

96 pp



# SWAZILAND GOVERNMENT GAZETTE

VOL. XXXV]

MBABANE, Friday, May 23rd., 1997

[No. 255

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GENERAL NOTICE NO. 31 OF 1997

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LIQUOR LICENCES ACT 1964  
(Act No. 30 of 1964)

APPOINTMENT OF CHAIRMAN OF THE LIQUOR LICENSING BOARDS  
(Under Section 6)

In exercise of the powers conferred by Section 6 of the Liquor Licences Act, 1964 the Honourable Minister for Tourism and Communication hereby appoints -

**FITZGERALD GRAHAM**

to be the Chairman of Liquor Licensing Board with effect from 1st April, 1997 to 31st March 1998.

General Notice No. 24 of 1994 is hereby revoked.

**MUSA NKAMBULE**  
*Minister of Tourism and Communication*

GENERAL NOTICE NO. 32 OF 1997

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LIQUOR LICENCES ACT, 1964  
(Act No. 30 of 1964)

APPOINTMENT OF MEMBERS OF THE LIQUOR LICENSING BOARDS  
(under Section 6)

In exercise of the powers conferred by Section 6 of the Liquor Licences Act, 1964 the Honourable Minister for Tourism and Communication hereby appoints the following persons to be members of the Liquor Licensing Board with effect from 1st January, 1997 to December, 31st, 1997

HHOHHO REGION

Regional Secretary  
Hoppy L. Dlamini  
Timothy M. Zwane  
Karriot Govane Mvubu

LUBOMBO REGION

Regional Secretary  
David H. Stewart  
Anthony Makhosonke Dlamini

Senior Tourist Officer - Tourist Office

Under Secretary - Ministry of Tourism and Communications

General Notice No. 120 of 1996 is hereby revoked.

MANZINI REGION

Regional Secretary  
Abednego Mandla Dlamini  
Philemon Madoda Sibandze  
Josia PHEME Vilakati

SHISELWENI REGION

Regional Secretary  
Peiter Pieterse  
Michael Khoza  
Moses Msibi

MUSA NKAMBULE  
*Minister of Tourism and Communication*

GENERAL NOTICE NO. 33 OF 1997

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LIQUOR LICENCES ACT, 1964  
(Act No. 30 of 1964)

APPOINTMENT OF SECRETARY OF THE LIQUOR LICENSING BOARDS  
(Under Section 6)

In exercise of the powers conferred by Section 6 of the Liquor Licences Act No. 30 of 1964 the Honourable Minister for Tourism and Communication hereby appoints -

ELEANOR HLEZIPHI SIMELANE

to be the Secretary - Liquor Licensing Board with effect from 1st January 1997 to 31st March 1998.

MUSA NKAMBULE  
*Minister of Tourism and Communication*

365

**NOTICE**

Notice is hereby given that we intend to apply for a certified copy of Government Grant No. 17/1987 dated the 26th day of March, 1987 made in favour of SWAZI COMMERCIAL AMADODA in respect of:

**CERTAIN:** Portion 72 of Farm No. 48, situate in the Urban Area of Mbabane, District of Hhohho, Swaziland;

**MEASURING:** 684 (Six Eight Four) square metres;

Any person having objection to the issue of such copies is hereby requested to lodge in writing with the Registrar of Deeds within 3 weeks of the last publication of this notice.

DATED AT MBABANE THIS 7TH DAY OF MAY, 1997.

SHILUBANE, NTIWANE AND PARTNERS  
Fourth Floor  
Mbandzeni House  
P.O. Box A93  
Swazi Plaza  
Mbabane

J601 2x23-05-97

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**NOTICE**

Notice is hereby given that we intend to apply for a certified copy of Crown Grant No. 82/1991 dated the 30th day of May, 1991 and registered on the 18th September, 1991 made in favour of SWAZI COMMERCIAL AMADODA (MBABANE BRANCH) in respect of:-

**CERTAIN:** Portion 71 of Farm No. 48, situate in the Urban Area of Mbabane, District of Hhohho, Swaziland;

**MEASURING:** 711 (Seven One One) square metres;

Any person having objection to the issue of such copies is hereby requested to lodge in writing with the Registrar of Deeds within 3 weeks of the last publication of this notice.

DATED AT MBABANE THIS 7TH DAY OF MAY, 1997.

SHILUBANE, NTIWANE AND PARTNERS  
Fourth Floor  
Mbandzeni House  
P.O. Box A93  
Swazi Plaza  
Mbabane

J602 2x23-05-97

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**NOTICE**

**ESTATE LATE: ZACHARIAH DUBE ESTATE NO. EM21/97**

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.

PHINDILE DUBE  
P.O. Box 1122  
Mbabane

J665 23-05-97

366

**NOTICE**

Notice is hereby given that we intend to apply for a certified copy of Crown Grant No. 4/1985 dated the 14th day of March, 1981 and registered on the 25th January, 1985 made in favour of MATHOKOZA ABNER MKHUMANE (Born on the 14th May, 1950) in respect of:

**CERTAIN:** Portion 82 of Farm No. 1117, situate in the Urban Area of Mbabane, District of Hhohho, Swaziland;

**MEASURING:** 2295 (Two Two Nine Five) square metres;

Any person having objection to the issue of such copies is hereby requested to lodge in writing with the Registrar of Deeds within 3 weeks of the last publication of this notice.

DATED AT MBABANE THIS 7TH DAY OF MAY, 1997.

SHILUBANE, NTIWANE AND PARTNERS  
Fourth Floor  
Mbandzeni House  
P.O. Box A93  
Swazi Plaza  
Mbabane

J600 2x23-05-97

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**NOTICE**

**ESTATE LATE: MBONGISENI L. KUNENE ESTATE NO. EM50/96**

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

DR JOHN KUNENE  
P.O. Box 8  
Mbabane

J659 23-05-97

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**NOTICE**

**ESTATE LATE: MFAN'ZILE MASEKO EM153/96**

Debtors and Creditors of the abovementioned estate are called to pay their debts owing to or file their claims against the above mentioned estate within fourteen (14) days of publication of this notice and serve a copy with the undersigned.

DATED AT MANZINI ON THIS 29 DAY OF APRIL 1997.

