



SWAZILAND GOVERNMENT GAZETTE

VOL. XXXI]

MBABANE, Friday, April 23rd, 1993

[No. 942

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PUBLISHED BY AUTHORITY

GENERAL NOTICE NO. 16 OF 1993

It is notified for general information that the officers listed below have been confirmed in their respective appointments and admitted to the permanent and pensionable establishment in the Civil Service:-

MIN/DEPT	NAME OF OFFICER	DATE CONFIRMED	DATE ADMITTED
AGRICULTURE	Margaret S. Dlamini	26 - 5 - 91	26 - 5 - 89
	Esaw M. Mpapane	3 - 9 - 89	3 - 9 - 87
	Beauty N. Mziyako	1 - 10 - 89	1 - 10 - 87
	Zephania S. Ndwandwe	25 - 9 - 91	25 - 9 - 89
	Dumsani Z. Mngometulu	15 - 10 - 92	15 - 10 - 90
	Moses Dlamini	5 - 8 - 89	5 - 8 - 87
	Paul M. Malindzisa	4 - 11 - 90	4 - 11 - 88
	Enock P. Ndlovu	30 - 8 - 92	30 - 8 - 90
	Ruth K. Mnisi	1 - 9 - 91	1 - 9 - 89
	Aubrey S. Mamba	17 - 8 - 89	17 - 8 - 87
CTA	Peggy W. Mamba	1 - 2 - 93	1 - 2 - 91
CUSTOMS	Sthembile A. Ndzimandze	1 - 4 - 91	1 - 4 - 89
	Nellie S. Mabuza	1 - 12 - 90	1 - 12 - 88
EDUCATION	Duduzile G. Dlamini	11 - 4 - 87	11 - 4 - 89
	Sarah L. Dlamini	1 - 5 - 92	1 - 5 - 90
	Mangalabane Khumalo	1 - 9 - 91	1 - 9 - 89
	Phindile W. Ntjangase	6 - 3 - 87	6 - 3 - 85
FIRE	Robinson L. Manana	2 - 7 - 92	2 - 7 - 90
	Richman S. Shiba	16 - 11 - 91	16 - 11 - 89
	Brilliant Kunene	9 - 2 - 91	9 - 2 - 89
	Celumusa R. Hlophe	10 - 6 - 88	10 - 6 - 86
	Themba W. Zwane	29 - 6 - 92	29 - 6 - 90
	Abraham D. Manyatsela	1 - 11 - 91	1 - 11 - 89
	Doctor M. Dlamini	6 - 11 - 91	6 - 11 - 89

	Sipho M. Nkambule	13 - 11 - 91	13 - 11 - 89
	Mfaniseni C. Nxumalo	9 - 7 - 92	9 - 7 - 90
	Sabelo W. Motsa	2 - 7 - 92	2 - 7 - 90
	Bongani P. Ndlangamandla	1 - 11 - 91	1 - 11 - 89
	King F. Dlamini	9 - 7 - 92	9 - 7 - 90
GEOLOGY	Pinkie M. Mazibuko	3 - 2 - 88	3 - 2 - 86
HEALTH	Musa T. Mthethwa	20 - 5 - 87	20 - 5 - 85
	Lungile F. Dlamini	1 - 8 - 92	1 - 8 - 90
	Ruth D. Mabuza	3 - 1 - 92	3 - 1 - 90
	Lonkhululeko P. Khumalo	11 - 6 - 92	11 - 6 - 90
	Thoko Y. Malaza	12 - 2 - 92	12 - 2 - 90
	Mandla W. Mbuli	2 - 9 - 88	2 - 9 - 86
	Treasure D. Mamba	29 - 5 - 91	29 - 5 - 89
JUSTICE	Fikile R. Shongwe	1 - 1 - 93	1 - 1 - 91
LABOUR	Cuthbert S. Maseko	10 - 10 - 90	10 - 10 - 88
NATURAL RESOURCES	Themba T. Kunene	19 - 2 - 92	19 - 2 - 90
POLICE	Lydia Z. Malinga	1 - 3 - 93	1 - 3 - 91
	2225 Const. H.S. Simelane	1 - 11 - 90	1 - 11 - 84
	3031 " J.L. Hoave	1 - 2 - 91	1 - 2 - 89
	3044 " H.M. Motsa	1 - 2 - 91	1 - 2 - 89
	3134 " P.T. Hlatshwayo	12 - 6 - 92	12 - 6 - 90
	3190 " S.M. Dlamini	31 - 1 - 93	31 - 1 - 91
	3201 " A.S. Msimango	31 - 1 - 93	31 - 1 - 91
	3099 W/Const. P.T. Gina	1 - 3 - 92	1 - 3 - 90
	3155 Const. M. Msibi	1 - 3 - 92	1 - 3 - 90
	3119 " S.M.Nxumalo	1 - 3 - 92	1 - 3 - 90
	3137 " I.M. Lukhele	12 - 6 - 92	12 - 6 - 90
	3156 " B.K. Dlamini	25 - 6 - 92	25 - 6 - 90

