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# SUPPLEMENT TO THE SWAZILAND GOVERNMENT GAZETTE

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VOL. XXI]

MBABANE, Friday, July 15th., 1983

[No. 231

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## LEGAL NOTICE NO. 51 OF 1983

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THE PRICE CONTROL ORDER, 1973  
(Order No. 25 of 1973)

THE MAXIMUM WHOLESALE AND RETAIL SELLING PRICES OF SOFT DRINKS  
NOTICE, 1983  
(Under section 5)

In exercise of the powers conferred upon me by section 5 of the Price Control Order, 1973, I hereby issue the following Notice:—

*Citation and commencement.*

1. This Notice may be cited as the Maximum Wholesale and Retail Selling Prices of Soft Drinks Notice, 1983 and shall come into force on the 8th July, 1983.

*Maximum prices of soft drinks.*

2. The Maximum Wholesale and Retail Prices of Soft Drinks shall be as set out in the Schedule hereto.

*Revocation of Legal Notice No. 101 of 1982.*

3. The Maximum Wholesale and Retail Selling Prices of Soft Drinks Notice, 1982 is hereby revoked.

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SCHEDULE

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<i>Size</i>	<i>Wholesale price per case</i>	<i>Retail price per case</i>	<i>Retail price per can</i>
340 ml	E8.30	E10.06	42 cents

MBABANE.  
4th July, 1983.

P.S. MNGOMEZULU  
*Price Controller*

THE DAIRY ACT, 1968

(Act No. 28 of 1968)

THE PRICES OF BUTTER AND CHEESE REGULATIONS 1983

(Under section 24)

In exercise of the powers conferred by section 24 of the Dairy Act, 1968 and on the recommendation of the Swaziland Dairy Board, the Minister for Agriculture and Co-operatives hereby makes the following Regulations—

*Citation and commencement.*

1. These Regulations may be cited as the Prices of Butter and Cheese Regulations, 1983 and shall come into force on the 11th day of July, 1983.

*Maximum selling prices of butter.*

2. (1) The Maximum selling price of Grade 1 butter by a producer, processor manufacturer or importer of butter to a restaurant, hotel, milk shop, dairy or milk purveyor shall be E4,00 per kilogramme.

(2) The maximum selling price of Grade 1 butter to a consumer shall be E4,28 per kilogramme.

*Maximum selling price of cheese.*

3. (1) The maximum selling price of Grade 1 cheese by a producer, processor manufacturer or importer of cheese to a restaurant, hotel, milk shop, dairy or milk purveyor shall be in the case of cheddar cheese E4,50 per kilogramme and in the case of gouda cheese E4,60 per kilogramme.

(2) The maximum selling price of Grade 1 cheese to a consumer shall be E4,85 per kilogramme in the case of cheddar cheese and E4,95 per kilogramme in the case of gouda cheese.

*Revocation of Legal Notice No. 67 of 1982.*

4. The Prices of Butter and Cheese Regulations, 1982 are hereby revoked.

A.R.V. KHOZA  
*Principal Secretary*

28.6.83.  
Mbabane.

## LEGAL NOTICE NO. 53 OF 1983

## THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (MANUFACTURING AND PROCESSING  
INDUSTRY) ORDER, 1983

(Under section 11)

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

*Citation and commencement.*

1. This Order may be cited as the Regulation of Wages (Manufacturing and Processing Industry) Order, 1983 and shall come into force on the 8th of July, 1983.

*Application.*

2. This Order shall apply to all persons employed in the manufacturing and processing industries, (including the manufacture of bricks and building blocks, dry cleaning and laundry, garment making, handcraft, knitting and weaving) who are engaged in the occupations specified in the First Schedule.

*Interpretation.*

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

“aligner” means an employee who aligns a finished product before final inspection with the aid of electronic test equipment;

“Artisan” means an employee who is in possession of a Trade Test Certificate signed by a Trade Testing Officer appointed by the Government;

“Assembler (soldering)” means an employee who solders and assembles components by hand;

“Assistant foreman baker” means an employee who is capable of manufacturing bread, adjusting bakery machinery and supervising the workers under his control;

“Assistant foreman confectioner” means an employee who is capable of manufacturing and decorating several lines of confectionery, adjusting bakery machinery and supervising the workers under his control;

“Baker” means an employee who is capable of manufacturing bread;

“Baker’s assistant” means an employee who assist a baker;

“Binder assistant” means an employee who receives printed matter from the machine for collating, stitching, padding, rounding corners, punching, folding, counting, numbering or perforating;

“Blower” means an employee who carries out blowing duties in the manufacture of glassware according to specification;

"Laboratory assistant" means an employee who generally carries out unskilled work in a laboratory or who assists a laboratory technician;

"Laboratory technician" means an employee qualified to carry out all duties allocated to him in a laboratory;

"Learner finisher" means an employee who is learning on the job to become a finisher and who has not completed six months in the case of the weaving industry or three months for other industries in such learning;

"Learner craftsman" means an employee who is learning on the job to become a potter; screenprinter; silversmith etc. for a period not less than three or more than six months;

"Learner machine operator" means an employee with three months or less continuous experience of operating a machine for other industries or not more than six months in the weaving industry;

"Learner spinner" means an employee who is learning on the job to become a spinner and who has not completed six months in the case of the weaving industry or three months for other industries in such learning;

"Learner weaver" means an employee who is learning on the job to become a weaver and who has not completed six months in the case of the weaving industry or three months for other industries in such learning;

"Loader/packer" means an employee who packs bread or confectionery, or who loads/off loads bread and confectionery on to or off a vehicle or who packs finished products into cartons, including the transfer of goods or materials from large to smaller containers;

"Line feeder" means an employee mainly engaged in feeding the assembly line with components;

"Machine attendant" means an employee, other than a learner machine operator, who attends and operates a guillotine machine, bending machine, spot welding machine or any other machine requiring similar skills;

"Machine operator" means an employee, other than a learner machine operator, engaged in operating a machine;

"Master screenprinter" means an employee who is capable of cutting screen mixing pigments and has thorough knowledge of screenprinting techniques;

"Master potter" means an employee who is skilled in making pots to any specification, who has a general knowledge of glazing and firing techniques;

"Master silversmith" means an employee who is capable of working silver to any specification;

"Mechanical assembler" means an employee mainly engaged in the mechanical assembly of television and radio accessories and the placement of products in the appropriate area for assembly or despatch;

"Melter" means an employee who melts glasses in a glass factory;

"Mono caster attendant" means an employee who attends a monotype caster under the supervision of a key board operator;

"PC Board trimmer" means an employee mainly engaged in trimming excess component leads on soldered boards;

"Picture tube assembler" means an employee mainly engaged in preparing picture tubes for the assembly line;

"Plant assistant" means an employee who assists a plant attendant;

"Plant attendant" means an employee mainly engaged in operating a galvanizing plant and, if necessary, taking charge of the plant;

“Potter” means an employee who makes pots by hand or on pot wheels;

“Presser attendant” means an employee who operates a pressing machine in a cotton ginnery;

“Presser (garment)” means an employee who uses a sad iron, or pressing machine to iron materials or clothing;

“Proof reader” means an employee who reads and checks printer’s proofs for errors and marks them for correction;

“Quality controller” means an employee mainly engaged in checking the quality and making reports on finished products;

“Repairer’s assistant” means an employee with a basic knowledge of electronics mainly engaged in making simple repairs on small PC boards;

“Runner” means an employee who performs unskilled duties such as conveying, from one point to the other, materials used in garment manufacture;

“Saw sharpner” means an employee who sharpens saws and carries out simple maintenance work on them;

“Salesman” means an employee engaged in promoting the sales of an employer’s products;

“Screenprinter” means an employee who screenprints by hand pulling a squeegee;