MASINA MAZIBUKO AND COMPANY  
Attorneys for the Executor  
P.O. Box 592  
Manzini

J655 23-05-97

**NOTICE IN TERMS OF REGULATION 40 (3) OF DEEDS REGISTRY  
ACT NO. 37 OF 1968**

Notice is given that we intend to apply for a certified copy of Deed of Transfer No. 91/1988 made in favour of CATHERINE BADELISILE DLAMINI (born Mahlobo on the 26 October 1944) in respect of:

**CERTAIN:** Lot No. 971, situate in the Ngwane Park Extension No. 1, Township District of Manzini.

**MEASURING:** 1194 (One One Nine Four) Square Metres: as Morefully, appear from General Plan SG No. S9/1975 as approved by the Surveyor General on the 1st March 1976.

Any person having an objection to the issue of such copy is hereby requested to lodge it in writing with the Registrar of Deeds within (21) twenty one days of publication of this notice.

DATED AT MANZINI ON THIS 13TH DAY OF DECEMBER 1996.

MASINA MAZIBUKO AND COMPANY  
Applicant's Attorneys  
P.O. Box 592  
Manzini

J656 23-05-97

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**NOTICE**

Notice is hereby given that we intend applying for a Certified Copy of: Deed of Transfer No. 453/1993 dated 22nd October, 1993 in favour of SWAZI STEEL (PROPRIETARY) LIMITED in respect of:

**CERTAIN:** Portion 303 (a portion of Portion 282) of the farm Dalriach No. 188, situate in the District of Hhohho, Swaziland;

**MEASURING:** 1,0111 (One Comma Zero One One One) hectares

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) week of the last publication of this Notice.

DATED AT MBABANE THIS 12TH DAY OF MAY, 1997.

ROBINSON, BERTRAM  
Attorneys for /Applicant  
P.O. Box 24  
MBABANE

J657 2x30-05-97

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**NOTICE**

**ESTATE LATE: MANDLENKOSI CONGRESS VILAKAZI EM.191/96**

Debtors and Creditors of the above estate are hereby called upon to pay their debts or submit their claims to the undersigned within 30 days of the date of the publication of this notice.

VILAKAZI AND COMPANY  
Executor/Executrix's Attorneys  
Conway Nyman Building  
Corner Tenbergen & Mapheka Street  
P.O. Box 4156  
Manzini

J654 23-05-97

**NOTICE**

Notice is hereby given that we intend applying for a certified copy of: Crown Grant No. 112/1996 dated the 17th April 1996 and registered on the 28th May 1996 in favour of TIMOTHY SONGELWAKO SHONGWE (born on the 22nd January 1949) I.D. No. 1016-03-2046242 in respect of:

**CERTAIN:** Lot No. 1204 situate in the Manzini Township Extension No. 10, District of Manzini, Swaziland;

**MEASURING:** 1177 (One One Seven Seven) square metres;

Any person having objections 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 19TH DAY OF MAY 1997

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

J671 2x30-05-97

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**NOTICE IN TERMS OF REGULATION 40 (3) OF ACT NO. 37 OF 1968**

**APPLICATION FOR LOST TITLE DEED**

Notice is hereby given that we intend to apply for a certified copy of Deed of Transfer No. 699/1987 registered on the 29th December, 1987 held by JOHANNES JABULANI SIKHONDZE (Born on 22nd November, 1934)

**CERTAIN:** Lot No. 998 situate in Ngwane Park Extension No. 1 Township, Manzini District Swaziland;

**MEASURING:** 1158 (One One Five Eight) square metres

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

DATED AT MANZINI ON THE 19TH DAY OF MAY, 1997.

MASINA MAZIBUKO AND COMPANY  
Attorneys & Conveyancers  
1st Floor, Central Chambers Building  
P.O. Box 592  
Manzini

J667 23-05-97

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**NOTICE**

**ESTATE LATE: WINFRED MAKITI SHONGWE ESTATE NO. EP3/97**

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.

SIMON N. MAPHANGA  
P.O. Box 9  
Mbabane

J660 23-05-97

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NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: THERESA NTOMBIKAYISE DLUDLU ESTATE NO. M93/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 19th May 1997 at 10:00 hours for the nomination of an executor or executrix dative.

**CHURCHILL B. DLAMINI**  
Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J684 23-05-97

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NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: MUZI LANCELOT ZWANE ESTATE NO. H68/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 23rd May 1997 at 12:30 hours for the nomination of an executor or executrix dative.

**CHURCHILL B. DLAMINI**  
Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J685 23-05-97

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NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: VUSUMUZI MAHLUMANE DVUBA ESTATE NO. H66/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 23rd May 1997 at 12:00 hours for the nomination of an executor or executrix dative.

**CHURCHILL B. DLAMINI**  
Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J686 23-05-97

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: MOSES ZAKHELE TSELA ESTATE NO. H62/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 23rd May 1997 at 11:30 hours for the nomination of an executor or executrix dative.

**ISAAC M. F. DLAMINI**  
Deputy Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J687 23-05-97

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**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: SAM VUKUDLE NKONDZE ESTATE NO. H61/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 23rd May 1997 at 11:00 hours for the nomination of an executor or executrix dative.

**ISAAC M. F. DLAMINI**  
Deputy Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J688 23-05-97

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**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: MAPHINDVO MATHOFOLUX MHLANGA  
ESTATE NO. H73/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 23rd May 1997 at 09:30 hours for the nomination of an executor or executrix dative.

**CHURCHILL B. DLAMINI**  
Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J689 23-05-97

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**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: MINOR NOCAWE TSHABALALA ESTATE NO. H64/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 23rd May 1997 at 09:00 hours for the nomination of an executor or executrix dative.

**CHURCHILL M. DLAMINI**  
Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J690 23-05-97

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**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: NDLAVELA SHABANGU ESTATE NO. P8/96**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Pigg's Peak Regional Offices on 21st May 1997 at 14:00 hours for the nomination of an executor or executrix dative.

**CHURCHILL B. DLAMINI**  
Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J691 23-05-97

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**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: JABULANI NOAH SHONGWE ESTATE NO. P2/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Pigg's Peak Regional Offices on 21st May 1997 at 12:30 hours for the nomination of an executor or executrix dative.

**ISAAC M. F. DLAMINI**  
Deputy Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J692 23-05-97

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NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: ELPHAS BHEKIE DLAMINI ESTATE NO. P15/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Pigg's Peak Regional Office on 21st May 1997 at 13:00 hours for the nomination of an executor or executrix dative.

**CHURCHILL M. DLAMINI**  
Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J693 23-05-97

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NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: REUBEN MUSA MHLANGA ESTATE NO. 11/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Pigg's Peak Regional Offices on 21st May 1997 at 11:30 hours for the nomination of an executor or executrix dative.

**ISAAC M. F. DLAMINI**  
Deputy Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J694 23-05-97

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NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: PETER MAGAGULA ESTATE NO. P12/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Pigg's Peak Regional Offices on 21st May 1997 at 11:00 hours for the nomination of an executor or executrix dative.