	3185 " M.C. Bhembe	31 - 1 - 93	31 - 1 - 91
	3186 " S.S. Dlamini	31 - 1 - 93	31 - 1 - 91
	3187 " S.M. Dlamini	31 - 1 - 93	31 - 1 - 91
	3189 " S.B. Dlamini	31 - 1 - 93	31 - 1 - 91
	3194 Const. C.N. Lukhele	31 - 1 - 93	31 - 1 - 91
	3196 " S.S. Mamba	31 - 1 - 93	31 - 1 - 91
	3205 " V.M. Nhlengethwa	31 - 1 - 93	31 - 1 - 91
	3209 " J.T. Nyamane	31 - 1 - 93	31 - 1 - 91
	3213 " E.M. Simelane	31 - 1 - 93	31 - 1 - 91
	3215 " O.T. Simelane	31 - 1 - 93	31 - 1 - 91
	3216 " E.N. Tfwala	31 - 1 - 93	31 - 1 - 91
	3246 " S.B. Shongwe	31 - 1 - 93	31 - 1 - 91
	3200 " A.K. Mtetwa	31 - 1 - 93	31 - 1 - 91
	3087 " S.S. Dlamini	1 - 3 - 92	1 - 3 - 90
PRISONS	1730 WDR. Martin M. Vilane	1 - 7 - 92	1 - 7 - 90
	1731 " Solomon M. Kunene	1 - 9 - 92	1 - 9 - 90
	1732 " Donald M. Jele	1 - 9 - 92	1 - 9 - 90
	1733 " Moses M. Maseko	10 - 9 - 92	10 - 9 - 90
	1734 " Zeblon Z. Mngomezulu	13 - 9 - 92	13 - 9 - 90
	1735 " Sandile L. Kunene	1 - 10 - 92	1 - 10 - 90
	1737 " Musa J. Lukhele	5 - 10 - 92	5 - 10 - 90
	1738 " Robert P. Gama	5 - 10 - 92	5 - 10 - 90
	1739 " Sikhumbuzo R.Langwenya	18 - 10 - 92	18 - 10 - 90
	1740 " Thomas M. Dlamini	3 - 12 - 92	3 - 12 - 90
SCOT	Andreas S. Dube	3 - 9 - 92	3 - 9 - 90
TRANSPORT & COMM.	Thembi P. Dlamini	1 - 8 - 90	1 - 8 - 88
	Dumsani J. Sithole	22 - 1 - 89	22 - 1 - 87
	Thabiso Mndaweni	2 - 1 - 92	2 - 1 - 90
TREASURY	Bhekumusa M. Vilakati	24 - 9 - 92	24 - 9 - 90
	Simangaliso R. Shongwe	7 - 1 - 93	7 - 1 - 91

	Janet K. Maziya	1 - 2 - 92	1 - 2 - 90
	Nelsiwe P. Jele	22 - 1 - 92	22 - 1 - 91
	Agrineth N. Simelane	12 - 11 - 92	12 - 11 - 90
	Primrose Shongwe	8 - 2 - 87	8 - 2 - 85
WORKS	Terence T. Fakudze	17 - 5 - 90	17 - 5 - 88

E.S. DLAMINI
Secretary, Civil Service Board

GENERAL NOTICE NO. 17 OF 1993

THE CONTROL OF INSURANCE ORDER, 1973

(King's Order-In-Council No. 33 of 1973)

THE CONTROL OF INSURANCE BROKERS AND AGENTS REGULATIONS, 1973

It is hereby notified for general information that the Honourable Minister for Finance is pleased to announce the appointment of the following as an Insurance Agent.

