Actuarial & Research Dept.

VISION STATEMENT

To be the model social security institution in Africa.

MISSION STATEMENT

To prudently administer and be custodian of a viable social security scheme that guarantees income security to its members.

CORE VALUES

Responsibility

We are committed to be responsible custodians of the funds entrusted with us.

Customer Service

We are committed to the provision of service with excellence.

Integrity

We demand of ourselves the highest ethical standards in all our dealings with our stakeholders and the public.

Professionalism

We are guided by the highest professional standards in the conduct of our business.

Corporate Citizenship

We are committed to good corporate citizenship always working in the best interest of our country.

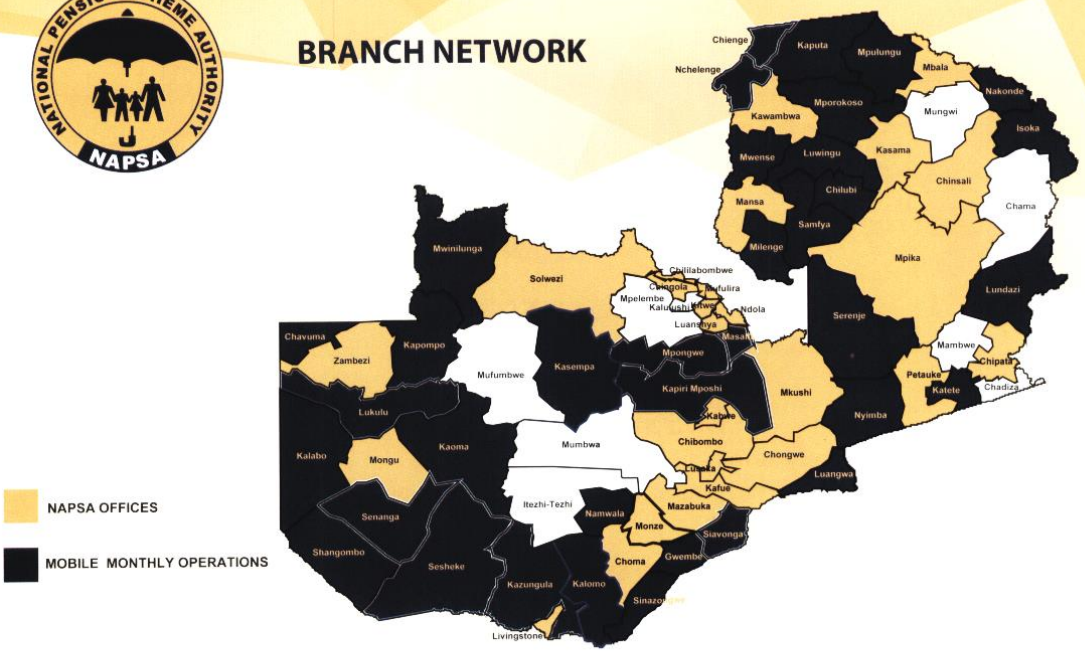
Leadership

We are committed to fostering a sound working environment in which all employees can develop and deliver their fullest potential through diligent leadership.

Corporate Citizenship

We are committed to good corporate citizenship always working in the best interest of our country.

BRANCH NETWORK

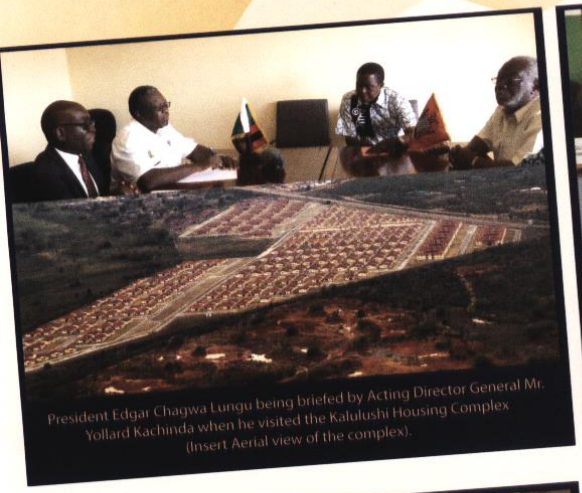


NAPSA OFFICES

MOBILE MONTHLY OPERATIONS

CHINGOLA Clen Building P O Box10324 Tel: +260-2-311823 / 312839	**CHIPATA** Provident House P O Box 510260 Tel: +260-6-223427/ 221003	**CHOMA** Provident House P O Box 267 Tel: +260-3-220786	**KAWAMBWA** Provident House P O Box 730718 Tel: +260-2-960053	**KAFUE** P O Box 360041 Tel: +260-1-311555
KABWE Chitanda House P O Box 80433 Tel: +260-5-221379/ 5-223129	**LUANSHYA** Nollies Building Buntungwa Avenue P O Box 90026 Tel: +260-2-512252	**KITWE** Provident House Matuka Avenue P O Box 223036 Tel: +260-2-224009/ 223361	**KASAMA** Compensation House P O Box 410125 Tel: +260-4-221324	**MAZABUKA** Provident House P O Box 670075 Tel: +260-3-230212/ 230345
LUSAKA Southern Region Lusaka House Tel: +260 211 226874/5	**LIVINGSTONE** Mosi Oa Tunya House P O Box 60573 Tel: +260-3-322145/ 321444	**MONGU** Provident House P O Box 910176 Tel: +260-7 221128/ 221415	**MBALA** Lake Press House P O Box 420289 Tel: +260-4-450457	**MANSA** Provident House P O Box 710190 Tel:+260-2-821236
MUFULIRA P O Box 40099 Tel: +260-2411078/411654	**MONZE** Provident House Tel: +260-3250533/250222	**MKUSHI** Provident House P O Box 840140 Tel: +260-5-362091/ 3-250222	**ZAMBEZI** P O Box 150151 Tel: +260-8-371105	**NDOLA** Kingstone Building P O Box 72035 Tel: +260-2-610849
MPIKA Provident House P O Box 450092 Tel: +260-4-370370	**SOLWEZI** Provident Office P O Box 110065 Tel: +260-8-821576/821342/821180	**PETAUKE** Provident House P O Box 560172 Tel: +260-6-371123 /371121	**CHISAMBA** Zambeef Building Fringila P O Box 39 Tel: +260-1-843267 / 843271	**CHONGWE** NAPSA Chongwe Plot #322 Chongwe Civic Centre Tel: +260-1-620134
REGIONAL OFFICE – NORTH Kalulushi Housing Complex P O Box 22929 Tel:+260-1-251406	**REGIONAL OFFICE - SOUTH** Ibex Hill Office P O Box 36342 Tel: +260-211-843268	**CHILILABOMBWE OFFICE** Plot# 1883, Bushbuck walk KCM-Konkola Intergrated Business Unit P.O Box 210078 Chililabombwe Tel: +260-211-380829	**CHINSALI OFFICE** Plot #888 Nkakula Street P.O Box 630267 Chinsali Tel: +260-211-214-565149	***Corporate Affairs Unit*** ***Tel: +260 211 221 677 / 228 054 - 8*** ***LEVY BUSINESS PARK*** ***Email: info@napsa.co.zm.***

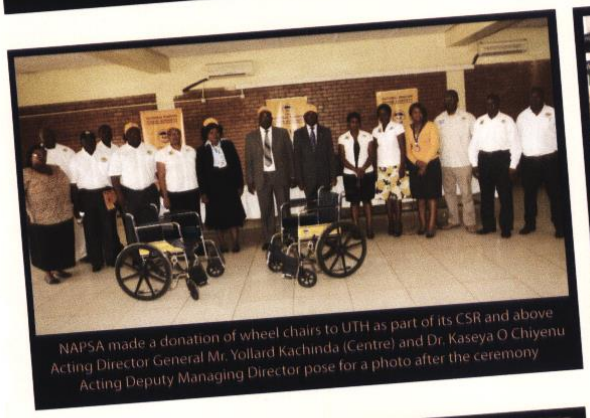
NAPSA Pictorial



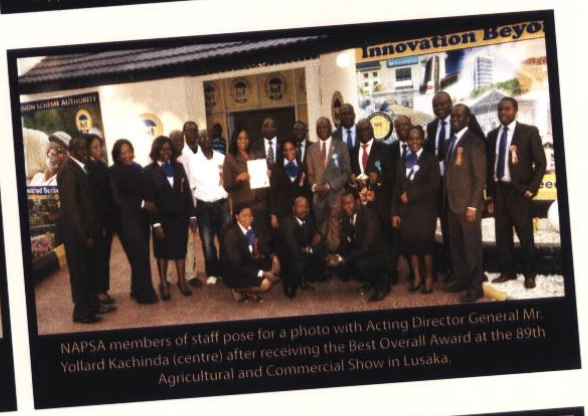
President Edgar Chagwa Lungu being briefed by Acting Director General Mr. Yollard Kachinda when he visited the Kalulushi Housing Complex (Insert Aerial view of the complex).



NAPSA Acting Director General Mr. Yollard Kachinda pose for a photo with Zambia National Building Society Managing Director Mr. Joseph Chikolwa and Mr. Clergy Simatyaba, Bank ABC Managing director after signing an MoU to support the provision of Mortgage financing to eligible Zambian citizens.



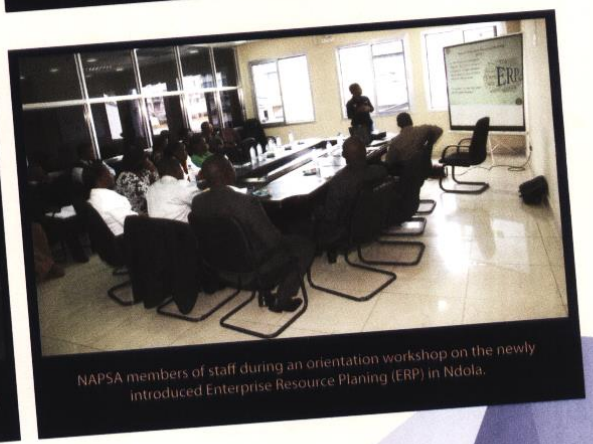
NAPSA made a donation of wheel chairs to UTH as part of its CSR and above Acting Director General Mr. Yollard Kachinda (Centre) and Dr. Kaseya O Chiyenu Acting Deputy Managing Director pose for a photo after the ceremony



NAPSA members of staff pose for a photo with Acting Director General Mr. Yollard Kachinda (centre) after receiving the Best Overall Award at the 89th Agricultural and Commercial Show in Lusaka.



Minister of Labour and Social Security Hon. Fackson Shamenda addressing NAPSA Board of Trustees and members of the Executive Committee at NAPSA House in Lusaka.



NAPSA members of staff during an orientation workshop on the newly introduced Enterprise Resource Planing (ERP) in Ndola.

NATIONAL PENSION SCHEME AUTHORITY

REPORT AND FINANCIAL STATEMENTS
for the year ended 31 December 2015

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Board of Trustees



Mr. Teddy David Mulonga
Chairperson Appointed
Retired 26th December 2015



Mr. Guy Phiri
(Employers' representative)
Vice-Chairperson
Retired 26th December 2015



Mrs. Michelo Silungwe
(Zambia Association of Pension Funds representative)
Member
Retired 26th December 2015



Mr. Trevor Kaunda
(Ministry of Labour and Social Security) (Government representative) Member
Retired 26th December 2015



Mr. Chishimba Brian Yumbe
(Bank of Zambia representative)
Member
Retired 26th December 2015



Ms. Monde Florence Sitwala
(Ministry of Finance Government Representative)
Member
Retired 26th December 2015



Mr. Andrew Chisala
(Employers' representative)
Member
Retired 26th December 2015



Mr. Joseph Mwansa Chikolwa
[redacted]
Retired 26th December 2015



Mrs. Lusa Pellama Mulanda
(Workers' representative)
Member
Retired 26th December 2015



Mr. Peter Bwalya Chupa
(Workers' representative)
Member
Retired 26th December 2015

Senior Management



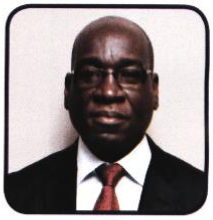
Mr. Charles Mpundu
Director General
Retired 22nd July 2015



Mrs. Kapambwe Doreen Chiwele
Director Finance
Retired 31st December 2015



Mrs. Lydia Sameta Chilumba
Authority Secretary



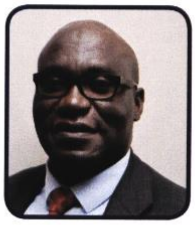
Mr. Yollard Kachinda
Director Contributions & Benefits
Acting Director General
Appointed 23rd July 2015



Mrs. Chishala Kapaya Tembo
Director Projects



Mrs. Betty Chipika Meleki
Director Human Resource
& Administration



Greg Chola Nsofu
Director Information
Technology



Mr. David Chewe
Director Investments

BOARD OF TRUSTEES, SENIOR MANAGEMENT AND PROFESSIONAL ADVISORS

BOARD OF TRUSTEES

Mr. Teddy David. Mulonga	-	Chairperson Retired 26 December 2015
Mr. Guy Phiri (Employers' representative)	-	Vice-Chairperson Retired 26 December 2015
Mr. Joseph Mwansa Chikolwa (Bankers Association)	-	Member Retired 26 December 2015
Mr. Andrew Chisala (Employers' representative)	-	Member Retired 26 December 2015
Mr. Trevor Kaunda (Ministry of Labour and Social Security)	-	Member Retired 26 December 2015
Ms. Monde Florence Sitwala (Ministry of Finance) (Government representative)	-	Member Retired 26 December 2015
Mrs. Lusa Pellama Mulanda (Workers' representative)	-	Member Retired 26 December 2015
Mr. Peter Bwalya Chupa (Workers' representative)	-	Member Retired 26 December 2015
Mrs. Michelo Silungwe (Zambia Association of Pension Funds representative)	-	Member Retired 26 December 2015
Mr. Chishimba Brian Yumbe (Bank of Zambia representative)	-	Member Retired 26 December 2015

INTERIM BOARD OF TRUSTEES

Following the end of the Board of Trustees' term on 26th December, a Caretaker board was appointed comprising the Permanent Secretary of the Ministry of Labour & Social Security Mr Barnaby Mulenga as Chairperson, Mr Anthony Dumingu, Mr Victor M. Chikalanga, Mr Joseph Banda and Mr Harry Kanyama .

