney General, Deputy Minister, Speaker of the House of Representatives, Deputy Speaker of the House of the Representatives or Member of the House of Representatives;



“political service” means serving in the post of President, Vice President, Attorney General, Minister, Deputy Minister, Speaker of the House of Representatives, Deputy Speaker of the House of the Representatives or Member of the House of Representatives;

“President” means the President of Zanzibar and Chairman of the Revolutionary Council;

“public servant” means an employee in the public service;

“public service” means any service under direct control of the Civil Service Commission, Judicial Service Commission, House of Representatives Service Commission, Special Department Service Commission or any other Service Commission and shall include services in the agencies and public institutions, and where the circumstances or context so require shall include services in public corporations to which the majority of its shares or stake is owned by the Government;

“responsible Minister” means Minister responsible for matters relating to Presidential affairs;

“salary” means the basic salary of a political leader excluding any kind of allowances;

“Vice President” means the First Vice President or Second Vice President of Zanzibar; and

“widow or widower” means a former wife or husband of the late or former President, Vice President or Speaker who dies in office or dies after ceasing or completing to hold office.

PART TWO PROVISIONS GOVERNING GRANT OF BENEFITS

Scope of
entitlement to
the benefit

3.-(1) A political leader shall be entitled to a grant of benefit under this Act upon the occurrence of any of the following events;

- (a) completion of a term of service in an office to which he was elected or appointed;
- (b) cessation of service in pursuance to the provisions of the Constitution or any other law applicable in Zanzibar;



- (c) abolition of the office to which he was elected or appointed;
- (d) existence of medical evidence to satisfy that he is incapable of discharging his duties in the office to which he was elected or appointed;
- (e) death while serving as a political leader before completion of a term of service in which benefit shall be granted to his dependants;
- (f) termination of his appointment to that office by the appointing authority; or
- (g) appointment to other post which necessitates quitting political post in accordance with the laws.

(2) Where a person before was elected or appointed as a President, Vice President or Speaker was employed on pensionable terms or his employment was governed by an employee's terminal benefits scheme under which the benefits on retirement from service or from the scheme took the form of payment of a pension, the right of that person to receive terminal benefits under that scheme shall cease and shall be entitled only to benefits granted under this Act.

Disqualification from entitlement to benefit.

4. A political leader shall not be entitled to benefits under this Act if he ceases to hold a political office in circumstances, under the Constitution or any other law as disgraceful and dishonorable to Zanzibar.

Procedures for Disqualification of entitlement to benefit.

5.-(1) Pursuant to the provisions of section 4 of this Act, the President shall appoint a Chairperson and two other members who are Judges or qualified to be Judges of the High Court of Zanzibar to inquire into allegations which justify the denial of the benefits to be granted under this Act.

(2) The procedures for conducting inquiry and matter related therein under subsection (1) of this section shall be provided in the regulations.

Receiving terminal benefit from other schemes.

6.-(1) Where a political leader other than the former President, the former Vice-President or the former Speaker, before elected or appointed as a political leader, was a public servant employed on pensionable terms or his employment was governed by an employee's terminal benefits scheme under which the terminal benefits on retirement took the form of payment of a pension, the period during which he served as a political leader shall be taken into account for the purpose of computing any pension or gratuity if that political leader has voluntarily contributed and he may be granted under the pension laws governing his employment as a public servant.



(2) Where a political leader other than the former President, the former Vice President or the former Speaker who prior to become a political leader was a public servant and who, upon ceasing to become a political leader has not attained the age of retirement, his pension or gratuity shall be calculated with reference to the provisions of the law which governed his employment as such public servant subject to the procedure provided under subsection (1) of this section.

Benefits to be paid out from the Consolidated Fund.

7. All benefits under this Act shall be paid out from the Consolidated Fund.

Exemption from income tax.

8. All benefits granted pursuant to the provisions of this Act shall be exempted from income tax.

PART THREE GRANT OF BENEFIT TO FORMER PRESIDENT, FORMER VICE PRESIDENT, FORMER SPEAKER OR FORMER DEPUTY SPEAKER

Benefits to the former President.

9.-(1) A person who held the office of the President of Zanzibar shall, upon ceasing or completing to hold office, be granted benefits as provided under the First Schedule of this Act.