“Seasonal labourer” means an employee engaged for the duration of a season to carry out unskilled work, canning fruit and vegetables;

“Security guard/watchman” means an employee mainly engaged in the protection and security of his employer’s premises;

“Silversmith” means an employee who is capable of working silver by hand;

“Semi-skilled kiln hand” means an employee who has limited knowledge in operating kiln and packs it according to specification;

“Slaughterman” means an employee engaged in stunning, bleeding, skinning, eviscerating and splitting livestock;

“Soakline attendant” means an employee mainly engaged in receiving completed products into the soakline;

“Solder bath attendant” means an employee who operates a solder bath, prepares fluxes, and checks solder levels;

“Spinner” means an employee who carries out spinning operations of wool or other materials according to specification;

“Stonehand” means an employee with the knowledge of composition who places jobs set out by a compositor into steel frames, locking and placing them into printing machines ready for printing;

“Supervisor” means an employee who supervises other employees placed under his control;

“Switchboard operator” means an employee whose duties consist wholly or mainly in the operation of a telephone switchboard;

“Tablehand” means an employee who, according to specification, prepares materials and places them on the table for cutting or weaving as the case may be;

“Tester” means an employee who tests the function of assembled PC boards using electronic equipment;

“Tool setter” means an employee who fits and sets tools on a machine;

“Washer” means an employee who washes and dries materials or wool and if necessary, he may moth-proof the wool;

“Weaver” means an employee who carries out duties either by operating a hand loom or other equipment to manufacture the required goods;

*Basic minimum wage.*

4. The basic minimum wage to be paid to employees specified in the First Schedule (which has now been consolidated and is therefore inclusive of rations or cash in lieu thereof) shall be calculated at a rate not less favourable than that specified therein. Provided that:-

- (a) An employee who, at the date of commencement of this Order, is in receipt of a higher wage than that prescribed by this Order, shall not suffer any reduction in such wage solely by reason of this Order.
- (b) Where no definition of an employee's duties exist, such employee shall be paid a basic minimum wage not less favourable than that applicable to a general labourer.
- (c) Nothing in this paragraph shall prevent an employer, if he so wishes, from:-
  - (i) supplying cooked or uncooked food to an employee in addition to an employee's basic wage;
  - (ii) providing free transport or free accommodation to an employee.

*Statement of conditions of employment.*

5. At the commencement of their employment the employees shall be provided by their employers with a written statement stating whether they are employed permanently or seasonally, the conditions of their employment, the starting wage, including the learning period which shall be:-

- (i) six months in the case of the weaving industry; and
- (ii) three months in the case of other industries.

*Hours of work.*

6. (1) For employees other than security guards, casual labour and watchmen, the normal working week shall consist of not more than forty-eight hours of work.

(2) The normal working week for security guards and watchmen, shall consist of not more than six shifts each of twelve hours.

(3) The normal hours of work for casual labour shall consist of eight hours per day.

*Overtime.*

7. (1) An employee who is engaged otherwise than on shift work or as a security guard or watchman and is required to work in excess of the normal hours specified in paragraph 6 shall be paid for such overtime as follows:-

- (a) for time worked in excess of the normal hours on a weekday, he shall be paid at one and a half times his basic hourly wage;
- (b) for time worked on a Sunday or public holiday specified in the Third Schedule, he shall be paid at twice his hourly rate.

(2) An employee employed on shift work, or as a security guard or watchman who is required to work on his rest day or on a public holiday specified in the Second Schedule, may, at the discretion of his employer, be paid for such overtime or alternatively, be given an equivalent amount of time off in lieu of overtime payment.

(3) The basic hourly wage of an employee on a weekly wage shall be calculated by dividing such wage by the number of hours he normally works in a week.

(4) The basic hourly wage of a casual labourer shall be calculated by dividing his daily wage by eight.

*Public Holidays.*

8. The public holidays listed in the Second Schedule shall be holidays with full pay.

*Annual leave.*

9. An employee shall be entitled after each period of twelve months continuous service with an employer to fourteen calendar days annual leave with full pay.

Provided that in the case of a watchman annual leave shall be twenty-one calendar days with full pay after each period of twelve months continuous service with an employer.

*Piece work or task work.*

10. An employee engaged on piece work or task work shall be entitled to wages and conditions of employment not less favourable than those specified in this Order.

*Reimbursement of expenses.*

11. For periods of absence from his place of residence on duty, a salesman, or driver/ salesman's assistant shall be reimbursed all expenses reasonably incurred on lodging and meals during such absence.

*Lay-off.*

12. (1) An employer may, due to circumstances beyond his control, lay off employees for up to fourteen working days, without pay provided that at the end of any period of lay-off employees shall either be re-employed in their original jobs, or given notice of termination of service in accordance with the provisions of the Employment Act, 1980.

(2) During the period of any lay-off, the employer shall not engaged other employees to replace employees who have been laid off.

(3) In the case of a permanent employee, the employer shall give him fourteen days notice before the lay-off.

(4) In the case of seasonal employees, the employer shall give twenty-four hours notice before the lay-off is due to start.

*Trade testing.*

13. Any employee wishing to undergo a trade test at the Swaziland College of Technology or any similar institution shall, at his request, be granted unpaid leave for the purpose of taking such a test.

An employee undergoing a trade test shall furnish the employer with the results of his examination.

*Revocation of Legal Notice No. 72 of 1982.*

14. The Regulation of Wages (Manufacturing and Processing Industries) Order 1982 is hereby revoked.



## FIRST SCHEDULE

(Paragraph 4)

## BASIC MINIMUM WAGE

(Emalangeni per week)

Learner Craftsperson	)	
Learner Finisher	)	
Learner Machine operator	)	E17.10
Learner Spinner	)	
Learner Weaver	)	
Casual Labourer	)	
Seasonal Labourer	)	
Carder	)	
Checker	)	E23.71
Cleaner	)	
Cook	)	
Engraver's Assistant	)	
Entrepreneur's assistant grade II	)	
Finisher	)	
Grinder	)	
Loader	)	
Potter	)	
Runner	)	
Screenprinter	)	
Semi skilled kiln hand	)	
Silversmith	)	E25.08
Spinner	)	
Tablehand	)	
Presser (garment)	)	
Washer	)	
Weaver	)	
Coil Winder	)	
Component Assembler	)	
Copy Typist	)	
Dough Panner	)	
Driver Salesman's Assistant	)	
Entrepreneur's assistant grade I	)	
Flour Sifter	)	
General Labour	)	
Hoist Operator	)	E29.75
Learner machine operator (other than knitting and weaving)	)	
Loader/Packer	)	
Messenger	)	
PC Board Trimmer	)	
Plant Assistant	)	
Security Guard/Watchman	)	
Stonehand	)	

Assembler (soldering)	)	
Binder Assistant	)	
Compositor	)	
De-Boner	)	
Dark Room Attendant	)	E30.78
Mechanical Assembler	)	
Mono caster Attendant	)	
Proof Reader	)	
Slaughterman	)	
Driver/Messenger	)	E32.32
Laboratory Assistant	)	
Presser Attendant	)	
Cabinet Fitter	)	
Chassis Fitter	)	
Clerk/Stores Assistant	)	
Driver (L.D.V.)	)	
Forklift Operator	)	E33.34
Picture Tube Assembler	)	
Soakline Attendant	)	
Switchboard Operator	)	
Baker's Assistant	)	
Blower	)	
Confectioner's Assistant	)	
Divider Operator	)	
Dough Mixer	)	E34.20
Engraver	)	
Kiln Operator	)	
Melter	)	
Saw Sharpner	)	
Design Draftsman's Assistant	)	
Inspector	)	
Machine Operator	)	E35.91
Machine Attendant	)	
Machine Operator	)	
Solder Bath Attendant	)	
Tester	)	
Boiler Operator	)	
Driver (H.D.V.)	)	E36.42
Kardex Clerk/Storeman	)	
Aligner	)	
Final Inspector/Tester	)	
Line Feeder	)	E38.47
Quality Controller	)	
Repairer's Assistant	)	
Baker	)	
Confectioner	)	E39.99
Handyman	)	

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Chargehand	)	
Final Aligner and Tester	)	
Jumper	)	E41.55
Plant Attendant	)	
Tool Setter	)	
Clerk/Storeman (with Junior Certificate)	)	
Driver Salesman	)	E44.46
Artisan Grade III	)	
Cattle Buyer	)	
Master Screenprinter	)	E47.88
Master Potter	)	
Master Silversmith	)	
Salesman	)	
Assistant Foreman Confectioner	)	
Assistant Foreman Baker	)	E57.00
Clerk/Storeman (with Senior Certificate)	)	
Artisan Grade II	)	E78.66
Foreman Baker	)	
Foreman Confectioner	)	E84.36
Artisan Grade I	)	E115.94
Laboratory Technician	)	E121.98
Supervisor	)	25% above the wage to the highest paid employee under his direct supervision.