SENIOR MANAGEMENT

Mr. Charles Mpundu	-	Director General Retired 22 July 2015
Mr. Yollard Kachinda	-	Director Contributions & Benefits Acting Director General Appointed 23 July 2015
Mrs. Lydia Sameta Chilumba	-	Authority Secretary
Mr. David Chewe	-	Director Investments
Mrs. Chishala Kapaya Tembo	-	Director Projects
Mrs. Betty Chipika Meleki	-	Director Human Resource & Administration

BOARD OF TRUSTEES, SENIOR MANAGEMENT AND PROFESSIONAL ADVISORS (CONTINUED)

SENIOR MANAGEMENT (CONTINUED)

Mrs. Kapambwe Doreen Chiwele	-	Director Finance Retired 31 December 2015
Mr. Greg Chola Nsofu	-	Director Information Technology Appointed 13 April 2015

PROFESSIONAL ADVISORS

LEGAL ADVISORS:

Legal Counsel
National Pension Scheme Authority
Levy Business Park
P.O Box 51275
Lusaka

AUDITORS:

Deloitte & Touche
Abacus Square
Plot No. 2374/B
Thabo Mbeki Road
P.O Box 30030
Lusaka

ACTUARIES:

Government Actuary's Department
Finlaison House
15 – 17 Furnival Street
London EC4A 1AB

BANKERS:

Zambia National Commercial Bank Plc
Private Bag E119
Lusaka

Citibank Zambia Limited
P.O Box 30037
Lusaka

Barclays Bank Zambia Plc
Private Bag E308
Lusaka

Standard Chartered Bank Zambia Plc
P.O. Box 32238
Lusaka

Stanbic Bank Zambia Limited
P.O Box 31955
Lusaka

HEAD OFFICE:

Levy Business Park
P.O Box 51275
Lusaka

REPORT OF THE BOARD OF TRUSTEES

The Trustees of the National Pension Scheme Authority present their report for the year ended 31 December 2015, together with the audited financial statements.

1.0 Introduction

1.1 Mandate

The National Pension Scheme Authority ("NAPSA" or "The Authority") was established by the National Pension Scheme Act No. 40 of 1996 ("The Act"), as a body corporate with perpetual succession and a common seal, and became operational on 1st February 2000.

Under The Act, NAPSA administers a defined benefit scheme ("The Scheme") into which is paid all contributions authorised under The Act, and out of which all payments authorised under The Act are met.

NAPSA also controls and manages the assets and liabilities of members who contributed to a defined contribution plan previously established under the now repealed Zambia National Provident Fund ("ZNPF").

1.2 Trustees

Under the provisions of The Act, the members of the Authority are the Trustees of the Scheme and are appointed by the line Minister in accordance with the provisions of The Act. Subject to these provisions, a Trustee shall hold office for a period of three years from the date of appointment and may be re-appointed for a like period. The Trustees who held office in 2015 are listed on page 1.

The Act requires the Authority to prudentially manage The Scheme so as to ensure that at all times it is in a state of actuarial correctness, financially sustainable, fair in its benefit distribution and affordable.

In accordance with prudential principles therefore, the Board of Trustees assume overall responsibility for internal controls, risk management, the maintenance of adequate accounting records and the safeguard of the scheme assets, as outlined in the Statement of Responsibility on page 10.

Under the provisions of The Act, the Trustees are required to meet for the transaction of business at least once in every three months at such places and at such times as the Chairperson may determine. In 2015, the Trustees met at least once in each quarter.

2 Operational Highlights for the year 2015

2.1 Role in the national economy

The Authority continued to be a major player in the financial and capital markets, as in prior years. Further, the Authority invested all its funds with locally based institutions.

2.2.1 The Authority's net assets available for benefits as at 31 December 2015 increased overall by K2.8 billion, from K10.3 billion as at 31 December 2014 to K13.1 billion at 31 December 2015. The Authority recorded an overall positive performance of 1% above budget. The positive performance in 2015 is mainly attributable to:

i. Positive net performance on investments, at 19% above budget and 70% above the 2014 year end results.

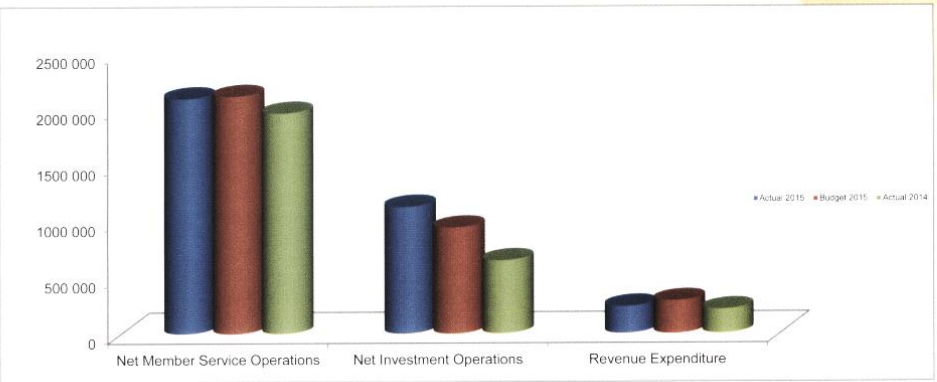
ii. Control on administrative expenditure, which was 17% below budget and 12% above 2014.

iii. Performance on member service operations, was below budget by 1% and 6% above 2014 results. This also compared favourably with the increase in the National Average Earnings figure of 7% for 2015.

2 Operational Highlights for the year 2015 (Continued)

The overall performance is highlighted in the graph below:

GRAPH 1: OVERALL PERFORMANCE (K'000)



2.3 Member Service Operations

2.3.1 The Scheme collected K2.5 billion in contributions, an annual increase of 10% from the 2014 figure of K2.3 billion. The increase is a reflection of a number of factors such as: growth in the national economy, increase in the National Average Earnings, and increase in the contribution ceiling. The contribution rate remained at 10% of the employee's gross wages up to the monthly ceiling of K796.20, shared equally at 5% between the employer and the employee.

2.3.2 The five-year trend in both contributions and benefits paid are highlighted below in Tables 1 and 2.

Table 1:

Contributions trend	2015	2014	2013	2012	2011
Number of active employers	16 473	15 552	14 669	13 972	13 000
Number of Active members	701 374	672 320	620 132	596 244	546 693
Average collection per month (K'millions)	214	191	146	116	86

Table 2:

Benefits trend	2015	2014	2013	2012	2011
Funeral grant per claim (K)	7 960	7 921	6 696	5 870	5 383
Minimum Pension per member (K)	796	792	670	587	538
Highest Pension per member (K)	4 085	3 419	2 891	2 534	2 304
Average monthly pension per member (K)	1 087	1 038	868	758	688
Highest Lump sum per claim (K)	246 636	222 436	185 983	155 850	99 109
Number of pensioners	12 982	11 723	10 083	7 932	5 970

2.4 Investments

2.4.1 The Scheme recorded overall net positive performance of K1,112 million on investment operations, a positive variance of 70% compared to 2014. The bulk of income was from Treasury operations, mainly net interest income which was K1,484 million in 2015, a positive variance of K491 million (49%) in comparison to 2014. The Scheme's favorable performance from its investments was mainly due to a number of factors including the following:

2 Operational Highlights for the year 2015 (Continued)

2.4 Investments (continued)

i. Fresh funds of K2.5 billion which was 5% in excess of the budget figure of K2.4 billion;
ii. Increased investment in higher yielding Government bonds.
iii. Increased investment in Fixed Term Deposits.
iv. Improved yield on short term deposits due to high interest rates.
v. Favourable average interest rate on Government securities of about 20.2% in comparison to the budgeted rate of 16%.
vi. Deferment of some new construction projects for various reasons, and related funds being re-directed to treasury activities.
vii. Net revaluation surplus were recorded on the investment property amounting to K61 million.

2.4.2 The Investment portfolio held at the end of the year 2015 is shown in Table 3 below.

Table 3: Investment Portfolio

(Kwacha Millions)

Net Investments	2015 Net Investments	2015 % of total portfolio	2014 Net Investments	2014 % of total portfolio
Government securities	5 561	44%	3 690	38%
Other securities	2 601	21%	2 864	29%
Shares in listed corporations	1 830	15%	1 405	14%
Investment properties	1 614	13%	1 046	11%
Loans and advances	554	4%	445	5%
Housing inventory	434	3%	390	4%
Total	**12 595**	**100%**	**9 840**	**100%**

2.4.3 The notable projects at various stages of completion by the Authority, are included in appropriate categories under Table 4. The costs incurred as at 31 December, 2015 are highlighted under Table 4 below.

Table 4:

(Kwacha Millions)

Projects in progress	Type	2015	2014
Re-development of Society House	Hotel, retail and offices	554	444
Nyumba Yanga Housing	Housing units	50	189
North Gate Gardens Housing	Housing units	171	151
Total		**775**	**784**

2.5 Provident Fund

2.5.1 The Provident Fund is a depleting scheme with no inflow of fresh funds from contributions. As a consequence, the Fund in recent years recorded a decrease in net assets held, as well as experienced liquidity challenges. This has necessitated interventions by the Pension Scheme to assist the Fund meet its obligations such as benefit payments to members who contributed to the now repealed ZNPF. As at 31 December 2015, the Pension Scheme spent K24 million to meet obligations of the Provident Fund.

2.5.2 The Provident Fund disposed of most of the real estate portfolio to the Pension Scheme with effect from 1 January 2015, on arm's length basis, in accord with the resolution of the Board of Trustees. The sale was at revalued asset market values, and proceeds totalled K282,349,402. The settlement involved netting off monies owed to the Pension Scheme on the current account, amounting to K193,753,023 as at 1st January 2015. The net proceeds were placed in Fixed Term Deposit with Citi Bank on behalf of the Provident Fund. Weekly disbursements were arranged to facilitate settlement of Fund member benefits and other obligations. As at end of July 2015, the Fixed Term Deposit account balance was depleted.

2.5.3 The Fund recorded an overall decrease of K119 million in Net Assets resulting in a Net Liabilities of K40 million at end of December 2015. A major factor was that the Fund paid benefits of K122 million in 2015. The increase in benefits paid is attributable to increase in the number of claimants, arising from the various sensitisation and publicity initiatives by the Authority. The Net Assets Available For Benefits decreased from Net Assets of K78.7 million at 31 December 2014 to Net Liabilities of K 40.5 million at 31 December, 2015.

2 Operational Highlights for the year 2015 (Continued)

2.5 Provident Fund (Continued)

2.5.4 The Fund incurred K210,253 in management expenses significantly below the 2015 budget of K17.5 million and 98.6% lower than the 2014 figure of K14.6 million. The reduction is as result of the depleted funds which resuted in reduced actitivty.

3.0 Staff matters

3.1 The approved staff establishment as at 31 December, 2015 was as shown in Table 5 below.

Table 5 (Staff establishment)

	2015	2014
Approved staff establishment	**528**	500
Actual numbers		
Permanent and pensionable	**378**	354
Directors	**7**	6
Contract staff	**135**	98
Total	**520**	459

3.2 The Authority undertook various training interventions for members of staff, as shown in Table 6 below:

Table 6 (Training Interventions)

Course Title	Training Provider	No. of Participants	Location
Social Protection Conference	Social Security Commission	4	International
Fundamentals of Social Security	ECASSA	5	International
ARLAC Governing Council, High Level Symposium	ISSA	3	International
Technical Seminar On Improving Social Security	ISSA	7	International
ISSA International Conference	ISSA	2	International
Academy of Social Security	ITC	4	International
Gartner Symposium IT XPO	Gartner	1	International
Study Tour to the NSSF Uganda	NAPSA	6	International
Annual Africa Investment Fund and Asset	AIFAM	6	International
Public-Private Partnership Contract Negotiation	EUROMONEY	1	International
Coaching and Mentoring Course	Foresight Learning Solutions	7	Local
Time Management Workshop	Foresight Learning Solutions	8	Local
Supervisory Workshop	Foresight Learning Solutions	11	Local
Induction Workshop	In-House Trainers	36	Local
Change Management and Awareness Workshop	In-House Trainers	All Staff	Local
Investments Advisors and Stockbrokers Course	ZCPIT	2	Local
Workshop on Social Security	In-house	23	Local
Firefighting Workshop	Lusaka City Council (Fire Brigade)	27	Local
Executive Secretaries Master Class	Motivational Center for African	2	Local
Advanced Prosecutors Course	ZIALE	4	Local
Workshop on Social Security	In-House	26	Local
Customer Relationship Management Workshop	Management Training	3	Local
Risk Sessions	In-House Trainers	137	Local
Pay Flexi Trainings	In-House Trainers	51	Local

4.0 Corporate Social responsibility

4.1 The Authority is aware of, and gives consideration to, its role as a corporate citizen. The Authority therefore regularly supports several community programmes through active participation and financial assistance. Cash funding or direct assistance is provided to select projects. The Authority also provides sponsorship to major sporting events and major cultural and traditional ceremonies.