**ISAAC M. F. DLAMINI**  
Deputy Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J695 23-05-97

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: JEREMIAH SIFO SHIBA ESTATE NO. P13/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Pigg's Peak Regional Office on 21st May 1997 at 10:30 hours for the nomination of an executor or executrix dative.

**ISAAC M. F. DLAMINI**  
Deputy Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J696 23-05-97

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**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: KENNETH NKUZI BHEMBE ESTATE NO. P7/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Pigg's Peak Regional Offices on 21st May 1997 at 10:00 hours for the nomination of an executor or executrix dative.

**ISAAC M. F. DLAMINI**  
Deputy Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J697 23-05-97

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**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: MANUEL TAVARES DE ALMEIDA ESTATE NO. H89/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 16th May 1997 at 13:00 hours for the nomination of an executor or executrix dative.

**CHURCHILL B. DLAMINI**  
Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J698 23-05-97

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: BENJAMIN MANGALISO DLAMINI ESTATE NO. H66/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 16th May 1997 at 13:00 hours for the nomination of an executor or executrix dative.

**CHURCHILL B. DLAMINI**  
Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J699 23-05-97

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**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: SOLOMON ZAKHELE NKWANYANA ESTATE NO. H65/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 16th May 1997 at 14:00 hours for the nomination of an executor or executrix dative.

**CHURCHILL B. DLAMINI**  
Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J700 23-05-97

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**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: SIDUMO SIMON DLAMINI ESTATE NO. H55/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 16th May 1997 at 12:00 hours for the nomination of an executor or executrix dative.

**ISAAC M. F. DLAMINI**  
Deputy Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J701 23-05-97

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NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: AGRINAH HLEZIPHI DLAMINI ESTATE NO. H52/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 16th May 1997 at 10:00 hours for the nomination of an executor or executrix dative.

ISAAC M. F. DLAMINI  
Deputy Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J702 23-05-97

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NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: HUMPHREY DAVID RICHARD NXUMALO  
ESTATE NO. H57/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 16th May 1997 at 09:30 hours for the nomination of an executor or executrix dative.

ISAAC M. F. DLAMINI  
Deputy Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J703 23-05-97

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NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: ALFRED MFANALENI LUKHELE ESTATE NO. 250/96**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 16th May 1997 at 11:30 hours for the nomination of an executor or executrix dative.

ISAAC M. F. DLAMINI  
Deputy Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J704 23-05-97

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**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: ZACHARIA DUBE ESTATE NO. H21/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 16th May 1997 at 09:00 hours for the nomination of an executor or executrix dative.

**ISAAC M. F. DLAMINI**  
Deputy Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J705 23-05-97

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**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: MANDLENKHOSI AND BUSISIWE SHONGWE  
ESTATE NO. EL26/97**

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Pigg's Peak Regional Offices on 21st May 1997 at 10:00 hours for the nomination of an executor or executrix dative.

**ISAAC M. F. DLAMINI**  
Deputy Master of the High Court

Master's Office  
P.O. Box 19  
Mbabane

J697B 23-05-97

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**NOTICE**

**ESTATE LATE: MIKA & KHANYISILE V. MVUBU ESTATE NO. EH224/96**

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

**ROSEMAN MVUBU**  
P.O. Box 258  
Malkerns

J709 23-05-97

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 1165/95

In the matter between:

FINANCE & LOANS

Plaintiff

and

THANDI DLAMINI

Defendant

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**NOTICE OF SALE**

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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, Hospital Hill, Mbabane, District of Hhohho, at 11.30 a.m. on the 20th day of June 1997.

**CERTAIN:** Remaining Extent of 518 (a portion of Portion 170) of Farm No. 188, Dalriach, Mbabane, District of Hhohho;

**MEASURING:** 1,3351 (One Three Three Five One) Hectares;

**HELD:** By the Defendant under Deed of Transfer No. 74/1983 dated 7/4/83;

**RESERVE PRICE:** E150,000.00 (One Hundred and Fifty Thousand Emalangeni)

The Conditions of Sale are available for inspection at the office of the Sheriff in the High Court Building, Hospital Hill, Mbabane and at the offices of Robinson Bertram, Mbabane.

DATED AT MBABANE THIS 14TH DAY OF MAY 1997.

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

J681 23-05-97

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**NOTICE**

**ESTATE LATE: ALLEN CLIFFORD HLUBI ESTATE NO. EM45/97**

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.

VALERIE Q. HLUBI  
P.O. Box 564  
Manzini

J658 23-05-97

**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

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**NOTICE OF SALE**

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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 New High Court building, Hospital Hill Mbabane, at 11.30 a.m. on FRIDAY the 6th day of JUNE 1997.

**CERTAIN:** Lot No. 2976 Mbabane Extension No. 21 (Embangweni Township) situate in the urban area of Mbabane, District of Hhohho, Swaziland.

**MEASURING:** 259 (Two Five Nine) Square Metres;

**RESERVE PRICE:** E76,500.00 (Seventy Six Thousand Five Hundred Emalangeni)

**IMPROVEMENTS:** Detached house of comprising:  
2 Bedrooms, living room, kitchen, dining room,

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 the sale.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE THIS THE 14TH DAY OF MAY 1997.

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

J673 23-05-97

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**NOTICE**

**ESTATE LATE: JOSEPH NGWENYA ESTATE NO. EP51/96**

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.

AMOS NGWENYA  
P.O. Box 141  
Piggs Peak

J666 23-05-97

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 2278/96

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

ERIC MKHOKHELWA MALINGA

Defendant

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**NOTICE OF SALE**

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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 New High Court building, Hospital Hill, Mbabane, at 11.30 a.m. on **FRIDAY** the 6th day of **JUNE 1997**.

**CERTAIN:** Portion 1 Lot No. 2904 Mbabane Extension No. 21, (Embangweni Township) situate in the urban area of Mbabane District of Hhohho, Swaziland.

**MEASURING:** 320 (Three Two Zero) Square Metres;

**RESERVE PRICE:** E70,000.00 (Seventy Thousand Emalangeni);

Conditions of Sale are available for inspection at the office of the Sheriff in the High Court building 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 the sale.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE THIS THE 14TH DAY OF MAY 1997.

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

J675 23-05-97

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**NOTICE**

**ESTATE LATE: NELSON BHUNU MAVUSO ESTATE NO. ES110/96**

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.

