

Welcome to..



International School of Lusaka

These notes have been compiled for new and prospective teachers and aim to give an idea of what to expect when you join us, here, in Zambia

Contacts:

<u>Head of School</u>	Martin Gough	headofschool@islzambia.org
<u>Primary Principal</u>	Sunita Nair	primaryprincipal@islzambia.org
<u>Secondary Principal</u>	Craig Patterson	secondaryprincipal@islzambia.org
<u>Finance Manager</u>	Virginia Mumba	financemanager@islzambia.org
<u>HR Officer</u>	Lydia Banda	lbanda@islzambia.org

Contents

1 ZAMBIA	3
2 LIVING IN LUSAKA	5
3 COST OF LIVING	10
4 HEALTH CARE.....	10
5 MOTOR VEHICLES.....	11
6 FAMILIES	13
7 EXCURSIONS & TRAVEL	14
8 FROM THE BUSINESS MANAGER	17
9 WHAT TO BRING.....	19
10 ON ARRIVAL.....	20
11 LUSAKA SHOPPING LIST	21

1 ZAMBIA

Background

The Republic of Zambia is a landlocked country in south central Africa surrounded by no less than eight countries. The name ZAMBIA was derived from the Zambezi River. Initially it should have been *Zambezia* but some clever politician erased 'e' and 'z' to leave us with the name ZAMBIA. The size of the country is approximately 752,000 square km. The official language is English because Zambia was a British colony until 1964 when it became independent. There are seven important local languages; Bemba and Nyanja are widely spoken in urban areas.

The official currency is *Kwacha* and the current exchange rate stands at around 11.0 kwacha to 1 US dollar. The school pays teacher salaries and charges fees in US dollars.

Zambia is a land of many rivers. The major ones are the *Zambezi* on which the mighty *Victoria Falls* or *Mosi-oa-Tunya* are found, *Luangwa*, *Kafue*, *Chambeshi* and *Luapula*. The three student houses at ISL are named after Kafue, Luangwa and Zambezi.

Zambia gained independence from British rule on October 24, 1964. Kenneth David Kaunda (KK) was the first president. There were two major political parties. UNIP and ANC. Other parties were formed, but later banned. In 1973 the Zambian constitution was changed and Zambia became a one party state with KK still president. This was the birth of the *Second Republic*. Those opposed to the one party system of government were arrested, detained and jailed. The economy was under state control and the national philosophy of Humanism was established.

As copper prices fell world-wide, the state of the economy continued to deteriorate. There was a general lack of foreign exchange, fuel and essential goods in the country. In 1986 food riots occurred on the Copperbelt, and in Lusaka in 1990. In 1990 President Kaunda was forced by mass rioting to acknowledge popular rejection of one-party government and to concede multi-party elections within a year.

In October, 1991 a general election was held. The presidential candidates were Kenneth Kaunda and Frederick Chiluba of the MMD party. The latter won and became the second Republic President in 27 years on November 2, 1991. Chiluba, who lifted a 27 year state of emergency imposed in 1964, inherited a \$7.5 billion international debt and poor relations with international donors. He restored relations with the World Bank and the IMF and removed all subsidies, even on staple foods like maize meal. The economy was liberalized but the new democracy had to contend with profound problems like rising food prices, job losses, drought, labour strikes, and political violence. The decline in copper prices since 1975 has trapped Zambia in a vicious cycle of rising debts and falling outputs.

On December 27, 2001, presidential, parliamentary and local government elections were held. This marked the end of president Frederick Chiluba's rule and the beginning of rule by the third Zambian president, Levy Patrick Mwanawasa from the same party, MMD. During his second term office President Mwanawasa tragically died of a long standing illness in 2008. He was succeeded by President Rupiah Banda, also of MMD. On September 23rd 2011, Zambia reached a milestone in its political history when free and fair party voting resulted in the election of Michael Chilufya Sata of the Patriotic Front. Unfortunately, President Sata died in 2014. The current president is Edgar Lungu. Zambia goes to the polls in August 2016 for general and presidential elections.

The Zambian flag has four colours: green stands for natural vegetation; black for people; orange for mineral resources and red for blood that was shed during the struggle for independence. The eagle symbolizes the country's ability to rise above its problems. The national motto is ONE ZAMBIA, ONE NATION. It is meant to help unite the seventy three tribes in the country.

Climate

Zambia experiences a tropical climate as it lies between the equator and the tropic of Capricorn. The great river valleys are significantly warmer than most of the country. There are three major seasons.

- Summer (hot and dry): mid-September to mid-November; average temperatures range from 21°C at night to 38°C in the day.

- Rains (warm and wet): December to April; average temperatures range from 18°C at night to 32°C in the day.
- Winter (cool and dry): May to August, average temperatures range from 13°C to 21°C. A warm jersey or light jacket is essential.

Social/Cultural Aspects

Zambia has on record seventy three tribal groups. There are seven dominant tribal groups and languages.

<u>Tribal group</u>	<u>Language</u>	<u>Province</u>
Bemba	Ichibemba	Northern/Luapula/Copper-belt/Lusaka
Kaonde	Kikaonde	North Western
Ngoni/Cewa	Chinyanja	Eastern/Lusaka
Lozi	Silozi	Western/Southern
Lunda	Cilunda	North Western
Luvale	Ciluvale	North Western
Tonga	Citonga	Southern

It is quite common to refer to the languages as simply *Bemba*, *Kaonde*, *Nyanja*, *Lozi*, etc without the pre-fix. In the urban areas the two dominant languages spoken are Bemba and Nyanja. The former is dominant on the Copperbelt (it is the lingua franca) while the latter is common in Lusaka and has been, for instance, the official language of the armed forces. Bemba is a very fast spreading language. It has penetrated many urban parts of the country. The other languages are by and large confined to the provinces from which they originate. Some common greetings and requests in the two dominant languages are:

<u>Language</u>	<u>Word</u>	<u>Meaning</u>	<u>Response</u>
Nyanja	Muli bwanji	How are you?	Nili bwino (I'm ok!)
Bemba	Muli shani	“ “ “	Ndifye bwino
Nyanja	Dzikomo	Excuse me	Ee o/Yebo (ok)
“	Dzikomo kwa mbiri	Thank you very much	
Bemba	Mwaya kwi?	Where are you going?	

Traditional authority is exercised in the rural areas. Each tribal group has one or several traditional rulers called chiefs.

The staple food enjoyed by many Zambians in both urban and rural areas is *nshima* or *nsima*.

It is a thick porridge prepared from maize meal, cassava, millet or sorghum. In urban areas it is prepared from maize meal while in rural areas people use maize, cassava, millet or sorghum. Nshima is eaten as the main meal during lunch and dinner. It is eaten with a variety of relishes, for example, nshima and beef, fish, vegetables, mushroom and beans.

