



SWAZILAND GOVERNMENT GAZETTE

VOL. XXXV]

MBABANE, Friday, March 21st., 1997

[No. 233

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PUBLISHED BY AUTHORITY

NOTICE

Notice is hereby given that I, Richard Phahlane Ndwandwe of Manzini Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Dlamini after the fourth publication of this notice in each of the four consecutive weeks in the Observer and Times of Swaziland newspapers, being two newspapers circulating in the Region where I reside and designated for this purpose by the Regional Secretary for the Manzini Region and in the Government Gazette.

The reason I want to assume the surname is because Dlamini is my natural surname.

Any person or persons likely to object to my assuming the surname Dlamini should lodge their objections in writing with me at the address given below and with the Regional Secretary for Manzini Region.

St. Georges Barracks
Via Manzini

J223 4x21-03-97

NOTICE

Notice is hereby given that I, Ronnie Mcabango Sifundza of Lubombo Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Matfonsi after the fourth publication of this notice in each of the four consecutive weeks in the Observer and Times of Swaziland newspapers, being two newspapers circulating in the Region where I reside and designated for this purpose by the Regional Secretary for the Lubombo Region and in the Government Gazette.

The reason I want to assume the surname is because Matfonsi is my natural surname.

Any person or persons likely to object to my assuming the surname Matfonsi should lodge their objections in writing with me at the address given below and with the Regional Secretary for Lubombo Region.

P.O. Box 107
Siteki

J221 4x21-03-97

NOTICE

Notice is hereby given that I, Erick Mlamuli Banda of Shiselweni Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Nsibande after the fourth publication of this notice in each of the four consecutive weeks in the Observer and Times of Swaziland newspapers, being two newspapers circulating in the Region where I reside and designated for this purpose by the Regional Secretary for the Shiselweni Region and in the Government Gazette.

The reason I want to assume the surname is because Nsibande is my natural surname.

Any person or persons likely to object to my assuming the surname Nsibande should lodge their objections in writing with me at the address given below and with the Regional Secretary for Shiselweni Region.

P.O. Box 24
Gege

J222 4x21-03-97

205

NOTICE

Notice is hereby given that we intend applying for a certified copy of: Deed of Transfer No. 561/1995 dated the 28th November, 1995 in favour of POSTS AND TELECOMMUNICATIONS CORPORATION in respect of:-

CERTAIN: Lot No. 936 situate in Mbabane Extension No. 8 (Sidwashini Industrial Township) District of Hhohho, Swaziland;

MEASURING: 1215 (One Two One Five) square metres.

Any person having objection to the issue of such copy is hereby requested to lodge it in writing with the Registrar of Deeds within Three (3) weeks of the last publication of this Notice.

DATED AT MBABANE THIS 10TH DAY OF MARCH, 1997.

ROBINSON BERTRAM
Attorneys for Applicant
Third Floor Sokhamlilo Building
P.O. Box 24
Mbabane

J294 2x21-03-97

NOTICE

Notice is hereby given that I, Zakhele Mzoshu Khanyile of Hhohho Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for Authorisation to assume the surname Mdziniso after the fourth publication of this notice in each of the four consecutive weeks in the Observer and Times of Swaziland newspapers, being two newspapers circulating in the Region where I reside and designated for this purpose by the Regional Secretary for the Hhohho Region and in the Government Gazette.

The reason I want to assume the surname is because Mdziniso is my natural surname.

Any person or persons likely to object to my assuming the surname Mdziniso should lodge their objections in writing with me at the address given below and with the Regional Secretary for Hhohho Region.

Ntshubeni School
Dlangeni

J190 4x21-03-97

NOTICE

ESTATE LATE: BHUTANA DAVID KHUMALO ESTATE NO. H31/96

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 may lodge his objection in writing in duplicate to the Master of the High Court at any time before expiry of the said period.

NTOMBIFUTHI KHUMALO
P.O. Box 1288
Mbabane

J302 21-03-97

NOTICE

Notice is hereby given that I, Gibson Gweje Masuku of Manzini Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Mashego after the fourth publication of this notice in each of the four consecutive weeks in the Observer and Times of Swaziland newspapers, being two newspapers circulating in the Region where I reside and designated for this purpose by the Regional Secretary for the Manzini Region and in the Government Gazette.

The reason I want to assume the surname is because Mashego is my natural surname.

Any person or persons likely to object to my assuming the surname Mashego should lodge their objections in writing with me at the address given below and with the Regional Secretary for Manzini Region.

P.O. Box 236
Mhlambanyatsi

J298 4x04-04-97

NOTICE

Notice is hereby given that I, Sipho Sichazo Matsenjwa of Lubombo Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Mngometulu after the fourth publication of this notice in each of the four consecutive weeks in the Observer and Times of Swaziland newspapers, being two newspapers circulating in the Region where I reside and designated for this purpose by the Regional Secretary for the Lubombo Region and in the Government Gazette.

The reason I want to assume the surname is because Mngometulu is my natural surname.

Any person or persons likely to object to my assuming the surname Mngometulu should lodge their objections in writing with me at the address given below and with the Regional Secretary for Lubombo Region.

P.O. Box 108
Siteki

J292 4x04-04-97

NOTICE

ESTATE LATE: TAIWAN T. CASS ESTATE NO. EH83/96

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 may lodge his objection in writing in duplicate to the Master of the High Court at any time before expiry of the said period.

BOY CASS
P.O. Box 9
Mbabane

J301 14-03-97

NOTICE

Notice is hereby given that we intend applying for the cancellation of an entry in the Deeds Office register relating to: Mortgage Bond No. 296/1983 dated the 27th September 1983 for an amount of E15,000.00 (Fifteen Thousand Emalangeni): passed by HAROLD HUGH CURRIE (born on the 14th December 1929) in favour of Standard Chartered Bank Swaziland Limited.

Any person having an objection to the cancellation of such entries in the Deeds Office Register is hereby requested to lodge such objection in writing with the Registrar of Deeds within three (3) weeks of the last publication of this notice.

DATED AT MBABANE ON THIS 13TH DAY OF MARCH 1997.

ROBINSON BERTRAM
Attorneys for Applicant
P.O. Box 24
Mbabane

J313 2x28-03-97

NOTICE

ESTATE LATE: NEHEMIAH SIKHULU MAPHALALA EM70/96

Notice is hereby given 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 for inspection at the office of the Master of the High Court of Swaziland, Mbabane, for a period of twenty-one days (21) days from the date of the appearance of this notice.

Any person objecting to the Account may lodge his/her objection in duplicate with the Master of the High Court as well as with the undersigned at any time before the expiry of the said period.

DATED AT MANZINI ON THIS THE 6TH DAY OF MARCH, 1997.

MAPHALALA AND COMPANY
Attorneys for the Executrix Dative
Emcozini Building
Ngwane Street
Manzini

J299 21-03-97

NOTICE

ESTATE LATE: RICHARD MGEZENI NTSHANGASE E.55/95

Notice is hereby given in terms of Section 42 of the Administration of Estates Act No. 28/1902 that all debtors and creditors in the above Estate are called upon to lodge their claims and pay their debts to the undersigned within thirty (30) days from date of last publication of this Notice.

SAMUEL S. EARNSHAW & PARTNERS
Executor's Attorneys
6th Floor Dhlam'ubeka House
Walker Street
P.O. Box 1134
Mbabane

J320 21-03-97

NOTICE

Notice is hereby given that in terms of Section 5 of the Protection of Names, Uniforms and Badges Act No. 10 of 1969, an application by Mrs Thinie N. Dlamini, P.O. Box 560, Matsapha, Swaziland in her capacity as Vice-Chairperson of the Association has been made for the grant to Registration of the name

SWAZILAND ACTION GROUP AGAINST ABUSE (SWAGAA)

Any person or persons likely to be affected by the grant of the registration may at any time within a period of one month of the publication of this notice, give notice, of objection in writing on the prescribed form of objection and send same to the applicant.

