

SUPPLEMENT TO THE SWAZILAND GOVERNMENT GAZETTE

VOL. XX]

MBABANE, Friday, November 12th., 1982

[No. 190

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PUBLISHED BY AUTHORITY

PART C

S1

LEGAL NOTICE NO. 108 OF 1982

THE WEIGHTS & MEASURES ORDER, 1975

(Order No. 27 of 1975)

THE WEIGHTS AND MEASURES (TERTIARY MEASURING STANDARDS) NOTICE, 1982.

(Under section 11)

In exercise of the powers conferred on him by section 11 of the Weights and Measures Order, 1975 the Minister for Commerce, Industry, Mines and Tourism hereby issues the following Notice:—

Citation.

1. This Notice may be cited as the Weights and Measures (Tertiary Measuring Standards) Notice, 1982.

Tertiary measuring standards.

2. Tertiary measuring standards shall be as set out in the Schedule hereto.

SCHEDULE

<i>Description of Standards</i>	<i>Identification</i>	<i>Actual Value</i>
1. <i>MASS</i> : A set of stainless steel masspieces of the following denominations:—	ST3/796044	
20 kg		19,99990 kg
10 kg		9,99993 kg
5 kg		4,000072 kg
2 kg		1,999990 kg
2 kg		1,999990 kg
1 kg		0,999995 kg
500 g		499,9964 g
200 g		199,9985 g
200 g		199,9983 g
100 g		99,9996 g
50 g		49,99976 g
20 g		19,99989 g
20 g		19,99996 g
10 g		10,00004 g
5 g		5,00006 g
2 g		2,00001 g

2 g	2,00000 g
1 g	1,00002 g
500 mg	499,99 mg
200 mg	200,02 mg
200 mg	199,99 mg
100 mg	100,01 mg
50 mg	49,98 mg
20 mg	20,01 mg
20 mg	20,01 mg
10 mg	10,00 mg
5 mg	5,00 mg
2 mg	2,00 mg
2 mg	1,99 mg
1 mg	1,01 mg

NOTE: Denotes a duplicate masspieces.

II. *LENGTH*: A brass metre bar OS/L

III. *VOLUME*: A set of glass volumetric measures of the following capacities:—

5 L	217	5 L
2 L	215	1,9997 L
1 L	213	1,00004 L
500 ml	211	499,85 ml
200 ml	209	199,87 ml
100 ml	207	99,883 ml
50 ml	205	49,962 ml
20 ml	203	19,949 ml
10 ml	201	9,997 ml

P. MNGOMEZULU
Principal Secretary.

MBABANE.

5th November, 1982

LEGAL NOTICE NO. 109 OF 1982

THE WEIGHTS & MEASURES ORDER, 1972

(Order No. 27 of 1975)

THE WEIGHTS AND MEASURES (LIMITS OF ERROR AND SENSITIVITY OF OFFICIAL MEASURING INSTRUMENTS) REGULATIONS, 1982.

(Under section 43)

In exercise of the powers conferred on him by section 43 of the Weights and Measures Order, 1975 the Minister for Commerce, Industry, Mines and Tourism hereby makes the following Regulations:—

Citation.

1. These Regulations may be cited as the Weights and Measures (Limits of Error and Sensitivity of Official Measuring Instruments) Regulations, 1982.

Interpretation.

2. In these Regulations unless the context otherwise requires:—

“official measuring instrument” means any measuring instrument, other than a measuring standard, used by the superintendent, or any inspector, for the purpose of performing his functions under the Order, but excludes any measuring instrument used in trade and which may be used by the superintendent, or any inspector, in terms of section 30 (2) (f) of the Order.

Limits of error and sensitivity.

3. The permissible limits of error and sensitivity on any official measuring instrument shall be those prescribed in the Schedule hereto.

SCHEDULE

BEAM SCALES

<i>Capacity</i>	<i>Error</i>	<i>Sensitivity</i>
20 kg	2 g	2 g
10 kg	1 g	1 g
5 kg	500 mg	500 mg
2 kg	250 mg	250 mg
1 kg	150 mg	150 mg
500 g	75 mg	75 mg
200 g	50 mg	50 mg
100 g	25 mg	25 mg
50 g	20 mg	20 mg
20 g and under	10 mg	10 mg

OTHER MASSMETERS

One half of the limits of error and sensitivity prescribed for measuring instruments used in trade in terms of the Weights and Measures (Measuring Instruments and Containers Used in Trade) Regulations, 1978.