NAME
 MERIDIEN BANK SWAZILAND LIMITED

ADDRESS
 P.O. BOX 1337
 MBABANE

M.D. FAKUDZE
Acting Principal Secretary

GENERAL NOTICE NO. 18 OF 1993

THE HUMAN SETTLEMENTS AUTHORITY ACT

(No. 2 of 1988)

DECLARATION OF AN APPROVED HUMAN SETTLEMENT
 (Under Section 11B)

It is hereby notified for general information that, in terms of the above Act, SABELO TOWNSHIP has been approved and declared as a human settlement by the Human Settlements Authority.

Sabelo Township is established on LOT 1 SITEKI IN THE LUBOMBO DISTRICT.

A.M. MBINGO
Principal Secretary

GENERAL NOTICE NO. 19 OF 1993

THE HUMAN SETTLEMENTS ACT

(No. 2 of 1988)

DECLARATION OF AN APPROVED HUMAN SETTLEMENT

(Under Section 11B)

It is hereby notified for general information that in terms of the above Act, GOJE TOWNSHIP has been declared and approved as a human settlement by the Human Settlements Authority.

Goje Township is established on Portion 28 of FARM 50 IN THE HHOHHO DISTRICT as per approved General Plan SG No. S/49/89.

A.M. MBINGO
Principal Secretary

NOTICE

ESTATE LATE SIFISO R. DLAMINI

Notice is hereby given that in terms of Section 51 bis of the Administration of Estates Act No. 28 of 1902 that the First and Final Liquidation and Distribution Account will lie open at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty one (21) days from date of appearance of this notice.

Any person objecting to the account my lodge his objection in writing in duplicate to the Master of the High Court at any time before expiry of the said period.

P.M. SHILUBANE & ASSOCIATES
Attorneys for the Executrix
P.O. Box A93
Swazi Plaza
MBABANE

E357 23. 4. 93

NOTICE

IN THE ESTATE OF THE LATE: SULIMAN MOHAMED DENDAR

All Creditors and persons interested ab intestato or otherwise in the abovementioned Estate are hereby called upon within twenty-one days from the date hereof, to lodge in writing with the Master of the High Court of Swaziland at Mbabane, Swaziland, the particulars of their claims against the said Estate and their objections, if any, to the signing and sealing by him of the Letters of Executorship, granted by the Master of the Supreme Court of South Africa.

Transvaal, Provincial Division, at Pretoria on the 28th day of October, 1992 to Mahomed Suliman Dendar, Ahmed Suliman Dendar, and Mahomed Salim Suliman Dendar as Executor/s Testamentary of the said Estate.

ROBINSON, BERTRAM & CO.
Attorneys for Executor's Testamentary
P.O. Box 24
MBABANE

E361 23. 4. 93

NOTICE

Notice is hereby given that an application by Ngwane Hides and Skins (Pty) Limited t/a Ngwane Hides and Skins of P.O. Box 423 Mbabane for the grant of a General Dealer's Licence to operate at Portion 21 of Farm No. 234, Matsapa, Manzini Region will be heard in the Regional Administrator's Conference Room, Manzini on Tuesday the 3rd day of May 1993 at 10.00 a.m.

Objections thereto must be lodged in writing with the Licensing Officer, Manzini as well as with the undersigned by no later than 4.00 p.m. on Friday the 30th day of April 1993.

P.R. DUNSEITH
Attorney for the Applicant
Lansdowne House
Post Street
P.O. Box 423
MBABANE

E358 23. 4. 93

NOTICE

TRADING LICENCES ORDER NO. 20 OF 1975

Take notice that an application will be made by Alliance Technologies (Proprietary) Limited for a grant of:

1. General Dealer
2. Import and Export

Licences to trade as such at 3rd Floor S.R.I.C. Building, Gilfillian Street, Mbabane on Tuesday the 11th May 1993 at 10.00 a.m. at the Regional Secretary's Conference Room Mbabane.

Objections if any, should be lodged in writing with the Regional Secretary P.O. Box 45 Mbabane as well as with the undersigned on or before 5th May 1993 not later than 4.00 p.m.