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SECOND SCHEDULE  
(Paragraph 8)

## PAID PUBLIC HOLIDAYS

Incwala Day  
Good Friday  
Easter Monday  
Christmas Day  
Reed Dance Day  
Sombhlo Day  
King's Birthday

A.R. SHABANGU  
*Principal Secretary*  
*Deputy Prime Minister's Office.*

Mbabane,  
15th July, 1983.

## LEGAL NOTICE NO 45 OF 1983

THE POST OFFICE ACT, 1962  
(ACT NO. 60 OF 1962)

THE TELEPHONE (AMENDMENT) REGULATIONS, 1983  
(UNDER SECTION 105)

In exercise of the powers conferred by Section 105 of the Posts and Telecommunications Act 1962, the Minister for Works, Power and Communications hereby makes the following Regulations:—

*Citation and Commencement.*

1. These Regulations may be cited as the Telephone (Amendment) (No. 1) Regulations 1983, shall be read as one with the Telephone Regulations 1962 and shall come into force on the 1st July 1983.

*Amendment of Part III.*

2. Part III of the Telephone Regulations, 1962 is amended by replacing Regulations 5 and 6 with the following:

*"Subscriber Calls.*

5. (1) The following are the charges for calls from automatic and manual subscribers.  
(a) Automatically established calls within Swaziland:—

Radial distance in kilometres between Automatic Exchanges	Time interval in seconds between unit charges of 8 cents each		Calculated Average Charge per minute dialled Calls		Operator Assisted Calls between Automatic Exchanges	
					Minimum charge for first 3 Minutes or part thereof	Each Additional Minute or part thereof
Own Exchange	180	360	2½c†	1½c†	24c	8c
Up to 20 kms	90	180	5½c†	2½c†	24c	8c
20 to 50 kms	45	90	10½c	5½c†	48c	16c
50 kms and over	30	60	16c	8c	72c	24c

† Minimum charge for dialled calls 8 cents

The cheap rate is from 6 p.m. to 7 a.m. Monday to Friday and all day Saturday and Sunday within Swaziland.

(b) Calls from or to manual subscribers within Swaziland. Calls between two manual exchanges, calls between a manual exchange and an automatic exchange and calls between an automatic and a manual exchange within Swaziland.

Radial distance in kilometres between Exchanges	Minimum charge for first 3 minutes or part thereof	Each additional minute or part thereof
Own Exchange (Manual) Up to 50kms 50kms and over	Free call 24c 48c	Free call 8c 16c

## (c) Calls from Swaziland to Neighbouring Countries

COUNTRY	Subscriber Dialed Calls		Operator Assisted Calls	
	Time interval in seconds between units charged at 8 cents each	Calculated average charge per minute dialled calls	Minimum charge for first 3 minutes or part thereof	Each additional minute or part thereof
Botswana	—	—	3.60	1.20
Lesotho	4	1.20	3.60	1.20
Mozambique	—	—	2.40	80c
Namibia	4	1.20	3.60	1.20
South Africa:				
Transvaal & Natal	7	68.6c	2.10	70c
OFS, Eastern North Cape	5	96c	3.00	1.00
Western Cape	4	1.20	3.60	1.20
Zimbabwe	—	—	3.60	1.20

(2) The Director may, in his discretion, have terminated a call after the expiration of three minutes.

*Call Office calls.*

6. (1) The following are the charges for call office calls:—

- (a) Automatically established calls within Swaziland. Calls from automatic exchange type call offices.

Radial distance in kilometres between automatic exchanges	Time interval in seconds between unit charges at 10 cents each		Calculated average charge per minute – dialled calls		Operator assisted to automatic subscriber number for each 3 minutes or part thereof
	Full Rate	Cheap Rate	Full Rate	Cheap Rate	
Own Exchange	180	360	3½c†	1¾c†	10c
Up to 20kms	90	180	6½c†	3½c†	20c
20 to 50kms	45	90	13½c	6½c†	50c
50kms and over	30	60	20c	10c	70c

† minimum charge 10 cents. The cheap rate is from 6 p.m. to 7 a.m. Monday to Friday and all day Saturday and Sunday within Swaziland.

- (b) Manually established calls within Swaziland. Calls from automatic exchange type coinboxes to manual subscribers, calls from manual type coinboxes to manual and automatic subscribers.

Radial distance in kilometres between exchanges	Charge for each 3 minutes or part thereof
Own Exchange (Manual)	10c
Up to 50kms	20c
50kms and over	50c

- (c) Calls to Neighbouring Countries. Calls from automatic and manual type call offices.

COUNTRY	Time interval in seconds between units charged at 10 cents each	Calculated average charge per minute – dialled calls at 10 cents per unit charge	Operator assisted calls – charge for each 3 minutes or part thereof
Botswana	—	—	5.00
Lesotho	4	1.50	5.00
Mozambique	—	—	3.50
Namibia	4	1.50	5.00
South Africa:			
Transvaal & Natal	7	85.7c	3.00
OFS, Eastern & North Cape	5	1.20	4.00
Western Cape	4	1.50	5.00
Zimbabwe	—	—	5.00

(2) The Director may, in his discretion, have terminated a call after the expiration of three minutes."

G.M. MABILA  
Principal Secretary.

MBABANE  
23rd June, 1983.

## LEGAL NOTICE NO. 46 OF 1983

## THE POST OFFICE ACT, 1962

(ACT NO. 60 OF 1962)

THE TELEGRAPH (AMENDMENT) REGULATIONS, 1983  
(UNDER SECTION 105)

In exercise of the powers conferred by Section 105 of the Posts and Telecommunications Act, 1962, the Minister for Works, Power and Communications hereby makes the following Regulations:—

*Citation and Commencement.*

1. These Regulations may be cited as the Telegraph (Amendment) Regulations 1983, shall be read as one with the Telegraph Regulations, 1962 and shall come into force on 1st July, 1983.

*Amendment of Fourth Schedule.*

2. The Fourth Schedule to the Telegraph Regulations, 1962 is replaced with the following:—

"FOURTH SCHEDULE  
(Regulation 76)

## INLAND TELEX SERVICE — OPERATING CHARGES

Service	Charge
1. Local Calls	9 cents for each minute or part thereof
2. Trunk Call Namibia	45 cents per minute or part thereof
Republic of South Africa	45 cents per minute or part thereof
Lesotho	60 cents per minute or part thereof
Botswana	60 cents per minute or part thereof
Mozambique	60 cents per minute or part thereof
Malawi	1.20 per minute or part thereof
Zambia	1.20 per minute or part thereof
Zimbabwe	1.20 per minute or part thereof"

G.M. MABILA  
*Principal Secretary*

MBABANE.  
23rd June, 1983.