Munkoyo is a sweet traditional drink often taken during the hot dry season. *Chibuku Shake-Shake* is an opaque beer enjoyed by many local people. Until recently *Mosi*, which takes its name from the falls, was the only bottled beer (lager). It has now been joined by a number of other imported beers. The variety reflects the liberalized production, importation and marketing of beer.

A modern fabric called *chitenge* has become the traditional dress for many local women. It is wrapped around the lower part of the body to avoid indecent exposure in public as well as at home. It may also be worn as a dress. Men make shirts out of it, and occasionally trousers.

Marriage is an important social institution. It can take place under customary or statutory laws. Before the marriage contract is finalized the bride groom is required to pay the bride price called *lobola*. This varies from one place to the other and is determined by the parents or relatives of the bride. Among the traditional cattle keepers, e.g. the *Tonga* of southern province, lobola is paid in the form of cattle; in other areas money is

readily accepted. In modern urban Zambia a *kitchen party* precedes the wedding. Women gather to advise the bride on how to keep her husband happy.

Homosexuality is strictly prohibited and acts of homosexuality constitute a criminal offence.

In 1991 Zambia was declared a Christian nation. This was like a declaration of intent. The declaration has not been revoked to date. People are free to judge whether Zambians are living up to the expectations of self-proclaimed Christian nation.

The *Kuomboka* ceremony of the Lozi people in the Western Province of Zambia remains one of the most colourful traditional ceremonies in southern Africa. The word *Kuomboka* refers to the annual journey made by the king (the Litunga) when he and his court 'retreat' by royal barge from the rising waters of the Upper Zambezi to his high-ground palace on the eastern margins of the flood plain. The ceremony takes place towards the end of the rains. Other annual ceremonies include the *Luvale* people's *Likumbi Lya Mize*, the *Bemba's Umutomboko*, the *Ila's Shimunenga* and the *Ngoni's N'cwala*. Some festivals last for four or five days. All involve traditional dancing, beer drinking and feasting.

2 LIVING IN LUSAKA

The City

Zambia's capital lies 1,276 metres above sea level and enjoys a pleasant climate. The average rainfall is 32 cm and for most of the year the temperature varies between 17°C at night and 26°C in the day. During July the daily maximum drops to 23°C and nights are often chilly enough for a jacket. The hottest month is October when the daily maximum is, on average, a dry 32°C.

On one side of the inconspicuous 'Cape-Cairo' railway lies a vibrant, city centre and light industrial area; east of the tracks Lusaka quickly becomes a mix of sleepy suburbs and lively shanty towns. The city is home to one eighth of the country's population and, while not particularly spectacular, is a very comfortable place to live. Apart from the odd truck belching out smoke there is no pollution. Lusaka is pleasantly spread out and outside rush-hour it can only take a few minutes to get across town. That said, traffic congestion is building rapidly as the number of imported second hand Japanese cars increases and traffic is quite slow during rush-hour. The roads have benefited from five years' rehabilitation and, while much remains to be done, are among the best in Africa.

A stable country committed to a free-market economy, Zambia has the backing of the world's donor countries and a number of their nationals are based in Lusaka. The expatriate community is, therefore, sizeable and good hotels and restaurants, health care and education meet their needs. As a result of Zambia's past the British influence is significant. The legal system, Highway Code and electricity supply, for example, are based on the British mode and the national daily newspapers are in English.

The school and teachers' homes are all ten minutes' drive from the city centre in an affluent, residential area with wide, tree-lined boulevards, diplomatic missions, government ministries, major hotels and sports & social clubs. It is a green quarter where *Bougainvillea* flourishes and flowering *Cassia*, *Flame*, *Jacaranda* and *Flamboyant* trees mark the seasons.

Housing

The school owns three teacher-housing complexes. *Brentwood Court*, *Lukasu* and *Nambala*. The furniture is basic, the houses simple but with well-kept gardens.

Brentwood Court is 1.6km from the school but less than five minute's walk from Longacres Shopping Centre. It is the largest complex with eight two-bedroomed maisonettes, a swimming pool and surrounding garden. The houses, built thirty years ago, have parquet floors and French windows. Each has its own secluded patio. There is room at the back for the green-fingered to grow their own vegetables. Half a dozen fruit trees provide bananas, mangoes, passion fruit, papaya and avocados.

Nambala, with four three-bedroomed houses and individual gardens, are the biggest houses for families with children. Situated at the end of a cul-de-sac, *Nambala* is ten minutes walk from Northmead Shopping Centre and 2km from school.

Lukasu, with three two-bedroomed houses and one three-bedroomed, is on the school site just a minute's walk from the swimming pools. Each house has its own small terrace and garden. Trees and kitchen gardens beyond add to the sense of space. Although these houses are small, teachers with families often opt for them as they are convenient for school.

Shopping

As a result of Zambia's economic liberalization, virtually everything is available locally, but not necessarily all the time (any foreign produce or items come in by truck from South Africa or Tanzania).

Discerning consumers still traverse the city for their favourite shops yet it is possible to do all your shopping at *Manda Hill, Arcades or East Park*, Lusaka's most popular shopping malls, five minutes drive from the school. Here, shops stock a variety of household goods, both locally made and imported. The malls currently comprises a branch of South Africa's best-selling supermarkets, *Shoprite and Spar*, a department store, *Game*, clothes shops including *Mr Price*, a bakery, bureau de change, chemist, hair salon, pottery, pubs, restaurants as well as shops selling cell-phones, clothes, footwear, electronics & hi-fi, fast food, furniture, gifts, hardware, jewelry, music, photography, sports goods, wines and spirits. Parking is secure, but don't leave valuables in your car, and the place is clean. Most of the shops are open from 9 a.m. to 7p.m. Monday to Saturday, and 9 a.m. to 1p.m. on Sunday. Other smaller malls such as *Crossroads* are situated in residential areas.

Ten years ago, before the malls, the city centre was the major focus for shoppers. It still houses specialist shops and is worth exploring – but dress down and keep an eye open for bag snatchers. Don't wear an expensive watch or carry an obvious wad of notes, and expect to have your bags checked as you leave the bigger stores (have the receipt at hand). The shopping area, mostly lines of *Indian dukas* is bounded by four parallel north-south roads (Cairo, Cha-cha-cha, Freedom Way and Lumumba) and gets progressively scruffier to the west. Throughout most of the area there is a parking charge of a few Kwacha per hour which is collected by designated attendants. Once there, while never Delhi's *Chadni Chowk*, the rhythm of the streets and markets can be intoxicating. The more you look, the more you see. Of particular interest is Adam's *Supermarket* (Cha-cha-cha Rd.) for spices, *Limbada's* (Freedom Way) for kitchenware and, next door, *Farmers' Barn* for garden things. Electronics shops, particularly *Voltamp* (jn. *Nkwazi Rd. & Lumumba Rd.*), *AA electronics* (Kalambo Rd.) and *Phillips* (off Lumumba Rd.), stock things not found elsewhere. The branch of *Micmar* on Lumumba Rd. is a handyman's paradise – larger than the one in Northmead. Some folk make the trip to *La Patisserie* (Central Park) for bread and croissants. Facing *Limbada's* and *Farmers' Barn* is the *Town Centre Market*. *City Market* (known locally as Soweto) on Lumumba Rd. is another interesting place to explore. A large development on Cairo Rd., *Central Park-Farmers House*, was intended to draw shoppers back from *Manda Hill*. A five minute walk from Cairo Rd. along Independence Ave. takes you to *Kamwala* district which has an extensive municipal market (check out the traditional healers) surrounded by numerous Indian-owned shops selling bicycles, electronic goods and fabrics. It is for the latter that most make trips to Kamwala.