P.J. GUMEDE
Registrar for the Protection of Names,
Uniforms and Badges

J304 21-03-97

NOTICE

Notice is hereby given that in terms of Section 5 of the Protection of Names, Uniforms and Badges Act No. 10 of 1969, an application by Mr Elijah N. Zwane P.O. Box 4826, Mbabane, Swaziland in his capacity as Chairman of the Association has been made for the grant to Registration of the name

SWAZILAND POST & TELECOMMUNICATIONS STAFF ASSOCIATION

Any person or persons likely to be affected by the grant of the registration may at any time within a period of one month of the publication of this notice, give notice, of objection in writing on the prescribed form of objection and send same to the applicant.

P.J. GUMEDE
Registrar for the Protection of Names,
Uniforms and Badges

J305 21-03-97

NOTICE

Notice is hereby given that in terms of Section 5 of the Protection of Names, Uniforms and Badges Act No. 10 of 1969, an application by Mr Raymond Nkambule P.O. Box 1888, Manzini, Swaziland in his capacity as Chairman of the Association has been made for the grant to Registration of the name

SESIPHILILE MASWATI FARMERS ASSOCIATION

Any person or persons likely to be affected by the grant of the registration may at any time within a period of one month of the publication of this notice, give notice, of objection in writing on the prescribed form of objection and send same to the applicant.

P.J. GUMEDE
Registrar for the Protection of Names,
Uniforms and Badges

J306 21-03-97

NOTICE

Notice is hereby given that in terms of Section 5 of the Protection of Names, Uniforms and Badges Act No. 10 of 1969, an application by Mr Albert Majahonkhe Mveli, P.O. Box 1680 Matsapha, Swaziland in his capacity as Secretary of the Association has been made for the grant to Registration of the name

LANGABHI FARMERS ASSOCIATION

Any person or persons likely to be affected by the grant of the registration may at any time within a period of one month of the publication of this notice, give notice, of objection in writing on the prescribed form of objection and send same to the applicant.

P.J. GUMEDE
Registrar for the Protection of Names,
Uniforms and Badges

J307 21-03-97

NOTICE

Notice is hereby given that in terms of Section 5 of the Protection of Names, Uniforms and Badges Act No. 10 of 1969, an application by Mrs Jabulile Ndwandwe, P.O. Box 3935, Manzini, Swaziland in her capacity as Chairlady of the Association has been made for the grant to Registration of the name

SIYAPHILA ASSOCIATION

Any person or persons likely to be affected by the grant of the registration may at any time within a period of one month of the publication of this notice, give notice, of objection in writing on the prescribed form of objection and send same to the applicant.

P.J. GUMEDE
Registrar for the Protection of Names,
Uniforms and Badges

J308 21-03-97

NOTICE

ESTATE LATE: SOLOMON MFANAKE DLAMINI EP44/96

Debtors and Creditors in the abovementioned Estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

Q.M. MABUZA (Attorneys)
Executrix Dative
P.O. Box 202
Soshangane Place
199 Kelly Street
Manzini

J323 21-03-97

NOTICES

SWAZILAND COMPANIES ACT NO. 7 OF 1912

Notice is hereby given that I have reasonable cause to believe that the undermentioned Companies:

Pacific Construction & Painters (Proprietary) Limited
Sizabantu Africa Arts & Crafts (Proprietary) Limited
Swaza (Proprietary) Limited
R.H. Investments (Proprietary) Limited
Sawakha Construction (Proprietary) Limited
Habitat Holdings Limited
Nomeens Meat Products (Proprietary) Limited
G and P Building Construction (Proprietary) Limited
MIZPAH Trading (Proprietary) Limited
Intergraphics (Proprietary) Limited
Sunshine Agencies (Proprietary) Limited
JMR Associates (Proprietary) Limited
Unify Holdings (Proprietary) Limited
Prof Plan (Proprietary) Limited
Afritwi Company (Proprietary) Limited
L.T. Investments (Proprietary) Limited
Reliable Couriers (Proprietary) Limited
Richfield (Proprietary) Limited
Ana's Hairdressing and Beauty Salons (Proprietary) Limited
Van Vipe Building Construction (Proprietary) Limited
Chibuye Hair Saloon (Proprietary) Limited
Dumisa Industrial Chemicals (Proprietary) Limited
Dovetail Carpenters (Proprietary) Limited
Omar Investments (Proprietary) Limited
Gate Electrical Contractors Limited
Kwakha Property Investments (Proprietary) Limited
Emavulane Transport (Proprietary) Limited
Hand Developments Limited
A.A. Metal and Steel Engineers (Proprietary) Limited
Umkhumbi Holdings (Proprietary) Limited
Ngwane Brake Bonding and Clutch Pressure Plate Brake Shoes Manufacturing Company (Proprietary) Limited
Prime Butchery and Meat Supplies (Proprietary) Limited
Pearl Investments (Proprietary) Limited
Manzini Discount & Distributors Centre (Proprietary) Limited
P and P Investments (Proprietary) Limited
M and N Shakers Construction (Proprietary) Limited
Eagle Air Maintenance (Proprietary) Limited
Marj Investments (Proprietary) Limited
Commercial Spares (Proprietary) Limited
Performance Arts Company (Proprietary) Limited
Swaziland Carbon Products Limited
Compusource (Proprietary) Limited
Centre - Africa Import and Export (Proprietary) Limited
Progress Enterprises (Proprietary) Limited
Emalangen Construction (Proprietary) Limited
A & J Electrical (Proprietary) Limited
Curtain Craft Manufacturing (Proprietary) Limited
D.C. Tyre Services (Proprietary) Limited
P.T. Marketing and Sales (Proprietary) Limited
Swaziland Petroleum Corporation (Proprietary) Limited
Beverly Hill Investments (Proprietary) Limited
Zuma Investments (Proprietary) Limited

Incorporated under the laws of Swaziland, are not carrying on business and are not in operation. The names of the aforesaid companies, will unless cause is shown to the contrary at the end of three months from date hereof be struck off the Swaziland Register of Companies, and the companies be dissolved.

P.J. GUMEDE
Registrar of Companies

J309 21-03-97

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 2393/96

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

ALEX BONGANI MASINA

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 Building, at 11.30 a.m. on **FRIDAY** the 4th day of **APRIL, 1997**.

CERTAIN: Lot No. 2976 Mbabane Extension No. 21 (Embangweni Township), District of Hhohho, Swaziland;

MEASURING: 259 (Two Five Nine) Square Metres;

RESERVE PRICE: E85,000.00 (Eighty Five Thousand Emalangeni);

IMPROVEMENTS: Detached House comprising:

2 Bedrooms, Living Room, Dining Room, Bathroom and Kitchen

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.

The Society may lend 75% (seventy five per centum) to suitable borrowers and interested parties are advised to seek advice from the Society in this regard prior to the date of sale.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 6TH DAY OF MARCH 1997.

S.J. GAMA
Sheriff of Swaziland
c/o The Registrar of the High Court
Mbabane

J314 21-03-97

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 2333/95

In the matter between:

SWAZILAND DEVELOPMENT AND SAVINGS BANK

Plaintiff

and

ESAU BHEKOKWAKHE SIBANYONI

Defendant

NOTICE OF SALE

Notice is hereby given that the undermentioned property will be sold by public auction by the Acting Deputy Sheriff for the District of Hhohho outside the High Court, Mbabane at 2.30 p.m. on Friday the 4th day of April, 1997.

The property consists of:

CERTAIN: Lot No. 249 situate in the Piggs Peak Township, District of Hhohho, Swaziland;

MEASURING: 1393 (One Three Nine Three) square metres;

HELD: Under Crown Grant No. 26/1978.

The conditions of sale are available for inspection at the offices of the Sheriff in the High Court Building, Mbabane and the offices of SAMUEL S. EARNSHAW & PARTNERS, 6th Floor Dhlam'beki House, Walker Street, Mbabane.