LEGAL NOTICE NO. 47 OF 1983

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THE POST OFFICE ACT, 1962

(Act No. 60 of 1962)

THE POSTAL (AMENDMENT) (NO. 2) REGULATIONS, 1983

(Under regulation 4)

In exercise of the powers conferred by regulation 4 of the Post Office Regulations, 1962, the Minister for Works, Power and Communications hereby makes the following Regulations—

*Citation.*

1. These Regulations may be cited as the Postal (Amendment) Regulations, 1983 and shall be read as one with the Post Office Regulations, 1962.

*Amendment of Schedule A*

2. Schedule A of the Post Office Regulations, 1962 is amended in Part 1 and Part III by replacing the postage rates therein with the rates in the Schedule hereto.

G.M. MABILA  
*Principal Secretary.*

MBABANE.  
20th June, 1983.



## SCHEDULE A PART I

## SURFACE MAIL — PRINCIPAL POSTAGE RATES — 1 MAY 1983

CLASS OF CORRESPONDENCE	WITHIN SWA- ZILAND		AFRICAN POSTAL UNION COUNTRIES		OTHER COUNTRIES	
	E	C	E	C	E	C
LETTERS						
Up to 20g.		5		7		15
Above 20g. up to 50g.		10		15		25
" 50g. " " 100g.		15		20		35
" 100g. " " 250g.		35		40		70
" 250g. " " 500g.		60		65	1	25
" 500g. " " 1000g.		95	1	00	2	25
" 1000g. " " 2000g.	1	60	1	75	3	40
POSTCARDS EACH		4		5		10
PRINTED PAPERS						
Up to 20g.		4		5		7
Above 20g. to 50g.		5		8		10
" 50g. " 100g.		7		10		10
" 100g. " 250g.		10		15		20
" 250g. " 500g.		15		30		35
" 500g. " 1000g.		25		45		50
" 1000g. " 2000g.		40		75		85
ADDITIONAL STEP 1000g.		20		40		45
BOOKS ONLY, MAX. 5Kg.						
NEWSPAPERS.						
For each 100g. per copy		2	SAME AS PRI- NTED PAPERS		SAME AS PRI- NTED PAPERS	
CECO GRAMMES						
LITERATURE FOR THE BLIND	FREE		FREE		FREE	
SMALL PACKETS						
Up to 100g.	NO	SERVICE		10		15
Above 100g. up to 250g.	"	"		15		25
Above 250g. " " 500g.	"	"		25		45
Above 500g. " " 1000g.	"	"		50		75
AIRMAIL (APU COUNTRIES)						
LETTERS PER 10g.	"	"		10		—
POSTCARDS — EACH	"	"		10		—
AEROGRAMMES — EACH	"	"		10		—

3. SPECIAL RATES APPLY TO NEWSPAPERS, PRINTED AND PUBLISHED IN SWAZILAND WHEN POSTED IN BULK BY THE PUBLISHER AND ADDRESSED TO PLACES WITHIN SWAZILAND.

## PART IV A SCHEDULE A

## AIRMAIL ITEMS

COUNTRY OF DESTINATION	LETTERS PER 10g.	POST CARDS	2ND CLASS MAIL	AEROGRA- MMES.
	C	C	C	C
ABUDHABI	20	20	15	10
AFGANISTAN	25	25	15	10
ALBANIA	15	15	10	10
ALGERIA	15	15	10	10
ANGOLA	10	10	10	10
ANTIGUA	25	25	15	10
ANTILLES (NETHERLANDS)	25	25	15	10
ARGENTINA	25	25	15	10
ASCENSION	No Service			
AUSTRALIA	20	20	15	10
AUSTRIA	15	15	10	10
AZORES	20	20	15	10
BAHAMAS	20	20	15	10
BAHCEIN STATE OF	20	20	15	10
BALEARIC ISLANDS	20	20	15	10
BARBADOS	25	25	15	10
BELGIUM	15	15	10	10
BELIZE	25	25	15	10
BERMUDA	25	25	15	10
BAUTAN	25	25	15	10
BOLIVIA	25	25	15	10
BOTSWANA	10	10	10	10
BRAZIL	25	25	15	10
BRITISH INDIAN OCEAN)	15	15	10	10
TERRITORIES ( )				
BRUNEI	30	30	20	10
BULGERIA	15	15	10	10
BURMA	25	25	15	10
BURUNDI	10	10	10	10
CAMEROON	10	10	10	10
CANADA	20	20	15	10
CANARY ISLANDS	20	20	15	10
CAPE VERDE ISL.	20	20	15	10
CAROLINE ISL.	30	30	20	10
CAYMAN ISLANDS	25	25	15	10
CENTRAL AFRICAN REP.	10	10	10	10
CHAD.	15	15	10	10
CHILE	25	25	15	10
CHINA PEO. REP.	30	30	20	10
CHINA TAIWAN	30	30	20	10
CHRISTMAS ISLANDS	25	20	15	10
COCOS (KELLING ISL.)	20	20	15	10
COLOMBIA	25	25	15	10
COMORO ISLAND	20	20	15	10
CONGO PEO. REP.	20	20	15	10
COOK ISLANDS	25	25	15	10
CORSICA	15	15	10	10

	C	C	C	C
COSTA RICA	25	25	15	10
CUBA	25	25	15	10
CYPRUS	20	20	15	10
CZECHOSLOVAKIA	15	15	10	10
DAHOMY	20	20	15	10
DENMARK	30	30	20	10
DOMINICAN REP.	25	25	15	10
DUBAI	20	20	10	10
ECUADOR	25	25	15	10
EGYPT ARAB. REP.	15	15	10	10
EL SALVADOR	25	25	15	10
EQUATORIAL GUINEA	15	15	10	10
ETHIOPIA	15	15	10	10
FALKLAND ISLANDS	30	30	20	10
FAROE ISLANDS	20	20	15	10
FIJI	20	20	15	10
FINLAND	15	15	10	10
FRANCE	15	15	10	10
FRENCH GUYANA	25	25	15	10
FRENCH POLYNESIA	25	25	15	10
FRENCH TERRITORIES OF				
AFARSE ISSAS	15	15	10	10
FRENCH WEST INDIES	20	20	15	10
GABON	15	15	10	10
GAMBIA THE	15	15	10	10
GERM. DEM. REP.	15	15	10	10
GERM. FED. REP.	15	15	10	10
GHANA	15	15	10	10
GIBRALTAR	15	15	10	10
GILBERT & ELLICE ISL.	25	25	15	10
GREAT BRITAIN, IRELAND	15	15	10	10
GREECE	15	15	10	10
GREENLAND	15	15	10	10
GRENADA	25	25	15	10
GUADELOPE	25	25	15	10
GUATEMALA	25	25	15	10
GUINEA BISSAU	15	15	10	10
GUINEA REP.	15	15	10	10
GUYANA	25	25	15	10
HAITI	25	25	15	10
HONDURAS REP.	25	25	15	10
HONG KONG	25	25	15	10
HUNGARY	15	15	10	10
ICELAND	15	15	10	10
INDIA	15	15	10	10
INDONESIA	30	30	20	20
IRAN	20	20	15	10
IRAQ	20	20	15	10
IRISH REP.	15	15	10	10
ISRAEL	15	15	10	10
ITALY	15	15	10	10
IVORY COAST	15	15	10	10
JAMAICA	25	25	15	10