In the year 2015, the Board approved the Authority Corporate Social Responsibility (CSR) policy. Donations under this policy in 2015 amounted to K260,525.

5.0 Statement on Corporate Governance

5.1 NAPSA subscribes to the tenets of good corporate governance. The Authority has in place various policies, structures and procedures to ensure that the decision making process, governance and administration of the institution are in accordance with good corporate governance practices. During 2015, the Authority established an Integrity Committee.

5.2 In the year under review, the Board of Trustees met seventeen times and also undertook local tours of the Authority's projects.

5.3 The Board's focus in the year was largely as follows:

i. the Authority's strategic direction;
ii. corporate governance;
iii. financial arrangements;
iv. key investment strategies and performance;
v. Scheme performance; and
vi. guidance to the executive team.

5.4 The proceedings of the meetings were duly recorded, and minutes were signed.

5.5 Pursuant to paragraph 7 of the First Schedule of the Act which allows the Board of Trustees to establish and delegate certain of its functions to committees, and in keeping with corporate governance best practice, the Board of Trustees has established the Committees as seen here-under. Further, in order to benefit from persons with relevant skills and experience, some non-Authority Members have been co-opted into the Committees, as recommended under good corporate governance practice.

5.6 To ensure board effectiveness, the board undertakes a self evaluation of its operations and that of its Committees. The last board self evaluation was facilitated by the Institute of Directors on 4th February 2015.

6.0 Committees

6.1 Audit, Risk and Compliance Committee

6.1.1 The Audit Committee comprised the following Members:

i. Mr. Chishimba B. Yumbe (Chairperson)
ii. Ms. Monde F. Sitwala
iii. Ms. Susan Wambulawae*
iv. Mr. Ronald Chibesakunda*
v. Mr Anthony Kasolo*

6.1.2 In the year 2015, the Committee met seven (7) times to consider audit, risk and compliance matters and make appropriate recommendations to the Authority.

6.2 Finance & Investments Committee

6.2.1 The Finance & Investments Committee comprised the following Members:

i. Mr. Guy Phiri (Chairperson)
ii. Mr. Trevor Kaunda
iii. Mr. Joseph Chikolwa
iv. Mr. Katema Mutale*
v. Ms. Kutemba Konga*

6.2.2 In the year 2015, the Committee met thirteen (13) times to review financial performance, consider investment proposals, make investment decisions and propose appropriate recommendations to the Authority.

6.3 Technical Committee

6.3.1 The Technical Committee comprised the following Members:

i. Mrs. Michelo Silungwe (Chairperson)
ii. Mr. Trevor Kaunda
iii. Dr. Velepi Mtonga*
iv. Mr. Chris Kampamba*
v. Mrs. Christabel Banda*

6.3.2 In the year 2015, the Committee met four (4) times to consider matters relating to member service operations and make appropriate recommendations to the Authority.

***Denotes independent Committee Members who were not members of the Authority**

6.0 Committees (Continued)

6.4 Staff Affairs Committee

6.4.1 The Staff Affairs Committee comprised the following members:

i. Mr. Andrew Chisala (Chairperson)
ii. Mr. Peter Bwalya Chupa
iii. Mrs. Lusa Pellama Mulanda
iv. Ms. Penelope Mapoma #
v. Ms. Namucana Musiwa #

6.4.2 In the year 2015, the Committee met thirteen (13) times to consider matters pertaining to staff and make appropriate recommendations to the Authority.

6.5 Attendance of meetings

6.5.1 Attendance of meetings by Trustees and Committee members is shown in the Table 7 below:

Tabble 7: Trustees and Committee Members: Attendance of Scheduled Meetings

	Board meetings		Committee meetings		Note
	No. of meetings held	No. of meetings attended	No. of meetings held	No. of meetings attended	
Mr. Teddy D. Mulonga	17	16			
Finance and Investments Committee					
Mr. Guy Phiri	17	15	13	13	
Mr. Trevor Kaunda	17	9	13	8	(i)
Mr. Joseph Chikolwa	17	10	13	13	
Mr. Katema Mutale	*		13	13	
Ms. Kutemba Konga	*		13	11	
Audit, Risk and Compliance Committee					
Mr. Chishimba B Yumbe	17	17	7	7	
Ms. Monde F. Sitwala	17	14	7	5	
Ms. Susan Wambulawae	*		7	7	
Mr. Ronald Chibesakunda	*		7	7	
Mr. Anthony Kasolo	*		7	7	
Staff Committee					
Mr. Andrew Chisala	17	11	13	12	
Mr. Peter Bwalya Chupa	17	16	13	13	
Ms. Lusa A Pellama Mulanda	17	16	13	13	
Ms. Penelope Mapoma	*		13	9	
Ms. Namucana Musiwa	*		13	12	
Technical Committee					
Ms. Michello Silungwe	17	16	4	3	
Mr. Trevor Kaunda			4	2	(ii)
Dr. Velepi Mtonga	*	*	4	1	(i)
Mr. Chris Kampamba	*	*	4	4	
Mrs. Christabel Banda	*	*	4	2	

Notes

* Not applicable.

i. Three meetings attended by alternate.

ii. Two meetings attended by alternate.

 # Denotes independent Committee Members who were not members of the Authority.

REPORT OF THE BOARD OF TRUSTEES (CONTINUED)

7.0 Senior Management

7.1 The Board of Trustees has within the provisions of The Act delegated the day-to-day administration of the Scheme to the Director General, who is the Chief Executive Officer of the Authority.

7.2 Senior Management comprised the Director General, supported by Six (6) Directors who each head a Directorate, and the Authority Secretary.

7.3 There is open communication between the Board of Trustees and Senior Management. The Board and its Committees are supplied with full information prior to each meeting to enable them discharge their responsibilities.

7.4 The Board understands the relationship between itself and the members of Scheme. It acknowledges that its role is to promote the interest of the members and recognises that it is accountable to the members for the performance of the Pension Scheme.

Signed on behalf of the Trustees by:

TRUSTEE

TRUSTEE

NATIONAL PENSION SCHEME AUTHORITY

STATEMENT OF RESPONSIBILITY FOR ANNUAL FINANCIAL STATEMENTS

Part II of the First Schedule of the National Pension Scheme Act, No. 40 of 1996 requires the Trustees to prepare:

- an audited balance sheet;
- an audited statement of income and expenditure; and
- such other information as the Minister may require.

In preparing the financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements that are reasonable and prudent; and
- follow Generally Accepted Accounting Principles.

The Trustees are responsible for ensuring that the Authority keeps proper accounting records which disclose with reasonable accuracy at any time the financial position of the Authority. They are also responsible for safeguarding the assets of the Authority and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance of adequate accounting records and the preparation and integrity of the annual financial statements and related information. The independent external auditors, Messrs Deloitte & Touche, have audited the annual financial statements and their report is shown on page 11.

The Trustees are also responsible for the systems of internal control. These are designed to provide reasonable, but not absolute, assurance as to the reliability of the financial statements, and to adequately safeguard, verify and maintain accountability for assets, and to prevent and detect material misstatements. The systems are implemented and monitored by suitably trained personnel with an appropriate segregation of authority and duties. Nothing has come to the attention of the Trustees to indicate that any material breakdown in the functioning of these controls, procedures and systems has occurred during the year under review.

In the opinion of the Trustees the financial statements are drawn up so as to present fairly the financial activities of the Authority for the year ended 31 December 2015 and its financial position as at that date, and have been prepared in accordance with International Financial Reporting Standards and in the manner required by the National Pension Scheme Act, No. 40 of 1996.

Signed on behalf of the Trustees by:

TRUSTEE

TRUSTEE

Deloitte.

INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees of
National Pension Scheme Authority

Report on the financial statements

We have audited the financial statements of National Pension Scheme Authority, set out on pages 12 to 42, which comprise the statement of net assets available for benefits as at 31 December 2015, and the statement of changes in net assets available for benefits and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Trustees' responsibility for the financial statements

The Trustees are responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards, and in the manner required by the National Pension Scheme Act No. 40 of 1996, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the National Pension Scheme Authority as at 31 December 2015, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and in the manner required by the National Pension Scheme Act No. 40 of 1996.

Deloitte & Touche

DELOITTE & TOUCHE

C. CHUNGU (AUD/F000292)
PARTNER

DATE: 17 June 2016

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

for the year ended 31 December 2015

Kwacha

	Notes	Pension Scheme 2015	Pension Scheme 2014	Provident Fund 2015	Provident Fund 2014
Net assets available at beginning of the year		**10 272 781 933**	7 955 975 019	**78 742 077**	194 684 580
Member service operations:					
Contributions from members		**2 538 654 794**	2 290 190 767	**-**	-
Pension claims and withdrawals	6	**(244 975 889)**	(161 051 770)	**(122 135 619)**	(129 446 225)
Normal retirement pensions		**(178 787 191)**	(155 260 366)	**-**	-
Funeral grants		**(12 116 836)**	(7 898 225)	**(3 846)**	-
Maternity		**-**	-	**-**	(5 424)
		2 102 774 878	1 965 980 406	**(122 139 465)**	(129 451 649)
Investment operations:					
Investment income	10	**1 483 641 190**	992 554 420	**2 677 701**	30 654 537
Change in fair value of:					
Government securities	13	**(242 589 875)**	(373 033 635)	**-**	-
Listed securities	15	**(129 809 409)**	133 243 617	**-**	-
Investment property	20	**60 995 597**	(33 158 588)	**-**	-
Impairment loss on housing inventory	19	**-**	(48 806 961)	**-**	-
Handling fees		**(11 932 037)**	(7 359 063)	**-**	-
Provision for bad debts net of recoveries	16-18	**(69 399 433)**	(7 001 745)	**393 948**	(2 487 127)
Net exchange gains (losses)		**21 160 004**	(392 456)	**-**	-
		1 112 066 037	656 045 589	**3 071 649**	28 167 410
Management expenses:					
Employee benefit expenses	11	**(150 632 187)**	(143 587 383)	**-**	-
Administration expenses	12	**(81 173 028)**	(64 743 820)	**(210 253)**	(14 658 264)
Depreciation expense	21	**(11 907 943)**	(8 938 295)	**-**	-
Gain on disposal of equipment		**401 746**	566 490	**-**	-
		(243 311 412)	(216 703 008)	**(210 253)**	(14 658 264)
Income tax expense	8	**(135 951 873)**	(88 516 073)	**-**	-
Increase (decrease) in net assets		**2 835 577 630**	2 316 806 914	**(119 278 069)**	(115 942 503)
Net assets (liabilities) available at end of the year		**13 108 359 563**	10 272 781 933	**(40 535 992)**	78 742 077

NATIONAL PENSION SCHEME AUTHORITY

STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS
for the year ended 31 December 2015

Kwacha

	Notes	Pension Scheme 2015	Pension Scheme 2014	Provident Fund 2015	Provident Fund 2014
NET ASSETS (LIABILITIES)		**13 108 359 563**	10 272 781 933	**(40 535 992)**	78 742 077
Represented by:					
ASSETS					
Investments					
Government securities	13	**5 561 217 424**	3 690 246 074	**-**	-
Other securities	14	**2 601 396 277**	2 863 695 313	**-**	-
Equity Investments	15	**1 829 864 879**	1 405 083 501	**-**	-
Loans and advances	16	**553 540 922**	445 184 900	**-**	-
Housing inventory	19	**434 433 733**	390 061 983	**-**	-
Investment properties	20	**1 613 803 045**	1 046 108 720	**15 775 626**	298 125 028
		12 594 256 280	9 840 380 491	**15 775 626**	298 125 028
Other assets					
Bank and cash balances		**577 465 079**	185 040 548	**16 266 449**	17 235 553
Employee receivables	17	**2 210 042**	3 437 033	**-**	-
Other receivables	18	**37 272 164**	35 629 127	**-**	1 839 227
Consumable stores	19	**1 428 244**	741 259	**-**	-
Contributions receivable	26	**121 727 172**	179 786 954	**-**	-
Current account with ZNPF		**24 620 592**	193 753 023	**-**	-
Property and equipment	21	**70 397 991**	43 497 225	**-**	-
		835 121 284	641 885 169	**16 266 449**	19 074 780
TOTAL ASSETS		**13 429 377 564**	10 482 265 660	**32 042 075**	317 199 808
LIABILITIES					
Current account with NAPSA		**-**	-	**(24 620 592)**	(193 753 023)
Income tax liabilities	8	**(68 126 027)**	(31 566 462)	**-**	-
Provisions for claims payable	23	**(14 358 185)**	(13 268 549)	**(29 398 178)**	(29 496 977)
Other payables and accrued expenses	24	**(232 480 373)**	(157 849 318)	**(18 559 297)**	(15 207 731)
Deferred liabilities	25	**(6 053 416)**	(6 799 398)	**-**	-
TOTAL LIABILITIES		**(321 018 001)**	(209 483 727)	**(72 578 067)**	(238 457 731)
NET ASSETS (LIABILITIES)		**13 108 359 563**	10 272 781 933	**(40 535 992)**	78 742 077