JOHANNES S. NKAMBULE & ASSOCIATES
Applicant's Attorneys
Suite 4A Estel House
Ngwane Street
P.O. Box 300
MANZINI

E344 23. 4. 93

NOTICE

EMASWATI COAL (PROPRIETARY) LIMITED

**NOTICE OF SPECIAL RESOLUTION OF SHAREHOLDERS
PASSED ON 25 MARCH 1993**

It was proposed and unanimously

RESOLVED AS A SPECIAL RESOLUTION:

"That Emaswati Coal (Pty) Ltd be wound-up voluntary in accordance with the provisions of Section 156(b) of the Swaziland Companies Act No. 7 of 1912 and that in terms of the Section 160(b) of the Act, Mr. Peter Ronald Cooper of Messrs Coopers and Lybrand, Chartered Accountants (Swaziland) be and is hereby appointed Liquidator for the purpose of voluntary winding up Emaswati Coal (Pty) Ltd in terms of Section 156(b) of the Act."

E359 23. 4. 93

NOTICE

EMASWATI COAL (PROPRIETARY) LIMITED

**NOTICE OF SPECIAL RESOLUTION OF SHAREHOLDERS
PASSED ON 16 APRIL 1993**

It was proposed and unanimously

RESOLVED AS A SPECIAL RESOLUTION:

"That the Special Resolution authorising the voluntary winding-up of the company, be and is hereby CONFIRMED."

E360 23. 4. 93

NOTICE

IN THE HIGH COURT OF SWAZILAND

HOLDEN AT MBABANE ON THE 22 DAY OF MARCH 1993 BEFORE THE HON. CHIEF JUSTICE

CIV. T. NO. 365/95

In the application of:

STANDARD CHARTERED BANK SWAZILAND LIMITED

Petitioner

and

SWAZICAN HOLDINGS PTY LIMITED

Respondent

BEING: An Application;

WHEREUPON: Having heard Counsel for the Applicant;

IT IS ORDERED

1. That this Honourable Court dispense with the usual time limits, forms and service as required by the Rules of Court and that this application be heard as a matter of urgency.
2. That a Provisional Order do issue winding up the Respondent in the hands of the Master of the High Court.
3. That JOHN BENNET, accountant of Messrs Price Water house of Mbabane, be and is hereby appointed Provisional Liquidator of the Respondent with all such powers as may be prescribed in Section 127 (1) (a), (c), (e) and (g) of the Companies Act 1912 and in addition and without limiting the generality of the above, the power to exercise all the rights of the Respondent in respect of the shares held by it in Swaziland Fruit Cannery (Proprietary) Limited.
4. That a Rule Nisi do issue calling upon all interested parties to show cause before this Honourable Court on the 23rd day of April 1993 at 09h30 or so soon thereafter as the matter may be heard why the Orders referred to in 2 and 3 above should not be made final and why the Provisional Liquidator should not be granted all such powers as may be prescribed in Section 127 (1) of the Companies Act, 1912.
5. That this Order be published once in a newspaper circulating in Swaziland, once in a newspaper circulating in South Africa and once in the Swaziland Government gazette.
6. That this Order be posted by pre-paid registered post to all known creditors of the Respondent.
7. That this Order be served upon the Respondent at its registered office.
8. That the costs of this application be costs in the Liquidation, alternatively, be paid by any person opposing this application.

BY ORDER OF THE COURT

Given under my hand and seal of the Court at Mbabane this 23 day of March 1993.

T.S. MAVUSO
For: Registrar of the High Court

E349 23. 4. 93

NOTICE
IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 1218/92

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

MLONDI PAULOS MPUNGUSE

Defendant

NOTICE OF SALE

Notice is hereby given that pursuant to a Writ of Execution issued in the above matter, the undermentioned property will be sold by Public Auction by the Deputy Sheriff for the District of Hhohho outside the High Court of Swaziland building at 11.30 a.m. on Wednesday the 12th day of May 1993.

CERTAIN: Portion 647 (a Portion of Portion 47) of Farm Dalriach No. 188 situate in the urban area of Mbabane, district of Hhohho, Swaziland;

MEASURING: 2850 (Two Eight Five Zero) Square Metres;

The Conditions of Sale are available for inspection at the office of the Sheriff in the High Court Building in Mbabane and at the offices of the Regional Administrator, Hhohho.