Smaller shopping centres serve the suburbs and are convenient for everyday items. *Northmead* is one of the largest with supermarkets, a bookshop, hardware store, mini-mall and municipal market. Prices and products vary, so a brief inspection of each supermarket is recommended. *Longacres* supports mini-markets, two banks, a fast food outlet, ice-cream/internet café and municipal market. Hidden behind the market is a fine, if not expensive, pottery.

Kabulonga, home to a number of small up-market shops and a supermarket, is becoming increasingly popular with shoppers. Aside from the new *Crossroads* mall, *Melissa* supermarket stocks a variety of imported luxury foods (including tinned *fruits de mer*, *Pecorino Romano*, *balsamic vinegar* and ten brands of olive oil!) as well as fresh local fruits and vegetables – much tastier than *Shoprite's*. A long line of checkouts ensures you never queue. *The Castle Shopping Centre* and nearby *Engen* petrol station on the Kafue Road together house two large supermarkets in addition to a spectrum of smaller shops.

There are also a handful of *farm Shops*, mostly run by old Europeans who make their own jam, stock garden-fresh fruit and vegetables, dairy products and eggs. They also have notice boards advertising the household effects (including vehicles) of expatriates leaving Zambia. Unlike most shops they generally close by 4pm.

Less than ten minutes' drive from the school you will find *Kachelo* (Leopard's Hill Rd.) and *Cascades* (Sable Rd., Kabulonga). The *Lusaka Garden Club* shop (buried deep inside the *Showgrounds*) acts as a selling point for local smallholders; fresh produce – but it's not open every day. *Rose's Delicatessen*, five minutes walk from ISL, is patronized for its meat, both fresh and preserved. Zambian beef is among the best in the world.

Plants thrive in Lusaka's climate and a number of nurseries cater for the gardener. Those out of town are the cheapest but unless you are going to buy an entire garden the savings will not cover the cost of fuel – all the teaching staff compounds have well-kept gardens anyway. For your pot plants and herbs, though, as well as a stroll through a delightful, if small, established garden, try *Bancroft Nursery*, reached through the grounds of the *Dutch Reformed Church* in Kabulonga.

The government map office, situated in the base of the Mulungushi House (between Government Road and Independence Avenue, Ridgeway), sells 1:50000, 1:100000, 1:250 000 and 1:750000 maps at a very reasonable \$1.50 each – though it is unlikely all the maps are in stock at any one time.

Beer and soft drinks are available at most supermarkets but 15% cheaper bought by the crate from bottle depots and containers. Coca-Cola (Coke, Fanta & Sprite) have containers at Kalingalinga (in Kamloops Ave. and Alick Nkhata Rd.), Longacres and Northmead and the nearest beer depots are in Kalingalinga (off Kamloops Ave.) and Kabwata shopping centre.

Much of what is stocked in Lusaka's shops is trucked in from South Africa but while it is possible to buy almost anything here there is not always the choice you may be used to, particularly regarding quality products. So, if you simply have to have *Sabatier* kitchen knives and *Le Creuset* pots and pans bring them with you. Quality cotton clothes too. Specialist items like tyres for imported bicycles or running shoes for the pronate will also be difficult, if not impossible, to find. The choice of books is largely limited to best sellers, so Zambia is a good country to be a Kindle user! Decent camping equipment, golf clubs and tennis racquets – indeed anything imported for a limited (and relatively affluent) market – may cost over the odds. Some typical prices are given later. Another option, if you don't mind waiting, is to regularly check the 'expatriate leaving' notices in the papers, farm shops and some supermarkets. Much of what expatriates are selling is imported and good quality – Expat Zambia on Facebook is worth joining and also see zamloops.com for second-hand cars and other items.

If considering importing electrical goods, Zambia's 220V, 50Hz electricity supply is sufficient to power 240V appliances. Electrical sockets at school housing are of the square pin (UK) type. If importing a television note that Zambia's only national channel transmits on VHF so UHF sets need modifying if you are going to watch them. Many expatriates subscribe to the South African satellite television network called Dstv. This is an excellent package with all latest films and sporting events beamed to your home in a quality presentation package.

Markets

Lusaka has a number of lively municipal markets, many already mentioned, generally catering for the low income shopper. Well worth exploring, you can find charcoal cookers (*Mbaula*), imported second-hand clothes (*Salaula*), tools, indigenous tie-dye clothes, bags and suitcases, regional music (on cassette), herbal medicines and basic foodstuffs. Locally grown fruit and vegetables add colour. In season, try the nutritious mushrooms and caterpillars.

Every Tuesday morning a fruit and vegetable market sets up in the grounds of *St.Peter's* church near the junction of Nationalist Rd. and Burma Rd. It's not particularly cheap but the produce is fresh and varied. Specialist items, like fresh coriander or *Muli* (white radish), attract the Asian community. Carry plastic bags for your purchases. A quality spring balance (unavailable locally) is useful for checking weights.

A number of monthly craft markets sell a wide variety of goods, from garden plants, fruit and vegetables to hand-embroidered bedspreads, carved animals and silver jewellery. Foremost among these is the *Dutch Reformed Church* market in Kabulonga, held on the last Saturday of the month. Most of what is sold is locally produced, making it a good place to meet the vendors and learn more about Zambia. Details of the other monthly markets can be found in the *Lusaka Lowdown* magazine (see Media). Every Sunday there is an extensive craft market in the car park at Arcades.

Roving street vendors are found at most of the locations mentioned above and at a number of traffic lights (*robots*). Bargaining is expected, and most effective if done in a relaxed and light-hearted manner. Take your time. It often pays to walk away and return another day, particularly towards the end of the month, when prices can drop.

Worship

An earlier president, Dr. Chiluba, declared Zambia a Christian nation and numerous churches flourish. The *Northmead Assembly of God Church*, *St Ignatius Catholic Church* and *New Apostolic Church* (400m from ISL) are known for their magnificent choirs. Other Lusaka congregations include Moslem, Hindu, Sikh, Jewish and Bahai.

Art

A number of artists, both local and expatriate, regularly exhibit. ISL hosts a yearly exhibition where our students' work is shown. Of particular interest are the *Henry Tayali Gallery* in the Showgrounds and the architecturally aesthetic *Namwandwe Gallery* (300m past the American School on Leopard's Hill Rd, turn left). Significantly cheaper, local artists sell paintings and carvings at markets and artisans display their work at *The Cultural Village*, a co-operative in *Kabwata*. There are no guarantees, though, and any carvings made with unseasoned wood will crack in time.

