



# LESOTHO

## Government Gazette

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## LEGAL NOTICE NO. 48 OF 2023

**Members of Parliament Salaries (Amendment of Schedule)  
Regulations, 2023**

In exercise of the powers conferred on me by section 8(b) of the Members of Parliament Salaries Act, 1998<sup>1</sup> and in consultation with the Minister of Finance, I,

**JUSTICE NTHOMENG MAJARA**

Minister responsible for justice, law and parliamentary affairs, make the following Regulations -

**Citation and commencement**

1. These Regulations may be cited as the Members of Parliament Salaries (Amendment of Schedule) Regulations, 2023 and shall be deemed to have come into operation on the 1st April, 2023.

**Repeal and replacement of regulations**

2. The Members of Parliament Salaries (Amendment of Schedule) Regulations, 2022<sup>2</sup> is repealed and replaced with the following schedules:

**“SCHEDULE 1**

<b>OFFICE</b>	<b>SALARY</b>	<b>ALLOWANCES AND PRIVILEGES</b>
Prime Minister	763,392.00	Category A
Deputy Prime Minister	659,280.00	Category A
Minister	638,328.00	Category B
Speaker of the National Assembly	638,328.00	Category B
President of the Senate	551,016.00	Category B
Leader of Opposition	551,016.00	Category C
Deputy Speaker National Assembly	551,016.00	Category C

Vice-President of the Senate	540,576.00	Category C
Member of the National Assembly	486,216.00	Category D
Senator	464,532.00	Category D.”.

**“SCHEDULE 2**  
**CATEGORIES AND RANKS OF ALLOWANCES AND PRIVILEGES**  
**FOR MEMBERS OF PARLIAMENT**

<b>CATEGORY</b>	<b>RANK</b>	<b>OFFICE</b>	<b>ALLOWANCES AND PRIVILEGES</b>
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A	2	Prime Minister	<b>Housing</b>  1. A State House.  <b>Vehicle</b>  2. (1) A chauffeur-driven government black Mercedes Benz S500 vehicle with full security for both official and private business or any other personal vehicle that he or she may assign for official purpose and shall bear a protocol number, be fuelled, maintained and fully insured by the state, but shall not be rented or leased by the state.  (2) A Lexus RX 450SE utility vehicle.
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**Utilities**

3. Free utilities.

**Annual Entertainment Allowance**

4. A tax free annual entertainment allowance as the Minister of Parliamentary Affairs may, in consultation with the Minister of Finance, determine.

**Expense Allowance**

5. A tax free expense allowance to an amount of M6,000.00 per month.

**Coterminous Staff**

6. The Prime Minister is entitled to the following coterminous staff:

- (a) a political advisor;
- (b) a senior private secretary;
- (c) a coordinator, parliamentary affairs;
- (d) government spokesperson;
- (e) a director delivery unit;
- (f) a project management special-

- ist;
- (g) a public sector performance evaluator;
- (h) a public sector performance specialist;
- (i) a director state house;
- (j) a state house manager;
- (k) a gentleman in waiting;
- (l) a private secretary;
- (m) an assistant private secretary;
- (n) a press attaché;
- (o) a personal aide;
- (p) three senior chauffeurs;
- (q) bodyguards;
- (r) a senior chef;
- (s) a chef;
- (t) a ministerial secretary;
- (u) a systems support officer;
- (v) an executive secretary;
- (w) an assistant hospitality officer;
- (x) a principal technical officer (electricity);
- (y) a principal technical officer (plumbing);
- (z) a principal technical officer;

- (aa) a senior house keeper;
- (bb) a housekeeper;
- (cc) assistant house keepers;
- (dd) a horticultural officer;
- (ee) a procurement assistant;
- (ff) community support officers;
- (gg) assistant community support officers;
- (hh) a driver;
- (ii) special assistants; and
- (jj) a constituency secretary in respect of an elected member.

### **Leave**

7. Leave entitlement of three days per month. Unutilised leave may be carried forward for a period of two years and at the end of the two years, the leave shall be paid out to a maximum of 50%.