The responsibilities of the Trustees with regard to the preparation of the financial statements are set out on page 10. The financial statements on pages 12 to 42 were approved by the Board of Trustees on 10th June, 2016 and were signed on its behalf by:

TRUSTEES

STATEMENT OF CASH FLOWS
for the year ended 31 December 2015

Kwacha

	NOTES	Pension Scheme 2015 K	Pension Scheme 2014 K	Provident Fund 2015 K	Provident Fund 2014 K
CASH FLOWS FROM OPERATING ACTIVITIES					
Increase (decrease) in net assets		**2 835 577 630**	2 316 806 914	**(119 278 069)**	(115 942 503)
Adjusted for:					
Depreciation expense	21	**11 907 943**	8 938 295	**-**	-
Income tax expense	8	**135 951 873**	88 516 073	**-**	-
Dividend income		**(33 395 854)**	7 877 936	**-**	-
Investment income	10	**(1 483 641 190)**	(992 554 420)	**(2 677 701)**	(30 654 537)
Impairment loss on receivables	16-18	**70 214 474**	14 099 503	**387 690**	2 417 440
Recoveries	17,18	**(3 535)**	(7 097 758)	**-**	-
Debtors transferred to NAPSA		**-**	-	**(17 587 250)**	-
Impairment loss on loans and advances	16	**-**	-	**-**	68 794
Change in fair value of investment property	20	**60 995 597**	(33 158 588)	**-**	-
Impairment loss on housing inventory	19	**-**	(48 806 961)	**-**	-
Change in fair of value of Government securities	13	**242 589 875**	373 033 635	**-**	-
Change in fair value of listed securities	15	**129 809 409**	(133 243 617)	**-**	-
Gain on disposal of property and equipment		**(401 746)**	(566 490)	**-**	-
		1 969 604 476	1 593 844 522	**(139 155 330)**	(144 110 806)
Movement in working capital:					
Increase in Government securities		**(2 113 561 225)**	(621 962 016)	**-**	-
Decrease (increase) in other securities		**262 299 036**	(1 103 625 402)	**-**	-
Increase in listed securities		**(554 590 787)**	(578 920 617)	**-**	-
Increase in loans and advances		**(134 445 282)**	(81 843 756)	**-**	-
Increase in employee receivables		**1 226 991**	1 251 986	**-**	-
Decrease (increase) in contribution receivables		**58 059 782**	(81 889 781)	**-**	-
(Decrease) increase in deferred liabilities		**(745 982)**	3 910 367	**-**	-
Decrease (increase) in other receivables		**123 367 715**	(114 957 997)	**19 038 787**	(3 832 616)
(Increase) decrease in inventories		**(45 058 735)**	226 077 091	**-**	-
Increase (decrease) in other payables and accruals		**75 720 691**	(21 545 805)	**(165 879 664)**	74 269 464
Cash (used in) generated from operations		**(2 327 727 796)**	(2 373 505 930)	**(146 840 877)**	70 436 848
WHT suffered at source	8	**(99 392 308)**	(82 400 578)	**-**	-
Net cash utilised in operations		**(457 515 628)**	(862 061 986)	**(285 996 207)**	(73 673 958)
CASH FLOWS FROM INVESTING ACTIVITIES					
Payments for property and equipment	21	**(39 032 985)**	(28 683 781)	**-**	-
Proceeds on disposal of property and equipment		**626 022**	981 077	**-**	-
Proceeds on disposal of investment properties		**-**	-	**282 349 402**	-
Purchase for investment properties		**(628 689 922)**	2 539 445	**-**	-
Dividends received		**33 395 854**	(7 877 936)	**-**	-
Investment income	10	**1 483 641 190**	992 554 420	**2 677 701**	30 654 537
Net cash generated from investing activities		**849 940 159**	959 513 225	**285 027 103**	30 654 537
Net cash inflows (outflows)		**392 424 531**	97 451 239	**(969 104)**	(43 019 421)
Cash and cash equivalents at beginning of the year		**185 040 548**	87 589 309	**17 235 553**	60 254 974
Cash and cash equivalents at end of the year		**577 465 079**	185 040 548	**16 266 449**	17 235 553
Comprising:					
Bank and cash balances		**577 465 079**	185 040 548	**16 266 449**	17 235 553

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2015

1 GENERAL INFORMATION

The National Pension Scheme Authority (the "Authority") was established by the National Pension Scheme Act No. 40 of 1996 (the "Act"). The Authority has the sole management rights and control of the National Pension Scheme. The principal activities of the Authority is to manage the National Pension Scheme and pay pension benefits to members. The Authority became operational on 1 February 2000.

The main objective of the Authority is to implement the policy relating to the National Pension Scheme as stipulated in the Act. The Authority is mandated to manage the Scheme so as to ensure that at all times it is in a state of actuarial correctness, financially sustainable, fair in its benefit distribution and is affordable.

Under the Act and its regulations, the Authority also controls and manages the assets and liabilities of members who contributed to a defined contribution plan established under the repealed Zambia National Provident Fund Act (the "ZNPF Act"). Members of the former Fund may, at their election, and on the conditions subsisting under the Act and its regulations, convert their assets to the National Pension Scheme to improve their benefits payable under the Scheme. Members who exercise this option shall receive a month's credit for every three months of contributions under the Zambia National Provident Fund.

Notwithstanding the repeal of the ZNPF Act, the Authority, as custodian, continues to pay benefits to members qualifying under the rules in the repealed ZNPF Act.

The address of Authority's registered office and principal place of business are disclosed in the financial statements on page 2.

2 APPLICATION OF NEW AND REVISED INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRSs)

2.1 Amendments to IFRSs that are mandatorily effective for the current year

In the current year, the Authority has applied a number of amendments to IFRSs issued by the International Accounting Standards Board (IASB) that are mandatorily effective for an accounting period that begins on or after 1 January 2015:

- Amendments to IAS 19 *Defined Benefit Plans: Employee Contributions*

  These amendments have been applied retrospectively. The application of these amendments has had no material impact on the disclosures or the amounts recognised in the Authority's financial statements.

- Annual Improvements to IFRSs 2010 - 2012 Cycle and 2011 – 2013 Cycle

  The application of amendments has had no impact on the disclosures or amounts recognised in the Authority's financial statements.

2.2 Standards and Interpretations in issue, not yet effective

At the date of authorisation of these financial statements, the following relevant Standards and Interpretations were in issue but not yet effective:

Effective date	Standard, Amendment or Interpretation
1 January 2018	**IFRS 9 *Financial Instruments***
	The new standard modifies the classification and measurement of certain classes of financial assets and liabilities. The most significant changes are the expected loss model for the impairment of financial assets and to rationalise from four to two primary categories of financial assets.
	The Trustees of the Authority anticipate that the application of IFRS 9 in the future may have a material impact on amounts reported in respect of the Authority's financial assets and financial liabilities. However, it is not practicable to provide a reasonable estimate of the effect of IFRS 9 until the Authority undertakes a detailed review.

2 APPLICATION OF NEW AND REVISED INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRSs) (CONTINUED)

2.2 Standards and Interpretations in issue, not yet effective (continued)

Effective date	Standard, Amendment or Interpretation
1 January 2018	**IFRS 15 *Revenue from Contracts with Customers*** IFRS 15 specifies how and when an IFRS reporter will recognise revenue as well as requiring such entities to provide users of financial statements with more informative, relevant disclosures. The standard provides a single, principles based five-step model to be applied to all contracts with customers. The core principle of IFRS 15 is that an entity will recognise revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. The Trustees are currently evaluating the impact this new standard may have on the financial statements.
1 January 2016	**Amendments to IAS 16 and IAS 38 *Clarification of Acceptable Methods of Depreciation and Amortisation*** The amendments to IAS 16 prohibit entities from using a revenue-based depreciation method for items of property, plant and equipment. The amendments to IAS 38 introduce a rebuttable presumption that revenue is not an appropriate basis for amortisation of an intangible asset. This amendment has no significant impact on the company.
1 January 2019	**IFRS 16 *Leases*** IFRS 16 provides a comprehensive model for identification of lease arrangements and their treatment in the financial statements of both lessees and lessors. It supersedes IAS 17 Leases and its associated interpretative guidance. The Trustees are currently evaluating the impact this new standard may have on the financial statements.
1 January 2016	**Amendments to IAS 1 *Disclosure Initiative*** The amendments to IAS 1 will give some guidance on how to apply the concept of materiality in practice. This amendment has no significant impact on the company.
1 January 2016	**Annual Improvements to IFRSs 2012-2014 Cycle** The Annual Improvements to IFRSs 2012-2014 Cycle include a number of amendments to various IFRSs, which are summarised below: The amendments to IFRS 5 introduce specific guidance for when an entity reclassifies an asset (or disposal group) from held for sale to held for distribution to owners (or vice versa). The amendments to IFRS 7 provide additional guidance to clarify whether a servicing contract is continuing involvement in a transferred asset for the purpose of the disclosures required in relation to transferred assets. The amendments to IAS 19 clarify that the rate used to discount post-employment benefit obligations should be determined by reference to market yields at the end of the reporting period on high quality corporate bonds.

2 APPLICATION OF NEW AND REVISED INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRSs) (CONTINUED)

2.2 Standards and Interpretations in issue, not yet effective (continued)

Effective date	Standard, Amendment or Interpretation
1 January 2016	**Amendments to IFRS 10, IFRS 12 and IAS 28 *Investment Entities: Applying the Consolidation Exception*** The amendments to IFRS 10, IFRS 12 and IAS 28 clarify that the exemption from preparing consolidated financial statements is available to a parent entity that is a subsidiary of an investment entity, even if the investment entity measures all its subsidiaries at fair value in accordance with IFRS 10. The amendments also clarify that the requirement for an investment entity to consolidate a subsidiary providing services related to the former's investment activities applies only to subsidiaries that are not investment entities themselves.
1 January 2016	**Annual Improvements to IFRSs 2012-2014 Cycle** These amendments in future periods will have no significant impact on the financial statements of the Authority.
1 January 2016	**IFRS 14 Regulatory Deferral Accounts**
1 January 2016	**Amendments to IFRS 11 *Accounting for Acquisitions of Interests in Joint Operations***
1 January 2016	**Amendments to IAS 16 and IAS 41 *Agriculture: Bearer Plants***
1 January 2016	**Amendments to IAS 27: *Equity Method in Separate Financial Statements***
1 January 2016	**Amendments to IFRS 10 and IAS 28 Sale or Contribution of Assets between an Investor and its Associate or Joint Venture** These amendments in future periods will have no impact on the financial statements of the Authority.

3 SIGNIFICANT ACCOUNTING POLICIES

3.1 Statement of compliance

The financial statements have been prepared in accordance with International Financial Reporting Standards.

3.2 Basis of preparation

The financial statements have been prepared on the historical cost basis except for certain properties and financial instruments that are measured at revalued amounts or fair values at the end of each reporting period, as explained in the accounting policies below:

Historical cost is generally based on the fair value of the consideration given in exchange for goods and services.

The Board of Trustees have, at the time of approving the financial statements, a reasonable expectation that the Authority has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, regardless of whether that price is directly observable or estimated using another valuation technique. In estimating the fair value of an asset or a liability, the Authority takes into account the characteristics of the asset or liability if market participants would take those characteristics into account when pricing the asset or liability at the measurement date. Fair value for measurement and/or disclosure purposes in these financial statements is determined on such a basis, leasing transactions that are within the scope of IAS 17, and measurements that have some similarities to fair value but are not fair value, such as net realisable value in IAS 2 or value in use in IAS 36.

3 SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

3.2 Basis of preparation (continued)

In addition, for financial reporting purposes, fair value measurements are categorised into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

- Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date;
- Level 2 inputs are inputs, other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly; and
- Level 3 inputs are unobservable inputs for the asset or liability.

The principal accounting policies are set out below:

3.3 Contribution income

The National Pension Scheme requires eligible employers to remit contributions for each month by the 10th of the following month. Accordingly, contributions receivable are accounted for as received by the Authority from 11 January 2015 to the 10th of January 2016.

The contribution rate is set at 10% of the employee's gross wages subject to a ceiling. The rate is shared equally at 5% between the employer and the employee.

3.4 Dividend income

Dividend revenue from investments is recognised when the Authority's right to receive payment has been established.

3.5 Interest revenue

Interest revenue comprise interest from financial assets. Interest revenue is recognised when it is probable that the economic benefits will flow to the Authority and the amount of revenue can be measured reliably. Interest revenue is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount on initial recognition.

3.6 Inventories

Inventories are stated at the lower of cost and net realisable value. Costs of inventories are determined on a first-in-first out basis. Net realisable value represents the estimated selling price for inventories less all estimated costs of completion and costs necessary to make the sale.

3.7 Provisions

Provisions are recognised when the Authority has a present obligation (legal or constructive) as a result of a past event, for which it is probable that the Authority will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation. When a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows (when the effect of the time value of money is material).

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, a receivable is recognised as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

3 SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

3.8 Property and equipment

All property and equipment are stated at cost less accumulated depreciation and accumulated impairment losses.