A substantial bond will be granted to an approved buyer on application to the Swaziland Building Society.

Further particulars may be obtained from the undersigned.

DATED at MBABANE this 13th day of April, 1993.

B. MKHWANAZI
Sheriff of Swaziland
c/o The Registrar
of the High Court
MBABANE

E346 23. 4. 93

NOTICE

Take notice that the Trading Licence carried on by W.D.J. Stonell & TF & Price to be transferred to Swaziland Electrical Sales (Pty) Ltd. Shop No. 56, Nkoseluhlaza Street, Manzini after the third publication of this notice, or the grant of the transfer by the Licensing Officer, Manzini, whichever is the later.

Take notice further that any objections to the proposed transfer must be notified in writing to the Licensing Officer, Manzini not later than 20 April, 1993.

Take notice further that application for the said transfer shall be made before the Licensing Officer, Manzini on 27 April, 1993.

G.M. LANDMARK
Applicant's Attorney
Ngwane Street
P.O. Box 1905
MANZINI

E333 3x23.4.93

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 186/92

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

PHANGINDAWO POIRET DLAMINI

Defendant

NOTICE OF SALE

Notice is hereby given that pursuant to a Writ of Execution issued in the above matter, the undermentioned property will be sold by Public Auction by the Deputy Sheriff for the District of Hhohho outside the High Court of Swaziland building at 11.30 a.m. on Friday the 7th day of May, 1993.

CERTAIN: Portion 15 of Lot No. 2178 situate in the Township of Mbabane Extension No. 14, Hhohho District, Swaziland;

MEASURING: 1321 (One Three Two One) Square Metres;

The Conditions of Sale are available for inspection at the office of the Sheriff in the High Court Building in Mbabane and at the offices of the Regional Administrator, Hhohho.

A substantial bond will be granted to an approved buyer on application to the Swaziland Building Society.

Further particulars may be obtained from the undersigned.

DATED at MBABANE this day of March, 1993.

ISAAC DLAMINI
Sheriff of Swaziland
c/o The Registrar
of the High Court
MBABANE

E347 23. 4. 93

Notice is hereby given that an application by Emalangeni Foods (Pty) Ltd for the grant of a Wholesale Dealer's Licence to be operated at Plot No. 511, Mswati Avenue, Matsapa, Manzini Region will be heard on Tuesday the 27th April, 1993.

Take notice further that objections to the grant of this Licence must be lodged in writing with the Licensing Officer, Manzini and the Attorney for the Applicant not later than the 20 April 1993.

G.M. LANDMARK
Applicant's Attorney
Ngwane Street
P.O. Box 1905
MANZINI

E332 3x23. 4.93

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 1493/92

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

NORAH BEATRICE REID

Defendant

NOTICE OF SALE

Notice is hereby given that pursuant to a Writ of Execution issued in the above matter, the undermentioned property will be sold by Public Auction by the Deputy Sheriff for the District of Manzini outside the Regional Administration Offices building at 2.30 p.m. on Friday the 12th day of May, 1993.

CERTAIN: Erf. No. 12 situate in Krogh and Martins Streets, in the town of Manzini, District of Manzini, Swaziland;

MEASURING: 1983 (One Nine Eight Three) Square Metres;

The Conditions of Sale are available for inspection at the office of the Sheriff in the High Court Building in Mbabane and at the offices of the Regional Administrator, Hhohho.

A substantial bond will be granted to an approved buyer on application to the Swaziland Building Society.

Further particulars may be obtained from the undersigned.

DATED at MBABANE this 13th day of April, 1993.

B. MKHWANAZI
Sheriff of Swaziland
c/o The Registrar
of the High Court
MBABANE

E348 23. 4. 93

NOTICE

Notice is hereby given in terms of Section 34 of Act No. 81/1955 (The Insolvency Act) that Prince Masitsela t/a Bemdzabu Bottle Store intends selling and transferring the Bottle Store Business at Shop No. 6 situate on Lot 41 in the urban area of Mbabane to Eningizimu Investments (Pty) Ltd t/a Bemvelo Bottle Store who will carry on business at the same address for its sole benefit and account as from 30th June, 1993

DATED AT MBABANE this 7 day of April 1993.