LINAH MAVUSO  
P.O. Box 69  
Matata

J661 23-05-97

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 1044/96

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

MILDRED XABA  
IVY BUSISIWE GAMA

1st Defendant  
2nd Defendant

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**NOTICE OF SALE**

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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 New High Court building, Hospital Hill, Mbabane, at 11.30 a.m. on **FRIDAY** the 6th day of **JUNE 1997**.

**CERTAIN:** Lot No. 2275 Mbabane Extension No. 21 (Embangweni Township) situate in the District of Hhohho, Swaziland.

**MEASURING:** 781 (Seven Eight One) Square Metres;

**RESERVE PRICE:** E100,000.00 (One Hundred Thousand Emalangeni);

**IMPROVEMENTS:** 3 Bedrooms, Lounge, Bathroom, 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 the sale.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 14TH DAY OF MAY 1997.

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

J678 23-05-97

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**NOTICE**

**ESTATE LATE: JOSEPH MATSENJWA ESTATE NO. EL4/97**

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.

ROSE MATSENJWA  
P.O. Box 378  
Siteki

J662 23-05-97

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 1384/96

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

MARY DORIS NKAMBULE (in her capacity as mother and natural guardian of Mzingeli Mavela Nkambule, Mlungisi Madoda Nkambule and Majahonke Mpilo Nkambule)

Defendant

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**NOTICE OF SALE**

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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 New High Court Building, Hospital Hill Mbabane, at 11.30 a.m. on **FRIDAY the 6TH day of JUNE 1997.**

**CERTAIN:** Lot No. 1039, Mbabane Extension No. 9 situate in the urban area of Mbabane, District of Hhohho, Swaziland.

**MEASURING:** 1350 (One Three Five Zero) Square Metres;

**RESERVE PRICE:** E180,000.00 (One Hundred and Eighty Thousand Emalangeni)

**IMPROVEMENTS:** Detached house of 160m<sup>2</sup> comprising:  
4 Bedrooms, living, Dining, 2½ bathrooms, Toilet, Kitchen, Maid's Room with Toilet/  
Shower and Double Garage; 15m<sup>2</sup> - Single Carport.

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 the sale.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 14TH DAY OF MAY 1997.

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

J676 23-05-97

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 2976/95

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

SIPHO CHRISTOPHER DLAMINI

Defendant

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**NOTICE OF SALE**

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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 Administrator's offices, at 2.30 p.m. on **FRIDAY the 6TH day of JUNE 1997.**

**CERTAIN:** Lot No. 102 situate in the Ngwane Park Township, District of Manzini, Swaziland.

**MEASURING:** 1858 (One Eight Five Eight) Square Metres;

**RESERVE PRICE:** E170,000.00 (One Hundred and Seventy Thousand Emalangenzi);

**IMPROVEMENTS:** Single storey detached house  
192m<sup>2</sup> 4 bedrooms, 2.5 bathrooms, living room, dining room, kitchen.

**Outbuilding:** 86m<sup>2</sup> 2 bedrooms, kitchen, shower & toilets, double garage.

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, Manzini.

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 the sale.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 14TH DAY OF MAY 1997.

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

J672 23-05-97

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**NOTICE**

**ESTATE LATE: SIDUMO SIMON DLAMINI ESTATE NO. EH55/97**

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.

PHILLIP M. DLAMINI  
P.O. Box 1  
Mliba

J663 23-05-97

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 1204/96

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

J & P INVESTMENTS (PTY) LIMITED

Defendant

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**NOTICE OF SALE**

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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 Administrator's offices, at 2.30 p.m. on **FRIDAY the 6TH day of JUNE 1997.**

**CERTAIN:** Portion 4 of Erf No. 271, situate in Mhlakuvane Street District of Manzini, Swaziland.

**MEASURING:** 1983 (One Thousand Nine Hundred and Eighty Three) Square Metres;

**RESERVE PRICE:** E675,000.00 (Six Hundred and Seventy Five Thousand Emalangeni);

**IMPROVEMENTS:** 913m<sup>2</sup> comprising 5 Shops, Garage for motor repairs  
Outbuilding of 51m<sup>2</sup> comprising 3 rooms.

Conditions of Sale are available for inspection at the office of the Sheriff in the High Court building in Mbabane, the offices of the Regional Administrator, Manzini and at the offices of Robinson Bertram.

The Society may at its sole discretion lend up to 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 the sale.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 14TH DAY OF MAY 1997.

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

J674 23-05-97

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**NOTICE**

**ESTATE LATE: ABRAHAM MADALA MAZIYA ESTATE NO. EL48/96**

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.

MIRRIAM MAZIYA  
P.O. Box 321  
Siteki

J664 23-05-97

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 790/95

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

HENRY M. STEWART

Defendant

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**NOTICE OF SALE**

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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 Administrator's offices, at 2.30 p.m. on **FRIDAY** the **6TH** day of **JUNE 1997**.

**CERTAIN:** Portion 58 (a portion of Portion 11) of Peebles Block North No. 9, situate in the District of Manzini, Swaziland.

**MEASURING:** 1,0001 (One Comma Zero Zero Zero One) Hectares

**RESERVE PRICE:** E320,000.00 (Three Hundred and Twenty Thousand Emalangen);

**IMPROVEMENTS:** A detached house comprising:- 3 bedrooms, Living Room, Dining Room, 1½ Bathrooms and Kitchen.

Conditions of Sale are available for inspection at the office of the Sheriff in the High Court building in Mbabane, the offices of the Regional Administrator, Manzini and at the offices of Robinson Bertram.

The Society may at its sole discretion lend up to 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 the sale.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 14TH DAY OF MAY 1997.

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

J677 23-05-97

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**NOTICE**

**ESTATE LATE: PAUL MPHAWULO GWEBU ESTATE NO. EL60/96**

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.

STEPHEN GWEBU  
P.O. Box 54  
Siteki

J669 23-05-97

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 448/94

In the matter between:

STANDARD CHARTERED BANK SWAZILAND LTD

Plaintiff

and

SOLOMON T. NKABINDE

Defendant

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**NOTICE OF SALE**

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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 Administrator's Offices building, at 2.30 p.m. on Friday the 13th day of June 1997.

**CERTAIN:** Portion 106 (a portion of Portion 93) of Farm Trelawney Park No. 868, situate in the urban area of Manzini District of Manzini, Swaziland.

**MEASURING:** 1109 (One One Zero Nine) Square Metres;

**HELD:** Under Deed of Transfer No. 284/1984.

**RESERVE PRICE:** E140,000.00 (One Hundred and Forty Thousand Emalangeni).

The Conditions of Sale are available for inspection at the office of the Sheriff in the High Court Building in Mbabane.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE THIS 14TH DAY OF MAY 1997.