	C	C	C	C
JAPAN	30	30	20	10
JORDAN	15	15	10	10
KENYA	20	20	15	10
KHMER REP.	30	30	20	10
KOREA	30	30	20	10
KUWAIT	15	15	10	10
LAOS	25	25	10	10
LEBANON	15	15	10	10
LESOTHO	10	10	10	10
LIBERIA	15	15	10	10
LIBYAN ARAB REP.	20	20	15	10
LIECHTESTEIN	15	15	10	10
LUXEMBOURG	15	15	10	10
MACAO	25	25	15	10
MADEIRA	20	20	15	10
MALAGASY REP.	10	10	10	10
MALAWI	20	20	15	10
MALAYSIA	30	30	20	10
MALDIVES	20	20	15	10
MALI	30	30	20	10
MALTA	20	20	15	10
MARIAN ISLANDS	30	30	20	10
MARSHALL ISLAND	30	30	20	10
MAURITANIA	20	20	15	10
MARTIGUA	25	25	15	10
MAURITIOUS	10	10	10	10
MEXICO	25	25	15	10
MONGOLIA	25	25	15	10
MONTSERRAT	25	25	15	10
MOROCCO	20	20	15	10
MOZAMBIQUE	10	10	10	10
MAURU ISLAND	20	20	15	10
NEPAL	25	25	15	10
NETHERLANDS THE	15	15	10	10
NEW CALEDONIA	20	20	15	10
NEW HEBRIDES	20	20	15	10
NEW ZEALAND	20	20	15	10
NEW ZEALAND ISL. TERR.	25	25	15	10
NICARAGUA	25	25	15	10
NIGERIA	10	10	10	10
NIGER REP.	15	15	10	10
NORFOLK ISLAND	25	25	15	10
NORWAY	15	15	10	10
OMAN	15	15	10	10
PAKISTAN	15	15	10	10
PANAMA REP.	25	25	15	10
PAPUA NEW GUINEA	20	20	15	10
PARAGUAY	25	25	15	10
PERU	25	25	15	10
PHILLIPINES	30	30	20	20
PITCARN ISL.	20	20	15	10
POLAND	15	15	10	10
PORTUGAL	20	20	15	10

PORTUGUESE GUINEA	25	25	15	10
PORTUGUESE TIMOR	30	30	20	10
PUERTO RICO	20	20	15	10
QATAR	15	15	10	10
RE UNION	10	10	10	10
ROMANIA	15	15	10	10
RWANDA	25	25	15	10
ST. HELENA	No Service			
ST. KITTS NEVISA & ANGUILLA	25	25	15	10
ST. LUCIA	25	25	15	10
ST. PIERRE & MIQUEBON	20	20	15	10
ST. THOMAS	25	25	15	10
ST. VINCENT	25	25	15	10
SABAH	25	25	15	10
SAMOA (USA)	20	20	15	10
SARAWAK	25	25	15	10
SAUDIARABIA	20	20	15	10
SENEGAL	15	15	10	10
SEYCHELLES	20	20	15	10
SHARJAH	15	15	10	10
SIERRA LEONE	15	15	10	10
SINGAPORE	20	20	15	10
SOLOMON ISL.	20	20	15	10
SOMALI	30	30	20	10
SOUTH AFRICA	10	10	10	10
SOUTH W. AFRICA	10	10	10	10
SPAIN	20	20	15	10
SPANISH N. AFRICA	15	15	10	10
SPANISH W. AFRICA	15	15	10	10
SPITZ-BERGEN	20	20	15	10
SRI LANKA	25	25	15	10
SUDAN	30	30	20	10
SURINAM	25	25	15	10
SWEDEN	15	15	10	10
SWITZERLAND	15	15	10	10
SYRIAN ARAB REP.	15	15	10	10
TAIWAN	25	25	15	10
TANZANIA	20	20	15	10
THAILAND	25	25	15	10
TIBET	25	25	15	10
TOGO	15	15	10	10
TONGA	20	20	15	10
TOTOLA BRI. V. ISL.	20	20	15	10
TRINIDAD & TOBAGO	25	25	15	10
TUNISIA	20	20	15	10
TURKEY	15	15	10	10
TURICES & CAICOS ISL.	25	25	15	10
UGANDA	20	20	15	10
USSR	20	20	15	10
UNITED ARAB EMARATES	15	15	10	10
UNITED KINGDOM	15	15	10	10
UNITED STATES OF AME- RICA	15	15	10	10
	20	20	15	10

	C	C	C	C
UPPER VOLTA	15	15	10	10
URUQUAY	25	25	15	10
VENEZUELA	25	25	15	10
VATICAN CITY STATE	20	20	15	10
VIETNAM	30	30	20	10
VIRGIN ISL. BR.	25	25	15	10
WALLIS AND FUTANA ISL.	20	20	15	10
WESTERN SAMOA	20	20	15	10
WESTERN SAHARA	20	20	15	10
YEMEN ARAB REP.	15	15	10	10
YUGOSLAVIA	15	15	10	10
ZAIRE	10	10	10	10
ZAMBIA	15	15	10	10
ZIMBABWE	10	10	10	10

# SCHEDULE D

## OTHER MISCELLANEOUS CHARGES

SERVICE	CHARGE
	E c
1. Cancellation of COD Trade Charge	10
2. COD handling fee	1.00
3. Enquiry concerning payment of Trade Charge	30
4. Express Service	30
5. Private Post Office Box rental p.a.	5.00
6. Replacement of lock and 2 keys	3.00
7. Private Post Bag Procurement small size	17.00
huge size	20.00
8. Rental of Private Bag per annum	10.00
9. Conveyance Fee per annum	15.00
10. Registration Fee	20
11. M bags (new service)	1.00
	bag in addition to normal postage
12. Compulsory Registration Fee	40
13. Advice of Delivery	15
14. Enquiry concerning loss or non-delivery of postal item	20

## LEGAL NOTICE NO. 48 OF 1983

## THE WAGES ACT, 1964

(Act No. 16 of 1964)

## THE REGULATION OF WAGES (FORESTRY &amp; FOREST INDUSTRY) ORDER, 1983

(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 (Forestry and Forest Industry) Order, 1983 and shall come into force on the 1st July, 1983.

*Interpretation.*

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

“artisan’s assistant” means an employee who assists an artisan in a workshop or in carrying out work allocated to an artisan;

“blaster” means an employee who is the holder of a recognised blasting certificate and carries out blasting operations;

“bulldozer operator/skidder operator/grader operator” means an employee who operates and maintains a bulldozer, a grader or skidder and carries out simple maintenance work on it;

“chainsaw operator” means an employee who operates a chainsaw and carries out simple maintenance work on it;

“clerk” means an employee, other than a tally clerk who is engaged in general clerical duties;

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

“cross-cut saw operator” means an employee who operates a cross-cut saw and carries out simple maintenance work on it;

“driver (L.D.V.)” means an employee in charge of a vehicle of less than 5 tons tare weight, whose duties include the handling to and from the tailboard and the daily maintenance and cleaning of such vehicle;

“driver (Logging)” means an employee who drives a log carrying truck of over 10 tons tare weight and who is responsible for the daily maintenance and cleaning of such vehicle;

“driver (H.D.V.)” means an employee who drives a vehicle of 5 to 10 tons tare weight and whose duties include handling to and from the tailboard and the daily maintenance and cleaning of such vehicle;

“driving instructor” means an employee who trains other employees to drive a vehicle;

“forestguard/security guard” means an employee who is engaged to safeguard the property of his employer;

“fire tower watchman” means an employee, who by means of a fire tower, oversees, locates fire on or near the property of his employer and reports such fire to his employer;

“forklift driver” means an employee who drives a forklift and carries out simple maintenance work on it;

“general labourer” means an employee who carries out unskilled work and includes field labourers, cleaners, sweepers, loaders, tea servers;

“juvenile general labourer” means a person between fifteen and eighteen years of age;

“induna” means an employee who supervises other employees under his control;

“jackhammer operator” means an employee who operates a jackhammer and carries out simple maintenance work on it;

“medical orderly” means an employee who provides medical assistance to out patients in the clinic;

“saw sharpener” means an employee who sharpens saws and carries out simple maintenance work on them;

“switchboard operator” means an employee whose duties consist in the operation of a telephone switchboard or who can show proof of such previous experience for a period exceeding three consecutive months;

“tally clerk” means a person who collects and records information for further processing;

“telephone linesman” means an employee who lays, checks and carries out repair work for his employer on a telephone communication system;

“timber grader” means an employee who grades timber to the required specifications;

“tractor driver” means an employee who drives a tractor and carries out simple maintenance work on it;

#### *Application.*

#### 3. This Order shall apply to:—

- (a) any person employed in any undertaking having at least 70% of its productive holding under tree development and engaged in the occupations specified in the First Schedule and;
- (b) any person employed by a person engaged in the clearing, felling or stripping of trees in a forest area.

