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### **NOTICE**

The Bill following hereunder shall be presented before the House of Representatives for the first, second and third reading which will start its session on 12<sup>th</sup> February, 2025 and is gazetted for the public notice incorporating together with their object and reasons.

**ZANZIBAR**  
10<sup>th</sup> February, 2025

(Eng. Zena Ahmed Said)  
***Secretary to the Revolutionary  
Council and Chief Secretary***

**A BILL***for*

**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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**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.

Interpre-  
tation.

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

“allowance” means any other emolument other than salary;

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

“appropriate authority” means, in relation of granting benefits to:

- (a) the Former President and Former Vice President means Principal Secretary responsible for Presidential affairs;
- (b) the Former Attorney General, Former Ministers and Former Deputy Ministers means Principal Secretary Responsible for Public Service; and

(c) the Former Speaker, Former Deputy Speaker and Former Member of House of the Representatives means the Clerk of the House of Representatives;

“benefits” means pension, gratuity, winding up 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 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 to hold that office and the expression, “former Deputy Speaker” and “former Member of the House of Representatives” shall be construed accordingly;

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

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

## **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 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.

**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.

Disqualification from 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.

Procedures for Disqualification.

(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 to 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 AND FORMER DEPUTY SPEAKER**

Benefits to the former President.

9.-(1) A person who held the office of the President of Zanzibar shall upon ceasing 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.

**10.** Where the President dies in office or if he dies after ceasing 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.

Gratuity to dependants of the late President.

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

Benefits to the former Vice-President.

(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.

**12.** Where the Vice President dies in office or if he dies after ceasing 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.

Gratuity to dependants of the late Vice-President.

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

Benefits to former Speaker.

**14.** Where the Speaker dies in office or if he dies after ceasing 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.

Gratuity to dependants of the late Speaker.

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

Benefits to former Deputy Speaker.

**16.** Where the Deputy Speaker dies in office or if he dies after ceasing 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.

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

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 United Republic of Tanzania, office of Prime Minister of United Republic of Tanzania, office of Vice President of Zanzibar, office of Speaker of United Republic of Tanzania and 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 ATTORNEY GENERAL, FORMER MINISTER, FORMER DEPUTY MINISTER AND FOMER MEMBER OF THE HOUSE OF REPRESENTATIVES**

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

19.-(1) Minister, Attorney General, Deputy Minister and Members 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 and Member of the House of Representatives have 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 Deputy Minister and former Attorney General 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.

**20.** Where the Minister, Attorney General, Deputy Minister or Member of the House of Representatives dies in office or if he dies after ceasing 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.

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

## PART FIVE MISCELLANEOUS PROVISIONS

**21.** Notwithstanding the provisions of section 3(1)(f) and section 19(1) of this Act, if a Second Vice President, Minister and 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.

Holding of payment of benefits.

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

**22.** Spouse, widow or widower of the former President, former Vice President and 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, 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.

Amendment 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 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 AND FORMER DEPUTY**  
**SPEAKER**

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

**A: DESCRIPTION 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 be paid by the Government.
7. Water and electricity services 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 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 outside Zanzibar to be paid by the Government.
7. Water 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 during 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. Housing accommodation or fifty percent of monthly pension paid monthly as a house 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: DESCRIPTION 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. A diplomatic passport for himself and his or her spouse.
4. The service of one motor vehicle to be provided by the Government replaceable after every five years and one driver.

**SECOND SCHEDULE**  
**FORMULAR FOR ENTITLEMENT OF BENEFITS TO**  
**FORMERN ATTORNEY GENERAL, FORMER MINISTER,**  
**FORMER DEPUTY MINISTER AND 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. Diplomatic passport for the former Minister, former Deputy Minister and former Attorney General 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 OR 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 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.
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 OR 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.
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: DESCRIPTION OF BENEFITS TO BE GRANTED TO THE SPOUSE OR 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.

### **OBJECTS AND REASONS**

The objects and purposes of this Bill is to repeal the Political Leaders' Retirement Benefits Act, No. 2 of 2012, and to enact the Political Service Retirement Benefits Act, 2025, with the aim of strengthening and establishing better procedures for the granting of benefits and maintenance to Leaders who retire from political service and their spouses, in accordance with the provisions of this Bill.

The benefits of the former Political Leaders are governed by the Political Leaders' Retirement Benefits Act, No. 2 of 2012, where the implementation of the Act faces many challenges due to the existence of some entitlements that are not in line with the current living standards of these Leaders. Therefore, the proposed Bill has strengthened some of these entitlements to be in line with the current living standards of these Leaders, their spouses, widows and widowers.

The proposed Bill to repeal the Political Leaders' Retirement Benefits Act No. 2 of 2012, and to enact the Political Service Retirement Benefits Act, 2025, is divided into 5 parts:

**Part One** deals with the preliminary provisions which include the short title and commencement of the Act as well as the interpretations of the basic words used in the Bill.

*Part Two* deals with the provisions governing the grant of benefits, including the scope of entitlement to the benefits, disqualification from entitlement to benefits, receiving terminal benefits from other schemes, income tax exemption.

*Part Three* makes provisions regarding the grant of benefits to the former President, former Vice President, former Speaker and former Deputy Speaker.

*Part Four* deals with the grant of benefits to the former Attorney General, former Minister, former Deputy Minister and former Member of the House of Representatives.

*Part Five* deals with miscellaneous provisions, including holding of payment of benefits, benefits for spouse, widow and widower of the former President, of the former Vice President and of the former Speaker, time frame for the payment of gratuity and winding up allowance, distribution of gratuity to dependents, power to amend schedules, powers of the President to grant additional benefits, regulations, repeal and saving.

**ZANZIBAR**  
**10<sup>th</sup> February, 2025**

**(Hon. ALI SULEIMAN AMEIR)**  
**MINISTER OF THE STATE,**  
**PRESIDENT'S OFFICE, STATE HOUSE**