P. MNGOMEZULU

Principal Secretary.

MBABANE.

5th November, 1982.

LEGAL NOTICE NO. 110 OF 1982

THE STOCK DISEASE REGULATIONS, 1933

THE DIPPING OF STOCK NOTICE, 1982

(Under Regulation II)

In exercise of the powers conferred upon me by regulation II of the Stock Disease Regulations, 1933, I hereby issue the following:—

Citation.

1. This Notice may be cited as the Dipping of Stock Notice, 1982 and shall come into force on the 5th November 1982.

Compulsory Dipping of Stock.

2. (i) Subject to paragraph (2) all owners of cattle in Swaziland shall dip their cattle once every seven days.
- (ii) Owners of cattle in the Schedule hereto shall dip their cattle once every fourteen days.

Dipping Hours.

3. Subject to any directions to the contrary issued by an Officer authorised under Regulation II, dipping hours under Regulation 2 of this Notice shall be between 7.00 a.m. and 12 noon.

Revocation of Legal Notice No. 51 of 1982.

4. The Dipping of Stock Order, 1982 is hereby revoked.

<i>District</i>	<i>Dipping Tank Area Name</i>	<i>Tank Number</i>
Hhohho	Mabhoko	139
	Mhawu	141
	Malanti	50
	Mnyokane	51
	Mnisi	55
	Forbes Reef	64
	Droxford	79
	Motshane	90
	Makolokolo	91
	Fyfes	100
	Maloyo	105
	Ngwenya	80
	Buhlangu	468
Manzini	Ulundi	426
	Ntakana	434
	Bellaskap (Mpuluzi)	435
	Loggan	437
	Ngotshane	445

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Metulo	458
Holoba	467
Gabela	484
Sebezuga	485
Monono	492
Dudusini	493
Nqabaneni	494
Horseshoe J.R.	503
Nsibanyoni	504
Mavela	513
Nkundla	514
Landwala	515
Sunnyside	516
Mankayane	517
Daleview	518
Nooigedacht	519
Mponono	526
Ngwempisana	527
Mhlatane	528
Velezizweni	527
Madatshane	530
Sidakeni	537
Malangeni	538
Mbobo	539
Ntulungu	540
Boshoeck	543
Ngwempisi Bridge	544
Tawela	547
Tumbeya	548
Mbolwane	549
Madasingane	550
Botha	551
Somtseu	552
Buhrmann	553
Deacon	554
Ntungulube	559
Magojela	560
Mngazini	601
The Rocks	603
Driefontein	605
Mtambe	606
Mjekwa	607

Manzini (Continued)

Shiselweni

	Herbron	613
	Sicunusa	614
	Ngwane	615
	Ndlozane	620
	Mavukela	630
	Mhlama	631
	Gege	636
	Etshede	637
	Paardekraal	638
	Fox Hill	639
	Hlatikulu	640
	Ngodi	643
Shiselweni (continued)	Balagkwa	644
	Uitzicht	645
	Moweni	646
	Mfenyane	650
	Mbondela	651
	Ndukuzibomvu	652
	Makatasweni	659
	Memezi	661
	Mkondo	665
	Mahamba	666
	Nsongweni	667
	Lota	668
	Goodluck	672
	Experimental Station	673
	Lotter	675
	Ferreira Station	677
	Hlubi	683
	Modergift	684
	Alanvale	685
	Goedgegun	686
	Puhlapi	688
	M.C. Race	694
	Dingsley	695
	Dwaleni	696
	Matimatima	699
	Mozane	704
	Cibide	712
	Zombode	713

N.T. GUMEDE.

*Director of Veterinary Services.*MBABANE,
5th November, 1982.

LEGAL NOTICE NO. 111 OF 1982.

THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (WATCHING AND PROTECTIVE SERVICES INDUSTRY) ORDER, 1982.

(Under Section 11)

In exercise of the powers conferred upon him by section 11 of the Wages Act, 1964 the Deputy Prime Minister hereby makes the following Order:—

Citation.

1. This Order may be cited as the Regulation of Wages (Watching and Protective Services Industry) Order, 1982 and shall come into force on the 2nd August, 1982.

Application.

2. (1) This Order shall apply to all persons employed in detective, investigative, patrolling and nightwatching services providing protection against burglary, fire, personal injury and similar services connected with or related to the foregoing.