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

J680 23-05-97

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**NOTICE**

**ESTATE LATE: SABELO MABUZA ESTATE NO. ES11/96**

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.

SONENI DLAMINI  
P.O. Box 365  
Nhlangano

J670 23-05-97

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 844/88

In the matter between:

**BANK OF CREDIT AND COMMERCE INTERNATIONAL  
(SWAZILAND) LIMITED**

**Plaintiff**

and

**LINGA & SONS (PTY)  
ABSALOM MVANA NGWENYA**

**1st Defendant  
2nd Defendant**

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**NOTICE OF SALE**

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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 Administrator's Offices building, at 2.30 p.m. on Friday the 13th day of June 1997.

**CERTAIN:** Lot No. 54, situate in Ngwane Park Township, Manzini, District of Manzini, Swaziland;

**MEASURING:** 2931 (Two Nine Three One) Square Metres;

**HELD:** By the 2nd Defendant under Deed of Transfer No. 238/1986 dated the 26th June, 1986.

**RESERVE PRICE:** E40,000.00 (Forty Thousand Emalangeni).

The Conditions of Sale are available for inspection at the office of the Sheriff in the High Court Building in Mbabane.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE THIS 14TH DAY OF MAY 1997.

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

J682 23-05-97

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**NOTICE**

**ESTATE LATE: REBECCA THEMBANI FAKUDZE ESTATE NO. EH47/97**

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.

CLEMENT & THANDI FAKUDZE  
P.O. Box 328  
Matsapha

J668 23-05-97

NOTICES**SWAZILAND COMPANIES ACT NO. 7 OF 1912**

Notice is hereby given that pursuant to the notices published in the Times of Swaziland and Swazi Observer dated 10th September, 1996; 23rd September, 1996 and 30th September, 1996; and in the Swaziland Government Gazette numbers 189 of 13th September, 1996, 194 of 27th September, 1996 and 196 of 4th October, 1996, the names of the undermentioned Companies:-

P and C General Engineering (Proprietary) Limited  
 Sovereign Investments (Proprietary) Limited  
 Executive Secretarial Studies and Services (Proprietary) Limited  
 Africa Trade International (Proprietary) Limited  
 Njase Electronics Services (Proprietary) Limited  
 Concorde Agencies (Proprietary) Limited  
 R & F Interprises Swaziland (Proprietary) Limited  
 Pioneer Seed Company Swaziland (Proprietary) Limited  
 Feluka Limited  
 Impala Auto Spares (Proprietary) Limited  
 R.E. Enhancement (Proprietary) Limited  
 Executive Car Re-Builders (Proprietary) Limited  
 Eagle Trading Swaziland (Proprietary) Limited  
 Invicta Construction (Proprietary) Limited  
 L.P.S. (Proprietary) Limited  
 SX Exploration and Drilling Services SD (Proprietary) Limited  
 Adamsons (Proprietary) Limited  
 Electro Sales and Services (Proprietary) Limited  
 E and R (Proprietary) Limited  
 Med Quip (Proprietary) Limited  
 Shikita (Proprietary) Limited  
 The Elangeni Star Limited  
 Starling Computer Swaziland (Proprietary) Limited  
 Double Bull (Proprietary) Limited  
 Colgate Palmolive Swaziland (Proprietary) Limited  
 Swaziland Wholesale Liquor Discount (Proprietary) Limited  
 V & H Motorbike Centre (Proprietary) Limited  
 Lennox and Associates (Proprietary) Limited  
 Swaziland Power Systems (Proprietary) Limited  
 Swazi Vet (Proprietary) Limited  
 Geo-Dynamics Swaziland (Proprietary) Swaziland  
 E. Investments (Proprietary) Limited  
 Geronimo Construction (Proprietary) Limited  
 Space Construction (Proprietary) Limited  
 Cuhna's Auto Repairs (Proprietary) Limited  
 Protectorate Air Services (Proprietary) Limited  
 Mbabane Clinic Services  
 Development Enterprises & Investments (Proprietary) Limited  
 National Trading Company Limited  
 Lakeland International Limited  
 Eclectic Art Swaziland (Proprietary) Limited  
 TGH Swaziland (Proprietary) Limited  
 John Craig Clothing (Proprietary) Limited  
 Gadla Computer Agencies (Proprietary) Limited  
 Car Bar (Proprietary) Limited  
 Swaziland Solar Technology (Proprietary) Limited  
 A.J.M. Parts & Accessories (Proprietary) Limited  
 Emangweni Investments Holdings (Proprietary) Limited  
 Star Boutique (Proprietary) Limited  
 Iberica Swaziland Trading (Proprietary) Limited

Joint Designs (Proprietary) Limited  
Exchange Travel & Tourism International (Proprietary) Limited  
King Enterprises (Proprietary) Limited  
Asingene Products Limited  
Salo Enterprises (Proprietary) Limited  
Mhlaba Investments (Proprietary) Limited  
Nduku Yemangedla Poultry (Proprietary) Limited  
K & C Swaziland Company (Proprietary) Limited  
Sivile Steel Frame Suppliers (Proprietary) Limited  
K.M.N. (Proprietary) Limited  
Olympic Petroleum and Refinery Corporation Limited  
The International Agricultural and General Finance Corporation Limited  
ST. Barbara Mining (Proprietary) Limited  
Vukani Maswati International Tapestry Company (Proprietary) Limited  
Nhlane Carpenters & Building Contractors (Proprietary) Limited  
Vula Amehlo (Proprietary) Limited  
Multiwood (Proprietary) Limited  
Swazi Enterprises International (Proprietary) Limited  
Desiree (Proprietary) Limited  
K.M. Novelty (Proprietary) Limited  
Lumacon Brokers (Proprietary) Limited  
The Family Originate Company (Proprietary) Limited  
Hoping For the Best (Proprietary) Limited  
Kukhanya Enterprises (Proprietary) Limited  
C & Z Construction (Proprietary) Limited  
Sheik Holdings (Proprietary) Limited  
Kwakha Building Construction (Proprietary) Limited  
Smart International Business Systems (Proprietary) Limited  
Compucad (Proprietary) Limited  
Royal Blue Aqua World (Proprietary) Limited  
Crimson West Import and Export (Proprietary) Limited  
Wasita Construction (Proprietary) Limited  
Panorama Investments (Proprietary) Limited  
Sondundu Trust Company (Proprietary) Limited  
Alphee's Information Technologies (Proprietary) Limited  
Dryfry Snacks Swaziland (Proprietary) Limited  
L and R Construction (Proprietary) Limited  
Falcon Enterprises Limited  
Swaziland Trade Connection (Proprietary) Limited  
Zuya Investments (Proprietary) Limited  
Matsapha Catering Limited  
Swaziland Active Security (Proprietary) Limited  
Friction Services Swaziland (Proprietary) Limited  
Kaufmann & Sons (Proprietary) Limited  
Be Good Building Construction (Proprietary) Limited  
S.N.O. Investment Corporation (Proprietary) Limited  
Emalangeni Investments (Proprietary) Limited  
Kabora Textile Mill Limited  
Amakhwezi (Proprietary) Limited  
Jeds (Proprietary) Limited  
G Painting and Building Maintenance Construction (Proprietary) Limited  
Focus International Swaziland (Proprietary) Limited  
Gilmore Spares Swaziland (Proprietary) Limited  
Fast Forward Construction (Proprietary) Limited  
John Bennett & Association Management Services Limited  
Mullers Communication (Proprietary) Limited  
Universal Food Distributors (Proprietary) Limited  
Herbville Motors (Proprietary) Limited  
Nkosi Ngisize Construction (Proprietary) Limited