(2) The President may take any other appropriate measures to maintain the status and dignity of the former President.

Gratuity to dependants of the late President.

10. Where the President dies in office or if he dies after ceasing to hold office and before benefits are granted to him, the appropriate authority shall grant gratuity to his dependants which shall be equal to the gratuity deemed to be received by him as if he was alive.

Benefits to the former Vice President.

11.-(1) A person who held the office of the Vice President of Zanzibar shall, upon ceasing or completing to hold office, be granted benefit as provided under the First Schedule of this Act.

(2) For the purpose of the provisions of this Act, the former Chief Minister of Zanzibar shall be treated as the former Second Vice President of Zanzibar.



Gratuity to dependants of the late Vice President.

12. Where the Vice President dies in office or if he dies after ceasing or completing to hold office and before benefits are granted to him, the appropriate authority shall grant gratuity to his dependants which shall be equal to the gratuity deemed to be received by him as if he was alive.

Benefits to former Speaker.

13. A person who hold the office of the Speaker of the House of Representatives shall, upon ceasing or completing to hold office, be granted benefits as provided under the First Schedule of this Act.

Gratuity to dependants of the late Speaker.

14. Where the Speaker dies in office or if he dies after ceasing or completing to hold office and before benefits are granted to him, the appropriate authority shall grant gratuity to his dependants which shall be equal to the gratuity deemed to be received by him as if he was alive.

Benefits to former Deputy Speaker.

15. A person who held the office of the Deputy Speaker of the House of the Representatives shall, upon ceasing or completing to hold office, be granted benefits as provided under the First Schedule of this Act.

Gratuity to dependants of the Deputy Speaker who died in office.

16. Where the Deputy Speaker dies in office or if he dies after ceasing or completing to hold office and before benefits are granted to him, the appropriate authority shall grant gratuity to his dependants which shall be equal to the gratuity deemed to be received by him as if he was alive.

Cessation of certain benefits.

17.-(1) Notwithstanding the provisions of this Act, the former President, former Vice President or former Speaker shall not be granted benefits specified under the First Schedule of this Act except for gratuity and winding up allowance if he relinquishes one political office and enters upon another political office declared by this Act as specified state office unless he relinquishes or retired from that specified state office.

(2) For the purpose of this section, the expression "specified state office" means office of President of Zanzibar, the office of President of the United Republic of Tanzania, office of Vice President of the United Republic of Tanzania, office of Prime Minister of the United Republic of Tanzania, office of Vice President of Zanzibar, office of Speaker of the United Republic of Tanzania or office of Speaker of the House of Representatives.

Maintenance of child or children of the President, Vice-President, Speaker died in office.

18. Where the President, Vice President or Speaker of the House of Representatives dies in office, his child or children below the age of eighteen shall be maintained by an appropriate authority until such child or children attain the age of twenty five years or employed, or whichever comes first.



PART FOUR
GRANT OF BENEFITS TO FORMER MINISTER, FORMER ATTORNEY
GENERAL, FORMER DEPUTY MINISTER OR FORMER MEMBER
OF THE HOUSE OF REPRESENTATIVES

Benefits to Former Minister, Attorney General, Deputy Minister or Member of the House of Representatives.

19.-(1) Minister, Attorney General, Deputy Minister or Member of the House of Representatives shall, upon ceasing to hold office, be granted gratuity and winding up allowance as prescribed under the Second Schedule of this Act.

(2) The payment of gratuity referred to under subsection (1) of this section shall be calculated on the basis of the total number of months which the Minister, Attorney General, Deputy Minister or Member of the House of Representatives has held office.

(3) A winding up allowance under subsection (1) of this section shall be paid upon completion of service and shall be calculated on the basis of each completed year of service as provided under the Second Schedule of this Act.

(4) For the purpose of subsection (3) of this section, "a completed year of service" means twelve months or any part thereof of a respective year.

(5) Former Minister, former Attorney General or former Deputy Minister shall be granted other benefits as stipulated under the Second Schedule of this Act.

(6) For the purpose of granting benefits under this section, where the President dissolves the House of the Representatives before expiration of its life according to the provisions prescribed in the Constitution, it shall be deemed that the House of Representatives has been completed its term of life.