#### *Basic minimum wage.*

4. (1) Subject to sub-regulation (3) the basic minimum wage to be paid to employees to whom the Order applies shall be calculated at a rate not less favourable than that specified in the First Schedule.

(2) For purposes of calculating hourly, daily, weekly or monthly rates, the following conversion table shall be used:—

- (a) hourly rate — divide basic minimum wage by weekly hours;
- (b) daily rate — divide basic minimum wage by days to be worked in a week;
- (c) weekly rate — divide monthly wage by four and one third;
- (d) monthly rate — multiply weekly wage by four and one third;

(3) A juvenile general labourer shall receive not less than two-thirds of the rate of pay applicable to an adult general labourer.



*Rations.*

5. (1) An employer shall, as a condition of employment, supply to each employee receiving less than E1080 per annum, rations, in quantities not less than those specified in the Second Schedule.

(2) With the employee's consent, and after notifying the Labour Commissioner the employer may pay the employee, in lieu of rations, the cash value of such rations as may be fixed by the Labour Commissioner from time to time.

(3) Upon notification by the Labour Commissioner of an increase in the ration allowances, the new cash value shall be paid not later than the pay day following such notification.

*Hours of work.*

6. (1) The normal weekly hours shall consist of forty-eight hours of not less than five days.

(2) In the case of an employee engaged on "shift work" his normal weekly hours shall be forty-eight hours over a six day week.

(3) In the case of a watchman or security guard the normal weekly hours shall be seventy-two hours over a six day week.

(4) An employee required to work on a continuous shift system shall have not less than one rest day each seven day period.

*Overtime.*

7. (1) An employee who is engaged otherwise than on shift work or as a security guard or watchman and is required to work in excess of the hours specified under regulation 6 (1) shall be paid overtime as follows:—

- (a) for time worked in excess of the normal hours in any one day, he shall be paid at one and a half times his hourly rate;
- (b) for time worked on a rest day, Sunday or Public Holiday specified in the Third Schedule, he shall be paid at twice his hourly rate;

(2) Any employee on shift work, or as a security guard or watchman who is required to work on a rest day or on a public holiday specified in the Third Schedule, may at the discretion of his employer, be paid for such overtime or alternatively, be given an equivalent amount of time off in lieu of overtime payment.

*Annual leave.*

8. On completion of each period of twelve months of continuous service with an employer, an employee shall be entitled to an annual leave of not less than ten working days for a five day week and not less than twelve working days for a six day week with full pay.

*Sick leave.*

9. After a period of three months continuous service with an employer an employee shall, on production of a certificate issued by a Medical Practitioner registered under the Medical and Dental Practitioner's Act, 1970, be entitled to sick leave not exceeding fourteen working days with full pay and a further period not exceeding fourteen working days with half pay.

Provided that no employee shall be eligible for sick leave in respect of any incapacity due to his own neglect or misconduct.

*Public Holiday.*

10. (1) Subject to sub-regulation (3) the public holidays specified in the Third Schedule shall be holidays with full pay.

(2) Subject to the provisions of regulation 7 (1) (b) shall only apply when the employee presents himself for work on the working day immediately before the public holiday and working day immediately following the public holiday, except where the employer has authorised the employee's absence on such working day.

(3) Where an agreement has been reached between an employer and any of his employees, any of the public holidays specified in the Third Schedule may be exchanged for any other day in lieu thereof.

*Savings.*

11. (1) No employer shall, by reason of this Order, reduce the wages, ration allowance, annual leave or sick leave, as the case may be, to which an employee was entitled prior to the commencement of this Order.

(2) Any employer who contravenes sub-regulation (1) hereof shall be guilty of an offence and liable on conviction to a fine of fifty emalangeni or three months imprisonment or both.

12. The Regulation of Wages (Forestry and Forest Industry) Order, 1982 (Legal Notice No. 20 of 1982) is hereby revoked.

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FIRST SCHEDULE  
(Emalangeni per week)

## Grade A1

Cleaner	)	
General Labourer	)	11.38
Loader	)	

## Grade A2

artisan's Assistant	)	
Cook	)	
Firetower watchman	)	
Forest guard	)	13.23
Forklift driver	)	
Security guard	)	
Tally clerk	)	

## Grade B1

Chainsaw operator	)	
Clerk	)	
Driver (L.D.V.)	)	
Induna (nursery)	)	13.86
Jackhammer operator	)	
Switchboard operator	)	
Tractor driver	)	

## Grade B2

Cross-cut saw operator	)	
Driver (H.D.V.)	)	
Induna (Forest)	)	
Saw sharpener	)	18.06
Skidder operator	)	
Timber grader	)	

## Grade B3

Blaster	)	
Bulldozer operator	)	
Driver (Logging)	)	
Driving instructor	)	26.85
Grader operator	)	
Telephone linesman	)	

SECOND SCHEDULE  
(Section 5)

MINIMUM WEEKLY RATION SCALE

Mealie Meal. . . . .	6.35 kg.
Meat . . . . .	1.36 kg.
Sugar. . . . .	.45 kg.
Dry Beans, Peas or Groundnuts . . . . .	.68 kg.
Fresh Vegetables . . . . .	.9 kg.
Salt . . . . .	.113 kg.

*Alternatives.*

2. The following rations may be supplied in lieu of the items of food mentioned in paragraph 1 :—

## (a) Mealie Meal:—

for every .9 kg. of mealie meal — .45 kg. of bread, .34 kg. of rice or .23 kg of ordinary or sweet potatoes.

(i) for the first .23 kg. of meat — .23 kg. of offal; or

(ii) for the first .45 kg. of fish — .23 kg. of cheese.

(b) for every .45 kg. of fresh vegetables, .45 kg. of fresh fruit or a proportionate ration of dehydrated vegetables.

*Permitted Variations.*

3. The rations of mealie meal shown in paragraph 2 (a) may be reduced by an amount not exceeding 2.72 kg. equivalent to the amount of mealie meal used in the preparation of:—

(a) the drink known as “mahewu” or

(b) a proprietary vitaminized drink, if either drink is issued in a week to the employee by the employer.

S29

**THIRD SCHEDULE**  
(Section 10)

Good Friday  
King's Birthday  
Incwala day  
Somhlolo Day  
Christmas Day  
Boxing Day

**A.R. SHABANGU**  
*Principal Secretary.*  
*Deputy Prime Minister's Office.*

## LEGAL NOTICE NO. 49 OF 1983

## THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (MINING AND QUARRYING INDUSTRIES)  
ORDER, 1983

(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 and Commencement.*

1. This Order may be cited as the Regulation of Wages (Mining and Quarrying Industries) Order, 1983 and subject to section 11(6) of the Act shall come into force on the 1st July, 1983.