Depreciation is recognised so as to write off the cost of property and equipment over their estimated useful lives, on a straight line basis, at the following annual rates:

Furniture and fittings	8 years
Computer equipment	3 years
Motor vehicles	4 to 5 years

Capital work in progress is not depreciated.

Management has estimated the residual values of the property and equipment at 31 December 2015 to be negligible and for purpose of the financial statements have been assigned a nil value.

An item of property and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss arising on the disposal or retirement of an item of property and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in statement of changes in net assets available for benefits.

3.9 Investment properties

Investment properties are properties held to earn rentals and/or for capital appreciation (including property under construction for such purposes). Investment properties are measured initially at cost, including transaction costs. Subsequent to initial recognition, investment properties are measured at fair value. Gains and losses arising from changes in the fair value of investment properties are included in statement of changes in net assets available for benefits in the period in which they arise.

An investment property is derecognised upon disposal or when the investment property is permanently withdrawn from use and no future economic benefits are expected from the disposal. Any gain or loss arising on derecognition of the property (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in statement of changes in net assets available for benefits in the period in which the property is derecognised.

3.10 Impairment of tangible assets

At the end of each reporting period, the Authority reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). When it is not possible to estimate the recoverable amount of an individual asset, the Authority estimates the recoverable amount of the cash-generating unit to which the asset belongs. When a reasonable and consistent basis of allocation can be identified, corporate assets are also allocated to individual cash-generating units, or otherwise they are allocated to the smallest Authority of cash-generating units for which a reasonable and consistent allocation basis can be identified.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in statement of changes in net assets available for benefits.

NATIONAL PENSION SCHEME AUTHORITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
for the year ended 31 December 2015

Kwacha

5 ACTUARIAL DEFICIT

In accordance with Section 44 (2) of the National Pension Scheme Act No. 40 of 1996, the Scheme's actuarial obligation is required to be assessed on a tri-annual basis by independent actuaries. The last actuarial valuation was carried out on 31 December 2012. That actuarial valuation report is available for examination by the members at the National Pension Scheme Authority Head office. Further, the Authority commissioned an actuarial valuation as at 31 December 2014, which will also take into account the Provident Fund assets and liabilities, which work is in progress and is yet to be finalized. The Authority has committed to complete the valuation by 30 June 2016, to ensure full compliance is achieved.

At the last valuation as at 31 December 2012, the actuarial valuation revealed that the present value of the Authoritys obligation exceeded the fair value of the assets as follows:

Pension Scheme (Kwacha billions)	**Long records***	**Short records***
Value of benefits accrued	116	169
Assets	6	6
Deficit	**110**	**163**

The key assumptions used in the valuation were:

	%
Valuation interest rate	13
Long term inflation rate	8
Expected rate of return on Scheme assets	15
Future salary increases	10
Future pension increases	10
Mortality rate	
Men	19.7
Women	21.3

In accordance with IAS 26 paragraph 28 (b), the Authority has elected to disclose the actuarial deficit and not record it as a liability on the statement of net assets available for benefits.

The statement of net assets available for benefits therefore does not reflect the Actuarial present value of the promised retirement benefits.

*** Long records**

Where members have contributed for at least 180 months or more and qualify for a pension.

*** Short records**

Where members contributed for less than 180 months and qualify for a pension under the sliding scale.

Significant actuarial assumptions for the determination of the actuarial deficit or surplus include discount rate and expected salary increase. The sensitivity analyses below have been determined based on reasonable possible changes of the respective assumptions occurring at the end of the reporting period, while holding all other assumptions constant.

Long records

	Earnings -2.5%	**Earnings-4.25%**	**Earnings +5%**
Value of scheme liabilities	60	116	10
Assets	6	6	6
Deficit	**(54)**	**(110)**	**(4)**
Fund status	10.4%	5.3%	61.2%

5 ACTUARIAL DEFICIT (CONTINUED)

Short records

	Earnings -2.5%	Earnings-4.25%	Earnings +5%
Value of scheme liabilities	85.9	169.1	12.4
Assets	6.2	6.2	6.2
Deficit	**(80)**	**(163)**	**(6)**
Fund status	7.2%	3.7%	50.1%

The Scheme was designed to be financed on a scaled premium basis and is therefore not fully financed. However, the Scheme is still a young scheme and benefits expenditure can be expected to increase significantly as additional members (with longer contribution records) draw their benefits. The break-even contribution rate is projected to remain below the current rate of 10% for around the next 20 to 30 years under the short and long records scenarios.

6 PENSION CLAIMS AND WITHDRAWALS

	2015	2014
Pension Scheme		
Retirement refund	**69 726 971**	36 353 632
Survivors refund	**22 656 596**	19 221 443
Refund of contributions	**2 217 786**	2 132 709
Invalidity refund	**556 150**	693 700
	95 157 503	58 401 484
Indexed payments	**139 616 749**	95 779 102
Interest on refund	**10 201 637**	6 871 184
	149 818 386	102 650 286
	244 975 889	161 051 770

The indexed payment is meant to help a member's income maintain a certain level of buying power in line with the determined wage inflation. In addition to the indexation, Interest is paid on the Members' contributions using the rate as determined by the Authority.

From 2006, the Authority has been paying pensions to members who qualified under the reduced criteria (sliding scale). As from February 2015, the Scheme has fully insured members who are now qualifying based on a full criteria of 180 months of contributions. Additionally, members who reach the retirement age but have not made 180 contributions are given a lumpsum payment comprising of principal contributions, indexation amount and interest.

	2015	2014
Provident Fund		
Interest on benefits	**116 592 359**	115 964 049
Retirement	**5 015 455**	12 992 892
Survivors	**261 332**	345 174
Age	**234 230**	203 969
Home ownership	**25 706**	(65 596)
Disability	**6 517**	5 985
Savings	**20**	(248)
	122 135 619	129 446 225

Various lump sum payments are made to Members who contributed to the Zambia National Provident Fund.

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7 NORMAL RETIREMENT PENSIONS

In accordance with the Act, Members qualify for payment of pension following attainment of pensionable age of 55 years and have made not less than 180 monthly contributions.

The pension payments made in 2015 relate to Members who have qualified for a pension under the reduced criteria for those aged between 39 and 48 years at inception of the Scheme on 1 February 2000 as well as those that made 180 contributions by February 2015.

The year ended 2006 was the first year in which Members qualified to be paid a retirement pension under the sliding scale.

The table below also referred to as the "sliding scale" specifies the number of months of pensionable employment required at each age by the appointed date under this rule for a member to qualify for a pension. This is necessary because there are certain Members who at inception on 1 February 2000, would not be able to qualify for a pension since they were required to make the minimum 180 monthly contributions.

Age at (1 February 2000) inception date	**Number of months of pensionable employment required**
39	168
40	156
41	144
42	132
43	120
44	108
45	96
46	84
47	72
48	60

The intention of this provision is to enable older workers, who could not reasonably be expected to contribute a minimum of 180 months of pensionable employment by retirement age, to earn the right to pension benefits.

8 TAXATION

The Authority is exempt from income tax under the terms of the Second Schedule to the Income Tax Act, 1996 (as amended) except as follows: under the terms of the income tax amendment Act 3 of 2003 interest arising from Treasury Bills ("TB") or Government bonds is subject to withholding tax at source at 15% with effect from 1 April 2003; the tax withheld at source is also the final tax.

Pension Scheme	**2015**	2014
Withholding tax @ 15% on interest on TBs and Government bonds	**135 951 873**	88 516 073
Withholding tax suffered at source	**135 951 873**	88 516 073
Included under current liabilities		
Payable in respect of previous year	**31 566 462**	25 450 967
Payable in respect of the current year	**135 951 873**	88 516 073
	167 518 335	113 967 040
Withholding tax suffered at source	**(99 392 308)**	(82 400 578)
Current tax liabilities	**68 126 027**	31 566 462

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9 FINANCIAL RISK MANAGEMENT

The Authority's activities expose it to a variety of financial risks, including credit risk and the effects of changes in equity market prices, foreign currency exchange rates and interest rates. The Authority's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on its financial performance.

Risk management is carried out by management under policies approved by the Board of Trustees. Management identify and evaluate the financial risks.

MARKET RISK

(i) Fair value Interest rate risk

The Authority's interest bearing assets are at fixed rate (fixed term deposits, treasury bills and Government Bonds) except for the following:

Barclays Bank Zambia Plc bond (15 years) which is at 91 days treasury bill rate +1.25%.

(ii) Equity market prices

The Authority is exposed to equity market price risk arising from changes in market prices of shares and investment securities. Equity market price risk arises from recognised equity investments and investment securities.

Pension Scheme

At 31 December 2015, if the market prices had strengthened by 10%, increase in net assets for the year would have been **K182,805,246** higher (2014: K138,723,915) mainly as a result of equity investments.

At 31 December 2015, if the market prices had weakened by 10%, decrease in net assets for the year would have been **K 182,805,246** lower (2014: K138,723,915) mainly as a result of equity investments.

(iii) Foreign exchange risk

The Authority is exposed to foreign exchange risk arising from currency exposures, primarily with respect to the Dollar bank account.

At 31 December 2015, if the Kwacha had strengthened/weakened by 5% against the US dollar with all other variables held constant, increase in net assets for the year would have been **K 5,102,001** higher/lower (2014: K 11,901 Dollar Bank accounts).

CREDIT RISK

Credit risk arises from cash and cash equivalents, corporate bonds and deposits with banks, as well as other receivables. The Board assesses the credit quality of each investment, taking into account its financial position, past experience and other factors. Individual risk limits are set based on internal ratings in accordance with limits set by the Board of Trustees.

The Authority's maximum exposure to credit risk at 31 December 2015 is as follows:

	2015	2014
Pension Scheme		
Government securities (note 13)	**5 561 217 424**	3 690 246 074
Fixed term deposits (note 14)	**2 557 561 636**	2 832 771 310
Equity investments (note 15)	**1 829 864 879**	1 405 083 501
Cash and cash equivalents	**577 465 079**	185 040 548
Other bonds (note 14)	**43 834 641**	30 924 003
Other receivables (note 18)	**37 272 164**	35 629 127
	10 607 215 823	8 179 694 563

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9 FINANCIAL RISK MANAGEMENT (CONTINUED)

	2015	2014
CREDIT RISK		
Collateral is held on certain fixed term deposits.		
Provident Fund		
Other receivables (note 18)	-	1 839 227
	-	1 839 227

None of the above assets are past due or impaired except for the following amounts in rental debtors (which are due within 30 days of the end of the month in which they are invoiced):

	2015	2014
Past due but not impaired:		
over 60 days	-	19 038 787
Provision for bad debts	-	(17 199 560)
	-	1 839 227

LIQUIDITY RISK

Prudent liquidity risk management includes maintaining sufficient cash and marketable securities, and the availability of funding from member contributions and returns from investments.

Management monitors rolling forecasts of the Authority's liquidity reserve on the basis of expected cash flow.

The table below analyses the Authority's financial liabilities that will be settled on a net basis into relevant maturity groupings based on the remaining period at the balance sheet date to the contractual undiscounted cash flows. Balances due within 12 months equal their carrying balances, as the impact of discounting is not significant.

	Less than 1 year	Between 1 and 2 years	Total
Pension Scheme			
At 31 December 2015			
Other payables and accrued expenses	**232 480 373**	**-**	**232 480 373**
Deferred liabilities	**6 053 416**	**-**	**6 053 416**
At 31 December 2014			
Other payables and accrued expenses	157 849 318	-	157 849 318
Deferred liabilities	6 799 398	-	6 799 398

	Less than 1 year	Between 1 and 2 years	Total
Provident Fund			
At 31 December 2015			
Payables	**18 559 297**	**-**	**18 559 297**
At 31 December 2014			
Payables	15 207 731	-	15 207 731

FAIR VALUE MEASUREMENTS

Fair value of the Authority's financial assets that are measured at fair value on a recurring basis

Some of the Authority's financial assets are measured at fair value at the end of each reporting period. The following table gives information about how the fair values of these financial assets and financial liabilities are determined (in particular, the valuation technique(s) and inputs used).

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9 FINANCIAL RISK MANAGEMENT (CONTINUED)

FAIR VALUE MEASUREMENTS (CONTINUED)

Fair value of the Authority's financial assets that are measured at fair value on a recurring basis (continued)

Financial asset	Fair value hierarchy	Valuation techniques	2015	2014
Listed securities	Level 1	(i)	**1 828 052 463**	1 387 239 156
Government bonds	Level 2	(ii)	**4 106 317 718**	3 528 792 815
Treasury bills	Level 2	(ii)	**1 454 899 706**	161 453 259
Other stocks and bonds	Level 2	(ii)	**43 834 641**	30 924 003

(i) Level 1 – Quoted prices (unadjusted) in active markets for identical assets or liabilities. This level includes listed equity securities on the Lusaka Stock Exchange.

(ii) Level 2 – Discounted cash flows are estimated based on Bank of Zambia rates observable on Treasury Bills & GRZ Bonds at the end of the reporting period.

iii) Level 3 – Inputs are unobservable inputs for the asset or liability.

At 31 December 2015, the Authority did not have financial liabilities measured at fair value (2014: nil).