Gratuity to dependants of the late Minister, Attorney General, Deputy Minister, or Member of the House of Representatives.

20. Where the Minister, Attorney General, Deputy Minister or Member of the House of Representatives dies in office or if he dies after ceasing or completing to hold office but before benefits are granted to him, the appropriate authority shall grant gratuity to his dependants which shall be equal to the gratuity deemed to be received by him as if he was alive.



PART FIVE MISCELLANEOUS PROVISIONS

Holding
of payment
of benefits.

21. Notwithstanding the provisions of section 3(1)(f) and section 19(1) of this Act, if a Second Vice President, Minister or Deputy Minister ceases from his post before the expiry of the term or dissolution of the House of Representatives but continues to serve a Member of the House of Representatives, he shall not be entitled for his benefit until he ceases to be a Member of the House of Representatives and his benefit shall consider all salaries obtained during his tenure of being a political leader.

Benefits for
spouse,
widow or
widower
of former
President,
former Vice
President
or former
Speaker.

22. Spouse, widow or widower of the former President, former Vice President or former Speaker shall be granted benefits as prescribed in the Third Schedule of this Act.

Time frame
for the
payment of
gratuity
and winding
up allowance.

23. Subject to the provisions of this Act, a political leader shall be entitled to be paid his gratuity and winding up allowance within three months upon cessation of service in a political post.

Distribution
of gratuity to
dependants.

24. The distribution of gratuity to dependants under this Act, shall be made in accordance with the Law of Succession to which the deceased political leader belongs.

Amend-
ment of
Schedules.

25. The responsible Minister may, by order published in the Gazette, in consultation with the Chief Secretary and after approval of the President, amend any schedule of this Act.

Powers of the
President
to grant other
benefits.

26. Without prejudice to the provisions of this Act, the President may, whenever he deems fit, grant additional benefits under this Act.



Regulations.

27. The responsible Minister may make Regulations for better carrying out the provisions of this Act.

Repeal and saving.

28.-(1) The Political Leaders Retirement Benefits Act, No. 2 of 2012 is hereby repealed.

(2) Notwithstanding the provisions of subsection (1) of this section, any benefits granted under the repealed Act shall be deemed to have been made under the provisions of this Act.



FIRST SCHEDULE
BENEFITS TO FORMER PRESIDENT, FORMER VICE PRESIDENT,
FORMER SPEAKER OR FORMER DEPUTY SPEAKER

[Made under section 9, 11, 13 and 15]

A: DESCRIPTIONS OF BENEFITS TO BE GRANTED TO THE FORMER PRESIDENT

1. A gratuity of the sum equal to fifty percent of the highest salary received upon ceasing to hold office multiplied by the number of months he held office as President.
2. A winding up allowance of the sum equal to the amount that received as highest salary multiply by twenty four months.
3. A pension granted monthly of a sum equal to eighty percent of the monthly salary of the incumbent President.
4. Ownership of a furnished house containing not less than four bed rooms of which at least two rooms shall be self-contained and shall contain a furnished office and a servant quarter.
5. Monthly maintenance allowance of a sum equal to eighty percent of the maintenance allowance being paid to the incumbent President.
6. Medical care in or outside Zanzibar to be paid by the Government.
7. Water and electricity services to be paid by the Government.
8. Seven servants and two guards.
9. Monthly telephone allowance of a sum of Eight Hundred Thousand Shillings.
10. The service of three motor vehicles to be provided by the Government replaceable after every five years and three drivers.
11. Fuel allowance, maintenance and running expenses for each vehicle as provided to a Minister in the Revolutionary Government of Zanzibar for each vehicle.
12. Necessary security and other protection services.



13. Diplomatic passports and use of VIP Lounge for himself, spouse, father, mother and his or her children under eighteen years.
14. Payment for first class travel expenses which shall also cover the spouse and two personal assistants when requested to travel by the Government or an international organization within and outside the United Republic of Tanzania and in the case of travel within the United Republic of Tanzania the travel expenses shall also cover the expenses of the drivers or in case travelling for medical ground shall include a personal doctor.
15. Payment for first class expenses for personal journey not exceeding four in one year within the United Republic of Tanzania and one in a year outside the United Republic of Tanzania which shall also cover spouse, father, mother and not more than two children who are under eighteen and two personal assistants, and in the case of travel within the United Republic of Tanzania the travel expenses shall also cover the expenses of the driver; provided that the journey shall not exceed ten days.
16. Additional domestic servants and guards shall be provided as necessary.