Matsinhe Import & Export (Proprietary) Limited  
H. B. Designer Homes & Construction (Proprietary) Limited  
Top Trade Distributors (Proprietary) Limited  
A & H Enterprises Limited  
Swaziland Project Management Consultants Incorporated (Proprietary) Limited  
Matsapha Liquor (Proprietary) Limited  
B.S.A. Importers & Exporters (Proprietary) Limited  
Professional Business Forms (Swaziland) (Proprietary) Limited  
Swaziland Distillers (Proprietary) Limited  
Mashiphisa Building Construction & Steel Work (Proprietary) Limited  
Vukani Farmers Association  
Impact Advertising and Design (Proprietary) Limited  
The Hacienda Royale Swaziland (Proprietary) Limited  
Keyhole Enterprises (Proprietary) Limited  
Khubachintu Services (Swaziland) (Proprietary) Limited  
Sifiso Sami Bus Service (Proprietary) Limited  
Master Cleaners (Proprietary) Limited  
C.C. Investments (Proprietary) Limited  
Maduna's (Proprietary) Limited  
The Southern Trading Company (Proprietary) Limited  
Korea Swazi (Proprietary) Limited  
Conseng (Swaziland) (Proprietary) Limited  
Kimmark (Swaziland) (Proprietary) Limited  
Poullas & Son (Proprietary) Limited  
Village Crafts and Curious Limited  
Gemini Enterprises (Proprietary) Limited  
Royal Swazi Unisex Salon (Proprietary) Limited  
Impala Building Construction (Proprietary) Limited  
Swaziland Number One Food Company (Proprietary) Limited  
Lonswa Distributors (Proprietary) Limited  
R.B. Import & Export (Proprietary) Limited  
Luman Trading (Proprietary) Limited  
J.P. Maintenance and Painting (Proprietary) Limited

Were struck off the Swaziland Register of Companies, and the companies dissolved with effect from the 5th May, 1997.

P.J. GUMEDE  
Registrar of Companies

J653 23-05-97

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**NOTICE**

**ESTATE LATE: DAVID SIPHO KHUMALO ESTATE NO. EM38/97**

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.

JABULILE KHUMALO  
P.O. Box 385  
Simunye

J683 23-05-97

390

**NOTICE**

**ESTATE LATE: CLEMENT MASENJANE SIBANDZE ESTATE NO. ES21/96**

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.

MUSA JUSTICE SIBANDZE  
P.O. Box 2465  
Mbabane

J706 23-05-97

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**NOTICE**

**ESTATE LATE: DAVID HUMPHREY R. NXUMALO ESTATE NO. EH57/97**

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.

HANNAH DLAMINI  
P.O. Box 460  
Mbabane

J708 23-05-97

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**NOTICE**

Notice is hereby given that I, Stephen Mbeketeli Mbuyisa of Hhohho Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Methula 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 Methula is my natural surname.

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

P.O. Box 1722  
Mbabane

J707 4x13-06-97

SUPPLEMENT TO  
THE  
SWAZILAND GOVERNMENT  
GAZETTE

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VOL. XXXV]

MBABANE, Friday, May 23rd., 1997

[No. 255

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LEGAL NOTICE NO. 62 OF 1997

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

THE REGULATION OF WAGES (HOTEL AND CATERING TRADES) ORDER, 1997  
(Under Section 11)

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

*Citation.*

1. This Order may be cited as the Regulation of Wages (Hotel and Catering Trades) Order, 1997 and shall come into effect on the 1st October, 1996.

*Interpretation.*

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

“assistant housekeeper” means a person who -

- (a) assists and carries out the instruction of a Housekeeper or the Management particularly in regard to the maintenance of linen, blankets and soft furnishings;
- (b) supervises room maid and similar staff; and
- (c) is responsible for the cleaning of such areas of the establishment as are designated by the management;

“assistant waiter/waitress” means a person who assists a waiter/waitress and carries out the duties of a waiter/waitress under his direction;

“barman” means a person other than a junior barman or a cocktail barman who -

- (a) prepares and serves drinks, other than cocktails, to wine stewards, bar stewards, waiters, and guests in a public bar;
- (b) collects and accounts for the payment of the drinks;
- (c) is responsible for all stocks and monies under his control; and
- (d) is responsible for the cleanliness of the bar and its surroundings;

“bar steward” means a person who accepts orders for drinks and serves them throughout the establishment;

“basic minimum wage” means the basic minimum wage payable to an employee excluding allowances in cash or in kind and overtime payments;

“banqueting waiter” means a person who sets up and prepares banqueting areas for functions, conferences, meetings and banquets, serves food beverages and cigarettes and clears the room ready for setting up the next functions.

“billing clerk” means a person who prepares and controls guests accounts, receives and acts upon reception reports and may also be required to carry out the duties of a receptionist;

“butcher” means a person who prepares and cuts meat, fish and or poultry in its raw state and carries out associated duties assigned by Head Chef or Assistant Chef.

“cashier” means a person who prepares bills of accounts, operates an accounting machine, cash register or a manual accounting system and its responsible for all cash under his control;

“casino waiter” means a person who serves food, beverages and cigarettes etc. ordered by guests, prepares and polishes casino tables, empties ashtrays and assists in setting.