*Interpretation.*

2. In this Order unless the context otherwise indicates;

“Clerk A1” means a clerical worker capable of simple reading minimal writing collecting and carrying items, for example, date stamps, keeping calendars up to date, recording times of arrival and departure, receiving and carrying documents and correspondence internally and acting as a messenger;

“Clerk A2” means a clerical worker capable of performing all the functions of a Clerk, A1 and writing, copying, simple filing and operating simple office machines, for example, entering petty cash payments and receipts, transcribing information into registers and on to forms and cards without analysis, also sorting mail, photocopying and duplicating;

“Clerk B1” means a clerical worker capable of analysing, accounting, operating office machines, scrutinising and utilising information not directly available but based on past experience, interviewing according to prescribed procedure, interpreting and supervising the work of clerks A1 and A2;

“Supervisor” means a person who oversees the work of gangs working in gardens, slimes, dams, lamp rooms, screening plants, siding mills, forests and stores and on aerial ropeways, conveyors, tipplers and on construction work and painting.

“Tradesman (without formal qualifications)” shall mean and include one who undertakes such tasks as rough glazing painting and simple mechanical work on rock drills, locos, pumps, simple vehicle servicing and similar uncomplicated work requiring skill below the artisan’s standard.

“Drivers Grade 1” means drivers of:

- (a) Ambulances
- (b) Heavy duty vehicles (in excess of five tons capacity)
- (c) Power-driven earth moving equipment and
- (d) Primary hoists.

"Drivers Grade 2" means drivers of:

- (a) Light duty vehicles other than ambulances
- (b) Secondary hoists
- (c) Rocker arm loaders
- (d) Tractor and
- (e) Locomotives.

*Application.*

3. (1) This Order shall apply to all persons other than articulated apprentices employed in any undertaking or any part of an undertaking which carries on for gain one or more of the following activities:—

- (a) Mining and quarrying operations,
- (b) Winning of sand and gravel from any source, or
- (c) All ancillary work connected with the running of a mineral extraction operation.

(2) Notwithstanding sub-paragraph (1) this order shall not apply to an employee who is in receipt of a basic remuneration aggregating E400.00 or more per month in cash, and who has authority to give orders to those for whose work he is responsible and, in the interest of the employer, to recommend transfer, suspension, discipline, discharge or promotion of the workers under his control and to adjust or make recommendations in connection with their grievances.

*Hours of work.*

4. The basic working week shall be a maximum of six days and where shifts are maintained shall:—

- (a) In the case of a watchman or security guard, consist of six twelve-hour shifts; and
- (b) In all other cases, consist of six eight-hour shifts.

Provided that:—

- (i) with the consent of his employer, an employee may, if he so wishes, extend his daily hours of work by up to one hour in order to reduce the hours of work of his last shift for his own convenience without the entitlement to overtime payment.
- (ii) Subject to paragraph 10(2) where an employer requires an employee to work in excess of the hours specified in this paragraph, an employee shall be paid for overtime in accordance with the provisions of paragraph 9.

*Work stoppage.*

5. (1) In the event of a temporary stoppage of any employer's operations whether partial or complete, occasioned by circumstances beyond the control of the employer or of the employee, but excluding stoppage occasioned by strike(s), lockout(s), sit-in(s) or other form of labour action or dispute, whether concerted or individual, an employee who is present, of labour action or dispute, whether concerted or individual, an employee who is present, available, capable and willing to work for the normal period during normal working hours at times appointed by the employer, shall be entitled to be paid at the full rate applicable to the job.

- (a) in the case of watchmen and security guards, for a minimum of 72 hours in any week; and
- (b) in the case of all other employees for a minimum of 48 hours in any week:

Provided that an employee shall perform any task appointed by the employer and that such task shall not expose or subject him to peculiar risks or substantially more arduous conditions than pertaining to his original or normal form of employment and that the provisions of such alternative work shall in no way prejudice the employer's right to terminate the employee's contract of service in terms of his normal conditions of employment and in accordance with the law.

(2) Where the employer cannot appoint a productive task and the employee is present, available, capable and willing as aforesaid, he shall pay to the employee, full daily wages for two days immediately succeeding the day upon which work was stopped as aforesaid and thereafter the employee shall be paid at half his daily rate until work is resumed or his employment is lawfully terminated.

#### *Static and Worsening Conditions.*

6. (1) The rate of pay and other conditions of employment set forth in this Order are the least or minimum permitted by the Government of Swaziland and shall not be represented as otherwise and no part of this Order shall be construed as justifying non advancement or denying advancement to, or freezing the wages of any employee.

(2) No employer affected by this Order shall in any way reduce his rates of remuneration or other conditions of service from those which were applicable to his employee at the effective date of this Order, except where the nature of work has been changed.

#### *Categories of Work.*

7. Employees affected by this Order shall be graded into categories A1, A2, B1, B2, B3, and C1 as set out in the Schedule hereto.

#### *Basic minimum Wage.*

8. The basic minimum wages for the various categories set forth in paragraph 7 shall be in respect of a shift of eight hours except in the case of watchmen, when the shift shall be twelve hours and shall be as set out in the table hereunder and shall apply from the date upon which the Order shall become operative.

The basic minimum wage per shift for the categories of employee graded in accordance with paragraph 7 and the Schedule hereto/shall be as follows:—

A1	A2	B1	B2	B3	C1
4.95	5.74	6.49	7.41	8.69	10.19

#### *Overtime.*

9. Overtime shall be paid to daily rated workers only at the following rates:—

- (a) For time in excess of 15 minutes after the specified hours per shift as specified in paragraph 4, at one and one half times the basic rate reduced to an hourly rate, save as provided in item (b).

- (b) For time worked on Sundays, where Sunday is not a working day, or on an employee's rest day when Sunday is a normal working day, or on a holiday specified in paragraph 10, at double the basic wage reduced to an hourly rate.

*Public Holidays.*

10. (1) Subject to the provisions of section 9(b) the following public holidays shall be regarded as holidays with full pay:

Provided that payment shall not be made to an employee who absents himself from his normal place of work without authority on the days preceding and succeeding the specified holiday:

Christmas Day  
Boxing Day  
Good Friday  
Easter Monday  
King's Birthday  
Somhlolo National Day  
Incwala Day.

- (2) An employee shall, if so required by his employer, work extra shifts at basic rates upon two days to be appointed by the employer for the purpose of maintaining production which the employer may deem to have been lost by reason of any two of the holidays set out at sub-paragraph (1).

*Annual Leave.*

11. On completion of each period of twelve months' continuous service with an employer an employee shall be entitled to annual leave of not less than fifteen working days (excluding the public holidays in terms of this Order and the employee's rest days) with full pay.

*Sick Leave.*

12. If an employee becomes ill through no fault of his own and is incapable of performing his duties, he shall, on production of a certificate issued by a medical practitioner registered under the Medical and Dental Practitioner's Act 1970, be entitled, after three months continuous service with his employer, to one or other of the following sick benefits in respect of each period of twelve months' continuous service with his employer:—

- (a) fourteen days leave with full pay and thereafter fourteen days with half pay; or
- (b) thirty days leave whereof the first three days in any period of sickness shall be without pay and the remainder with pay; or
- (c) thirty days of free hospitalization and medical treatment with free food whilst in hospital and a daily sum of money equivalent to the cash value of any employee's rations as may be approved by the Labour Commissioner from time to time.

*Maternity Leave.*

13. Pregnancy shall entitle an employee to:—

- (a) a total of thirty days leave, on full pay, in each period of twelve months' continuous service with the same employer in respect of prenatal, confinement and post-natal care; or



- (b) as an alternative, at the option of the employer and in lieu of payment referred to in sub-paragraph (a):—
  - (i) free pre-natal medical care;
  - (ii) confinement in hospital with free food, free medical treatment including all medicines prescribed by the medical practitioner in charge of her case; and
  - (iii) three weeks' unpaid leave following delivery.