FURTHER particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 14TH DAY OF MARCH, 1997

Registrar of the High Court
High Court Building
P.O. Box 19
Mbabane

J321 21-03-97

NOTICE

ESTATE LATE: BARTOLOMEW BUDUYA SHONGWE

Debtors and Creditors in the abovementioned Estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

Q.M. MABUZA (ATTORNEYS)
Executrix Dative
Soshangane Place
199 Kelly Street
P.O. Box 202
Manzini

J322 21-03-97

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 533/94

In the matter between:-

SWAZILAND DEVELOPMENT AND SAVINGS BANK

Plaintiff

and

JABULANI NDLOVU

Defendant

**NOTICE OF SALE IN EXECUTION
(IMMOVABLE PROPERTY)**

Notice is hereby given that the undermentioned property will be sold by public auction by the Acting Deputy Sheriff for the District of Manzini outside the Manzini Magistrates' Court at 12:00 noon on Friday the 4th day of April 1997.

The property consists of:

CERTAIN: Lot No. 534, Third Avenue, Zakhele Township, Extension No. 4, Manzini

MEASURING: Six Six Nine (669) Square Metres

The conditions of sale are available for inspection at the offices of the Sheriff in the High Court Buildings, Mbabane, Regional Administrator's Office, Manzini and the offices of Mlangeni and Company, 3rd Floor, Lihaga Building, Nkoseluhlaza Street, Manzini.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS 25TH DAY OF NOVEMBER, 1994.

SHERIFF OF SWAZILAND
c/o High Court Building
P.O. Box 19
Mbabane

J326 21-03-97

NOTICE

ESTATE LATE: TIMOTHY MFUNGELWA DLAMINI ESTATE NO. E390/95

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 may lodge his/her objection in writing in duplicate to the Master of the High Court at any time before expiry of the said period.

SIPHIWE DLAMINI
P.O. Box 3192
Manzini

J300 21-03-97

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 401/94

In the matter between:-

SWAZILAND DEVELOPMENT AND SAVINGS BANK

Plaintiff

and

DANIEL JOHN GAMEDZE

1st Defendant

ALEXANDER THANDUYISE ZWANE

2nd Defendant

**NOTICE OF SALE IN EXECUTION
(IMMOVABLE PROPERTY)**

Notice is hereby given that the undermentioned property will be sold by public auction by the Acting Deputy Sheriff for the District of Shiselweni outside the Magistrates' Court Hlatikulu at 2:00 p.m. on Friday the 11th day of April 1997.

The property consists of:

CERTAIN: Plot 170, Hlatikulu (Commercial Area)

MEASURING: Two Eight Five Five (2855) Square Metres

The conditions of sale are available for inspection at the offices of the Sheriff in the High Court Buildings, Mbabane, Regional Administrator's Office, Nhlanguano and the offices of Mlangeni and Company, 3rd Floor, Lihaga Building, Nkoseluhlaza Street, Manzini.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS 25TH DAY OF NOVEMBER, 1994.

SHERIFF OF SWAZILAND
c/o Registrar of the High Court Building
P.O. Box 19
Mbabane

J327 21-03-97

NOTICE

ESTATE LATE: MDUMISENI DANIEL SHOPANE ESTATE NO. EL69/96

Debtors and Creditors in the above estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) thirty days from date of publication hereof.

AUTILIA N. SHOPANE
Private Bag 1
Piggs Peak

J303 21-03-97

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 401/94

In the matter between:-

SWAZILAND DEVELOPMENT AND SAVINGS BANK

Plaintiff

and

DANIEL JOHN GAMEDZE
ALEXANDER THANDUYISE ZWANE

1st Defendant
2nd Defendant

**NOTICE OF SALE IN EXECUTION
(IMMOVABLE PROPERTY)**

Notice is hereby given that the undermentioned property will be sold by public auction by the Acting Deputy Sheriff for the District of Shiselweni outside the Magistrates' Court Building Nhlengano at 3:00 p.m. on Friday the 11th day of April 1997.

The property consists of:

CERTAIN: Plot No. 20, Lloyd Street, Mathendele Township, Nhlengano, Shiselweni Region (with complete building)

MEASURING: Three Nine Two (392) Square Metres

The conditions of sale are available for inspection at the offices of the Sheriff in the High Court Buildings, Mbabane, Regional Administrator's Office, Nhlengano and the offices of Mlangeni and Company, 3rd Floor, Liphaga Building, Nkosehlhaza Street, Manzini.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS 25TH DAY OF NOVEMBER, 1994.

SHERIFF OF SWAZILAND
c/o High Court Building
P.O. Box 19
Mbabane

J328 21-03-97

NOTICE

ESTATE LATE: LOFANA OSCAR DLAMINI ESTATE NO. EL17/97

Debtors and Creditors in the above estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) thirty days from date of publication hereof.

WINILE TFOBHI DLAMINI
P.O. Box 2472
Manzini

J315 21-03-97

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE
In the matter between:-

CASE NO. 2047/96

SWAZILAND DEVELOPMENT AND SAVINGS BANK

Plaintiff

and

SENELE SAMKELO LESIHLE FARMING (PTY) LIMITED

Defendant

**NOTICE OF SALE IN EXECUTION
(IMMOVABLE PROPERTY)**

Notice is hereby given that the undermentioned property will be sold by public auction by the Acting Deputy Sheriff for the District of Shiselweni Region at the farm at Zombodze Area at 2:00 p.m. on Friday the 4th day of April, 1997.

The property consists of:

CERTAIN: Portion "A" of Farm No. 325 situate in the Shiselweni Region.

MEASURING: (85,6532) Eight Five Six Five Three Two Hectares

HELD UNDER: Deed of Transfer No. 537/94

IMPROVEMENTS: A residential house with water and electricity, dairy facilities, etc.

RESERVE PRICE: (415,000.00) Four Hundred and Fifteen Thousand Emalangeni

The conditions of sale are available for inspection at the offices of the Sheriff of Swaziland at the High Court Buildings, Mbabane, Regional Administrator's Office, Nblangano and at the offices of Mlangeni and Company, 3rd Floor, Lqhaga Building, Nkoseluhlaza Street, Manzini.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS 10TH DAY OF March, 1997.

T.S. MAZIYA
for: SHERIFF OF SWAZILAND
c/o High Court Building
P.O. Box 19
Mbabane

J329 21-03-97

NOTICE

ESTATE LATE: RICHARD MUZI SIMELANE ESTATE NO. EH246/96

Debtors and Creditors in the above estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) thirty days from date of publication hereof.

ROBINSON P. N. SIMELANE
P.O. Box 175
Lobamba

J318 21-03-97

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 2107/95

In the matter between:-

SWAZILAND DEVELOPMENT AND SAVINGS BANK

Plaintiff

and

MABANDLA EWART 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 Acting Deputy Sheriff for the District of Manzini at the Defendant's property in Fairview Township in Manzini at 12:00 hours on Wednesday the 9th day of April, 1997.

CONSISTS OF: 1 x Residential plot with 3 bedroom house

CERTAIN: Lot No. 201 situate in Fairview Township, District of Manzini, Swaziland;

MEASURING: 1560 (One Five Six Zero) square metres;

RESERVE PRICE: E130,000.00 (Emalangeneni one hundred and thirty thousand)

TERMS: Cash or Bank Guaranteed cheque

The conditions of sale are available for inspection at the Notice board in the High Court Building in Mbabane, at the Regional Administrator's office - Manzini, at the Manzini Magistrate's Court and at the Acting Deputy Sheriff (I.M. Antonio-Herpers) in Manzini at Estel House Shop No. 7.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 10TH DAY OF March, 1997.

S.J. GAMA
SHERIFF OF SWAZILAND
c/o The Registrar of the High Court Building
Mbabane

J330 21-03-97

NOTICE

ESTATE LATE: NOAH THEMBA FAKUDZE ESTATE NO. EH2/97

Debtors and Creditors in the above estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) thirty days from date of publication hereof.