FINANCIAL ASSETS	2015		2014	
Pension Scheme	**Carrying Amount**	**Fair Value**	Carrying Amount	Fair Value
Loans and receivables				
Loans and advances	**553 540 922**	**553 540 922**	445 184 900	445 184 900
Contribution receivables	**121 727 172**	**121 727 172**	179 786 954	179 786 954
Bank and cash balances	**577 465 079**	**577 465 079**	185 040 548	185 040 548
Other receivables*	**30 267 373**	**30 267 373**	31 917 224	31 917 224
Employee receivables	**2 210 042**	**2 210 042**	3 437 033	3 437 033
	1 285 210 588	**1 285 210 588**	845 366 659	845 366 659

* This amount excludes prepayments and VAT receivable

The carrying amounts of the financial instruments above approximate their fair values due.

Fair value hierarchy

Fair value hierarchy as at 31 December 2015

	Level 1	Level 2	Level 3	Total
Financial assets				
Government securities	-	**5 561 217 424**	-	**5 561 217 424**
Other securities	-	**43 834 641**	**2 557 561 636**	**2 601 396 277**
Equity Investments	**1 828 052 463**	-	**17 844 345**	**1 845 896 808**
Loans and advances	-	-	**553 540 922**	**553 540 922**
Bank and cash balances	-	-	**577 465 079**	**577 465 079**
Contributions receivables	-	-	**121 727 172**	**121 727 172**
Other receivables*	-	-	**30 267 373**	**30 267 373**
Employee receivables	-	-	**2 210 042**	**2 210 042**
Total	**1 828 052 463**	**5 605 052 065**	**3 860 616 569**	**11 293 721 097**

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9 FINANCIAL RISK MANAGEMENT (CONTINUED)

FAIR VALUE MEASUREMENTS (CONTINUED)

Fair value of the Authority's financial assets that are measured at fair value on a recurring basis (continued)

Fair value hierarchy

Fair value hierarchy as at 31 December 2014

	Level 1	Level 2	Level 3	Total
Financial assets				
Government securities	-	3 690 246 074	-	3 690 246 074
Other securities	-	30 924 003	2 832 771 310	2 863 695 313
Equity Investments	1 387 239 156	-	17 844 345	1 405 083 501
Loans and advances	-	-	445 184 900	445 184 900
Bank and cash balances	-	-	185 040 548	185 040 548
Contributions receivables	-	-	179 786 954	179 786 954
Other receivables*	-	-	31 917 224	31 917 224
Employee receivables	-	-	3 437 033	3 437 033
Total	1 387 239 156	3 721 170 077	3 695 982 314	8 804 391 547

* This amount excludes prepayments and VAT receivable

At 31 December 2015, the Authority did not have financial liabilities measured at fair value (2014: nil).

10 INVESTMENT INCOME

	2015	2014
Pension Scheme		
Gross Interest income on Government Bonds	**769 666 633**	523 387 051
Interest income on fixed term deposits	**397 222 841**	296 138 433
Gross Interest income on treasury bills	**168 629 289**	50 538 872
Net rental income	**60 129 633**	32 766 964
Interest on cash deposits	**48 815 213**	24 778 190
Dividend from equities	**33 395 854**	33 386 820
Interest income on other stocks and bonds	**4 109 718**	3 739 270
Sundry income	**1 262 193**	7 877 936
Interest income on loans	**212 969**	714 297
Management fees recoverable from ZNPF	**196 848**	1 407 587
Profit on sale of housing units	**-**	17 819 000
	1 483 641 190	992 554 420
Provident Fund		
Interest income on fixed term deposits	**2 515 613**	-
Net rental income	**162 088**	16 288 564
Sundry income	**-**	14 365 973
	2 677 701	30 654 537

11 EMPLOYEE BENEFIT EXPENSES

Salaries and other staff benefit costs	**141 879 735**	135 704 396
Pension costs	**8 752 452**	7 882 987
	150 632 187	143 587 383

11 EMPLOYEE BENEFIT EXPENSES (CONTINUED)

The Authority maintains a pension scheme comprising a defined contribution scheme and a closed defined benefit scheme, established to provide retirement benefits for its employees. The last actuarial evaluation was as at 31 December 2014 for the defined benefit scheme, wherein the Scheme recorded a surplus of K679,093.

The defined benefit scheme was closed to new members in 2007 .The scheme rules specify that the Authority has no recourse over the actuarial surplus and accordingly, the surplus is not recorded in the Authority's accounting records.

The last actuarial valuation was completed for the year ended 31 December 2014 and the report was issued in August 2015 by Alexander Forbes Financial Services (EA) Limited, an independent firm of actuaries, using the Attained Age Method. According to the valuation at that date, the actuarial present value of promised retirement benefits was:

Pension plan assets	**12 839 488**
Liability to members	**12 160 395**
Surplus	**679 093**

The principal assumptions used for the purposes of the actuarial valuations were as follows:

Valuation method		Attained Age Method
Rate of interest		12% per annum
Rate of pension increase		5% per annum
Rate of revaluation in deferment		5% per annum
Mortality	-Pre- retirement	A49/52 Ultimate table
	-Post retirement	A(55) Males/ females ultimate table
Number of members		25

On the basis of the Attained Age Method of valuation, the rate of contribution required to meet the cost of future accrual of benefit in respect of DB Scheme members is estimated at 20.3% of DB Scheme members' total Pensionable Salaries which, net of members' contributions at 10%, gives the Sponsor's required contribution rate of 10.3% of DB Scheme members' Pensionable Salaries. This is before any adjustments is made for the actuarial surplus disclosed by the actuarial valuation.

The plan typically exposes the Company to actuarial risks such as interest rate risk, salary risk and mortality risk. Increases or decreases in these acturial risks may result in an increase or decrease of the actuarial surplus.

The actuarial valuation results of the DB Scheme are sensitive to the actuarial assumptions made. The actuarial assumptions reflect one view of likely future events and there is therefore uncertainty as to how the financial position of the DB Scheme will develop in future. There is no guarantee that the assumptions made will be borne out in practice and the expectation is that the DB Scheme's actual experience will from time to time be better or worse than that assumed.

12 ADMINISTRATIVE EXPENSES

	2015	2014
Pension Scheme		
Office maintenance and related expenses	**13 421 169**	7 629 525
Rent	**9 754 414**	5 558 032
Computer expenses	**7 929 399**	6 202 402
Travelling expenses	**7 327 597**	7 385 789
Sports expenses	**6 950 223**	6 907 835
Staff welfare & training	**5 871 898**	3 409 706
Motor vehicle expenses	**5 351 765**	4 432 752

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12 ADMINISTRATIVE EXPENSES (CONTINUED)	2015	2014
Pension Scheme (continued)		
Advertising and promotion	**4 973 158**	7 569 380
Authority Expenses	**4 647 334**	2 986 401
Printing and stationery	**2 679 332**	2 568 846
Actuarial professional fees	**2 562 424**	1 370 141
Telephone and postage	**2 315 236**	1 958 417
Legal Fees	**2 142 520**	1 176 143
Rental charges payable to ZNPF	**1 435 000**	1 435 000
Property Insurance	**1 036 712**	1 381 112
Other expenses	**990 958**	1 157 694
Bank charges	**988 688**	984 231
Audit fees	**795 200**	630 414
	81 173 028	64 743 820
Provident Fund		
Management fees payable to NAPSA	**196 849**	1 407 587
Bank charges	**13 404**	20 656
Legal settlement and costs	**-**	7 775 477
Office maintenance and related expenses	**-**	2 473 774
Security	**-**	1 582 883
Rent	**-**	1 207 586
Actuarial professional fees	**-**	190 301
	210 253	14 658 264

13 GOVERNMENT SECURITIES

Pension Scheme		
Government bonds	**4 106 317 718**	3 528 792 815
Treasury bills	**1 454 899 706**	161 453 259
	5 561 217 424	3 690 246 074

13.1 Government bonds

At beginning of year	**3 528 792 815**	2 876 689 270
Purchases	**1 841 734 825**	1 774 665 604
Bonds matured during the year	**(922 255 119)**	(800 897 935)
Change in fair value	**(341 954 803)**	(321 664 124)
At end of year	**4 106 317 718**	3 528 792 815
Maturity analysis:		
Pension scheme		
2 to 5 year Government bonds	**2 931 263 371**	2 520 221 051
7 to 15 year Government bonds	**1 175 054 348**	1 008 571 764
	4 106 317 718	3 528 792 815

The Authority holds Government bonds with varying interest rates between 8% and 15%. Interest is receivable semi annually. The bonds mature on diverse dates between January 2016 and December 2026.

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13 GOVERNMENT SECURITIES (CONTINUED)

13.2 Treasury bills

At beginning of year	**161 453 259**	564 628 423
Purchases	**1 987 302 908**	225 013 732
Change in fair value	**99 364 928**	(51 369 511)
Treasury bills matured during the year	**(793 221 390)**	(576 819 385)
At end of year	**1 454 899 706**	161 453 259

13.3 Total Government securities	**5 561 217 424**	3 690 246 074

13.4 Fair value movement

Government bonds	**(341 954 803)**	(321 664 124)
Treasury bills	**99 364 928**	(51 369 511)
	(242 589 875)	(373 033 635)

14 OTHER SECURITIES

Pension Scheme

Fixed term deposits	**2 557 561 636**	2 832 771 310
Other stocks and bonds	**43 834 641**	30 924 003
	2 601 396 277	2 863 695 313

14.1 Fixed term deposits

Finance Bank Zambia Limited	**460 023 900**	353 860 045
Zambia National Commercial Bank Plc	**386 877 169**	285 002 999
Stanbic Bank Zambia Limited	**349 713 429**	309 961 970
BancABC Limited	**276 686 152**	215 849 197
Standard Chartered Bank Zambia Plc	**273 445 198**	114 352 590
Investrust Bank Plc	**204 377 172**	174 919 519
First National Bank Limited	**144 829 293**	147 617 406
Barclays Bank Zambia Plc	**110 538 955**	885 103 469
Ecobank Limited	**90 565 015**	45 105 879
Cavmont Capital Bank Limited	**64 919 219**	11 061 714
Access Bank Zambia Limited	**52 305 479**	103 818 126
First Alliance Bank Limited	**49 216 768**	16 679 445
Intermarket Bank Limited	**44 329 212**	21 588 082
United Bank of Africa Limited	**30 797 671**	83 759 612
Zambia National Building Society	**18 937 005**	-
Union Bank Limited (In Liquidation)	**235 096**	235 096
United Bank of Zambia Limited (In Liquidation)	**80 517**	80 517
Indo-Zambia Bank Limited	**-**	33 443 175
Citibank Zambia Limited	**-**	30 648 082
Finance Building Society	**-**	-
	2 557 877 249	2 833 086 923
Less: Impairment provision	**(315 613)**	(315 613)
	2 557 561 636	2 832 771 310

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14 OTHER SECURITIES (CONTINUED)

14.1 Fixed term deposits (continued)

Provident Fund

Commerce Bank Limited (In Liquidation)	**1 365 977**	1 365 977
First Merchant Bank Limited	**847 187**	847 187
Credit Africa Bank Limited (In Liquidation)	**793 790**	793 790
Union Bank Limited (In Liquidation)	**299 850**	299 850
Union Leasing Zambia Limited	**202 835**	202 835
UniFinance Zambia Limited	**119 837**	119 837
Cavmont Capital Bank Limited	**430**	430
	3 629 906	3 629 906
Less: Impairment provision	**(3 629 906)**	(3 629 906)
	-	-

14.2 Other stocks and bonds

Pension Scheme

IFC	**26 232 877**	-
Madison Finance Limited	**10 013 561**	-
Izwe loans Zambia Limited	**7 588 203**	-
Investrust Bank Plc	**-**	15 683 178
Barclays Bank (Zambia) Plc	**-**	15 240 825
	43 834 641	30 924 003

IFC

This is a 4 year corporate bond denominated in Kwacha. The bond bears interest at 15% per annum paid semi annually.

Madison Finance Limited

This is a 5 year corporate bond denominated in Kwacha. The bond bears interest on a floating rate at 182 days Treasury Bills + 450 basis points margin respectively.

Izwe Loans Zambia Limited

This is a 2 year corporate bond denominated in Kwacha. The bond bears interest on a floating rate at 182 days Treasury Bills + 500 basis points margin respectively.

Provident Fund

Meridian BIAO Bank Limited (In liquidation)	**11 252**	11 252
Less: Impairment provision	**(11 252)**	(11 252)
	-	-

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15 EQUITY INVESMENTS

	2015	2014
Pension Scheme		
Investments in shares listed on LuSE	**1 828 052 463**	1 387 239 156
Investment in Levy Business Park Hotel Limited	**17 844 345**	17 844 345
Less : Impairment	**(16 031 929)**	-
	1 829 864 879	1 405 083 501

The impairement of K16,031,929 relates to the value of the 683,956 disputed Lafarge Cement Zambia Plc shares.

Investments in shares listed on LuSE

The movements in investment in shares listed during the period were as follows:

At beginning of period	**1 387 239 156**	675 074 922
Purchases	**570 622 716**	578 920 617
Change in fair value	**(129 809 409)**	133 243 617
	1 828 052 464	1 387 239 156

Investment in Levy Business Park Hotel Limited

The Authority holds 100% interest in Levy Business Park Hotel Limited (Stay Easy Hotel). As there is no reliable measure of the fair value of this investment, it is carried at cost, and regularly reviewed for impairment at each reporting date.