P.M. SHILUBANE & ASSOCIATES
Applicant's Attorneys
Fourth Floor Mbandzeni Building
Smuts/Church Streets
MBABANE

E341 2x23.4.93

NOTICE

**IN THE ESTATE OF THE LATE: BRIAN JABULANI GININDZA
LIQUIDATION ACCOUNTS**

All Creditors and persons interested ab intestato or otherwise in the above mentioned estate are hereby called upon within twenty one days from the date hereof to lodge in writing with the Master of the High Court of Swaziland at Mbabane, Swaziland, the particulars of their claims against the said estate and their objections, if any.

MRS. CHRISTINAH GININDZA
P.O. Box 361
MBABANE

E362 23. 4. 93

NOTICE

TRADING LICENCES ORDER NO. 20 OF 1975

Take notice that an application will be made by QUADRANT INFORMATION SYSTEMS (PROPRIETARY) LIMITED for a grant of:

1. General Dealer
2. Business Consultancy

Licences to trade as such at 3rd Floor S.R.I.C. Building, Gilfillian Street, Mbabane on Tuesday the 11th May 1993 at 10.00 a.m. at the Regional Secretary's Conference Room Mbabane.

Objections if any, should be lodged in writing with the Regional Secretary P.O. Box 45 Mbabane as well as with the undersigned on or before 5th May 1993 not later than 4.00 p.m.

JOHANNES S. NKAMBULE & ASSOCIATES
Applicant's Attorneys
Suite 4A Estel House
Ngwane Street
P.O. Box 300
MANZINI

E345 23. 4. 93

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SUPPLEMENT TO THE SWAZILAND GOVERNMENT GAZETTE

VOL. XXXI]

MBABANE, Friday, April 23rd, 1993

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CORRIGENDUM

ELECTION ORDER, 1992

(Order No. 2 of 1992)

Inkhundla:

Polling Division:

Date of Poll:

DECLARATION BY A PERSON APPLYING TO VOTE

QUESTIONS WHICH SHALL BE PUT

1. Are you the person whose name appears opposite

No.....as.....

(Name)

in the register of voters of this polling division?

Answer:

2. Have you already voted at this poll at this or any other polling station?

Answer:

3. Are you disqualified from voting on any of the grounds set out in section 10 of the Establishment of Parliament of Swaziland Order, 1992.

Answer:

I solemnly declare that the provisions of section 10 of the Establishment of the Parliament of Swaziland Order, 1992 have been explained to me and that my answers recorded above are true and correct.

.....
Signature/Thumb Mark

Witness to thumb mark.....

The above declaration was made and signed before me at

.....this.....day of.....19.....

PRESIDING OFFICER

LEGAL NOTICE NO. 47 OF 1993

THE WATER ACT, 1967

(Act No. 25 of 1967)

APPOINTMENT OF MEMBERS OF THE WATER APPORTIONMENT BOARD

(Under Section 26)

It is hereby notified for general information that in exercise of powers conferred on him by Section 26 of the Water Act No. 25 of 1967 the Minister for Natural Resources and Energy hereby appoints the following persons to be Members of the Water Apportionment Board with effect from 1st March, 1993:-

- | | | |
|-----------------------|---|----------|
| 1. Mr. P. Fourie | - | Chairman |
| 2. Mr. T. Lambert | - | Member |
| 3. Mr. A. Nhlengethwa | - | Member |
| 4. Mr. R.M. Thabede | - | Member |
| 5. Mr. A.M. Vilakati | - | Member |
| 6. Mr. M. Ngwenya | - | Member |

Legal Notices No. 89 of 1989 and Legal Notice No. 100 of 1990 are hereby revoked.

A.J.V. SITHOLE
Acting Principal Secretary

LEGAL NOTICE NO. 48 OF 1993

THE WAGES ACT, NO. 16 OF 1964

THE REGULATION OF WAGES (MINING AND QUARRYING INDUSTRIES) ORDER, 1993

(Under Section 11)

In exercise of the powers conferred on him by Section 11 of the Wages Act, 1964 the Minister for Labour and Public Service hereby makes the following Order:

Citation and Commencement.

1. This Order, may be cited as the Regulation of Wages (Mining and Quarrying Industries) Order, 1993 and shall be deemed to have come into force on 1st August, 1992.