B: DESCRIPTIONS OF BENEFITS TO BE GRANTED TO FORMER VICE PRESIDENT

1. A gratuity of the sum equal to fifty percent of the highest salary he received multiplied by the number of months he held office as Vice President.
2. A winding up allowance of the sum equal to the amount that he received as a highest salary multiply by twenty four months.
3. A pension granted monthly of a sum equal to eighty percent of monthly salary of incumbent Vice President.
4. House accommodation or fifty percent of the monthly pension or the sum of Five Million Shillings whichever is greater, to be paid as monthly housing allowance.
5. A monthly maintenance allowance of a sum equal to eighty percent of the maintenance allowance being paid to the incumbent Vice President.
6. Medical care in or outside Zanzibar to be paid by the Government.



7. Water and electricity services to be paid by the Government.
8. Five servants and two guards.
9. Monthly telephone allowance of a sum of Six Hundred Thousand Shillings.
10. The service of two motor vehicles to be provided by the Government replaceable after every five years and two drivers.
11. Fuel allowance, maintenance and running expenses for each vehicle as provided to a Minister in the Revolutionary Government of Zanzibar.
12. Necessary security and other protection services.
13. Diplomatic passports and use of VIP Lounge for himself, spouse, father, mother and children under eighteen years.
14. Payment for first class travel expenses which shall also cover the spouse and one personal assistant when requested to travel by the Government or an international organization within and outside the United Republic of Tanzania and in the case of travel within the United of Tanzania the travel expenses shall also cover the expenses of the driver or in case travelling for medical ground shall include a personal doctor.
15. Payment for first class travel expenses for personal journeys not exceeding three in one year within the United Republic of Tanzania and one in a year outside the United Republic of Tanzania which shall also cover spouse, father, mother and not more than two children who are under eighteen, one personal assistant and in the case of travel within the United Republic of Tanzania the travel expenses shall also cover the expenses of the driver; provided that the journey shall not exceed ten days.
16. Additional domestic servants and guards shall be provided as necessary.

C: DESCRIPTIONS OF BENEFITS TO BE GRANTED TO THE FORMER SPEAKER

1. A gratuity of the sum equal to fifty percent of the highest salary received multiplied by the number of months he held office as Speaker
2. A winding up allowance of the sum equal to the amount that he received as highest salary multiply by twenty-four months.



3. A pension granted monthly of a sum equal to eighty percent of monthly salary of incumbent Speaker.
4. House accommodation or fifty percent of the monthly pension or the sum of Four Million Shillings whichever is greater, to be paid as monthly housing allowance.
5. Medical care in or outside Zanzibar to be paid by the Government.
6. Water and electricity services to be paid by the Government.
7. Two servants and one guard.
8. Monthly telephone allowance of a sum of Five Hundred Thousand Shillings.
9. The service of two motor vehicles to be provided by the Government replaceable after every five years and two drivers.
10. Fuel allowance, maintenance and running expenses for each vehicle as provided to a Minister in the Revolutionary Government of Zanzibar.
11. Necessary domestic security.
12. Diplomatic passport and use of VIP Lounge for himself, spouse, father, mother and children under eighteen years.
13. Payment for first class travel expenses which shall also cover the spouse and one personal assistant when requested to travel by the Government or an international organization within and outside the United Republic of Tanzania or for Medical Ground in and outside the United Republic of Tanzania, the travel expenses shall also cover the expenses of the driver.
14. Payment for first class expenses for personal journey which shall also cover the spouse not exceeding three in one year within the United Republic of Tanzania which shall also cover personal assistant and the journey shall not exceed ten days.