### **Holiday**

8. Five days holidays anywhere in the world at full Government expense including full per-

diem for self and spouse or a partner in the case of a single person, every year. Unutilised holiday can be carried over to the next year after which it shall be forfeited.

### **Official Travel**

9. Official travel in first class, 100% per diem and 25% entertainment allowance. Spouse or a partner in the case of a single person to accompany the Prime Minister at full government expense and 50% per diem as and when necessary.

### **Gratuity**

10. A tax free gratuity at 25% of the gross salary paid at the end of two years of continuous service or prorated to the time served if it is less than two years.

### **Death Gratuity**

11. A tax free death gratuity which shall be four times the annual salary.



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A      4      Deputy Prime Minister

**Housing**

1. A fully furnished rent-free government house and maintained surroundings or a housing allowance of M5,500.00 per month.

**Vehicle**

2. (1) A chauffeur driven government vehicle black Mercedes Benz S400 with full security for both official and private business or any other personal vehicle that he or she may assign for official purpose and shall bear protocol number, be fuelled, maintained and fully insured by the state , but shall not be rented or leased by the state.

(2) A Lexus RX 350EX utility vehicle.

**Utilities**

3. Free utilities.

**Annual Entertainment allowance**

4. A tax-free annual entertainment allowance as the Minister responsi-

ble for parliamentary affairs may, in consultation with the Minister of Finance, determine.

### **Expense Allowance**

5. A tax free expense allowance to an amount of M5,500.00 per month

### **Personal Staff**

6. The Deputy Prime Minister is entitled to the following personal staff:

- (a) a private secretary;
- (b) a ministerial secretary;
- (c) a personal aide;
- (d) a special assistant;
- (e) a house helper;
- (f) a gardener;
- (g) two senior chauffeurs;
- (h) two bodyguards;  
and
- (i) a constituency secretary in respect of an elected member.

**Leave**

7. Leave entitlement of three days per month. Unutilised leave may be carried over for a period of two years and at the end of the two years, the leave shall be paid out to a maximum of 50%.

**Holiday**

8. Five days holiday anywhere in the world at full government expense including full per diem for self and spouse or an immediate family member or a partner in the case of a single person, every year. Unutilized holiday may be carried over to the next year after which it shall be forfeited.

**Official Travel**

9. Official travel in first class, with 100% per diem and 20% entertainment allowance. Spouse or a partner in the case of a single person, to accompany the Deputy Prime Minister once a year and is entitled to 50% per diem.

B        5        Minister

### **Gratuity**

10. A tax free gratuity at 25% of the gross salary paid at the end of two years of continuous service or prorated to the time served if it is less than two years.

### **Death Gratuity**

11. A tax free death gratuity which shall be four times the annual salary.

### **Housing**

1. A fully furnished rent free government house and maintained surroundings or a tax free housing allowance of M 5.000.00 per month.

### **Vehicle**

2. (1) An official government vehicle silver grey Mercedes Benz E250/E220D for both official and private business or any other personal vehicle that he or she may assign for official purpose and shall bear protocol number, be fuelled, maintained and fully insured by the state, but shall not be

rented or leased by the state;

(2) A Toyota Prado 3.0D utility vehicle.

### **Utilities**

3. Free electricity, telephone and water utilities.

### **Expense Allowance**

4. A tax free expense allowance to an amount of M5,000.00 per month.

### **Personal Staff**

5. A Minister is entitled to the following personal staff:

- (a) private secretary;
- (b) a ministerial secretary;
- (c) a personal aide;
- (d) a special assistant;
- (e) a house helper;
- (f) a gardener;
- (g) two senior chauffeurs;
- (h) two body guards;  
and
- (i) a constituency secretary in re-

spect of an  
elected member.

### **Leave**

6. Leave entitlement of three days per month. Unutilized leave may be carried over for two years and at the end of the two years, the leave shall be paid out to a maximum of 50%.

### **Holiday**

7. Five days holiday in the African Region at full government expense including full per diem for self and spouse or an immediate family member or a partner in the case of a single person, every year. Unutilized holiday may be carried over to the next year after which it shall be forfeited.