FLORAH DLAMINI
P.O. Box 2748
Mbabane

J319 21-03-97

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 2172/96

In the matter between:-

SWAZILAND DEVELOPMENT AND SAVINGS BANK

Plaintiff

and

THOKO JOCOMINAH NXUMALO

1st Defendant

DAVID BONGINKOSI NXUMALO

2nd Defendant

**NOTICE OF SALE IN EXECUTION
(IMMOVABLE PROPERTY)**

Notice is hereby given that the undermentioned property will be sold by public auction by the Deputy Sheriff for the Hhohho Region outside the High Court Building at 12:00 Noon on Thursday the 10th day of April 1997.

The property consists of:

CERTAIN: Lot No. 43 situate in Sidwashini South Town, Mbabane in the Hhohho Region.

MEASURING: (380) Three Eight Zero square metres.

RESERVE PRICE: (E95,000.00) Ninety-Five Thousand Emalangen

IMPROVEMENTS: A residential house.

The conditions of sale are available for inspection at the offices of the Sheriff of Swaziland in the High Court Buildings, Mbabane, Regional Administrator's Office, Mbabane and at the offices of Mlangeni and Company, 3rd Floor, Liqhaga Building, Nkoseluhlaza Street, Manzini.

DATED AT MBABANE ON THIS 10TH DAY OF March, 1997.

S.J. GAMA
SHERIFF OF SWAZILAND
High Court Building
P.O. Box 19
Mbabane

J331 21-03-97

NOTICE

ESTATE LATE: ZACHARIA MAGEZI FAKUDZE ESTATE NO. EP46/96

Debtors and Creditors in the above estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) thirty days from date of publication hereof.

REBECCA FAKUDZE
P.O. Box 1518
Manzini

J324 21-03-97

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE
In the matter between:-

CASE NO. 443/94

SWAZILAND DEVELOPMENT AND SAVINGS BANK

Plaintiff

and

SAXON ZANEMPI DLAMINI

Defendant

**NOTICE OF SALE IN EXECUTION
(IMMOVABLE PROPERTY)**

Notice is hereby given that the undermentioned property will be sold by public auction by the Deputy Sheriff for the District of Hhohho Region outside the High Court Building at 11:00 a.m. on Friday the 4th day of April 1997.

The property consists of:

CERTAIN: Portion 32 of Lot No. 72 Sidwashini South, Mbabane City, Hhohho District.

MEASURING: Three Seven One (371) square metres.

The conditions of sale are available for inspection at the offices of the Sheriff in the High Court Buildings, Mbabane, Regional Administrator, Office, Mbabane and the offices of MLANGENI AND COMPANY, 3rd Floor, Lihhaga Building, Nkoseluhlaza Street, Manzini.

FURTHER particulars may be obtained from the undersigned.

DATED AT MANZINI ON THIS 21ST DAY OF NOVEMBER, 1994.

T.S. MAZIYA
Sheriff of Swaziland
c/o High Court Building
P.O. Box 19
Mbabane

J332 21-03-97

NOTICE

ESTATE LATE: MARGARET MKOLOMI MTHIMKHULU ESTATE NO. EM251/96

Debtors and Creditors in the above estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) thirty days from date of publication hereof.

VUSI MTHIMKHULU
P.O. Box 1299
Manzini

J325 21-03-97

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE
In the matter between:-

CASE NO. 2035/96

SWAZILAND DEVELOPMENT AND SAVINGS BANK

Plaintiff

and

DAVID BONGINKOSI NXUMALO

Defendant

**NOTICE OF SALE IN EXECUTION
(IMMOVABLE PROPERTY)**

Notice is hereby given that the undermentioned property will be sold by public auction by the Deputy Sheriff for the Hhohho Region outside the High Court Building at 12:00 noon on Thursday the 10th day of April 1997.

The property consists of:

CERTAIN: Lot No. 43 situate in Mtfombo Street, Sidwashini South Town, Mbabane in the Hhohho Region.

MEASURING: (380) Three Eight Zero square metres.

RESERVE PRICE: (95,000.00) Ninety-Five Thousand Emalangeni

IMPROVEMENTS: A residential house.

The conditions of sale are available for inspection at the offices of the Sheriff of Swaziland in the High Court Buildings, Mbabane, Regional Administrator's Office, Mbabane and at the offices of Mlangeni and Company, 3rd Floor, Lqhaga Building, Nkoseluhlaza Street, Manzini.

DATED AT MBABANE ON THIS 10TH DAY OF MARCH, 1997.

T.S. MAZIYA
for: Sheriff of Swaziland
High Court Building
P.O. Box 19
Mbabane

J333 21-03-97

SUPPLEMENT TO THE SWAZILAND GOVERNMENT GAZETTE

VOL. XXXV]

MBABANE, Friday, March 21st., 1997

[No. 233

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LEGAL NOTICE NO. 19 OF 1997

THE TOWN PLANNING ACT, 1961
(Act No. 45 of 1961)

THE TOWN PLANNING ACT (AMENDMENT OF SCHEDULE) NOTICE, 1997
(Under Section 3)

In exercise of the powers conferred by section 3 of the Town Planning Act, the Minister hereby issues the following notice.

Citation and commencement.

This notice may be cited as the Town Planning Act (Amendment of Schedule) Notice, 1997 and shall come into force on the date of publication of this notice.

Amendment of schedule.

The schedule is amended by inserting the following:

The urban area of Nhlangano
The urban area of Siteki
The urban area of Pigg's Peak
The urban area of Matsapa
The urban area of Mankayane
The urban area of Hlatikulu
The urban area of Lavumisa
The urban area of Ngwenya
The urban area of Vuvulane
The urban area of Ezulwini

J.P. CARMICHAEL
Minister for Housing and Urban Development

LEGAL NOTICE NO. 21 OF 1997

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

THE REGULATION OF WAGES (RETAIL, HAIRDRESSING, WHOLESALE AND
DISTRIBUTIVE TRADES) ORDER 1997
(Under Section 11)

In exercise of the powers conferred on him by Section 11 of the Wages Act, 1964 the Minister for Enterprise and Employment hereby makes the following Order.

Citation.

1. This Order may be cited as the Regulation of Wages (Retail, Hairdressing, Wholesale and Distributive Trades) Order, 1997 and shall be deemed to have come into effect on the 1st November, 1996.

Application.

2. This Order shall apply to all persons employed in the Retail and Wholesale supply of goods or merchandise of any operation such as ware-housing, storing, packing, clerical or other work which is associated with such Retail or Wholesale supply.

Interpretation.

3. In this Order unless the context otherwise requires:-

“blockman” means a person employed in a butcher’s shop whose duties are the cutting, dressing and preparation of meat, and may include attending to customers;

“cashier” means a person responsible for issuing, receiving and checking money and who has been employed as such for a continuous period of more than 6 months;

“senior clerk” means an employee who is the holder of a Senior Certificate of education and who is engaged in general clerical duties and also supervises the Junior Clerk;

“junior clerk” means an employee who is the holder of a Junior Certificate of education and who is engaged in general clerical duties;

“copy typist” means an employee wholly or mainly engaged in typing, checking figures and filing and who is capable of typing a minimum of 25 words per minutes;

“deliveryman” means an employee wholly or mainly engaged in the delivery of goods;

“driver (heavy vehicle)” means an employee in charge of a vehicle of over 1½ tons whose duties include handling to and from the tailboard and daily maintenance and cleaning of such vehicle;

“driver (light vehicle)” means an employee in charge of a vehicle of 1½ tons or less whose duties include handling to and from the tailboard and the daily maintenance and cleaning of such vehicle;

“general labourer” include a person employed as a sweeper, cleaner or shopman;

“heavy duty labourer” means an employee wholly or mainly engaged in the handling, loading, and stacking of heavy packages of goods or items of 33.75 kilograms weight or more and who has been specially engaged for such work;

“junior shop assistant” means a person employed in a place, where goods are exhibited for sale to the public and who assists a shop assistant or other person serving customers, including the making up of orders and cheking goods inward and who has not acquired 2 years experience in such activities;

“lorryman” means an employee wholly or mainly engaged in a vehicle conveying goods or merchandise whilst in transit, and assisting their loading and unloading and whose duties may be interchangeable with those of general labourer;