Interpretation.

2. In this Order, unless the context otherwise requires -

"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 machine, 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, supervising the work of clerks A1 and A2;

"Unqualified tradesman" means a person who undertakes such task 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;

"Supervisor" means a person who oversees the work of gangs working in gardens, slimes, dams, lamp rooms, screening plants, siding mills, forests stores, aerial propeways, conveyors, tipplers construction work and painting;

"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 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 one or more of the following activities for gain -

- (a) Mining and Quarrying operations;
- (b) Winning of sand and gravel from any source;
- or
- (c) Ancillary work connected with the running of mineral extractions operations but;
- (d) Excluding contractors and suppliers to a mine or quarries

(2) Notwithstanding subsection (1) this order shall not apply to an employee who is in receipt of a basic remuneration aggregating E660.00 or more per month and who has authority to -

- (a) Give orders to employees under his control;
- (b) Recommend transfer, suspend discipline, discharge or promote workers under his control; and
- (c) adjudge and make recommendations in connection with grievances of employees under his control.

Hours of work.

4. (1) The basic working week shall be a maximum of six days.

(2) notwithstanding subsection (1) where shifts are maintained.

The basic working week shall -

- (a) consist of six-twelve hour shifts in the case of a security guard; and
- (b) Six eight-hour shifts in all other cases.

Except that -

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

Work Stoppage.

5. (1) In the event of a temporary work 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 a strike, lockout, sit-in or other form of labour action or dispute, 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 paid at full rate applicable to the job -

- (a) In the case of watchman or security guard, for a minimum of 72 hours in any week
- (b) in the case of all employees for a minimum of 48 hours in any week

Provided that:

- (i) An employee shall perform any task appointed by the employer;
- (ii) Such task shall not expose or subject an employee to peculiar risk or substantially more arduous conditions than those pertaining to his original or normal form of employment; and
- (iii) The provisions of such alternative work shall not 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 to work, the employer shall pay the employees full daily wages for two days immediately succeeding the day upon which work was stopped and thereafter pay the employee half his daily rate until work is resumed or his employment is lawfully terminated.

Static and worsening conditions.

6. (1) The rates of pay and other conditions of employment set forth in this order are the 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 an employee.

(2) No employer affected by this order shall reduce his 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 granted into categories. A1, A2, B1, B2, B3, C1, and C2 as set out in the schedule hereto.

Basic Minimum Wage.

8. The basic minimum wage for the various categories set forth in section 7 shall be in respect of a shift of eight hours except in the case of watchman, where the shift shall be twelve hours and shall be as set out in the table hereunder.

A1	A2	B1	B2	B3	C1	C2
E12.19	E14.28	E15.83	E18.13	E21.00	E24.59	E27.70

Overtime.

9. Overtime shall be paid to daily rated workers at the following rate -

- (a) For time in excess of 15 minutes after the specified hours per shift as specified in Section 4 at one and half times the basic rate reduced to an hourly rate, except as provided in paragraph (b);
- (b) For time worked on Sundays, where Sunday is not a working day, or on an employee's rest day where Sunday is a normal working day, or on a holiday specified in Section 10, at double the basic wage reduced to an hourly rate.

Public holidays.

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

Good Friday
 Christmas Day
 Boxing Day
 Easter Monday
 King's Birthday
 Umhlanga (Reed Dance)
 Somhlolo National Day
 Incwala Day

(2) If so required by his employer, an employee shall work extra shifts at 1.25 times his basic rate on Saturday and at one and half times ($1\frac{1}{2}$) on Sunday upon three days to be appointed by the employer for the purpose of maintaining production which the employer may find to have been lost by reason of any three of the holidays set out in subsection (1):

Provided that payment shall not be made to an employee who absents himself from his normal place of work without authority on a working day before or after the specified holiday.

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 eighteen working days excluding the public holidays and the employee's rest days with full pay.

Sick leave.

12. An employee who, after three months' continuous service with an employer becomes ill through no fault of his own and becomes incapable of performing his duties shall have one or others of the following sick benefits in respect of each period of twelve months' continuous service on production of a certificate issued by a Medical Practitioner registered under the Medical and Dental Practitioners Act, 1970.