- (2) This Order shall not apply to persons employed by:—

- (a) the Government;
- (b) a local authority;
- (c) such religious, charitable organisation, educational or medical institution as may be exempted in writing by the Minister.

Interpretation.

3. In this Order, unless the context otherwise requires:—

“Clerk” means an employee engaged on full-time general clerical duties;

“Group A” means an employee, other than a patrol supervisor, with three months or less continuous service;

“Group B” means an employee with more than three months but less than twelve months continuous service;

“Group C” means an employee, other than a patrol supervisor, with more than twelve months continuous service;

“Group D” means a patrol supervisor Grade II;

“Group E” means a patrol supervisor Grade I;

“Telephonist” means any person who is literate, fluent in the siSwati and English languages and able to operate a telephone in a courteous and efficient manner.

Basic minimum wage.

4. The basic minimum wage to be paid to an employee to whom this order applies shall be deemed to include a ration allowance and shall be calculated at a rate not less favourable than that specified in the Schedule hereto.

Hours of work.

5. The basic working week shall consist of seventy-two working hours spread over a period of six days.

Overtime.

6. An employee who is required to be on duty and work in excess of the hours specified in paragraph 5 shall be entitled to be paid for such overtime at the rate of one and one half times his normal hourly rate of wages. Normal hourly rate of wages shall mean his monthly rate of wages divided by three hundred and twelve.

Annual leave.

7. (1) On completion of each period of twelve months continuous service, an employee shall be entitled to an annual leave of not less than twenty-one days with full pay.

(2) Where the employment of an employee is terminated before he has taken his entitlement of leave under this paragraph, he shall be paid, in lieu of such leave, a sum equal to one and three quarters days wages in respect of each month he has earned but not taken leave.

Sick leave.

8. After three months continuous service with his employer, an employee shall be entitled to fourteen days sick leave with full pay and a further period of fourteen days on half pay in each period of twelve months employment, subject to him submitting to his employer a medical certificate covering the period of absence, signed by a medical practitioner registered in Swaziland.

Day-off.

9. An employee shall be entitled to one day off-work in each week; provided that the employer and employee may mutually agree that the day-off may be deferred so as to allow the employee to accumulate a total of four days off-work.

Maternity leave.

10. A female employee who becomes pregnant during the period of her employment shall be granted up to five months leave without pay and shall be entitled to resume duty in the position she occupied prior to such leave. The timing of such leave shall be subject to the mutual agreement of the employer and the employee.

Travelling Expenses.

11. (1) Any employee who travels on duty and remains away from his place of residence shall be reimbursed all expenses of lodging and meals incurred through such travel on production of receipts covering the expenditure:

Provided that an employee who is required to remain away from his place of residence on duty for more than six days shall be deemed to be transferred to his new place of employment, whereupon the payment of expenses under this paragraph shall cease and the employer shall thereafter provide him only with suitable accommodation or payment in lieu thereof.

Lay-off.

12. (1) A lay-off due to circumstances beyond an employer's control shall not exceed fourteen working days. Such lay-off shall be without pay and at the end of such period the employer shall either re-instate an employee or terminate his employment in accordance with the Employment Act, 1980.

(2) During the lay-off the employer shall not engage any other employee to fill a vacancy created by the lay-off.

(3) The employer shall give a lay-off notice of not less than twenty-four hours to an employee before the lay-off.

Pay-day.

13. An employee shall be paid not later than three days after the end of a pay period.

Savings.

14. An employee who at the commencement of this Order is entitled to benefits greater than those specified in this Order, shall not suffer any reduction in such benefits by reason of this Order.

Uniforms etc.

15. (1) The employer of a guard or watchman shall provide him or her free of charge with:—

- (a) boots (shoes for female guards) a police whistle, a club, and torch; and
- (b) a hat and overcoat when reasonably required under the prevailing weather conditions.

(2) Any clothing or equipment referred to in sub-paragraph (1) shall be of reasonable quality and shall remain the property of the employer.

Revocation of Legal Notice No. 69 of 1981.

16. The Regulation of Wages (Watching and protective Services Industry) Order, 1981 is hereby revoked.

SCHEDULE

(Per Month)

	E	C
Group A	82.	00
Group B	90.	00
Group C	92.	00
Group D	97.	00
Group E	120.	00
Telephonist	82.	00
Clerk	112.	00

A.R. SHABANGU
Permanent Secretary.