### **Official Travel**

8. Official travel in business class, 100% per diem for government sponsored trips or 25% per diem for incidentals for trips fully sponsored by the host country, organization or any other sponsor, and 15% entertainment allowance.

### **Gratuity**

9. A tax free gratuity at 25% of the gross salary paid at the end of two years of continuous service or prorated to the time served if it is less than two years.

### **Death Gratuity**

10. A tax free death gratuity which shall be four times the annual salary.

B	5 and 6	Speaker of the National Assembly and President of the Senate
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### **Housing**

1. A fully furnished rentfree government house and maintained surroundings or a tax free housing allowance of M 5.000.00 per month.

### **Vehicle**

2. (1) An official government vehicle or a car allowance at the rate to be determined by the Minister responsible for parliamentary affairs, in consultation with the Minister responsible for finance and development planning and Minister responsible for public service, labour and employment. Where the Speaker of the National Assembly and the President of the Senate choose a Car allowance,

(a) the Speaker of the National Assembly and the

President of the Senate shall purchase a black Mercedes Benz E350D for both official and private business;

(b) the vehicle shall be fully insured, maintained and fuelled at government expense for the duration of its warranty after which it shall be replaced by the owner; and

(c) the vehicle purchased in terms of paragraph (a), shall be privately registered at the cost of the owner but shall retain a government registration number.

(2) A Toyota Prado 3.0D utility vehicle.

### **Utilities**

3. Free electricity, telephone and water utilities.



**Expense Allowance**

4. A tax free expense allowance to an amount of M5,000.00 per month.

**Personal Staff**

5. The Speaker of the National Assembly and the President of the Senate are entitled to have the following personal staff:

- (a) a private secretary;
- (b) an executive secretary;
- (c) a personal aide;
- (d) a special assistant;
- (e) a house helper;
- (f) a gardener;
- (g) two senior chauffeurs;
- (h) two body guards; and
- (i) a constituency secretary in respect of an elected member.

**Leave**

6. Leave entitlement of three days per month. Unutilized leave may be carried over for two years and at the end of

the two years, the leave shall be paid out to a maximum of 50%.

### **Holiday**

7. Five days holiday in the African Region at full government expense including full per diem for self and spouse or an immediate family member or a partner in the case of a single person, every year. Unutilized holiday may be carried over to the next year after which it shall be forfeited.

### **Official Travel**

8. Official travel in business class, 100% per diem for government sponsored trips or 25% per diem for incidentals for trips fully sponsored by the host country, organization or any other sponsor, and 15% entertainment allowance.

### **Gratuity**

9. A tax free gratuity at 25% of the gross salary paid at the end of two years of continuous service or prorated to the

time served if it is less than two years.

### **Death Gratuity**

10. A tax free death gratuity which shall be four times the annual salary.

C	7 and 8	Deputy Speaker of the National Assembly, Vice President of the Senate and Leader of the Opposition
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### **Housing**

1. A fully furnished rent free government house and maintained surroundings or a tax-free housing allowance of M4,500.00 per month.

### **Vehicle**

2. (1) An official government vehicle or a car allowance at a rate to be determined by the Minister responsible for parliamentary affairs in consultation with the Minister responsible for finance and development planning and Minister responsible for public service, labour and employment. Where a Deputy Speaker, Vice President of the Senate and Leader of the Opposition chooses the car allowance,

(a) a Leader of the

Opposition shall purchase a silver grey Mercedes Benz E220D/E250 for both official and private business;

- (b) the Deputy Speaker and the Vice President of the Senate shall purchase a black Mercedes Benz E220D/E250 for both official and private business;
- (c) the vehicle shall be fully insured, maintained and fuelled at government expense for the duration of its warranty after which it shall be replaced by the owner; and
- (d) the car shall be privately registered at the cost of the owner but shall retain the government registration number for security and protocol pur-

poses.

- (2) A Toyota Prado 3.0D utility vehicle.