*Redundancy.*

14. (1) In the case of redundancy by reason of closure, cessation or curtailment of an employer's operations each affected employee shall receive:—
- (a) one month's notice of termination of service or one month's pay in lieu of such notice;
  - (b) (i) one month's wage at his latest basic minimum rate where he has been in employer's continuous service up to 6 months;
  - (ii) two months' wages as provided in item (b) (i) where he has been in the employer's continuous service for more than 6 months but less than 12 months; or
  - (iii) three months' wages as provided in item (b) (i) where he has been in the employer's continuous service for 12 months or more.
- (2) The benefits provided in this paragraph shall be a minimum but shall be deemed to be included in any terminal benefits provided by any written law.

*Pay Advances.*

15. An employee shall be entitled, on a day to be appointed by his employer, which shall be approximately half-way through the pay month, to draw an advance of his wages to an amount of E20.00 where his basic wage exceeds E100.00 per month.

*Provided that:—*

- (a) there shall be funds standing to the credit of such employee to meet the amount of the required advances; and
- (b) his acceptance of such advance is deemed to be an authorisation to be the employer to deduct from the employee's monthly salary the full amount advance to him at the end of the pay month.

*Revocation of Legal Notice No. 73 of 1982.*

16. The Regulation of Wages (Mining and Quarrying Industry) Order, 1982 is hereby revoked.

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## SCHEDULE

Category A1 includes employees whose principal duties comprises any of the following occupations:—

- Asbestos Packers
- Beer Makers
- Block Makers
- Belt Maintenance Helpers

Belt Sorters  
 Bag Printers  
 Blaster's Labourers  
 Boiler Attendants  
 Chimney Sweepers  
 Conveyor Attendants  
 Clerks A1  
 Cleaners  
 Changehouse Attendants  
 Coal Cutters Grade 3  
 Dracco Plant Attendants  
 Fuel Issuers  
 Haulage Labourers  
 House Maids  
 Kitchen Hands  
 Lashers  
 Laundry Workers  
 Messengers  
 Siding Labourers  
 Sweepers  
 Samplers (Supervised)  
 Survey Assistants (Grade 2)  
 Sanitation Workers  
 Stone Sorters  
 Tippler Attendants  
 Trammers  
 Tally Check Tip Attendants  
 Tamping Makers  
 Ventilation Labourers  
 Whitewashers  
 Waiters  
 Underground Transport Labourers.

Category A2 includes employees whose principal duties comprise any of the following occupations:—

Artisan's Assistants  
 Battery Charging Attendants  
 Blasting Licence Holders' Assistants  
 Box Operators  
 Clerk A2 (as defined in paragraph 2)  
 Cooks  
 Compressor Attendants

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Coal Samplers  
Drillers' Assistants  
Ellison Feeder Attendants  
Forklift Operators  
First Aid Attendants  
Geological Sampling Assistants (Grade A2)  
Geological Sampling Assistant/Drivers  
Golf Club Attendants  
Greaser  
Jackhammer Operators' Assistants  
Laboratory Attendants (Grade A2)  
Lamproom Attendants (uncertificated)  
Loco Shunters  
Loading Hands  
Nursing Aids  
Onsetters  
Pest Control Workers  
Power Station Maintenance Care (Supervised)  
Portable Saw Operators  
Pump Attendants  
Receptionist  
Roof Bolters  
Rotary and Drifter Helpers  
Shortcrete Nozzlemen  
Spotters  
Scraper Winch Drivers  
Section Rail Workers  
Section Timber Workers  
Section Bar Workers  
Stockpile Attendants  
Sawmill Assistants (Supervised)  
Sample Plant Attendants  
Security Guards/Watchmen  
Survey Helpers (Grade 1)  
Toolroom Attendants  
Tracers  
Torch Cutters  
Lower Dryer Attendants  
Typist (copy)  
Tub Loaders  
Tyre Inspectors

Water Purification Plant Attendants  
 Winch Operators  
 X—Ray Orderlies

Category B1 includes employees whose principal duties comprise any of the following occupations:—

Accounting Machine Operators  
 Analysts  
 Barman  
 Boiler Operators (Power Station)  
 Blocklayers (without Trade qualification)  
 Beer Makers (Chargehands)  
 Crusher Shiftsmen  
 Clerks (Grade B1)  
 Carpenters (without trade qualification)  
 Coal Cutter (Grade 2)  
 Drivers (Grade 2)  
 Domestic Science Instructors  
 Dust Samplers  
 Electric Drill Operators  
 Gardening Supervisors  
 Guesthouse Attendants  
 Geologists' Assistants (Senior)  
 Geological Samplers (other than Coal)  
 Gang Bosses (Grade 2, Surface)  
 General Gang Supervisors  
 Hospital Clerks  
 Jack Hammer Operators  
 Lampmen (Coal, Certificated)  
 Plant Operators  
 Rock Mechanic Observers  
 Rotary/Drifter Operators  
 Supervisors (as defined hereunder)  
 Service bay Attendants  
 Security Sergeant  
 Stenographer Typists  
 Switchboard Operators (internal and external)  
 Telex Operators  
 Theatre Orderlies  
 Tradesmen (without formal qualifications)  
 Training Instructors  
 Welfare Assistants

Category B2 includes employees whose principal duties comprise any of the following occupations:—

Blasting licence Holder  
 Coal Cutters (Grade 1)  
 Drillers (Mobile Rig and Core)  
 Drivers Grade 1  
 Drivers (earth moving)  
 Dyke Gang Supervisors  
 Electricians (to 380 volts)  
 Gangbosses (Grade 1 surface)  
 Gangbosses (Grade 3 underground)  
 Laboratory Assistants (asbestos)  
 Mechanics (Grade 1)  
 Medical Orderlies  
 Truck Busters  
 Village Administration Clerk  
 Welders  
 Weighbridge Clerk

Category B3 includes employees whose principal duties comprise any of the following occupations:—

artisans Grade 2  
 Blasting Supervisors (Iron Ore)  
 Drill Supervisors  
 Electricians (to 550 volts)  
 Gang bosses (Grade 1 Underground)  
 Hospital Clerks  
 Personnel Assistants  
 Section Supervisors  
 Section Bosses (Surface/Village Induna)  
 Stores/Accounts Clerk  
 Transport Controllers  
 Washing Supervisors (Iron Ore)  
 X—Ray Clerks.

Category C1 includes employees whose principal duties comprise any of the following occupations other than qualified artisans who have served the prescribed period of apprenticeship and/or passed a Government recognised Trade Test:—

Carpenters  
 Mason/Furnance Bricklayers  
 Mechanic (Vehicle Maintenance)  
 Plumber/Sheet Metal Workers

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Ropeway Servicemen  
Sewage/Water Supervisors  
Section Bosses (Underground)  
Storekeepers.

A.R. SHABANGU

Principal Secretary

Deputy Prime Minister's Office.

## LEGAL NOTICE NO. 50 OF 1983

## THE CENTRAL BANK OF SWAZILAND ORDER, 1974

(No. 6 of 1974)

## THE CENTRAL BANK OF SWAZILAND STATEMENT OF ASSETS AND LIABILITIES AS AT 31ST MAY, 1983

(Under section 52)

In exercise of the Powers conferred upon him by section 52 of the Central Bank of Swaziland Order, 1974 the Minister for Finance hereby issues the Statement of Assets and Liabilities in the Schedule to this Notice.

R.J. STRYDOM  
Principal Secretary

THE CENTRAL BANK OF SWAZILAND  
Balance Sheet as at 31st May, 1983

LIABILITIES	EMALANGENI	ASSETS	EMALANGENI
Capital	1,000,000	External Assets	63,005,365
General Reserve	3,500,958	Swaziland Government Securities	873,012
	4,500,958	Government Treasury Bills	214,522
Currency in Circulation	20,934,108	Rediscounts and Advances	7,170,000
Deposits	35,642,964	Other Current Assets	3,303,477
External Liabilities	6,641,768	Fixed Assets	5,612,678
Allocation of Special Drawing Rights	7,441,438		
Other Liabilities	5,017,818		
	<u>80,179,054</u>		<u>80,179,054</u>