THE WAGES ACT, 1964
(Act No. 16 of 1964)

THE REGULATION OF WAGES (BUILDING & CONSTRUCTION INDUSTRY)
ORDER, 1982.

(Under section 11)

In exercise of the powers conferred on him by section 11 of the Wages Act, 1964 the Deputy Prime Minister hereby makes the following Order:—

Citation.

1. This Order may be cited as the Regulation of Wages (Building and Construction Industry) Order, 1982 and shall come into force on the.....

Interpretation.

2. In this Order, unless the context otherwise requires:—

“clerk” (without Certificate) means an employee who does not hold the Junior Certificate of Education and who is engaged in general clerical duties;

“clerk” (with Junior Certificate) means an employee who holds the Junior Certificate of Education and who is engaged in general clerical duties;

“clerk” (with Senior Certificate) means an employee who holds the Senior Certificate of Education and who is engaged in general clerical duties;

“cook” means an employee engaged in cooking and issuing food to other employees;

“copy typist” means an employee mainly engaged in typing, checking figures and filing, and who is capable of typing a minimum of 30 words per minute;

“driver” (light vehicle) means an employee whose duties, in addition to being in charge of a motor vehicle of under 5 tons laden weight, include handling to and from the tailboard and the daily maintenance and cleaning of such vehicle;

“family” means, in relation to an employee, the wife and unmarried children under the age of eighteen living with the employee on the employer's property;

“general labourer” means an employee who performs general unskilled work;

“general tradesman” means an employee who holds a trade test certificate recognised by the Government in one of the following trades:—

bricklayer;
plasterer/tiler;
carpenter;
painter/glazier;
plumber;
welder;
drainlayer;
wireman;
joiner;
cabinetmaker;
mechanic;
fitter.

"induna" means an employee in charge of other employees;

"learner machine operator" means an employee with less than six months experience in the operation of a machine;

"machine" means an item of heavy duty plant capable of moving under its own power and used for earth-moving or similar operations, or any other machine which, in the opinion of the Labour Commissioner, is a machine in terms of this Order;

"machine operator" means an employee who has been operating a machine in the Building and Construction Industry for six or more months, or who can show proof of six months relevant experience in another industry;

"normal working day" means any day from Monday to Friday inclusive;

"normal working hours" means the hours of work specified in paragraph 5;

"storeman (without certificate)" means an employee who does not hold the Junior Certificate of Education and who, apart from carrying out the duties of a stores Clerk, is responsible for ordering certain items on behalf of his employer;

"storeman (with Junior Certificate)" means an employee who holds the Junior Certificate of Education and who, apart from carrying out the duties of a stores clerk, is responsible for ordering certain items on behalf of his employer;

"storeman (with Senior Certificate)" means an employee who holds the Senior Certificate of Education and who, apart from carrying out the duties of a stores clerk, is responsible for ordering certain items on behalf of his employer;

"trade tested person" means a person who holds a craft certificate indicating the degree of proficiency attained by him as indicated by a trade test conducted by a trade testing officer duly appointed as such in the public service;

"watchman or security guard" means an employee who is engaged during the day or night to guard the premises or other property of his employer;

Application.

3. (1) Subject to sub-paragraph (2), this Order shall apply to persons specified in the First Schedule who are employed in any undertaking or part of an undertaking which carries on for gain one or more of the following activities:—

- (a) the construction, structural alteration, maintenance, repair or demolition of any railway line, siding, public or private road, thoroughfare, airfield, tunnel, bridge, viaduct, waterwork, sewerage work, lattice work, or other structure designed solely for the support of electric lines; or
- (b) the construction, structural alternation, maintenance repair or demolition of any building, fencing and preparing or laying the foundation of a building or an intended building.

(2) This Order shall not apply to persons employed in any undertaking or part thereof operated by:—

- (a) the Government;
- (b) a local authority; or
- (c) such charitable or religious organisation, educational or medical institution as may be specified in writing by the Minister.

Basic Minimum Wage (First Schedule).

4. The employees specified in the First Schedule shall be paid a basic minimum wage calculated at a rate not less favourable than that specified in that Schedule.

Normal Working Hours.

5. (1) Subject to the provisions of paragraph 6, the normal working week (other than for a watchman or security guard) shall be from Monday to Friday and shall consist of forty-seven and one half hours.

(2) The normal working hours per day (other than for a watchman or Security guard) shall be nine and one half hours exclusive of meal breaks.