### **Utilities**

3. Free electricity, telephone and water utilities.

### **Expense Allowance**

4. A tax free expense allowance to an amount of M4,500.00 per month.

### **Personal Staff**

5. (1) A Deputy-Speaker and a Vice-President of the Senate are entitled to the following personal staff:

- (a) a private secretary;
- (b) an executive secretary;
- (c) a personal aide;
- (d) a special assistant;
- (e) a house helper;
- (f) a gardener;
- (g) two senior Chauffeurs;
- (h) two body guards; and
- (i) a constituency secretary for an

elected member.

(3) A Leader of Opposition is entitled to the following personal staff:

- (a) a personal secretary;
- (b) a personal aide;
- (c) a special assistant;
- (d) a house helper;
- (e) a gardener;
- (f) two senior Chauffeurs;
- (g) two body guards; and
- (h) a constituency secretary for an elected member.

### **Leave**

6. Leave entitlement of three days per month. Unutilized leave may be carried over for two years and at the end of two years, the leave shall be paid out to a maximum of 50%.

### **Holiday**

7. Five days holiday in the African Region at full government expense including full per diem for self and spouse or an immediate family mem-

ber or a partner in the case of a single person, every year. Unutilized holiday may be carried over to the next year after which It shall be forfeited.

### **Official Travel**

8. Official travel in business class with 100% per diem for government sponsored trips or 25% per diem for incidentals for trips fully sponsored by the host country, organization or any other sponsor, and 15% entertainment allowance.

### **Gratuity**

9. A tax free gratuity at 25% of the gross salary paid at the end of two years of continuous service or prorated to the time served if it is less than two years.

### **Death Gratuity**

10. A tax free death gratuity which shall be four times the annual salary.

D        9 and 10        Members of the  
National  
Assembly  
and Member  
of the Senate

**Housing**

1. A fully furnished rent free government house and maintained surroundings or a tax free housing allowance of M3,000.00 per month.

**Petrol Allowance**

2. A petrol allowance for a vehicle used for official business at the rate of M5,000.00 per month.

**Utilities**

3. A tax free electricity, telephone, cellular phone and water allowance at the rate of M2,000.00 per month.

**Expense Allowance**

4. A tax free expense allowance to an amount of M1, 000.00 per month.

**Sitting Allowance**

5. A tax free sitting allowance of M150.00 per day



**Constituency Allowance**

6. A tax free constituency allowance in respect of an elected member of M400.00 per month in the lowlands and M600.00 per month in the highlands.

**Whip Allowance**

7. A Whip allowance of-

- (a) M2,000.00 per month for a member elected as a Chief Whip;
- (b) M1,500.00 per month for a member elected as a Deputy Whip; and
- (c) M 1,300.00 per month for a member who is elected as a Whip and member who is an Opposition Whip.

**Chairperson  
Allowance**

8. (1) Chairperson allowance of,

- (a) M2,000.00 per month for a member who is elected as a Chairperson of Chairpersons of Parliamentary Committees; and
- (b) M1,500.00 per month for a member who is elected as a Chairperson of a Parliamentary Committee.

(2) A member who is elected as a Chairperson of Chairpersons of Parliamentary Committees, is not entitled to more than one Chairperson allowance and is entitled to receive the Chairperson allowance - that is higher.

**Personal Staff**

9. An elected member is entitled to a Constituency Secretary.

**Official Travel**

10. Official travel in business class, 100% per diem for government sponsored trips or 25% per diem for incidentals for trips fully sponsored by the host country, organization or any other sponsor, and 10% entertainment allowance.

**Gratuity**

11. A tax free gratuity at 25% of the gross salary paid at the end of two years of continuous service and the balance shall be paid at the end of the term of Parliament or when he or she ceases to be a member

**Death Gratuity**

12. A tax free death gratuity which shall be four times the annual salary of a member.”.

**DATED: 5TH MAY, 2023**

**JUSTICE NTHOMENG MAJARA  
DEPUTY PRIME MINISTER AND MINISTER  
OF JUSTICE, LAW AND PARLIAMENTARY AFFAIRS**

**NOTE**

1. Act No. 18 of 1998 as amended by Act No. 1 of 2002
2. L.N. No. 98 of 2022

## LEGAL NOTICE NO. 49 OF 2023

**Statutory Salaries (Amendment of Schedule)  
Regulations, 2023**

Pursuant to section 6A of Statutory Salaries Act, 1972<sup>1</sup>, I,

**RICHARD RAMOELETSI**

Minister responsible for public service, labour and employment make the following regulations:

**Citation and commencement**

1. These Regulations may be cited as the Statutory Salaries (Amendment of Schedule) Regulations, 2023 and shall be deemed to have come into operation on the 1st April, 2023.