“messenger” means an employee wholly or mainly engaged in carrying out errands, delivering or fetching mail, making bank deposits, and carrying out simple routine task in the employer’s office or Shop;

“petrol pump attendant” means a person wholly or mainly employed at a petrol pump selling fuel and oil;

“pre-packer” means an employee wholly or mainly employed in the pre-packing of goods for display or for sale to the public from bulk to small parcels;

“hairdresser” means a person who is qualified in scalp treatment, hair texturing, hair relaxing, perm blow outs and styling;

“assistant hairdresser” means a person who shampoos and sets without relaxing and styling who has less than six months experience;

“cashier-salon” means a person who handles cash, keeps records, takes money to the bank and issues receipts to customers;

“hairbraider” means a person who braids hair and makes braid styles;

“barbar” means a person who cuts hair;

“beautician” means a person who does skin care, manucure, pedicure, waxing, masaging, plugging, twizing and make-ups;

“general labour (salon)” means a person who does general cleaning of floors, windows, rollers, trollers and washing of towels;

“redundancy” means a situation where, due to the operational or financial requirements or circumstances of the employer, the need for workers of a particular kind has ceased or diminished;

“shop assistant” means a person wholly or mainly employed for purposes of transacting business with customers or displaying goods on a place where such goods are exhibited for sale to the public in a supermarket or similar establishment and who has acquired two years experience in such work;

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

“trainee cashier” means a person responsible for issuing and receiving money and who has been employed as such for a continuous period of not more than 6 months; and

“watchman” means an employee who is engaged during the day or night to guard the premises or property of his employer.

Basic Minimum Wage.

4. The basic minimum wage to be paid to the employee specified in the First Schedule shall-
- (i) be calculated at a rate not less than that specified in the schedule;
 - (ii) be deemed to include the ration element and
 - (iii) not be reduced by any amount for housing or accommodation which may be provided by the employer;

Provided that an employee who at the date of commencement of this Order is in receipt of a higher wage for his particular occupation than the wage prescribed by this Order shall not be reason of this Order suffer reduction in such wage.

Hours of work.

5. (1) Subject to sub-regulation (2) and (3) the normal hours of work for an employee shall, subject to the provisions of regulation 6, consist of forty-eight hours per week divided into eight and one half per day excluding a rest period of one hour on Mondays to Fridays inclusive.

(2) The normal hours of work for a petrol pump attendant shall, subject to the provisions of regulation 6, be forty-eight hours of work spread over a period of 6 days.

(3) The normal hours of work for a watchman shall be sixty-six hours per week divided into six shifts each of eleven hours.

Overtime Payment.

6. (1) An employee, other than a petrol pump attendant and a watchman, who is required to be on duty and work in excess of the hours specified in regulation 5 shall be paid at one and half times the basic hourly rates;

Provided that overtime worked on Sundays or public Holidays or after 1.00 p.m. on Saturday shall be paid at twice the employee's basic hourly rate.

(2) Overtime shall be paid to a petrol pump attendant as follows:

- (i) for all time worked in excess of the normal hours of work (other than on a public holiday) at one and half times the employee's basic hourly rate;
- (ii) for all time worked on a public holiday at twice the employee's basic hourly rate.

(3) For the purpose of calculating the employee's basic hourly rate the employee's monthly basic rate shall be divided by two hundred and eight hours (48 hours per week x 4.33 weeks per month).

(4) No employee shall be required to work overtime against his will unless it is understood by both parties that such overtime is necessary.

Annual Leave.

7. (1) After twelve consecutive months' service with an employer an employee shall be entitled to twelve working days leave on full pay:

Provided that on completion of three years continuous service with an employer an employee shall be entitled to fifteen working days leave on full pay:

(2) Where employment is terminated after three months' initial service with an employer, or after returning from annual leave as provided for in sub-regulation (1) an employee shall be entitled to one day's pay for each completed month of service following his initial engagement or following his return from leave as the case may be.

Sick Leave.

8. (1) After three consecutive months of continuous service with an employer and subject to the production of a medical certificate signed by a medical practitioner, registered under the Medical and Dental Practitioners Act, 1970, an employee shall be entitled to sick leave up to a minimum of fourteen days full pay and thereafter to sick leave up to a maximum of fourteen days on half pay in each period of twelve months' continuous service.

(2) Notwithstanding sub-regulation (1),

- (i) an employee shall not be entitled to the benefits specified in regulation (1) if the sickness or accident causing his absence was caused by his own negligence or misconduct;
- (ii) a certificate issued by a registered nurse shall be accepted in place of a medical certificate mentioned in sub-regulation (1) if a medical practitioner is not available; and
- (iii) an employee, who produces a certificate signed by a medical practitioner recommending her absence from work for reason of pregnancy, shall be entitled to sick leave of not less than thirty days with full pay.

Written Particulars to be provided:

9. An employer shall on engagement of an employee, give such employee a completed copy of the form in the Second Schedule of this Order.

Public Holidays:

10. (1) The following shall be Public Holidays with full pay -

Christmas Day;
 New Years Day;
 Good Friday;
 Easter Monday;
 Ascension Day;
 King's Birthday;
 Somhlolo Day;
 Reed Dance Day;
 Flag Day;
 Incwala Day;
 July 22nd; and
 Workers Day (1st May)

(2) Where a public holiday falls on a Sunday, the following day shall be deemed to be a public holiday.

(3) An employee who is absent without leave on the working day before or the working day after a public holiday, shall not be entitled to any payment in respect of that public holiday in terms of this regulation.

Compassionate Leave.

11. An employee who has completed the probation period shall be entitled to compassionate leave as follows -

widows - 15 working days with full pay and 15 days without pay;

widower - 6 working days with full pay;

natural father or mother - 3 working days with full pay; and
Any other relative at employer's discretion.

Casual Work.

12. An employee employed on casual basis shall be paid for each day or shift worked at a rate not less than the basic minimum wage applicable thereto.

Watchman's Clothing and Equipment.

13. (1) The employer of a watchman shall provide him free of charge with two pairs of boots, a police whistle, a club, a hat, and an overcoat or rain coat as is reasonably necessary in prevailing weather conditions.

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

Redundancy.

14. When an Employee has been employed for a period of three years or more and his employment is terminated for reasons which are beyond the control of either the employer or the employee he will be paid either;

(a) a redundancy payment equal to two-thirds of his monthly wage multiplied by four; or

(b) severance allowance required by the Employment Act whichever is greater, but he will not be entitled to be paid both severance pay and redundancy pay.

Piece or task work.

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

Transport.

16. An employee, who by nature of his employment is required on any day to remain on duty after 6 p.m. or is required to start work before 7.00 a.m. shall be provided free of charge with transport between his place of work and his home or such point on a public road as may be mutually agreed upon between the employer and the employee.

Continuous Service:

17. (1) Continuous service is service in the employment of the employer interrupted only by the death, retirement or discharge of the employee concerned.

Provided that an employee who is re-engaged within two months of his discharge shall be deemed to be in the continuous service of that employer.

(2) Where, following upon a change of ownership of an establishment or undertaking an employee enters the service of the new owner without interruption, his service shall be deemed to be continuous service in the employment of the new owner.

Protective Clothing.

18. If it is necessary to protect an employee from physical or chemical injury which may arise from the work he is required to do, the employer shall supply that employee with adequate protective clothing and such employee shall use the protective clothing as instructed.

Revocation.

19. The Regulation of Wages (Retail, Wholesale and Distributive Trade) Order, 1995 (Legal Notice No. 124 of 1995 is hereby revoked.