“cleaner” means a person who carries out the cleaning of any area or item required by a supervisor;

“cocktail barman” means a person other than a barman who -

- (a) prepares and serves cocktails and drinks;
- (b) collects an accounts for the correct payment of the drinks;
- (c) is responsible for the all stocks and monies under his control; and
- (d) is responsible for the cleanliness of the bar and its surroundings.

“continuous service” means service in the employment of an employer interrupted only by 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.

“chef de partie/cook” means a person who -

- (a) compiles menus in consultation with the management;
- (b) prepares food;
- (c) supervises and allocates work in the kitchen;
- (d) checks the arrival of the foodstuffs and raw materials to be used in the kitchen particularly in regard to weight and quality; and
- (e) is responsible for the cleanliness and general hygiene of the kitchen;

“clerk” means a person who carries out clerical duties and is responsible for all monies and documents under his control;

“dressmaker” means a person with a working knowledge of material in common use including their cost, and designs, layout cuts and sews uniforms, and carries out the duties of a seamstress when so required;

“driver” means a person who is in possession of a licence to drive a vehicle allocated to him and who cleans the vehicle and carries out simple maintenance tasks on it;

“handyman” means a person who carries out maintenance work, supervises and allocates tasks to employees under his supervision and is responsible for all tools and stores under his control;

“head porter” means a person in charge of the porters desk who supervises porters and luggage porters and carries out all duties allocated to him by reception staff or management.

“head waiter” means a person who -

- (a) is in charge of the dining room, and supervises waiters and dining room staff;
- (b) arranges table reservations for individual customers or parties;
- (c) ensures that a high standard of service is maintained and deals with customer’s complaints concerning the food or service; and
- (d) may also be required to take customer’s orders and pass them to the waiter;

“housekeeper” means a person who -

- (a) is responsible for cleaning bedrooms and public areas in a hotel and for the cleanliness and repair of all linen, blankets and soft furnishings under his control and advising management on the durability and replacement thereof; and
- (b) supervises room maids and other staff;

“junior barman” means a person who has less than two years experience in the preparation and service of drinks, in the bar, who prepares and serves drinks, collects and accounts for the payment therefore and who is responsible for all stocks and monies under his control and for the cleaning of the bar and surroundings;

“labourer” means a person who, under supervision, carries out manual work including irrigation, and who if so required, works as a pump house attendant;

“laundry worker” means a person who carries out laundry work involving the use of machinery other than flat irons;

“linen keeper” means a person who is responsible for the control and issue of linen and other stocks and cleaning materials in a linen room;

“lounge/pool waiter/waitress” means a person who serves food, beverages, cigarettes etc. and clears/cleans tables in the lounge or pool area.

“luggage porter” means a person who carries out instructions given to him by a head porter, porter or reception staff, or the management and carries luggage;

“porter” means a person who -

- (a) carries out the duties allocated to him by reception staff;
- (b) conducts guests to their rooms;
- (c) performs other duties as may be required by the management including the cleaning of shoes, selling newspapers and the collection of mail;

“receptionist” means a person who checks guests into and out of the establishment, and allocates rooms to guests and submits accounts to them for payment;

“room maid” means a person who cleans and prepares rooms for use by guests and who carries out associated duties allocated by the management, a housekeeper or assistant housekeeper;

“room service person” means a person who has knowledge of all items on the room service menu, who sets up room service tray, prepares the room area for service, delivers food and beverage orders to guests’ bedrooms and offices, and clears bedrooms, corridors and offices of dirty crockery cutlery, glasses and trays;

“seamstress” means a person who repairs and alters uniforms, soft linen and furnishings and who carries out associated duties as required by the management, a housekeeper or assistant housekeeper;

“security guard” means a person with a working knowledge of the laws relating to the sale of liquor and the hotel industry, who is responsible for the security of premises belonging to the establishment in which he is employed and carries out and prepares report on investigations as required by the management;

“short order cook” means a person who is responsible for the preparation and production of short orders and simple food on the instruction of the management or cook;

“stores assistant” means a person who, under instructions, checks and accounts for all items coming into, or being issued from a store and is responsible for the receipt and custody of all stores under his control;

“supervisor” means a person responsible for the supervision of any employees place under his control by the management;

“telephonist” means a person who operates a Switchboard, who keeps a record of all outgoing calls insuring that they are correctly charged to the person responsible for their payment and who receives and records guests’ messages;

“tractor driver” means a person who operates a tractor and implements assigned to him in order to carry out given tasks and who carries out simple maintenance of the tractor.

“waiter/waitress” means a person who -

(a) has knowledge of all items on the menu, and receives orders from customers in dining room;

(b) prepares and serves sandwiches, salads, snacks and other light refreshments throughout the establishment; and

(c) is responsible for preparation of table and cleaning of the work/working station.

“wine steward” means a person who presents a wine list to guests, and advises on and serves wine and other drinks and serves light refreshments and snacks throughout the establishment;

“valet” means a person who is responsible for ironing, pressing, collection and the delivery of the guests garments;

“watchman” means a person who guards the property of his employer against fire, theft and illegal entry and who watches or guards against any other irregularities.

*Application.*

3. This Order applies to persons specified in column one of the First and Second Schedule employed in the Hotel and Catering Trades.

*Basic minimum wage.*

4. The employees specified in the First Schedule shall be paid a basic minimum wage not less than that specified therein, which shall not be reduced by any amount for housing or accommodation.

*Rations.*

5. (1) At his expense, an employer shall supply weekly rations to an employee in accordance with the scale specified in the Third Schedule.

(2) Notwithstanding sub-regulation (1) an employer, with the consent of the employee and after notifying the Labour Commissioner, may pay the employee in lieu of rations, such allowances as may be approved by the Labour Commissioner from time to time.

*Hours of work.*

6. The normal working week shall consist of forty-eight hours (which shall exclude six hours duty free for meal breaks) spread over a period of six days.

*Overtime.*

7. (1) Overtime for all employees, other than those employed on casual basis, shall be paid for time worked in excess of forty-eight hours in any week, at one and half times the normal hourly rate.

(2) The normal hourly rate shall be not less than one over two hundred and thirty fourth (1/234) which is total hours per month of the employee's basic minimum wage.

(3) Where an employee works on a rest day in order to accumulate two days as provided in Sub-Regulation (1) he shall be entitled to overtime payment for that day except for such time worked thereon as exceeds nine working hours.

*Annual leave.*

8. (1) After twelve months continuous service with an employer, an employee shall be entitled to twelve working days paid leave which period shall exclude any public holidays specified in Paragraph 12 which occur during that leave:

Provided that:-

- (a) after two years of continuous service with an employer an employee shall be entitled to eighteen working days annual leave with full pay: and
- (b) After three years of continuous service with an employer an employee shall be entitled to twenty one working days annual leave with full pay.