Activities & Recreation

Outdoor activities are well suited to Lusaka's climate and many of our teachers regularly play golf, football and tennis. There are stables near the school, as well as out of town, and horse riding is popular. Badminton, bowls, cricket, martial arts, rugby, snooker, soccer and squash can all be found near the school. The US marines club runs weekly social volleyball sessions. There are a handful of gyms in the area and most of the staff flats have access to a swimming pool. Next door to ISL is a well-kept Olympic-sized pool (home of the *Zambia Amateur Swimming Union*) although the spring boards fell apart long ago. The *Lusaka Hash House Harriers* run and walk every Saturday, usually on private farms or in the forest reserves around Lusaka.

For the less physically inclined, the *Zambia Ornithological Society*, *Wildlife and Conservation Society* and *Lusaka Garden Club* meet monthly, and the *Lusaka Music Society (Orchestra & Choir)*, *Bridge Club* and *Chess Club* weekly. The *Wild Geese Society* is a social club for anyone of Celtic origin; the *Caledonian Society* the same for Scots. A good number of children's activities and other activities take place on a less regular basis can be found in the "What's Happening?" section of the *Lowdown*. There are a pub quizzes too if that floats your boat.

Entertainment

Contemporary Zambian music is influenced by *Soukous* (known locally as *Rhumba*) from neighbouring DRC (*Zaire*), *Shona* from Zimbabwe and *Zulu* from South Africa. A number of local bands, some good, some otherwise, include western pop in their repertoire and perform regularly in Lusaka's hotels, pubs and clubs. Major stars from DRC and South Africa tour Zambia, though not frequently, the best bets for live music are *Chrismar Hotel* (Longacres), *The Brown Frog* (Kabelenga Rd.) and *Chainama Hotel* (Soukous, on Great East Rd.), all on a Friday night. The Saturday newspapers are a useful source of information on the music scene in Lusaka.

Arcades Mall, Levy Manda Hill Malls up to date cinema complex with several screens. Hollywood blockbusters are screened here as they are release, but generally limited to thrillers, rom-coms and some Bollywood too. Immediately outside there are pleasant cafes and fast food outlets.

The National Theatre does put on occasional plays although active involvement is the only sure way of hearing about their productions. Other theatres, including *Lusaka Music Society*, *Alliance Française*, *The British Council* and some national embassies put on or sponsor plays, films and concerts.

A number of discotheques and night-clubs do a roaring trade – and not just at weekends! They include *The Cage* (Panganani Rd.) which is popular with our students, *Club 101*, *Chez Ntemba* (various locations) for indigenous music, *Alpha Bar*, *Xenon* and *H.Q.* (all in Northmead). For a drink there is no shortage of bars, many serving food and showing satellite sports TV. The locally brewed *Mosi* and *Castle* lagers are cheaper

than imported beers. Opening hours are relaxed and accompanied minors welcome. *O'Hagans* (Woodlands) is popular with expatriates.

Eating Out

A range of restaurants cater for Lusaka's diners and there is at least one within walking distance of all the staff houses. Particularly popular are the *Marlin* (fillet steak & Creole) and *Sichuan* (Chinese). Ethiopian, European, Mediterranean, Indian, Italian, Lebanese, Thai and Zambian restaurants also do good business and are listed in the *Lowdown*.

Pets

Two or three vets care for Lusaka's pets and offer boarding facilities. The *Lusaka Kennel Club* offers "training and socializing for both dogs and owners alike".

Communication & IT

All staff houses have a telephone, but most people use mobile phones instead. . New 'unlocked' cell phones can be procured for less than \$50, but smartphones are expensive so bring your own, unlocked one.

Letters sent by local post can take up to two months to reach Europe – or they may not get there at all. Companies called *Postnet* and *Mercury Couriers*, with branches around Lusaka (including *Manda Hill* and *Kabulonga*), use international courier companies to deliver mail to the destination country where the domestic service takes over. Mail sent to Europe by Postnet takes four to five days to reach its destination.

Half a dozen companies (ISPs) provide internet and e-mail services and fibre services are now appearing. The internet access is sluggish compared to most non-African countries. The school uses a fibre link making access faster. Internet access can also be had via your smartphone.

If you use a computer you will almost certainly subscribe to an ISP, if only for the anti-viral downloads. Note that anti-viral software is cheaper bought outside Zambia. Modems can get fried, via the telephone connection, during rainy season electric storms so you might wish to bring a spare modem and/or a disconnection socket. Similarly, a surge protector & gang socket unit is recommended (and cheaper bought outside Zambia) for the electricity supply. Power cuts are common at present due to national load-shedding which is related to the countries generating capacity and seasonal rainfall, amongst other issues.

Libraries

Most teaching staff regularly borrow books, DVDs and periodicals, both for leisure and professional development, from the school library and each other. *The British Council* (Cairo Rd.) and *American Information Centre* (Ben Bella Rd.) have extensive libraries. Membership costs around \$25 p.a.

Media

Three national English-language papers, the *Times of Zambia*, *Mail* and *Post* are published daily. Journalism is not particularly well paid in Zambia and the standards of reporting and writing in the state owned *Times* and *Mail* reflect this – they also lack the independence of the *Post* which often gets into trouble with the authorities. The (weekly) *International Telegraph* and *Guardian* are easily obtainable – as is the *Economist*, *Cosmopolitan* (*S. Africa*) and various imported hobby magazines. The *Zambian Farmer* and *Getaway* cover local issues and regional travel respectively, and the *Lowdown*, a culturally condescending consumer magazine, is a useful source of information – check it out on the web at <www.lowdown.co.zm>. ISL subscribes to *New Scientist* and *The Economist* and the *British Council* (Cairo Rd.) stocks the major UK broadsheets and magazines.

A number of commercial and national radio stations broadcast indigenous and western music, current affairs and religion on VHF (FM). The BBC World Service began 24/7 transmission (on 98 MHz) in January 2002.

In addition to four radio stations *Zambia National Broadcasting Company* (ZNBC) operates a TV channel. The local output is supplemented by regional satellite companies wanting to promote their programmes and includes U.S. sitcoms, films and European football. The availability of satellite television has already been mentioned.

Changing Currency

Dollars can be changed into Zambian Kwacha at Banks, Hotels, *Shoprite (Manda Hill)* and at one of the many *Bureaux de Change*. There is no black market to speak of. The Bureau de Change rate is the best – around 5% higher than banks – and the bureaux nearest the staff houses are at *Arcades, East Park* and *Manda Hill*. Those downtown usually give better rates: 1%-2% higher. Beware of the ‘dealers’ who hang around the city centre offering an even better rate – they make their mark-up by ripping folk off.