Provident Fund

Investments in shares listed on LuSE	-	45 050

The movements in investment in shares listed during the period were as follows:

At beginning of period	-	45 050
Impairment provision	-	(45 050)
	-	-

16 LOANS AND ADVANCES

	2015	2014
Pension Scheme		
Receivable from:		
Society House Development Company Limited	**579 630 182**	443 283 256
Impairment provision	**(26 089 260)**	-
	553 540 922	443 283 256
Zambian Lotto Limited	**-**	1 901 644
	553 540 922	445 184 900

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16 LOANS AND ADVANCES (CONTINUED)

Society House Development Company Limited ('SHDCL")

The balance represents advances made, up to the reporting date, to the Authority's fully owned subsidiary, Society House Development Company Limited ("SHDCL").

On 20 May 2011, the Authority entered into a Concession Agreement with Zambia National Building Society ("ZNBS"), for the redevelopement of Society House and Central Arcades, a property in the central business district of Lusaka and which formerly housed ZNBS's head office. The redevelopement would consist of a hotel, shopping mall and office space, and would be fully funded by the Authority. The Concession is for a period of 20 years at the end of which the Authority would be paid 50% of the market value of the redevelopment property. In addition, rental income proceeds arising during the Concession period would be assigned fully to the Authority.

A special purpose vehicle, SHDCL, was created in terms of the Concession Agreement to carry out the redevelopment and operate the commissioned property following finalisation of the redevelopment for the period of the Concession. Accordingly, the funding for the redevelopment was to be advanced to SHDCL as a loan and be recovered from that Company. Advances made to date are denominated in Kwacha, are secured and interest is recoverable at 15% p.a. Should recovery of the loaned funds not be achievable within the Concession period of 20 years, the Authority is entitled to extend the Concession period until full recovery of the funds is achieved.

Preliminary estimates made by Management indicate the advances made to date will only be recoverable fully 17 years after the Concession period of 20 years. Therefore, due to the length of the recovery period after the Concession period, Management believe it is only prudent to raise an impairment provision of the balances not recovered by the end of the Concession period of 20 years amounting to K26,089,260.

Zambian Lotto

The Authority provided a loan to Zambian Lotto Limited, on 1 July 2010, with a repayment period of 60 months at an interest rate of 4%.

Provident Fund	**2015**	2014
Receivable from:		
Government	**971 145**	971 145
Parastatal and private sector	**88 227**	88 227
Local authorities	**7 715**	7 715
	1 067 087	1 067 087
Less: Impairment provision	**(1 067 087)**	(1 067 087)
	-	-
Movement in allowance for doubtful debts		
Balance at the beginning of year	**1 067 087**	1 043 343
Impairment losses recognised in the year	**-**	23 744
Balance at end of the year	**1 067 087**	1 067 087

17 EMPLOYEE RECEIVABLES

Pension Scheme		
Other staff loans	**2 236 292**	3 466 818
Bad debts provision	**(26 250)**	(29 785)
	2 210 042	3 437 033
Movement in allowance for doubtful debts		
Balance at the beginning of year	**29 785**	254 250
Amounts recovered during the year	**(3 535)**	(254 250)
Impairment losses recognised in the year	**-**	29 785
Balance at end of the year	**26 250**	29 785

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18 OTHER RECEIVABLES	2015	2014
Pension Scheme		
Rental receivables	**88 056 270**	39 952 425
VAT recoverable	**14 131 544**	3 898 012
Prepayments	**6 414 145**	360 557
Other receivables	**5 083 963**	2 712 823
Dividend receivables	**590 646**	3 351 346
ZCCM-IH un allotted Shares	**-**	19 044 660
Bad debt provision	**(77 004 404)**	(33 690 696)
	37 272 164	35 629 127
Movement in allowance for doubtful debts		
Balance at the beginning of year	**33 690 696**	26 464 486
Impairment losses recognised on rent receivables	**43 313 708**	13 682 028
Impairment losses recognised on advances	**-**	387 690
Amounts recovered during the year	**-**	(6 843 508)
Balance at end of the year	**77 004 404**	33 690 696
Provident Fund		
Rental debtors	**-**	19 038 787
Bad debts provision	**-**	(17 199 560)
	-	1 839 227
Movement in allowance for doubtful debts		
Balance at the beginning of year	**17 199 560**	14 782 120
Impairment losses recognised on advances	**387 690**	2 417 440
Debtors transferred to NAPSA	**(17 587 250)**	-
Balance at end of the year	**-**	17 199 560

19 INVENTORY		
Consumable stores	**1 428 244**	741 259
Housing inventory:		
Inventory - Kalulushi Housing	**262 337 668**	257 669 352
Inventory - Northgate Gardens	**171 029 319**	141 591 285
Inventory - Nyumba Yanga Housing	**49 873 707**	39 608 307
Less impairment loss	**(48 806 961)**	(48 806 961)
	434 433 733	390 061 983

The cost of inventories recognised as an expense during the year was **nil** (2014: K140,441,977).

The cost of inventories recognised as an expense includes **nil** (2014: K48,806,961) in respect of write-downs of inventory to net realisable value.

Movement in impairment on housing inventory		
Balance at beginning of the year	**48 806 961**	-
Impairment recognised on inventories	**-**	48 806 961
Balance at end of the year	**48 806 961**	48 806 961

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20 INVESTMENT PROPERTIES

	2015	2014
Pension Scheme		
Balance at beginning of the year	**1 046 108 720**	1 015 489 577
Additions	**506 698 728**	69 628 831
Changes in fair value	**60 995 597**	(33 158 588)
Transfer to VAT Account*	**-**	(5 851 100)
Balance at end of the year	**1 613 803 045**	1 046 108 720

* Input VAT was initially recognised in Investment Property, the input VAT has been deemed recoverable, accordingly the Authority has transferred the input VAT to VAT account.

Provident Fund		
Balance at beginning of the year	**298 125 028**	298 125 028
Additions	**393 948**	-
Disposal of property*	**(282 743 350)**	-
Balance at end of the year	**15 775 626**	298 125 028

*The Provident Fund disposed of most of the real estate portfolio to the Pension Scheme with effect from 1 January 2015, on arm's length basis, in accord with the resolution of the Board of Trustees. The sale was at revalued asset market values, and proceeds totalled K282,349,402. The settlement involved netting off monies owed to the Pension Scheme on the current account, amounting to K193,753,023 as at 1st January 2015.

Investment property comprises a number of commercial properties that are leased to third parties. Lease contracts are drawn up for each customer containing terms and conditions which include the commencement date, durations and termination, security deposit, maintenance of premises, security and insurance.

The property rental income earned by the Authority from its investment property, all of which is leased out under operating leases, amounted to Pension Scheme **K60,129,633** (2014: K32,766,964); Povident Fund: **K162,088** (2014: K16,288,564).

(a) Fair value measurement of the Authority's investment properties

The fair value of the Authority's investment properties as at 31 December 2015 and 31 December 2014 has been arrived at on the basis of a valuation carried out on the respective dates by the following valuers: Liberty Properties, Sherwood Green, Sandridge Associates and Fairworld Properties. All the valuers are not related to the Authority.

The valuers are members of the Surveyors Institute of Zambia (SIZ), and they have appropriate qualifications and recent experience in the valuation of properties in the relevant locations. The Valuation Surveyors who carried out the valuation of the investment properties are registered to practice valuation surveying in accordance with Section 3 of the Surveyors Act, Cap 207 of the Laws of Zambia.

(b) Fair value hierarchy

Pension Scheme

The fair value measurement for investment property of **K1,613,803,045** (31 December 2014: K1,046,108,720) has been categorised as a Level 2 fair value based on the inputs to the valuation technique used.

Provident Fund

The fair value measurement for investment property of K15,775,626 (31 December 2014: K298,125,028) has been categorised as a Level 2 fair value based on the inputs to the valuation technique used. The latest independent valuation was done as at 31 December 2013 for Provident Fund. These properties have been offered to sitting tenants based on the valuation performed in 2013 and tenants are currently making payments towards the acquisition of the properties. Once the properties are fully paid for and title is transferred, the Authority will derecognize the properties and recognise the income from the sale. Accordingly the Trustees are of the view that the valuation of these properties approximates its fair value.

(c) Valuation technique and significant unobservable inputs used

The fair value was determined based on the market comparable approach that reflects recent transaction prices for similar properties/ capitalisation of net income method, where the market rentals of all lettable units of the properties are assessed by reference to the rentals achieved in the lettable units as well as other lettings of similar properties in the neighbourhood.

The following table shows the significant unobservable inputs used and sensivity.

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20 INVESTMENT PROPERTIES (CONTINUED)

Significant unobservable inputs	Sensitivity
The following are the Significant unobservable inputs	The estimated fair value would increase (decrease) if:
• Expected market rental growth (10-15%. Weighted average 12.5%).	• Expected market rental growth were higher (lower):
• Void periods (average 1 months after the end of each cancelled lease).	• Void periods were shorter (longer);
• Occupancy rate (92.5-97.5% weighted average (95%).	• The occupancy rate were higher (lower);
• Rent-free periods (2-month period on new leases).	• Rent-free periods were shorter (longer); or
• Risk-adjusted discount rates (10-25%. weighted average 17.5%).	• The risk-adjusted discount rate were lower (higher).

21 PROPERTY AND EQUIPMENT

Pension Scheme

	Capital Work in Progress	Motor vehicles	Office furniture, equipment and fittings	Total
Cost				
Balance at 1 January 2014	-	30 912 991	16 872 481	47 785 472
Additions	10 705 580	12 004 519	5 973 682	28 683 781
Disposals	-	(2 793 167)	(548 417)	(3 341 584)
Balance at 31 December 2014	**10 705 580**	**40 124 343**	**22 297 746**	**73 127 669**
Additions	27 990 249	5 069 054	5 973 682	39 032 985
Disposals	-	(1 946 301)	(548 417)	(2 494 718)
Balance at 31 December 2015	**38 695 829**	**43 247 096**	**27 723 011**	**109 665 936**
Accumulated depreciation and impairment				
Balance at 1 January 2014	-	14 761 104	8 858 042	23 619 146
Charge for year		5 186 396	3 751 899	8 938 295
Eliminated on disposal		(2 528 359)	(398 638)	(2 926 997)
Balance at 31 December 2014	**-**	**17 419 141**	**12 211 303**	**29 630 444**
Charge for year	-	6 851 637	5 056 305	11 907 943
Eliminated on disposal	-	(2 005 517)	(264 925)	(2 270 442)
At 31 December 2015	**-**	**22 265 262**	**17 002 683**	**39 267 945**
Carrying amount At 31 December 2015	**38 695 829**	**20 981 835**	**10 720 328**	**70 397 991**
At 31 December 2014	10 705 580	22 705 202	10 086 443	43 497 225

The Provident Fund had no property and equipment as at 31 December 2015 and 2014.

Kwacha

22 CAPITAL COMMITMENTS

As at 31 December 2015 the Authority had capital commitments of **K43.3 million** (2014: K12.5 million).

23 PROVISIONS FOR CLAIMS PAYABLE

Claims payable include ongoing litigation cases whose ultimate resolution will, in the Trustee's view result in loss to the Authority. The amounts accrued are at Trustees' best estimate of the likely outcome of those claims.

	2015	2014
Pension scheme		
At the beginning of the year	**13 268 549**	25 021 700
Charge for the year	**1 782 023**	12 591 162
Payments during the year	**(692 387)**	(24 344 313)
At the end of the year	**14 358 185**	13 268 549
Provident fund		
At the beginning of the year	**29 496 977**	45 400 000
Charge for the year	**-**	6 496 977
Payments during the year	**(98 799)**	(22 400 000)
At the end of the year	**29 398 178**	29 496 977

24 OTHER PAYABLES AND ACCRUALS

Pension Scheme		
Freedom Park Mall vendor	**115 501 889**	-
Sundry payables	**88 041 062**	19 923 486
Accrued expenses	**27 112 005**	107 957 015
Amounts due to related parties (Note 27)	**1 825 417**	29 968 817
	232 480 373	157 849 318
Provident Fund		
Accrued expenses	**18 559 297**	15 207 731
	18 559 297	15 207 731

25 DEFERRED LIABILITIES

Pension Scheme

Deferred liabilities comprise provisions for retirement benefits and other employee provisions estimated to become payable after more than one year. The movements on the account during the year were as follows:

At beginning of year	**6 799 398**	2 889 031
Charge for the year	**6 124 375**	4 360 088
Paid during the year	**(6 870 357)**	(449 721)
At end of year	**6 053 416**	6 799 398

Kwacha

26 CONTRIBUTIONS RECEIVABLE FROM MEMBERS

Contributions receivable from members represents the statutory contributions as required by the National Pension Scheme Act, No. 40 of 1996 which requires the employer and employee to contribute 5% of the gross earnings into the Scheme.

The Authority's policy requires that contribution income is accounted for on the basis of receipts from 11 January of each year to 10 January of the following year. Contribution income from 1 January to 10 January 2016 amounted to **K121,727,172** (2014: K179,786,954).

27 RELATED PARTY TRANSACTIONS

In the context of the Authority, related party transactions include any transactions made with any of the following persons:

- The Government;
- Members of the Board of Trustees;
- Key management personnel;
- NAPSA Staff Pension Scheme;
- Levy Business Park Hotel Limited; and
- Society House Development Company Limited

The transactions to be reported are those that affect the Authority in making financial and operating decisions. Examples of such transactions include:

- Finance (loans);
- Procurement and investment contracts;
- Disposal of assets; and
- Rental income.