(3) The normal working week for a watchman or security guard shall be seventy-two hours spread over six shifts, each of twelve hours, inclusive of meal breaks.

(4) No employee, other than a watchman or security guard shall be required to work for more than five hours without a break of not less than thirty minutes.

Overtime.

6. (1) Subject to paragraph 12 overtime for an employee other than a watchman or security guard shall be payable at the following rates:—

- (a) during the normal working week for overtime worked before midnight in excess of the normal working hours, at one and one third times his normal hourly rate of wages;
- (b) during the normal working week for overtime worked after midnight in continuation of normal working hours or other overtime working, at twice his normal hourly rate of wages;
- (c) for any time worked on Saturday before 4 p.m. at one and half times his normal hourly rate of wages;
- (d) for any time worked on a public holiday specified in the Second Schedule, Sunday or after 4.00 p.m. on a Saturday at twice his normal hourly rate of wages.

(2) Overtime in respect of a watchman or security guard shall be calculated at twice his normal hourly rate for all time worked on a public holiday specified in the Second Schedule or any time worked in excess of twelve hours on any normal working day. Provided that any watchman or security guard who has been absent from work during any week without reasonable cause shall not be entitled to overtime in that week until he has completed seventy-two hours of work.

(3) For the purpose of calculating the payment of overtime in respect of a watchman or security guard the normal hourly rate of wages shall be the amount arrived at by dividing the employee's monthly wage by three hundred and twelve.

Annual Leave.

7. (1) After three months of continuous service, an employee shall be entitled to one day's leave of full pay in respect of each month's continuous service. Such leave shall exclude the public holidays specified in the Second Schedule and any other days which are not normal working days, but which may occur during such leave.

(2) Where an employee is in the employment of the employer at the time of an annual cessation of work, annual leave shall be taken during the period of that cessation.

Sick Leave.

8. Where an employee has been in the continuous employment of the employer for three or more months through no fault of his own becomes ill and incapable of performing his duties, he shall, on production of a certificate issued by a practitioner registered under the Medical and Dental Practitioner's Act, 1970, be entitled to ten working days sick leave with full pay and ten working days sick leave with half pay during any period of twelve months.

Travelling and subsistence allowances.

9. (1) Where an employee is temporarily employed at a place which is situated from his normal place of work by a distance of more than two kilometres by road, his employer shall provide him with free transport to and from his normal place of work and the place of temporary employment;

(2) An employee required to travel on duty (other than in the circumstances set out in sub-paragraph (1)) shall be provided either with free transport or be paid by his employer the cost of the travel by public transport.

(3) An employee who is absent on duty away from his normal place of employment for a longer period than twelve hours, and who returns to his normal place of residence without staying overnight, shall be paid a subsistence allowance of 70 cents for each period of twelve hours or part thereof of such absence.

(4) An employee who is absent on duty overnight away from his normal place of employment, shall, in respect of each night's absence, be provided by his employer with:—

- (a) free food and accommodation or a nightly allowance of E2.00 in lieu thereof;
- (b) free accommodation and an allowance of 70 cents in lieu of food; or
- (c) free food and an allowance of E1.30 in lieu of accommodation:

Provided that any entitlement to free food, accommodation or allowances under this paragraph shall cease after an employee has been absent from duty for ten or more nights continuously.

(5) An employee entitled to subsistence allowance under sub-paragraph (4), shall not be entitled to subsistence allowance under sub-paragraph (3) in respect of the same period of absence.

(6) Where an employee is permanently transferred by his employer to a new place of employment, he shall be paid, in addition to any other entitlement due to him under this paragraph, a transfer allowance of E2.00.

(7) An employee, who has been provided by his employer with accommodation at his place of permanent employment in which his family, is residing with the consent of the employer, shall if so required by his employer to transfer to another place of employment, other than for the purpose of seasonal employment, be moved at the expenses of that employer.

Lay-off.

10. When an employer is unable to provide work for any employee due to:—

- (a) unavailability of working materials; or
- (b) temporary cessation of work;

he may, subject to him giving the employee not less than twenty-four hours notice, lay-off the employee, without pay, for a maximum period of fifteen working days in the circumstances mentioned in sub-paragraph (a) and for a maximum period of thirty working days in the circumstances mentioned in sub-paragraph (b); at the expiry of fifteen working days or thirty working days as may be applicable, the employer shall either provide work for the employee, or terminate his employment under the provisions of the Employment Act.