Security

Downtown, unemployed youths make their living on the streets and obvious visitors, especially carrying cameras or bags, do attract attention. A child or old person in town is more of a target. But dress down and look like you know where you are going, and there will be absolutely no problem.

Zambians are polite, peaceful people and the everyday security risk, especially in the environs of the school, is no higher than any large city. Petty theft has been known, however, and the school entrances and staff compounds are manned by security guards. Razor wire topping the walls deters night visitors.

Getting About

Most of our teachers buy a vehicle (see §8: Cars), but not all. Lusaka is mostly flat and a bike ride along the back roads to school is a fine way to start the day, and only takes five minutes. The ride to *Manda Hill* (through Showgrounds) takes fifteen. Note that many motorists do not drive well and cyclists will not be comfortable on main roads. Crudely manufactured Indian and Chinese bicycles can be bought for \$100 downtown (Cha-cha-cha Rd) and flashy 15-speed models, hastily thrown together and need frequent adjustment, for \$150 from *Manda Hill*. Better quality ones must be imported or bought from departing expatriates.

Some of our teachers walk to and from school or get a lift. For trips to town minibuses ply fixed routes and are cheap and cheerful, if cramped. Most taxis are not entirely road worthy and operate on empty, sometimes running out of fuel mid-journey. The drivers are, however, friendly and keen to help.

3 COST OF LIVING

Although *Shoprite* is probably the cheapest supermarket in town, it isn’t always. Comparing the prices of various lines in Lusaka’s smaller supermarkets, *Pick n Pay* and *Game* shows variations of up to 25% and not always in favour of *Shoprite*. A large percentage of processed and tinned foods are imported and expensive but there is an abundance of good, fresh local fruit, vegetables and meat.

4 HEALTH CARE

Immunization and Disease

According to the WHO, cases of yellow fever no longer occur in Zambia. Vaccination against the disease is, therefore, not essential for travel to Zambia, irrespective of duration of stay. However, the vaccination *is* required when traveling from Zambia. In addition to yellow fever, your doctor will offer immunization against polio, typhoid, tetanus, hepatitis A and B, meningitis and rabies. None of these diseases are endemic to Zambia, especially Lusaka, and vaccinations are not a necessity. Children under ten years old should have had a BDG vaccination. While safe 99.9% of the time, tap water should be boiled before drinking.

Malaria is endemic to the country and, while there are limited incidents in Lusaka, malaria prophylactics should be taken when away from the city. Lusaka still has mosquitoes though; mosquitoes which can disturb a good night’s sleep. Some use a net, others keep the beasts at bay with a fan, aerosol or vapour pads/pyrethrum coils.

Tuberculosis is on the increase in Zambia and new arrivals may be required to have a chest x-ray. Everyone should be alert to the dangers of casual and unprotected sex as there is a high prevalence of HIV/AIDS.

Medical Care in Lusaka

There are a number of private clinics and all ISL teaching staff are registered with *Care for Business*, close to the school. In addition, all overseas recruited staff are provided with *Norfolk Mobility* medical insurance which includes emergency evacuation cover. The school nurse attends to minor injuries and illness.

Optical and Dental Care

Optical care is available, but limited in choice and expensive for contact lens wearers. Good dentists practise in Lusaka but insurance against serious cases is recommended as the school does not cover the full cost (see the current *Conditions of Service*).

5 MOTOR VEHICLES

Costs

Motor vehicles are readily available now and many dealers import good second hand vehicles from Japan. They will take care of the arrangements, making it a relatively problem free experience. Expect to pay approximately US\$5,000 to \$10,000 for a sedan (five years old) and over \$10,000 for a four wheel drive vehicle. If you are interested in visiting the National Parks or 'off-road' driving then a four wheel drive is recommended. City dwellers can manage with a sedan, as Lusaka's roads have been much improved in recent years – although roads in some areas of the city still remain rough.

The cost of running a vehicle is quite high. Fuel costs in Zambia are the highest in the region – expect to pay approximately \$50 to fill an average petrol tank. Comprehensive insurance costs are another thing to consider. If you want to insure your vehicle through a company outside Zambia it can cost over \$1,000 per year. The more reputable insurance companies in Lusaka also provide good service and offer the option of insuring in US\$ rather than Kwacha. Comprehensive insurance (with a five year no-claims discount – 65%) for a vehicle valued at \$5,000 can be found for around \$150 p.a. You will need to produce documentary evidence of previous insurance to qualify for the no-claims discount. Note that the 3rd party liability is limited, so should be 'topped up'. Road tax cost around \$40 p.a. (it can also be purchased on a quarterly basis), and a 'fitness sticker', for vehicles older than five years, another \$10 p.a.

Driving Licence

An international driving licence is valid in Zambia for only 90 days, despite the fact that it says otherwise on the document. You must obtain a Zambian driver's before the 90-day period has passed. It may be done through the local civic centre. Obtaining a licence will require familiarising yourself with Zambia's road regulations which are based on those of the U.K. An oral test is conducted, followed by a driving test around the city. This can be rigorous, depending on who your examiner happens to be. Some individuals have been lucky and have managed to avoid this. However, it is best to be prepared.

The Law

Zambia's Road Traffic Act stipulates that all motor vehicles carry two warning triangles and police checks zealously enforce the requirement. Cars should also carry an emergency medical kit. Speed traps are commonplace. The Kafue road, connecting Lusaka with the south, is one such example and notorious for speed traps. A good indicator as to where the police are in action is to watch the mini-buses – if they are sticking to the limit, do the same! Most motorists get stopped for speeding at some point in their careers, where the option is to pay a \$20 fine or have the car impounded on the spot. The latter is best avoided as there is no guarantee you will return (with the money) to find your vehicle in the state you left it. Bits might be missing. Zambia's police are mostly easy going and helpful if addressed courteously and it is not unknown for the smooth-talking motorists to get off with a warning or (non-receipted) 'spot fine'.

Maintenance

Maintaining a vehicle is important as roads are not always in good condition. Spare parts may be difficult to find, depending on the vehicle model. Motors originally purchased in southern Africa (including Zambia) are the easiest to find spares for. If you know that your vehicle is rare in Zambia it may be wise to obtain basic spare parts from outside of the country – should you happen to drive to Botswana or South Africa. There are several trustworthy mechanics in Lusaka. Ask around and find out who most people use.

6 FAMILIES

Parents find Lusaka an easy and healthy environment for bringing up children. Kids enjoy the opportunities for outdoor play and parents appreciate the assistance of inexpensive household help. Generally, teachers have not had difficulties in finding maids to care for young children.

In the Primary School children attend classes from 7:10 a.m. to 1:00 p.m. The school day at the Secondary School is from 7:00 a.m. to 2:00 p.m. All children at the Primary School bring their own snacks and drinks to school and lunch/drink containers are available locally. There is a tuckshop which serves the whole school, where students are able to purchase snacks and refreshments.