- (a) fourteen days leave with full pay and thereafter fourteen days with half pay; or
- (b) Thirty days leave of which the first three days in any period of sickness shall be without pay; or
- (c) Thirty days leave 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 postnatal care or;
- (b) Alternatively at the option of the employer and in lieu of payment referred to in paragraph (a) -
 - (i) Free pre-natal medical care;
 - (ii) Confinement in hospital with free food, free medical treatment including all medicines by the Medical Practitioner in charge of her; and
 - (iii) Three weeks unpaid leave following delivery.

Redundancy.

14. In the case of redundancy by reason of closure, cessation or curtailment or an employer's operation each affected employee shall receive -

The benefits provided for by sections 33 and 34 of the Employment Act, 1980.

Pay advances.

15. On a day to be appointed by his employer, which day shall be approximately half way through the pay month, an employee whose basic wage exceed E100.00 per month shall be entitled to draw an advance of his wages to an amount of E40.00:

Provided that -

- (a) There are funds standing to the credit of the employee to meet the amount of the required advance; and
- (b) His acceptance of the advance shall be deemed to be an authorization to the employer to deduct the full amount advanced to him at the end of the pay month from his salary.

Revocation of Legal Notice No. 153 of 1990.

16. The Regulation of Wages (Mining and Quarrying Industry) Order, 1990 is hereby revoked.

SCHEDULE

Category A1 includes employees whose principal duties comprise any of the following occupations.

Asbestos Packers
 Beer Makers
 Block Makers
 Bell maintenance helper
 Belt sorters
 Bag Printer
 Plaster's Labourers
 Boiler attendants
 Chimney sweepers
 Conveyor attendants
 Clerk A1
 Cleaners
 Changehouse attendants
 Coal cutters Grade 3
 Dracco plant attendants
 Fuel issuers
 Haulage labourers
 House maids
 Kitchen hands

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Lashers
Laundry workers
Messengers
Siding labourers
Sweepers
Samplers (Supervised)
Survey Assistant (Grade 2)
Sanitation workers
Stone sorters
Tippler attendants
Trammers
Tally checkers/tip attendant
Ventilation Labourers
Whitewashers
Waiters
Underground transport labourers

Category A2 includes employees whose principal duties comprises the following occupations.

Artisan's Assistants
Battery charging attendants
Blasting licence holder's assistants
Box operators
Clerks A2 (as defined in paragraph 2)
Cooks
Compressor attendants
Coal samplers
Driller's assistance
Ellison feeder attendants
Forklift operators
First aid attendants
Geological sampling assistant/drivers
Golf club attendants
Greaser
Jackhammer operators' assistant
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
Rotary and Drifter helpers
Shotcrete Nozzlemen
Sorters
Scraper winch drivers
Section timber workers
Stockpile attendants
Sawmill assistants (supervised)
Sample plant attendants
Security guards/watchmen
Toolroom attendants
Tracers
Torch cutters
Tower 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 operator
Analysis
Barman
Boiler operators (Power station)
Blocklayers (without Trade Qualification)
Beer makers (chargehands)
Crusher shiftsmen
Clerk (Grade B1)
Carpenters (without Trade Qualification)

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Coal cutter (Grade 2)
Driver (Grade 2)
Domestic Science Instructors
Dust samplers
Electric - drill operators
Gardening supervisors
Guesthouse attendants
Geological samplers (other than coal)
Gant 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 attendents
Security sergeant
Stenographer typist
Switchboard operator (Internal and External)
Telex operators
Theatre orderlies
Tradesmen (without formal qualifications)
Training instructors
Welfare assistant

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 (Earth moving)
Dyke gang supervisors
Electricians (to 380 volts)
Gangbosses (Grade 1 surface)
Gangbosses (Grade 3 underground)
Laboratory assistants (asbestos)
Mechanics (Grade 1)

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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 supervisor

Electrician (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 Clerk.

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 or a Government recognised trade test:-

Carpenters

Mason/Furnace bricklayers

Mechanic (maintenance)

Plumber/Sheet metal workers

Ropeway servicemen

Sewage/Water supervisors

Section bosses (underground)

Storekeepers

Category C2 includes employees whom Management consider to have such qualities as to warrant categorization above category C1.

S.B. CEKO

Principal Secretary - Ministry of Labour and Public Service

The Government Printer, Mbabane

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