The Authority undertakes to disclose the nature of related party relationships, types of transactions, and the elements of the transactions necessary for the understanding of the annual financial statements.

	2015	2014
Pension Scheme		
Recoverables from the Ministry of Labour and Social During the course of the year the Authority made various donations to the Ministry of Labour and Social Security.	**383 413**	12 500
(a) Amounts due from subsidiaries		
Society House Development Company Limited	**553 540 922**	443 283 256
The loan has been disclosed on Note 16		
(b) Amounts due to subsidiaries		
Levy Business Park Hotel Limited	**1 825 416**	29 968 817
The amount has been disclosed on Note 24		
Provident Fund		
Rental income from Government	**-**	1 395 079

Kwacha

27 RELATED PARTY TRANSACTIONS (CONTINUED)	2015	2014
Provident Fund (continued)		
Government loans	**187 463**	187 463
Parastatal and private sector	**88 227**	88 227
Interest on Government loans	**23 746**	23 746
Local authority loans	**2 918**	2 918
	302 354	302 354
Compensation of Trustees		
The remuneration of Board and Committee members during the year was as follows:		
Allowances and expenses	**4 647 333**	2 986 000
Compensation key management personnnel		
The remuneration of key management personnnel during the year was as follows:		
Salaries and allowances	**6 930 867**	6 229 801
Gratuity	**5 018 073**	2 383 881
	11 948 940	8 613 682

28 CONTINGENT LIABILITIES

Other than the liability to pay pensions and other benefits there were no other contingent liabilities of the Scheme as at 31 December 2015, as all other deemed likely to crystallise have been provided for.

29 EVENTS AFTER THE REPORTING DATE

There were no material significant events after the reporting date that require disclosure in or adjustment to the financial statements.

APPENDIX I - STATEMENT OF COMPREHENSIVE INCOME
for the year ended 31 December 2015

Kwacha

	Pension Scheme		Provident Fund	
	2015	2014	**2015**	2014
Member service operations:				
Contributions receivable from Members	**2 538 654 794**	2 290 190 767	**-**	-
Benefit claims and refunds	**(257 092 725)**	(168 949 995)	**(122 139 465)**	(129 451 649)
Normal retirement pensions	**(178 787 191)**	(155 260 366)	**-**	-
	2 102 774 878	1 965 980 406	**(122 139 465)**	(129 451 649)
Investment operations:				
Investment revenue				
- Interest on Government bonds	**769 666 633**	523 387 051	**-**	-
- Interest on treasury bills	**168 629 289**	50 538 872	**-**	-
- Interest on term deposits	**397 222 841**	296 138 434	**2 677 701**	-
- Other investments	**52 342 386**	28 517 460	**-**	-
- Rental income	**60 129 633**	32 766 965	**-**	16 288 564
- Dividend income	**33 985 081**	33 386 817	**-**	-
Management fees	**-**	1 407 587	**-**	-
Handling fees	**(11 932 037)**	(7 359 063)	**-**	-
Income sale of houses	**-**	17 819 000	**-**	-
Revaluation of equity	**(129 809 409)**	133 243 617	**-**	-
Surplus on revaluation of investments properties	**60 995 597**	(33 158 588)	**-**	-
Impairment of housing inventory	**-**	(48 806 961)	**-**	-
Surplus on revaluation of financial assets	**(242 589 875)**	(373 033 635)	**-**	-
- Bad and doubtful debts provision	**(69 399 433)**	(14 099 503)	**393 948**	(2 487 127)
Interest on loans and advances	**212 969**	714 297	**-**	-
	1 089 453 674	641 462 350	**3 071 649**	13 801 437
Other operating income:				
- Exchange gains (losses)	**21 160 004**	(392 455)	**-**	-
- Gain (loss) on disposal of plant and equipment	**401 746**	566 490	**-**	-
- Sundry income	**1 452 358**	14 975 694	**-**	14 365 973
	23 014 108	15 149 729	**-**	14 365 973
Management expenses:				
- Employee benefit expenses	**(141 879 735)**	(135 704 396)	**-**	-
- Administration expenses	**(81 173 028)**	(64 743 820)	**(210 253)**	(14 658 264)
- Pension cost	**(8 752 452)**	(7 882 987)	**-**	-
- Depreciation	**(11 907 943)**	(8 938 295)	**-**	-
	(243 713 158)	(217 269 498)	**(210 253)**	(14 658 264)
Surplus of income over expenditure before finance costs and taxation	**2 971 529 503**	2 405 322 987	**(119 278 069)**	(115 942 503)
Interest expense	**-**	-	**-**	-
	2 971 529 503	2 405 322 987	**(119 278 069)**	(115 942 503)
Surplus of income over expenditure/ (Excess of expenditure over income) for year before taxation	**2 971 529 503**	2 405 322 987	**(119 278 069)**	(115 942 503)
Income tax expense	**(135 951 873)**	(88 516 073)	**-**	-
Surplus of income over expenditure (excess of expenditure over income) after tax	**2 835 577 630**	2 316 806 914	**(119 278 069)**	(115 942 503)

APPENDIX II - STATEMENT OF FINANCIAL POSITION

for the year ended 31 December 2015

Kwacha

	Pension Scheme		Provident Fund	
	2015	2014	**2015**	2014
ASSETS				
Bank and cash balances	**577 465 079**	185 040 548	**16 266 449**	17 235 553
Financial assets	**9 974 634 235**	7 941 180 543	**-**	-
Loans and advances	**-**	1 901 644	**-**	-
Employee receivables	**2 210 042**	3 437 033	**-**	-
Members' contributions receivables	**121 727 172**	179 786 954	**-**	-
Other receivables	**37 272 164**	35 629 127	**-**	1 839 227
Current account with ZNPF	**24 620 592**	193 753 023	**-**	-
Inventory	**1 428 244**	741 259	**-**	-
Inventory investments	**434 433 733**	390 061 983	**-**	-
Investment in Stay easy	**17 844 345**	17 844 345	**-**	-
Investment in society house	**553 540 922**	443 283 256	**-**	-
Investment properties	**1 613 803 045**	1 046 108 720	**15 775 626**	298 125 028
Property, plant and equipment	**70 397 991**	43 497 225	**-**	-
TOTAL ASSETS	**13 429 377 564**	10 482 265 660	**32 042 075**	317 199 808
LIABILITIES				
Current account with NAPSA	**-**	-	**24 620 592**	193 753 023
Other payables and accruals	**232 480 373**	157 849 318	**18 559 297**	15 207 731
Claims payable	**14 358 185**	13 268 549	**29 398 178**	29 496 977
Deferred liabilities	**6 053 416**	6 799 398	**-**	-
Current tax liabilities	**68 126 027**	31 566 462	**-**	-
	321 018 001	209 483 727	**72 578 067**	238 457 731
ACCUMULATED FUNDS				
Accumulated funds	**12 766 658 893**	9 801 271 854	**-**	-
Members' funds	**-**	-	**(551 112 903)**	(428 973 438)
Investment revaluation reserve	**341 700 670**	471 510 079	**288 499 258**	288 499 258
Property revaluation reserve	**-**	-	**71 313 796**	71 313 796
Other reserves	**-**	-	**150 737 256**	147 875 860
Annuity account	**-**	-	**26 601**	26 601
	13 108 359 563	10 272 781 933	**(40 535 992)**	78 742 077
TOTAL LIABILITIES AND ACCUMULATED FUNDS	**13 429 377 564**	**10 482 265 660**	**32 042 075**	317 199 808

NATIONAL PENSION SCHEME AUTHORITY

APPENDIX III - STATEMENT OF MOVEMENTS IN ACCUMULATED FUNDS (CONTINUED)
for the year ended 31 December 2015

Kwacha

Pension Scheme	Investment revaluation reserves	Accumulated funds	Total
Balance at 1 January 2014	338 266 462	7 617 708 557	7 955 975 019
Surplus of income over expenditure for year	-	2 183 563 297	2 183 563 297
Surplus on revaluation of equity	133 243 617	-	133 243 617
Balance at 31 December 2014	471 510 079	9 801 271 854	10 272 781 933
Surplus of income over expenditure for year	-	2 965 387 039	2 965 387 039
Surplus on revaluation of equity	(129 809 409)	-	(129 809 409)
Balance at 31 December 2015	**341 700 670**	**12 766 658 893**	**13 108 359 563**

Provident Fund

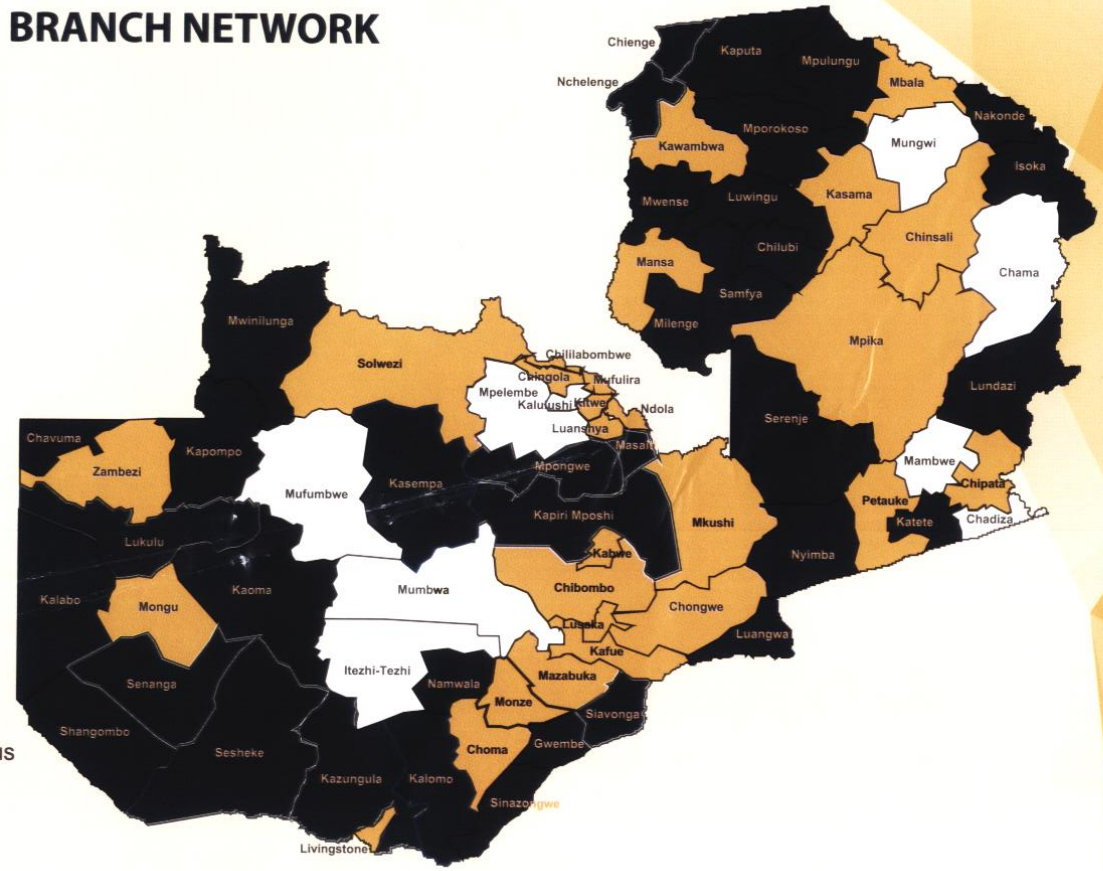
	Annuity account	Members funds	Property revaluation reserve	Investment revaluation reserve	Other reserves	Total
Balance at 1 January 2014	26 601	(299 521 787)	71 313 796	288 499 258	134 366 714	194 684 580
Benefit claims and refunds (note 6)	-	(129 446 225)	-	-	-	(129 446 225)
Maternity and funeral grants	-	(5 424)	-	-		(5 424)
Surplus of income over expenditure for year	-	-	-	-	13 509 146	13 509 146
Balance at 31 December 2014	**26 601**	**(428 973 436)**	**71 313 796**	**288 499 258**	**147 875 860**	**78 742 077**
Benefit claims and refunds (note 6)	-	(122 139 465)	-	-	-	(122 139 465)
Surplus of income over expenditure for year	-	-	-	-	2 861 396	2 861 396
Amortisation of revaluation surplus	-	-	-	-	-	-
Balance at 31 December 2015	**26 601**	**(551 112 901)**	**71 313 796**	**288 499 258**	**150 737 256**	**(40 535 992)**

APPENDIX IV - STATEMENT OF CASH BALANCES

for the year ended 31 December 2015

Pension Scheme	2015	2014
Citibank Zambia Limited	**132 099 521**	108 811 564
Barclay Bank Zambia Limited	**343 213 471**	53 285 996
Zambia National Commercial Bank Plc	**92 876 392**	22 434 948
Stanbic Bank Zambia Limited	**9 028 059**	493 883
Standard Chartered Bank (Z) Plc	**247 635**	14 157
	577 465 079	185 040 548
Provident Fund		
Zambia National Commercial Bank Plc	**16 266 449**	17 235 553

BRANCH NETWORK



NAPSA OFFICES

MOBILE MONTHLY OPERATIONS