Children's Items

Baby foods, cereals, powdered milk (e.g. SMA) and dried packet meals are available in Lusaka, but costly. You should bring with you on the flight enough for the first few hectic days and include a basic standby stock in your freight. Even if breast-feeding, bring two or three bottles, spare teats, baby beakers/cups, sterilizing equipment and tablets. The local water is safe to drink only after it has been boiled. Blenders for making your own baby foods can be bought locally.

Toiletries are usually obtainable, but again, costly. Local cotton wool is cheap and of good quality. Bring with you whatever toiletries and medicines you are used to (powders, shampoo, baby bath foam, nappy/diaper rash creams, mosquito repellent for babies, non-prescription medicines, antiseptic creams and ointments). Many of these are available locally, but you may not find the particular brand you are looking for.

You may wish to bring disposable nappies/diapers, which are expensive here. In preference to disposables, bring re-usable nappies (or equivalent) and liners. Nappy/diaper buckets are available here. A car seat is essential in Zambia.

Young children tend to wear very few clothes here – cotton pants and cotton vests/T-shirts. Lightweight cotton dungarees/overalls with elasticized ankles, socks and long sleeved cotton tops are good for avoiding mosquito bites in the evening. Children's feet grow approximately a half size every three months. Good quality shoes are available although they may be expensive so you will need to bring four or five pairs per year. Canvas sandals are good for pre-school children. You are advised to bring sun hats.

You may wish to bring with you supplies of shoes and clothes to last three to four months. Bear in mind that your first few weeks in Lusaka will be very tiring while you orient yourself, particularly as you will be without your own transport.

Good quality toys, and books are now available locally at *Game, Manda Hill*. However, bring these with you if you are used to having them as part of your family life. Outdoor toys are the most appropriate.

The above notes are meant to be a guide only. If you have limited funds and do not wish to buy too much before departure, you can rest assured that the vast majority of what you need is available locally.

Activities and Entertainment

ISL offers a wide range of afternoon activities for students which take place between 1400-1600 on Mondays, Tuesdays and Thursdays. A quick look at the current *Lowdown – 'What's Happening?'* – will confirm a variety of further activities for kids, for example: coaching in Ballet, Basketball, Football, Judo, Karate, Piano, Riding, Swimming and Taekwon-Do as well as annual events such as Crystal Maze, plays and adventure camps.

Most school-aged children settle in quickly and develop an active and varied life outside the school day.

Mother/Baby Groups

Popular with expatriate families. The itinerant nature of the expatriate community – and kids simply growing up – means the situation is constantly changing.

7 EXCURSIONS & TRAVEL

For travel opportunities, Zambia's location is hard to beat. Surrounded by eight countries (some perhaps a little more accessible than others!) you are not only spoiled for choice but, on visiting any one of the numerous fascinating and beautiful locations in the region, you'll be sorely tempted to return. The list of day trips manageable from Lusaka is not as lengthy or diverse, however, but the options are still there, and they are gradually on the increase. Here is a compilation of some of the more popular travel opportunities. For ease of reference, these excursions have been categorized as day trips, long weekends or holidays.

Day Trips

There are at least four lodges, all within an hour's drive of Lusaka, offering daily visits or an overnight stay (Sunday lunch is a particularly popular event); *Lilayi Lodge*, *Lechwe Lodge*, *Protea Safari Lodge* and *Chaminuka*. Each lodge sits on its own private estate providing a natural reserve for impressive collections of large mammals. Game drives and nature trails are both relaxing and rewarding. For further information and bookings get hold of the latest copy of the *Lowdown*.

For crocodiles, snakes and certainly not the faint hearted, visit *Kalimba Reptile Park!* Kids, in particular, will love the displays as well as the playground. Along the Great East Road, between UNZA and the airport, you will find a left turn next to the Engen garage. Stay on this road for 15km and you'll see signs for *Kalimba*.

Other popular venues, all less than half an hour's drive of Lusaka, include *Tiffany's Canyon* and *Lazy J Ranch* for walking, cycling, bird watching and horse riding in fine *Miombo* woodland.

Long Weekends

Victoria Falls

This spectacle can be viewed from either the Zambian or Zimbabwean side and it is well worth doing both. A whole leisure industry, including bungi jumping, has sprouted around the Falls, and whilst it may not have added to the aesthetics of the area it does provide the budding masochist with a range of half/full day activities.

On the Zambian side, the path down to the gorge is well worth following and sundowners at the *Royal Livingstone* must provide one of the best views in Africa! The *Mosi-oa-Tunya National Park* is picturesque, full of game and is certainly worth a visit. For places to stay, try *Maramba River Lodge*, *Fawltly Towers*, the *Waterfront*, the *Zambezi Sun*, *Tabonina Guest House* or, if you fancy 'splashing out', check into the *Royal Livingstone*.

On the Zimbabwean side, you are next to the more powerful side of the Falls so take a raincoat! The close proximity of the *Zambezi National Park* means that wildlife can often be found at the side of the road and enjoying sundowners looking over the waterhole at the *Victoria Falls Safari Lodge* is a popular event. Zimbabwe's political difficulties have had a near devastating effect on the town itself but still good for entertainment and shopping. If you're in a group, *Lokuthula Lodge* provides unbeatable value accommodation. Otherwise, *The Zambezi* or *Elephants Hills* are good,

affordable hotels. If you want to go upmarket try the *Victoria Falls Safari Lodge* or *Victoria Falls Hotel*.

South Luangwa

This internationally renowned National Park is the jewel in the crown of Zambia's safari industry. This valley, at the southernmost extension of the Great Rift Valley possesses a large concentration of mammals, some of which can be found nowhere else. Fly-in or self-drive packages can be arranged to either the Mfuwe or Nsefu Sector. Lodges here have been welcoming clients for many years and you will be pampered pretty much wherever you stay. In the Mfuwe sector, try *Nkwali*, *Kapani* or *Mfuwe Lodge* and, in Nsefu, *Lion Camp* and *Kaingo* are recommended. *Flat Dogs* is a mid-range camp, good value and good food. At some stage during your stay in Zambia you would be foolish not to experience the Luangwa Valley.

Lower Zambezi National Park

This Park may not have the game concentrations of Luangwa but, together with *Mana Pools* on the opposite bank of the Zambezi, it is spectacularly beautiful. Game viewing is certainly rewarding and fishing can be outstanding, even for rank amateurs! *Royal Zambezi*, *Chiawa* and *Sausage Tree Camp* are among a few of the lodges catering for the more discerning client. If, however, you're on a budget, head for *Chongwe Camp* or the *Community Campsite*.

Lower Zambezi River

The National Park of the same name is not really a viable option for a weekend. Much closer, but still on the river and with some big game about, are a series of camps. *Kiambi*, *Kanyemba* and *Gwabi* are three such venues, all easily 'doable' in a weekend.