FIRST SCHEDULE

BASIC MINIMUM WAGE

(EMALANGENI PER MONTH)

(A) Bhunya, Big Bend, Havelock Mine, Luyengo, Matata, Malkerns, Manzini, Mbabane, (including establishments situated along and within 5 km on either side of the Mbabane/Manzini main road stretching 20 km from Mbabane); Matsapha Industrial Area, Mhlambanyatsi, Mhlume, Ngwenya, Nhlengano, Pigg's Peak, Sidvokodvo, Simunye, Siteki, Tabankulu, Tshaneni, Vuvulane, Nsoko Shopping Complex, Ngonini Shopping Complex, Ebuhleni Shopping Complex, Lavumisa, Mankayane, Lomahasha Shopping Complex and Hlatikulu.

	A	B
	URBAN AREAS	ALL OTHER AREAS
General Labourer	549.20	479.00
Lorryman	549.20	479.00
Watchman	549.20	479.00
Messenger	549.20	479.00
Deliveryman	549.20	479.00
Heavy Duty Labourer	549.20	479.00
Pre-Packer	549.20	479.00
Junior Clerk	573.41	491.37
Senior Clerk	604.76	513.11
Junior Shop Assistant	549.20	479.00
Telephone Switchboard Operator	549.20	479.00
Copy Typist	549.20	479.00
Driver (Light Vehicle)	573.41	491.37
Petrol Pump Attendant	573.41	491.37
Driver (Heavy Duty)	604.76	513.11
Shop Assistant	604.76	513.11
Blockman	604.76	513.11
Trainee Cashier	549.20	479.00
Cashier	689.20	544.45
Beautician	700.00	455.00

	A	B
	URBAN AREAS	ALL OTHER AREAS
Cashier (Salon)	600.00	390.00
Hairdresser	550.00	375.50
Assistant Hair Dresser	450.00	292.50
Hair Braider	450.00	292.50
Cleaner (Salon)	250.00	162.50
Barbaperson	400.00	260.00

NB: Areas reflected against A above are, for the purpose of this Regulation Order, declared Urban Areas.

SECOND SCHEDULE

Regulation 9

WRITTEN PARTICULARS OF EMPLOYMENT FORM

1. Name of Employer
2. Name of Employee
3. Date of Employment began
4. Wage and method of calculation
5. Interval at which wages are paid
6. Normal hours of work
7. Short description of employee's work
.....
.....
8. Probation Period
9. Annual Holiday Entitlement
10. Paid Public Holiday
11. Payment during sickness
12. Maternity Leave (if employee female)
13. Notice employee entitled to receive
14. Notice employee required to give
15. Pension Scheme (if any, other than N.P.F. Scheme)
.....

16. Any other matter either party wishes to include

.....

Notes (a) An Employee is free to join an industry union which is recognised by the undertaking.
The address of the Industry Union is:

.....

(b) The grievance procedure in this undertaking requires that a grievance should be first
referred to

.....

(c) When any heading is inapplicable enter nil

Signed: Employer

..... Employee

..... Witness

..... Date.

A.P. MKHONZA
*Principal Secretary - Ministry of
Enterprise & Employment*

LEGAL NOTICE NO. 22 OF 1997

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

THE REGULATION OF WAGES (FORESTRY AND FOREST INDUSTRY) ORDER, 1997
(Under Section 11)

In exercise of the powers conferred on him by section 11 of the wages Act, 1964 the Minister for Enterprise & Employment hereby makes the following Order:-

Citation and Commencement.

1. This order may be cited as the Regulation of Wages (Forestry & Forest Industry) Order, 1997 and shall be deemed to have come into effect on 1st July, 1996.

Interpretation.

2. In this order unless the context otherwise requires:

“artisan 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” means an employee who operates a bulldozer and carries out simple maintenance on it;

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

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

“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 crosscut saw and carries out simple maintenance work on it;

“driver (L.D.V.)” means an employee who drives 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 the 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 the 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 the vehicle;

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

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

“fork-lift driver” means an employee who drives a fork lift 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 and tea servers.

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

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

“indvuna” grade B1 means an employee who supervises other employees under his control, and has worked less than two years;

“indvuna” grade B2 means an employee who has acquired more than two years with the same employer.

“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;

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

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

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

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

“timbergrader” means an employee who grades timber to the required specification;

“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 person employed -

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

Basic Minimum wage.

4. (1) The basic minimum wage to be paid to employees to whom the order applies shall be calculated at a rate not less 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 and
- (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.

Ration.

5. (1) As a condition of employment, an employer shall supply to each employee receiving less than E4713.81 per annum, rations, in quantities not less than those specified in the Second Schedule.

(2) With the employee's consent, the employer may pay the employee a cash sum in lieu of rations.

Hours of work.

6. (1) The normal weekly hours shall consist of forty-eight hours spread over a period of 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 week shall consist of seventy-two hours spread over a period of 7 days.

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

Overtime.

7. (1) An employee other than a security guard or a watchman who is required to work in excess of the hours specified under regulations 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 half times his hourly rate;
- (b) for time worked on a rest day, sunday or public holiday specified in Regulation 12, he shall be paid at twice his hourly rate.

(2) Overtime shall be paid to a security guard or watchman as follows:

- (i) for all time worked in excess of the normal hours of work (other than on a public holiday) at one and half times the employee's basic hourly rate; and
- (ii) for all time worked on a public holiday at twice the employee's hourly rate.

(3) Any employee on shift work, or a security guard who is required to work on a rest day or on a public holiday specified in Regulation 12, may be paid for such overtime or be given an equivalent amount of time off in lieu of overtime payment.

Annual Leave.

8. (1) On completion of each period of twelve months' 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.

(2) Where the employment of an employee is terminated after a period exceeding three months but not amounting to one year from the date of its commencement the employer shall pay to the employee a sum not less than one day's wages for each completed month of such period.

Sick Leave.

9. (1) After three months' continuous service with an employer and subject to the production of a medical certificate signed by a medical practitioner, registered under the Medical and Dental Practitioners Act, 1970, an employee shall be entitled to sick leave up to a maximum of fourteen days on full wages and thereafter to a maximum of fourteen days on half wages in each period of twelve months continuous service.

(2) Notwithstanding Sub-regulation (1) -

- (i) an employee shall not be entitled to the benefits if the sickness or accident causing his absence was caused by his own negligence or misconduct and
- (ii) a medical certificate issued by a registered nurse shall be accepted in place of a medical certificate under sub-regulation (1) if a medical practitioner is not available.

Written particulars to be provided.

10. An employer shall on engagement of an employee, give such employee a completed copy of the form at the Third Schedule of this Order.

Continuous Service.

11. (1) Continuous service is service in the employment of the employee interrupted only by the death, retirement or discharge of the employee concerned.

Provided that an employee who is re-engaged within two months of his discharge shall be deemed to be in the continuous service of that employer.

(2) Where, following upon a change of ownership of an establishment or undertaking an employee enters the service of the new owner without interruption, his service shall be deemed to be continuous service in the employment of the new owner.

Public Holidays.

12. (1) The following shall be public holidays with full pay.

New Years Day;
Good Friday;
King's Birthday
Incwala Day;
Somhlolo Day;
Christmas Day;
Boxing Day and
Workers Day

(2) This Regulation 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 this Regulation may be exchanged for any other day in lieu of thereof.

Protective Clothing.

13. (1) An employer shall supply, free of charge and without payment of a deposit by the employee, the following items.

- (a) to employees who are normally exposed in their employment to inclement weather, a water proof cap, overcoat or other suitable protective clothing;
- (b) to drivers and conductors - two dust coats, two overalls or two uniforms per annum; and
- (c) to journeyman/mechanics, assistant mechanics and employees engaged in the loading, unloading, and delivery of goods to or from vehicles, suitable overalls or other protective clothing.

(2) Any clothing supplied to an employee in terms of this regulation shall remain the property of the employer and shall subject to fair wear and tear, be returned to him in good condition on the resignation, retirement or discharge of an employee.

Short time.

14. (1) If an employer finds it necessary for reasons beyond his control to employ an employee on short time, he may do so subject to the Commissioner of Labour consenting in writing to such arrangement, and on the understanding that the employer intends resuming full time operations within three weeks.

(2) Where an employee has been placed on short time under Sub-Regulation (1) he shall be paid not less than fifty percent of his weekly wages where he is employed for periods which, in aggregate, are equivalent to or less than fifty percent of his normal weekly hours of work.