**Repeal and replacement of regulations**

2. The Statutory Salaries (Amendment of Schedule) Regulations, 2022<sup>2</sup> are repealed and replaced with the following schedules:

“SCHEDULE 1

STATUTORY OFFICE	SALARY M	ALLOWANCES AND PRIVILEGES
Chief Justice	667,056.00	Category A
Judges of the High Court	551,016.00	Category A
Attorney General	551,016.00	Category A
Ombudsman	540,576.00	Category B
Auditor General	540,576.00	Category B
Director of Public Prosecutions	540,576.00	Category B
Chairman of the Public Service Commission	540,576.00	Category B
Chairman of the Independent Electoral Commission	540,576.00	Category B
Member of the Public Service Commission	486,216.00	Category C
Member of the Independent Electoral Commission	486,216.00	Category C.”.

**“SCHEDULE 2**

**Categories and Ranks of Allowances and Privileges  
for Statutory Members**

<b>CATEGORY</b>	<b>RANK</b>	<b>OFFICE</b>	<b>ALLOWANCES AND PRIVILEGES</b>
A	3 & 6	Hon. Chief Justice, Judges & Attorney General	<p><b>Housing</b></p> <p>1. (1) A rent-free government house or payment of housing allowance of M4000.00 per month for Chief Justice.</p> <p>(2) A rent-free government house allowance of M3, 500.00 per month for Judges of the High Court and Attorney General.</p> <p><b>Vehicle</b></p> <p>2. (1) An official government vehicle or a car allowance at the rate to be determined by the Minister of Public Service in consultation with the Minister of Finance. If the option is for car allowance:</p> <p>(a) the Chief Justice shall purchase a black Mercedes Benz E350D and Judges of the High Court shall purchase a black Toyota Prado 3.0D for both official and private business;</p>

(b) the Attorney-General shall purchase a white Mercedes Benz E250 or E220D for both official and private business;

(c) the car shall be fully insured, maintained and fuelled at government expense for the duration of its warranty after which it shall be replaced by the owner; and

(d) the car shall be privately registered at the cost of the owner but shall retain government registration number for security and protocol purposes.

(2) A utility vehicle for the Chief Justice be Lexus RX 350EX

### **Utilities**

3. Free electricity, telephone and water.

### **Responsibility or Expense Allowances**

4. (1) Expense allowance shall be M5,000.00 per month for Chief Justice.



(2) M4,000.00 per month for Judges of the High Court and Attorney-General.

### **Personal Staff**

5. (1) The Chief Justice, Judges and Attorney General are entitled to the following personal staff:

- (a) Executive Secretary;
- (b) House-helper;
- (c) Gardener; and
- (d) Chauffeur.

### **Leave**

6. (1) Leave entitlement of three days per month. Unutilised leave may be carried over for two years and at the end of two years, paid out to a maximum of 50%.

### **Holiday**

7. Five days holidays in the African region at full government expense including full per diem for self and spouse or partner in case of single person every five years. Unutilised holiday may be carried over to next year after which they shall be forfeited.

**Official Travel**

8. Official travel in first class for Chief Justice, business class for both Judges of the High Court and Attorney-General with 100% per diem for government sponsored trips or 25% per diem for incidentals for trips fully sponsored by the host country, organization or any other sponsor, and 15% entertainment allowance.

B        8

Chairman I.E.C.  
and Chairman  
P.S.C., Auditor  
General,  
Director of  
Public Prosecu-  
tions and  
Ombudsman

**Housing**

1. (1) A rent-free government house or payment of housing allowance of M3,000.00 per month for the Chairman of the P.S.C.