Kafue

Not the town, but the largest National Park in Zambia! Despite under-funding and sometimes heavy poaching, this is still a tremendously rewarding Park to visit. There is a sense of wild remoteness that sets it aside from other National Parks. *Mukambi Lodge* and *Mayukuyuku Camp* are just three hours away on good tarmac and is at the gateway to the northern sector and extremely well recommended. *Hippo Camp* and *McBrides Camp* are also excellent places to stay. *Lufupa* is worth a visit but for a truly memorable experience stay at the far north on the *Busanga Plains*. *Shumba Camp* or *Busanga Bush Camp* may be a little more expensive than similar bush camps in Luangwa but at up to \$850 per person per night are probably out of the range of ISL teachers! *Treetops Schools Camp*, run by ISL and eight other school partners, can be found up here.

Siavonga (Zambia) and Kariba (Zimbabwe)

This is the most popular weekend destination among the staff at ISL. Some enjoyed it so much they spent 11 weeks there, but that's another story! Although not positioned within a National Park, wildlife has a specially protected status in this part of Zambia and Zimbabwe and mammals are fairly abundant in the area. On the Zambian side the main recommendations for accommodation are *Sandy Beach*, *Tamarind* and *Eagle's Rest*. On the Zimbabwean side the hotels provide comfortable and very cheap accommodation but if you're in a group, you'll really enjoy *Wild Heritage* and *Nzou* lodges (about 20 km out of town). Fishing or lazing around next to a pool are the most popular activities here.

Mana Pools (Zimbabwe)

If you fancy camping in the bush with nothing but a sheet of canvas between you and the inevitable night-time visit of elephants, buffalo, lion and hyenas, then this is for you. If you've never done anything like this before, you'll barely sleep on the first night, some will hate it, many more will love it and wouldn't swap if for a 5 star luxury room anywhere else! The wildlife is excellent and the view across the Zambezi and on to the Zambian escarpment is breathtaking. This experience is a MUST but is certainly best enjoyed in a group (the larger and more experienced the better!)

Chobe (Botswana)

About 80km upstream from Victoria Falls and accessible by ferry at Kazungula, this can be yet another spectacular wildlife experience. Literally thousands of elephants can be found along the *Chobe River* and large herds of buffalo are common. Lions are also easily found, even during the Rains. Accommodation can be extremely expensive and so can Park entry fees, but *Chobe Safari Lodge* is very reasonably priced.

Other possibilities

Clearly this list is by no means comprehensive and there are many more potential destinations perfect for either a long weekend or a short holiday. Consult colleagues and friends in Lusaka, browse through listings and also pay a visit to one of several travel agents in town: *Voyagers*, *Travel Shop*, *Kachelo* or *Africa Tour Designers* are the most commonly used.

Holidays

Zambia is full of wonderful waterfalls, game parks and magnificent gorges and as such is unlikely to be explored fully in your time in Zambia. Teachers probably do not make the most of what is on offer on their doorstep; instead they are lured to the equally inviting destinations listed below and these represent nearby out-of-Zambia experiences.

Zimbabwe

Zimbabwe today really ought to have overtaken Kenya as Africa's prime tourist destination. With a good road infrastructure, high quality accommodation and some truly exceptional destinations, it is a tragedy that this country appears to be on a path of "self-destruct". *Harare*, the *Eastern Highlands*, *Bulawayo*, *Matopos*, *Hwange*, *Matusadona*, *Lake Kariba*, *Mana Pools* and *Victoria Falls* are all worth at least one visit and, along with so many other attractions, there's plenty in this country to keep tourists occupied for weeks.

Botswana

It is easy to drive through this country and see nothing particularly memorable. This, however, would be a false impression of a truly remarkable country. Visit Francistown or Gaborone to witness an unraveling African success story but also take time to enjoy Botswana's natural heritage. The *Okavango Delta* would be arid scrubland but for the Okavango River's strange insistence on ending its journey here. It's worth staying in two or three different locations in the Delta in order to enjoy the diversity and richness of this ecosystem. Chobe has already been mentioned but away from the riverfront, the grasslands of the *Savuti* are perfect for big cats. *The Makgadigadi Pans* provide quite a vista whilst the *Kalahari* is now a "transfrontier" National Park shared by South Africa and Botswana.

Namibia

This is a country of real contrasts: from the lush *Caprivi Strip*, to the hazy mirages of the *Etosha Pan* and the rugged beauty of the *Skeleton Coast*. *Windhoek* is unlike any other African city you're likely to visit and is an instant indication that this country refuses to fall into line with the

African stereotype. The *Namib Desert*, *Fish River Canyon*, *Swakopmund* and *Khorixas* should all be included on your itinerary but a visit to *Etosha* at the right time of year can provide game viewing of East African proportions. Namibia has a very good network of roads and a wide variety of high quality yet reasonably priced accommodation. For a self-drive holiday in southern Africa, this destination is hard to beat.

South Africa

The list of potential tourist attractions in this country could occupy pages and you will need to visit on several occasions to even begin to chalk some of them off. This country also knows how to satisfy its tourists and, if you have hard currency, you can find some real bargains. From history to landscapes to wildlife, South Africa has everything. Seasoned travelers in Africa, however, will find the tourist centres and National Parks so well organized it won't quite seem authentic, and certainly queueing amongst traffic to see a pack of wild dog can prove frustrating, but nature here is as real as anywhere else and if it wasn't for conservation efforts in South Africa, many species would be far more endangered. Among the most visited destinations are: *Kruger National Park*, the *Drakensberg*, the *Karoo*, *Cape Town* and the *Garden Route*.

Other Destinations

In addition to the above mentioned countries, Malawi, Tanzania and Mozambique also border Zambia and each has a tremendous amount to offer potential tourists. Flights to Kenya and Ethiopia are also available from Lusaka and should therefore be added to the list of easily accessible destinations. Travel Agents in Lusaka will be able to supply you with far more information and will make any necessary bookings or flight reservations.

8 FROM THE BUSINESS MANAGER

Work Permits

All non-Zambians are required to be in possession of a valid work permit to remain and work in Zambia. This is arranged by the employer who pays all associated costs.

Conditions of Service

The offer of employment is made with the *Conditions of Service for Professional Staff* currently in force.

Pre-departure Procedures

The school will email you a copy of your work permit before you are due to fly. However, work permits can be slow to arrive and you will be advised by the Business Office about what to do if yours has not arrived before your planned arrival in Lusaka.

The Head of School will tell you the period during which new-hire staff are expected to arrive in Lusaka. ISL recruits staff from all parts of the world, so we can book flights or leave it to you to book your own (economy) flight. If you buy the flight, check the price with us first, then keep the receipt and you will be reimbursed upon arrival. Alternatively, send us a quotation for the ticket along with the bank details of the travel agent and the school will pay direct.

Packing and Shipping

The entitlement is given in the conditions of service. As with flights, please arrange this yourself. Use a reputable but economical freight company. The same arrangements for payment as above apply.

Salary Arrangements

Salaries are paid around the 24th of each month – or on a preceding working day should the 24th fall on a public holiday, Saturday or Sunday. All salaries are subject to Zambian taxation which is currently 35%. Employees are entitled to remit their salaries to the bank of their choice and the school pays the local charges. Any charges levied by the receiving bank are the responsibility of the employee.