(3) No reduction shall be made in an employee's earnings where the employee has been placed on short time, and works, in aggregate, more than fifty percent of his normal weekly hours of work during any week he has been placed on short time.

Savings.

15. (1) No employer shall reduce the wages, ration allowance, annual leave or sick leave to which an employee was entitled prior to the commencement of this order.

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

Revocation of Legal Notice No. 76 of 1995.

16. The Regulation of Wages (Forestry and Forest Industry) Order, 1995 is revoked.

FIRST SCHEDULE

(Emalangeni Per week)

Grade A1	Cleaner)	E43.89
	General Labourer)	
	Loader)	
Grade A2	Artisan's Assistant Cook)	
	Firetower Watchman)	
	Forest Guard)	E48.31
	Forklift Driver)	
	Security Guard)	
	Tally Clerk)	
Grade B1	Chainsaw Operator)	
	Clerk)	
	Driver (L.D.V.))	
	Induna (Nursery))	E54.94
	Jackhammer Operator)	
	Switchboard Operator)	
Grade B2	Tractor Driver)	
	Cross-cut Saw Operator)	
	Driver (H.D.V.))	
	Induna (Forest))	E61.55
	Skidder Operator)	
Grade B3	Timber Grader)	
	Blaster)	
	Bulldozer Operator)	
	Driver (Logging))	E90.72
	Driver Instructor)	
	Grader Operator)	
	Telephone Linesman)	

SECOND SCHEDULE

(Regulation 5)

MINIMUM WEEKLY RATION SCALE

Mealie Meal	6.35 kg.
Meat	1.36 kg.
Sugar45 kg.
Dry Beans, Peas or Groundnuts68 kg.
Fresh Vegetables9 kg.
Salt	113 kg.

Alternatives.

1. 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 sweet potatoes.
 - (b) For the first .23 kg. of meat - .23 kg. of offal; or for the first .45 kg. of fish - .23 kg. of cheese.
 - (c) For every .45 kg. of Fresh Vegetables, .45 kg. of Fresh Fruit or a proportionate ration of Dehydrated Vegetables.

Permitted Variations.

2. 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 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.

THIRD SCHEDULE

(Regulation 10)

WRITTEN PARTICULARS OF EMPLOYMENT FORM

1. Name of employer
2. Name of employee
3. Date of employment
4. Wage and method of calculation
5. Intervals at which Wages are paid
6. Normal Hours of work
7. Short description of employee's work
8. Probation period
9. Annual Holiday entitlement

10. Paid Public Holidays
-
11. Payment during sickness
-
12. Maternity leave (if employee female)
-
13. Notice employee entitled to receive
-
14. Notice employee required to give
-
15. Pension Scheme (if any, other than National Provident Fund Scheme)
-
-
16. Any other matter either party wishes to include
-
-

Notes: (a) An Industry Union is recognised by this undertaking. Any employee is free to join it.
The address of the Industry Union is:

.....

(b) The grievance procedure in this undertaking requires that a grievance should be first referred to

.....

(c) When any heading is inapplicable enter Nil.

Signed: Employer

..... Employee

..... Witness

..... Date

LEGAL NOTICE NO. 23 OF 1997

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

THE REGULATION OF WAGES (MANUFACTURE AND SALE OF HANDICRAFTS
INDUSTRY) ORDER, 1997
(Under Section 11)

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

Citation and Commencement.

1. This Order may be cited as the Regulation of Wages (Manufacture and Sale of Handicrafts) Order 1997 and shall be deemed to have come into effect on the 1st November, 1996.

Application.

2. This Order shall apply to all persons employed in any undertaking which consists wholly or mainly in the carrying on of one or more of the following activities -

- (a) the manufacture primarily by hand, with minimal use of powered machines of spinning, weaving, knitting, sewing, carving, dying, casting, forging, pottery, tanning, painting and drawing of goods to be sold as handicrafts of Swaziland; or
- (b) the sale of handicrafts in establishments responsible for or associated with or part of undertakings for the manufacture of goods described in the preceding paragraph (a).

Provided that this Order shall not apply to persons employed by-

- (i) the Government of Swaziland;
- (ii) a local authority; or
- (iii) such charitable, or religious organisations or medical institutions declared in writing, by the Minister to be exempted from the provisions of these Regulations.

Interpretation.

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

"bobbin winder" means an employee who winds yarn into a bobbin in preparation for weaving with hand;

"carder" means an employee who cards by hand or machine;

"casual labour" shall have the same meaning as that ascribed to it in the Employment Act;

"checker" means an employee who checks the receipt of unfinished goods and raw materials or the despatch of finished goods or unfinished goods and checks quality and quantity;

"clerk/storeman" means an employee who undertakes clerical duties, correspondence preparation, filing and despatch, keeping stores and stock control, invoicing and the handling of petty cash;

"craftsman" means a person who, after completing 6 months period as a trainee craftsman, is appointed to be a craftsman in spinning, weaving, knitting, sewing, carving, casting, forging, molding, pottery tanning, painting, drawing batik, candlemaking or in whatever other aspect of handicraft he may be assigned to exercise his skill or skills;

"cleaner" means an employee who is responsible for the cleaning of the factory, offices, toilets or canteen;

"cook" means an employee who is engaged in cooking and issuing food to other employees;

"driver (LDV)" means an employee in possession of a current driving licence who drives a vehicle of not more than 3 tons tare weight, and whose responsibilities include the care and cleanliness of the vehicle, simple maintenance, the handling of cargo to and from the vehicle and such other duties as from time to time, may be assigned to him;

"dyer" means an employee who prepares dyes, mixes and supervises dyeing materials;

"engraver" means an employee who engraves, smoothens, polishes the finished glassware and carries out duties related thereto;

"engraver assistant" means an employee who engraves, smoothens, polishes the finished glassware and carries out duties given by the engraver;

"finisher" means a person who is employed to complete the manufacture of any article and makes final preparations for its sale or display;

"general labour" means a person employed to perform tasks not requiring the exercise of particular skills or scholastic attainment;

"handyman" means an employee who does not hold a trade test certificate but who carries out simple repairs and supervises and allocates work to subordinate staff under his control;

"machinist" means an employee who operates an electrical sewing machine to manufacture clothing or garment;

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

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

"master screen printer" means an employee who is capable of cutting screen mixing pigments and has thorough knowledge of screen printing 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 weaver" a person who knows all aspects of weaving both frame and loom weaving, preparation of warps and warping materials and production of woven articles to specification;

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

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

"outworker" shall have the same meaning as that ascribed to it in the Employment Act;

"office clerk" means an employee who does, general clerical duties including typing and answering the telephone;

"piece work" shall have the same meaning as that ascribed to it in the Employment Act;

"potter" means an employee who makes pots by hand or pot wheels;

"security guard" or "watchman" shall mean a person employed to protect his employer's premises and property and, generally, to safeguard the livelihood of the employer's work force;

"shop assistant" shall mean a person employed to sell goods to the public, to transact business with customers, to display goods that are for sale, to prepare invoices and receipts, to receive and disburse cash and remittances, to pack goods purchased by customers and to ensure the cleanliness and good appearance of the sales premises;

"supervisor" means a person employed to oversee the work, quality of work and productivity of the personnel placed in his charge and to be responsible for their conduct and discipline;

"screenprinter" means an employee who screenprints by hand pulling a squeegee;

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

"silver-smith" means an employee who is capable of working silver by hand;

"spinner" means an employee who carries out spinning operation of wool or other materials according to specification;

"trainee craftsman" means a person who, after successful conclusion of the probation period has been appointed to be a "trainee craftsman" and who serves in that capacity in whatever skill or craft he may be assigned for a period, not exceeding 6 months from the date of appointment;

"weaver" means an employee who carries out duties either by operating hand loom or other equipment to manufacture the required goods;

"washer" means an employee who washes and dries material or wool and if necessary moth-proof the wool;

Basic Minimum Wage.