(2) A rent-free government house or payment of housing allowance of M2,500.00 per month for the Auditor-General, Ombudsman and Director of Public Prosecutions.

**Vehicle**

2. An official Government vehicle or a car allowance at a rate to be determined by the Minister of Public Service in consultation with the Minister of Finance. If the option is for car allowance:

(a) He or she shall purchase

a white Lexus ES 250 EX for both official and private business;

- (b) the car shall be fully insured, maintained and fuelled at government expense for the duration of its warranty after which it shall be replaced by the owner; and
- (c) the car shall be privately registered at the cost of the owner but shall retain government registration for security and protocol purposes.

### **Utilities**

3. (1) Free electricity, telephone and water for Chairman I.E.C. and P.S.C.

(2) Tax free electricity, telephone and water utilities' allowance at a rate of M2, 000.00 per month for Auditor General, Ombudsman and the Director of Public Prosecution.

### **Responsibility or Expense Allowances**

4. Expense allowance to an amount of M1000.00 per month.

**Personal Staff**

5. Personal staff shall be the following:

- (a) Executive Secretary;  
and
- (b) Chauffeur.

**Leave**

6. Leave entitlement of three days per month. Unutilised leave may be carried over for two years and at the end of two years, paid out to a maximum of 50%.

**Official Travel**

7. (1) Official travel in -
- (a) economy class  
where flight duration  
is less than 5 hours;  
and
  - (b) business class  
where the flight du-  
ration is more than 5  
hours.
- (2) 100 % per diem for gov-  
ernment sponsored trips or 25%  
per diem for incidentals for trips  
fully sponsored by the host coun-  
try, organization or any other  
sponsor, and 15% entertainment  
allowance for the Chairman of  
the I.E.C. and Chairman P.S.C.

(3) An economy class 100% per diem for government sponsored trips or 25% per diem for incidentals for trips fully sponsored by the host country, organization or any other sponsor, and 10% entertainment allowance for Auditor-General, the Ombudsman and the Director of Public Prosecutions.

### **Gratuity**

8. A 25% of gross salary shall be paid at the end of one's contract period or prorated to the time served if it is less than a contract period.

### **Death Gratuity**

9. A death gratuity which is four times annual salary for Members on contract appointment.

C                      10                      Member I.E.C.  
and P.S.C.

### **Housing**

1. A rent-free government house or housing allowance of M2,500.00 per month.

### **Vehicle**

2. (1) An official government vehicle or a car allowance at the rate to be determined by the Minister of Public Service in consultation with the Minister of Finance.

(2) If the option is for a car allowance:

- (a) he or she shall purchase a white Lexus S 250 EX for both official and private business;
- (b) the car shall be fully insured, maintained and fuelled at government expense for the duration of its warranty after which it shall be replaced by the owner; and
- (c) the car shall be privately registered at the cost of the owner but shall retain government registration number for security and protocol purposes.

### **Utilities**

3. Tax-free electricity, telephone and water utilities allowance shall be at the rate of M2,000.00 per month.

### **Responsibility or Expense Allowances**

4. Expense allowance to an amount of M750.00 per month.

**Leave**

5. (1) Leave entitlement of three days per month.

(2) Unutilised leave can be carried over for two years and at the end of two years, the leave shall be paid out to a maximum of 50%.

**Official Travel**

6. Official travel shall be in

- (a) economy class where flight duration is less than 5 hours; and
- (b) business class where the flight duration is less than 5 hours.

(2) 100% per diem for government sponsored trips or 25% per diem for incidental for trips fully sponsored by the host country, organization or any other sponsor, and 10% entertainment allowance

**Gratuity**

7. A 25% of gross salary shall be paid at the end of one's contract period or prorated to the time served if it is less than a contract period.

**Death Gratuity**

8. A death gratuity which is four times the annual salary.

**DATED:**

**RICHARD RAMOELETSI**  
**MINISTER OF PUBLIC SERVICE, LABOUR AND EMPLOYMENT**

**NOTE**

1. Act No. 8 of 1972
2. L.N. No. 99 of 2022