Banking

FNB, Barclays and Standard Chartered and other banks have branches/ATMs around town, and it is possible to have your local salary paid direct to an account. The ready availability of dollar bills is not guaranteed, however, obliging one to accept Kwacha at a less favourable rate than that offered by the Bureaux de Change (see §5: *Changing Currency*).

Housing

Free accommodation with the furniture listed in the *Conditions of Service* is provided by the employer to all overseas hired teachers. All school furniture given to members of Professional staff must be signed for. The Custodial manager takes care of this.

Utilities

Water and electricity charges are paid by the school. Please ensure any such bills are passed on to the Accounts department as soon as you receive them. If connected, the school pays the monthly telephone rental charge, the rest of the bill being your responsibility. Telephone bills are passed on to you by the accounts department as soon as they are received. You can either pay the school cashier or the Zambia Telecommunication Company direct.

Insurance Cover

The school provides international medical cover for all overseas hired employees. The insurance of household goods is the responsibility of the employee.

End of Contract

The packing and shipping of freight is arranged by the Business Manager. Any excess baggage must be paid direct to the agent by the employee.

On the eve of departure, the custodial manager will check the inventory and take over the furniture. Please inform him of your intended date of departure.

Employees are expected to clear all their telephone bills. Since there is a delay in receiving the bills a deposit of US \$500 is retained from the gratuity or last salary. The balance of this is remitted to a designated bank account after payment of all telephone bills to the date of departure. It is your responsibility to inform the school when the telephone needs to be disconnected.

Who to See

- Business Manager
 - Salary related issues*
 - Departure procedures*
 - Freight and flights*
 - Bank details*
- Human Resources Manager
 - Contracts*
 - Work permits*

Medical scheme

- Financial Accountant/Cashier

Utility payments

- Custodial Manager

Furniture

Janitorial issues

- Maintenance Manager

Housing and maintenance

9 WHAT TO BRING

As mentioned in *Shopping*, you can buy just about anything in Lusaka but may not have the choice or the brand that you like. The pots, crockery and cutlery that come with your house are basic so if you have any favourites, bring them.

The following is a list of items that new staff have bought on arrival, or brought with them. However, you can get most of these things in Lusaka, most of the time, so .

For the Kitchen.....

- Chopping board
- Kitchen drainer
- Tin opener
- Soup ladle
- Wooden spoons
- Spatula
- Potato peeler
- An assortment of plastic containers with lids
- Tea towel - bring in suitcase as we had to borrow one from Cherry!
- Mixing/salad bowl
- Oven gloves
- Zip lock bags
- Kettle
- Toaster
- Casserole dish
- Baking tray for the oven
- Scissors
- Bin
- Coffee grinder
- Cafetiere
- Scale

Elsewhere...

- Towels - bring in suitcase
- Cotton sheets/ pillow slips – school house ones are likely to be 100% polyester!
- Light quilt and cotton cover
- Decent pillow
- Bedside lamp
- Ready-made curtains from IKEA, ones that need hooks
- Cushions
- Clothes drying rack
- Ironing board and iron
- Coat hangers
- Small rug
- Wastepaper basket
- Picnic blanket
- Folding camping chair
- Cotton mattress protector for double bed

Also, consider bringing little things that might make the house more homely - vase, picture frames, things to put on the wall, photos of loved ones!

Some electrical goods are about the same price here as in the UK. However, small electrical appliances tend to be more expensive here and of poor quality, so it is good to buy them overseas if you have room in your shipment. You are allowed to import your own (used, not new) possessions duty free for the first six months but remember the TVs from the UK are a different system from here and you can buy TVs here. With the exception of electronic keyboards, musical instruments are increasingly available locally. Most airlines will carry golf clubs free of charge – but confirm this before you fly.

You may want to bring any personal brands of toiletries that you use as the choice is limited. Soap, toothpaste, female sanitary products etc. are available but if you like any special lotions, perfumes, etc. then bring them. Sun cream is available locally but only certain brands from South Africa.

Reading material is available and up to date, but expensive, so bring a Kindle or other e-reader. Staff borrow reading material from each other.

There is little need to stock up with medicines as most are available locally. It is a good idea, though, to bring an accident and emergency kit (containing clean needles and sutures) for the car. Insect repellent and anti-itch lotion for bites is also advised.

10 ON ARRIVAL

The First Few Days

Over your first few days one of the Administrators will show you the layout of Lusaka and, once you have collected your settling in allowance, will be able to take you to where you need to go to change money and stock up on groceries and anything else you need. This will, no doubt, include *Manda Hill* and other malls.

Domestic Help

Domestic help is available and everyone has help, either full time or part time, depending on need, or want. Washing up, washing clothes, ironing and keeping the dust at bay are the main chores needing to be done. Generally the maids are hardworking and reliable but it is best not to put temptation in anyone's way by

leaving cash or small high value items, like jewelry, around. You will be advised and helped to find a suitable maid if you want one. There are usually people known to the school staff who have worked for previous teachers. You will also be advised on starting pay and conditions and you can set a trial period to see how the maid suits you.

Staff Handbook

You will receive an updated Staff Handbook at the beginning of the term. The staff list will let you know who the members of your department are. Generally, you will meet with your HoD before the regular pre-term meetings start.

11 LUSAKA SHOPPING LIST

The following is a list of items/expenses that a Lusaka resident may have to pay for on a daily or monthly basis. The information is intended to give you an idea of the cost of living in Lusaka relative to where you are living now. Prices in US\$ are fairly stable, but approximate.

Loaf of bread	\$1	1kg bananas	\$1
2l fresh milk	\$3	Pineapple	\$2
1kg apples	\$2.50	1kg tomatoes	\$1
Frozen whole chicken	\$6	Coke/Fanta/Sprite(24 X 330ml crate)	\$0.50
500g pasta	\$1.50	Newspaper	\$0.50
6 eggs	\$2	1kg washing powder	\$3
1kg minced beef	\$8	1l diesel fuel	\$1
500g Rump steak	\$6	1l petrol fuel	\$1
75cl wine	\$10	Satellite TV (monthly)	\$100
340ml beer	\$0.80	Internet ISP (monthly)	\$40+
Café latte	\$2.50	Cinema	\$8
Burger & fries	\$8	Camping fee in Game Parks from	\$15 pppn
12" pizza	\$10	Safari Lodge in Game Parks from	\$150 pppn

Acknowledgements

This document was compiled by a group of ISL teachers and administrators, mostly overseas-hire. Whilst every care has been taken to ensure that the information herein is as accurate as possible, the school cannot be held responsible for any inaccuracies. Personal opinions have been included to add perspective – and do not necessarily reflect those of the entire staff body or the school.

As part of ISL's policy of continual improvement, we would appreciate your feedback. Please make a note of any questions you still have and areas that have not been sufficiently addressed, ambiguities, etc.