4. The basic minimum wage inclusive of rations or cash in lieu thereof to be paid to employees specified in the First Schedule shall be calculated at a rate not less than that specified therein provided that -

- (a) an employee who, at the date of the commencement of this Order is in receipt of a wage higher than that prescribed by this Order, shall not suffer any reduction in such wages by reason of this Order; and
- (b) where no definition of an employee's duties are provided for in the Order such employee shall be paid a basic wage not less than that applicable to a general labourer.

Hours of Work.

5. The normal working hours for employees, other than those engaged as outworkers, piece workers and casual labourers and subject to the provisions of regulation 6 of this Order shall be -

- (a) for those engaged, other as watchman or casual labourers, forty five hours a week; and
- (b) for those engaged as security guards or watchman, sixty hours in five shifts of twelve hours each in a week.

Overtime.

6. (1) An employee required to work hours in excess of weekly hours specified in regulation 5 shall be remunerated as follows for any hours so worked -

- (a) for hours worked on a day, other than sunday or a public holiday specified in regulation 7 in excess of those specified in regulation 6 of this Order shall be at the rate of one and a half times the hourly rate; and
- (b) for hours worked on a sunday or a public holiday specified in the regulation 7, in excess of those specified in regulation 5 (a) payment shall be at the rate of twice the hourly rate.

(2) An employee engaged as a security guard or watchman required to work hours in excess of those specified in regulation 5 (b) or who is required to work on a public holiday specified in regulation 7 shall be remunerated for the hours so worked at twice the hourly rate or, by agreement between the employee and the employer, shall be granted an equivalent amount of time off on another occasion in lieu of thereof.

(3) The basic hourly rate of wages shall be calculated -

- (a) In respect of employees whose hours are specified in regulation 5 (a) by the division of the monthly rate of wages specified in the First Schedule by one hundred and ninety three hours and half an hour (193.5 hours); and
- (b) in respect of employees whose hours are specified in regulation 5 (b) by the division of the monthly rate of wages specified in the First Schedule by two hundred and ten hours (210 hours)

Public Holidays:

7. (1) The following shall be public holidays with full pay -

New Years Day;
 Good Friday;
 Easter Monday;
 King's Birthday (19 April);
 Umhlanga;
 Somhlolo Day;
 Christmas Day;
 Boxing Day; and
 Workers Day.

(2) Where a public holiday falls on a sunday, the following day shall be deemed to be a public holiday.

(3) An employee who is absent without leave on the working day before or the working day after a public holiday, shall not be entitled to any payment in respect of that public holiday in terms of this regulation.

Payment for Overtime.

8. (1) For an employee other than a watchman or security guard shall be payable at the following rates -

- (a) during the normal working week for overtime worked, before midnight in excess of the normal working hours, at one and half times his normal hourly rate of wages;
- (b) for any time worked on a public holiday specified in regulation 7 or Sunday at twice his normal hourly rate of wages.

(2) Overtime in respect of a watchman or security guard shall be calculated at twice his hourly rate for all time worked on a public holiday specified in regulation 7 or any time worked in excess of twelve hours on any normal working day, provided that any watchman or security guard who has been absent from work during any week without reasonable cause shall not be entitled to overtime in that week until he has completed seventy-two hours of work.

Annual Leave.

9. (1) After three months' of continuous service, an employee shall be entitled to one day's leave on full pay in respect of each month's continuous service, such leave is in addition to the Public Holidays specified in regulation 7.

Sick Leave.

10. (1) After three months of continuous service with an employer and subject to the production of a medical certificate signed by a medical practitioner, registered under the Medical and Dental Practitioners Act, 1970, an employee shall be entitled to sick leave up to a minimum of fourteen days on full wages and thereafter to a maximum of fourteen days on half wages in each period of twelve months continuous service.

(2) Notwithstanding sub-regulation (1),

- (i) an employee shall not be entitled to the benefits specified in sub regulation (1) if the sickness or accident causing his absence was caused by his own negligence or misconduct;
- (ii) a certificate issued by a Regional Secretary or registered nurse shall be accepted in place of a medical certificate if a medical practitioner is not available.

Written particulars to be provided.

11. An employer shall on engagement of an employee, give such employee a completed copy of the form on the Second Schedule of this Order.

Continuous service.

12. (1) Continuous service is service in the employment of the employer interrupted only by the death, retirement or discharge of the employee concerned and an employee who is re-engaged within two months of his discharge shall be deemed to be in the continuous service of that employer.

(2) Where, following upon a change of ownership of an establishment or undertaking an employee enters the service of the new owner without interruption, his service shall be deemed to be continuous service in the employment of the new owner.

Protective clothing.

13. Where it is necessary to protect an employee from physical or chemical injury which may arise from the work he is required to do, the employer shall supply that employee with adequate protective clothing and such employee shall use the protective clothing as instructed.

Termination of employment after three months.

14. Where the employment of an employee is terminated after a period exceeding three months but not amounting to one year from the date of its commencement the employer shall pay to the employee a sum not less than one day's wages for each completed month of such period.

Lay-off.

15. (1) Where an employer is unable to provide work for any employee due to -

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

he may, subject to him giving the employee not less than twenty four hours notice, lay-off the employee, without pay, for a maximum period of fifteen working days in the circumstances mentioned in sub-regulation (a) and for a maximum period of thirty working days in the circumstances mentioned in sub-regulation (b).

(2) At the expiry of fifteen working days or thirty working days as may be applicable, the employer shall either provide work for the employee, or terminate his employment under the provisions of the Employment Act.

(3) An employee who has been engaged for the duration of a specific project or in connection with a specific project shall, upon commencement of work be informed of the date upon which it is estimated the project will terminate.

(4) The specifying of such date of termination, notwithstanding any other law whether or not the project has in fact terminated, shall constitute an adequate notice by the employer to the employee of the date of notice of termination of such contract of service.

Piece Work.

16. An employee engaged on piece work shall be remunerated at a rate no less than that specified in the First Schedule.

Revocation of Legal Notice No. 23 of 1992.

17. The Regulation of Wages (Manufacture and Sale of Handicrafts) Order, 1992 is hereby revoked.

S24

FIRST SCHEDULE
(Paragraph 4)

BASIC MINIMUM WAGE
(Emalangení per month)

General Labourer	
Cleaner	
Trainee Craftsman	
Piece Worker	E245.51
Washer	
Cook	
Casual Labourer	

Carder	
Bobbin Winder	
Spinner	
Handyman	
Finisher	E278.24
Melter	
Engraver Assistant	
Machinist Assistant	
Semi-skilled Kiln hand	
Security Guard	

Office clerk	
Shop Assistant	
Machine Operator	
Machinist	
Weaver	E311.43
Engraver	
Craftsman	
Potter	
Screenprinter	
Silversmith	

Master Potter	
Master Weaver	
Master Silverfish	
Master Screenprinter	
Clerk/Storeman	E347.79
Dyer	
Checker	
Driver	
Supervisor	

SECOND SCHEDULE

Regulation 11

WRITTEN PARTICULARS OF EMPLOYMENT FORM

1. Name of Employer
2. Name of Employee
3. Date of Employment began
4. Wage and method of calculation
5. Interval at which wages are paid
6. Normal hours of work
7. Short description of employee's work
.....
.....
8. Probation Period
9. Annual Holiday Entitlement
10. Paid Public Holiday
11. Payment during sickness
12. Maternity Leave (if employee female)
13. Notice employee entitled to receive
14. Notice employee required to give
15. Pension Scheme (if any, other than N.P.F. Scheme)
16. Any other matter either party wishes to include

Notes (a) An Industry Union is recognised by this undertaking any employee is free to join it.
The address of the Industry Union is:

.....
.....

(b) The grievance procedure in this undertaking requires that a grievance should be first referred to

.....

(c) When any heading is inapplicable enter nil

.....

Signed: Employer

..... Employee

..... Witness

..... Date.

A.P. MKHONZA
Principal Secretary
Ministry of Enterprise & Employment