D: DESCRIPTIONS OF BENEFITS TO BE GRANTED TO FORMER DEPUTY SPEAKER

1. A gratuity of the sum equal to a certain per centum of the last salary received by him multiplied by the number of months he held office as Deputy Speaker.
2. A winding up allowance of the sum equal to a certain per centum of the last salary received by him multiplied by twenty four months multiplied by total years served divide by five.
3. Diplomatic passport and use of VIP Lounge for himself, spouse and children under eighteen years.
4. Medical care to be paid in accordance with the Government procedures.
5. The service of one motor vehicle to be provided by the Government replaceable after every five years and one driver.
6. Fuel allowance, maintenance and running expenses for that vehicle as provided to a Minister in the Revolutionary Government of Zanzibar.



SECOND SCHEDULE
FORMULAR FOR ENTITLEMENT OF BENEFITS TO FORMER MINISTER,
FORMER ATTORNEY GENERAL, FORMER DEPUTY MINISTER OR
FORMER MEMBER OF THE HOUSE
OF REPRESENTATIVES

[Made under section 19]

1. Gratuity of the sum equal to a certain per centum of the last salary received by him multiplied by total months served.
2. Winding up allowance of the sum equal to a certain per centum of the last salary received by him multiplied by twenty four months multiplied by total years served divide by five.
3. Medical care to be paid in accordance with the Government procedures.
4. Diplomatic passport for the former Minister, former Attorney General or former Deputy Minister for himself, his or her spouse and children under eighteen years.



**THIRD SCHEDULE
BENEFITS FOR SPOUSE, WIDOW OR WIDOWER
OF FORMER PRESIDENT, FORMER VICE
PRESIDENT AND FORMER SPEAKER**

[Made under section 22]

A: DESCRIPTIONS OF BENEFITS TO BE GRANTED TO SPOUSE, WIDOW OR WIDOWER OF THE FORMER PRESIDENT

1. A pension granted monthly to a spouse of the former President of a sum equal to eighty percent of the monthly allowance of the spouse of incumbent President.
2. A pension granted monthly to widow or widower of the former President of a sum equal to eighty percent of the monthly salary of the incumbent President.
3. One government vehicle replaceable after every five years and one driver.
4. Medical care for spouse, widow or widower, and children under eighteen years in or outside Zanzibar to be paid by the Government.
5. One personal assistant.
6. Payment for first class travel expenses which also cover the personal assistant when requested to travel by the Government or an International Organization within and outside the United Republic of Tanzania or in case travelling for medical ground shall include a personal doctor.
7. Payment for first class expenses for personal journey for spouse not exceeding three in one year within the United Republic of Tanzania, which shall also cover personal assistant and the journey shall not exceed seven days.
8. House accommodation to the widow or widower of the former President as may be determined by the Government.

B: DESCRIPTIONS OF BENEFITS TO BE GRANTED TO SPOUSE, WIDOW OR WIDOWER OF THE FORMER VICE PRESIDENT

1. A pension granted monthly to a spouse of the former Vice President of a sum equal to eighty percent of the monthly allowance of the spouse of incumbent Vice President.



2. A pension granted monthly to a widow or widower of the former Vice President of a sum equal to eighty percent of the monthly salary of the incumbent Vice President.
3. One government vehicle replaceable after every five years and one driver.
4. Medical care for spouse, widow or widower, and children below eighteen years in or outside Zanzibar to be paid by the Government.
5. One personal assistant.
6. Payment for first class travel expenses which also cover the personal assistant when requested to travel by the Government or an International Organization within and outside the United Republic of Tanzania or in case travelling for medical ground shall include a personal doctor.
7. Payment for first class expenses for personal journey for spouse not exceeding two in one year within the United Republic of Tanzania, which shall also cover personal assistant and the journey shall not exceed five days.
8. House accommodation to the widow or widower of the former Vice President as may be determined by the Government.

C: DESCRIPTIONS OF BENEFITS TO BE GRANTED TO THE SPOUSE, WIDOW OR WIDOWER OF THE FORMER SPEAKER

1. A pension granted monthly for the widow or widower of the former Speaker of a sum equal to forty percent of the monthly salary of the incumbent Speaker.
2. Medical care for spouse, widow or widower of the former Speaker in or outside Zanzibar to be paid by the Government.

PASSED by the House of Representatives of Zanzibar on 27th February 2025.

(RAYA ISSA MSELLEM)

Clerk of the House of Representatives of Zanzibar