Provided that an employee who has been engaged for the duration of a specific project or in connection with a specific project shall, upon commencement of work be informed of the date upon which it is estimated the project will terminate and the specifying of such date of termination, notwithstanding any other law whether or not the project has in fact terminated shall constitute an adequate notice by the employer to the employee of the date of notice of termination of such contract of service.

Lay-off due to weather.

11. (1) An employee who reports for work at his place of employment at the normal time but who is unable to start work due to inclement weather, shall be entitled to a minimum of one and one half hours pay for that day.

(2) An employee who on any day commences work and who, in the opinion of his employer is unable to continue work due to inclement weather, shall be paid for hours he has worked plus an additional one-and-half hours wages.

Public Holidays.

12. The public holidays specified in the Second Schedule shall be holidays with full pay;

Provided that if an employee is absent from work without reasonable cause on the working day immediately before, or the working day immediately after such public holiday, he shall not be entitled to payment for that public holiday.

Clothing, equipment and protective clothing.

13. (1) The employer of a watchman or security guard shall provide him, free of charge with boots or shoes, a police whistle, a club and torch. Where the watchman or security guard is required to work in inclement weather, the employer shall, in addition, provide him with a hat, overcoat or rain coat.

(2) An employee other than a watchman or security guard, who is required to work in direct contact with mass concrete or similar matter which is likely to cause injury to his feet, shall be provided by his employer, free of charge, with a pair of gumboots.

(3) An employee other than a watchman who is required to work outdoors in inclement weather shall be provided by his employer, free of charge, with a waterproof cap or similar garment.

(4) The clothing and equipment supplied to an employee under this paragraph shall be of reasonable quality and shall remain the property of the employer.

(5) Where any protective clothing supplied to an employee under this paragraph is damaged or lost through an employee's negligence, the employer may deduct the cost thereof, after due consideration for wear and tear, from wages due to the employee.

Revocation of Legal Notice No. 57 of 1981.

14. The Regulation of Wages (Building and Construction Industry) Order 1981 is hereby revoked.

FIRST SCHEDULE

(Paragraph 3 and 4)

Clerk (without Certificate)	57 cts. an hour
Clerk (with Junior Certificate)	60 cts. an hour
Clerk (with Senior Certificate)	63 cts. an hour
Cook	57 cts. an hour
Copy Typist	60 cts. an hour
Driver (light vehicle)	66 cts. an hour
Driver (heavy vehicle of 5 tons and over when loaded)	87 cts. an hour
General Labourer	57 cts. an hour
General Tradesman	

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Grade III Trade tested	63	cts.	an	hour
Grade II Trade tested	93	cts.	an	hour
Grade I Trade tested	1.41	cts.	an	hour
Induna	67	cts.	an	hour
Learner Machine Operator	87	cts.	an	hour
Machine Operator	1.26	cts.	an	hour
Storeman (with Junior Certificate)	60	cts.	an	hour
Storeman (with Senior Certificate)	63	cts.	an	hour
Storeman (without Certificate)	57	cts.	an	hour
Survey and Soil Assistant	57	cts.	an	hour
Watchman/Security guard	5.04	per	shift.	

SECOND SCHEDULE

(Paragraph 6 and 12)

Independence (Somhlolo) Day
 Good Friday
 Christmas Day
 Umhlanga (Reed Dance) Day
 King's Birthday
 Incwala Day.

A.R. SHABANGU.

Permanent Secretary, Deputy Prime Minister's Office.

LEGAL NOTICE NO. 113 OF 1982

THE UMBUTFO SWAZILAND DEFENCE FORCE ORDER 1977

(ORDER NO. 10 OF 1977)

APPOINTMENT OF COMMISSIONED OFFICER TO THE UMBUTFO SWAZILAND
DEFENCE FORCE

(Under Section 13)

In exercise of the powers conferred on me by the above-mentioned Order, I SOBHUZA THE SECOND, King of Swaziland, and by virtue of the authority vested in me as Ngwenyama of the Swazi Nation, do hereby appoint:—

LANCE CORPORAL MANOMA DLAMINI

as SECOND LIETUENANT to the Umbutfo Swaziland Defence Force with effect from the 1st May, 1982.

SIGNED AT LOZITHEHLEZI ON THIS 27TH DAY OF APRIL 1982.

SOBHUZA II
KING OF SWAZILAND.