(2) Any employee who goes on annual leave, in addition to the payment for that leave, shall be paid an amount in cash equivalent in value to the rations he would have received during the period of his annual leave had he remained on the employer's premises.

*Sick Leave.*

9. (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 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 provided for under that Sub-Regulation 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 Practitioner's certificate if a Medical Practitioner is not available.

(3) An employee may, on production of evidence that she is about to give birth to a child, take the sick leave provided for in this Regulation as part of maternity leave.

(4) Where an employer grants four or more weeks paid maternity leave, an employee may not take sick leave provided for in this Regulation as part of maternity leave.

*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 fourth Schedule of this Order.

*Continuous Service.*

11. 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.

*Paid Public Holidays.*

12. The following shall be public holidays with full pay:

- Christmas Day;
- Boxing Day;
- Incwala Day;
- Umhlanga (Reed Dance) Day;
- Good Friday;
- The King's birthday;
- National Flag Day;
- Somhlolo (Independence) Day and
- Workers day (May 1)

*Termination of employment after three months.*

13. 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.

*Rest Day.*

14. An employee shall be entitled to either one rest day with full pay in every period of seven days. Provided that with the agreement of his employer, he may accumulate two such rest days in any period of seven days.

*Casual work.*

15. A person employed on casual basis shall be paid for each hour worked not less than one two hundredth of the basic minimum wages as specified in First Schedule.

*Transport Arrangement.*

16. Where an employer does not provide accommodation for an employee and such employee is required to start work on or before 7.00 a.m. or to remain on duty after 5.30 p.m., the employer shall either:-

- (a) provide free transport between the place of work and such other place not exceeding sixteen kilometres and accessible by road, as may be agreed by the employer and the employee concerned; or
- (b) pay to the employee in addition to wages, an amount to the cost of public transport between the place of work and such other place as may be agreed by the employer and the employee.

*Uniforms.*

17. (1) Uniforms shall be provided by the employer to all employees who are handling foodstuff or drink who are in direct contact with guests, but such uniforms shall remain the property of the employer.

(2) An employee shall, unless otherwise permitted by the employer, wear the supplied uniforms only during working hours.

*Inclement weather (field workers only).*

18. An employee who reports for work at the normal time, but who is prevented from working by inclement weather, shall receive full basic wage for the first day of such interruption and half basic wage for the subsequent two days of such interruption and pay thereafter receive no wage for the duration of the interruption if it continues.

*Training period.*

19. No employee shall be engaged as a trainee for more than six months for jobs appearing in the Second Schedule, which shall also include the probation period of three months.

*Revocational of Legal Notice No. 51 of 1995.*

20. The Wages Regulation (Hotel and Catering Trades) Order, 1995 is hereby revoked.

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FIRST SCHEDULE

For the purpose of the Schedule

Group A shall mean any undertaking licenced under the Casino Act, 1963 or having 75 or more bedrooms for guests;

Group B shall mean any hotel, motel, restaurant bar or club with a liquor licence; or which serves food, which is not included in Group A; and which is situated in Mbabane or Manzini urban areas or within 8 km, of the road joining Mbabane and Manzini.

Group C shall mean any hotel, bar motel, restaurant or club with a liquor licence, which is not included in Group A or B.

Group D shall mean any hotel, motel restaurant or club undertaking without a liquor licence and any accommodation establishment or caravan park not included in Group A, B or C.

	A	B	C	D
Assistant Cook	594.00	465.30	385.33	311.88
Assistant housekeeper	441.10	399.30	395.50	395.50
Assistant Waiter/waitress	413.00	344.30	283.63	283.63
Barman	645.70	530.20	383.07	-
Basteward	370.70	298.32	284.76	-
Billing Clerk	796.00	520.30	464.20	-
Butcher	922.90	631.40	479.60	306.23
Cashier	469.70	466.40	453.20	453.20
Clerk	453.20	322.05	411.40	411.40
Cleaner	325.44	303.97	283.63	283.63
Cocktail Barman	720.50	606.11	562.11	-
Cook/Chef de partie	922.90	631.40	479.60	341.26
Dressmaker	512.60	412.50	353.69	-
Driver	437.80	418.00	402.60	376.29
Head Porter	479.60	466.40	338.90	-
Handyman	569.80	413.60	369.51	369.51
Head Waiter	722.70	413.60	387.59	387.59
Housekeeper	722.70	457.60	399.30	399.30
Junior Barman	519.20	399.30	369.51	-
Labourer	324.31	305.11	283.62	283.63
Laundry Worker	413.60	386.40	283.63	283.63
Banqueting Waiter	422.40	341.25	301.71	-
Linen Keeper	361.90	353.69	383.07	350.30
Luggage Porter	324.31	305.11	283.63	-
Porter	453.20	383.07	316.40	-
Receptionist	524.70	484.00	465.30	-
Room Maid	324.31	305.11	283.63	283.63
Room Service Person	422.40	341.26	283.63	283.63
Seamstress	371.77	371.77	371.77	-
Security Guard	437.80	420.20	392.11	387.59
Short Order Cook	371.77	341.26	298.32	298.32
Storeman	830.50	634.70	426.80	399.30
Stores Assistant	420.20	414.70	351.43	348.04
Supervisor	383.07	353.69	341.26	341.26
Telephonist	422.40	332.22	301.71	301.71
Tractor Driver	387.59	387.59	383.07	333.35
Waiter/Waitress	422.40	341.26	311.88	311.88
Tractor Driver	387.59	387.59	383.07	333.35
Waiter/Waitress	422.40	341.26	311.88	311.88
Watchman	420.20	324.31	311.88	311.88
Wine Steward	427.90	341.26	311.88	-
Valet	414.70	283.63	283.63	-

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**TRAINING PERIOD**
**SECOND SCHEDULE (EMALANGENI PER MONTH)**

	A	B	C	D
Trainee Assistant Housekeeper	362.73	349.17	342.39	301.76
Trainee Bar Steward	341.26	283.63	283.63	-
Trainee Billing Clerk	413.00	371.77	369.51	-
Trainee Cashier	396.00	383.07	369.51	-
Trainee Handyman	422.40	390.50	329.70	327.70
Trainee Receptionist	415.80	390.50	327.70	327.70
Trainee Telephonist	364.99	305.10	283.63	283.63

**THIRD SCHEDULE**  
**(WEEKLY RATION SCALE)**

**Minimum Ration Scale**

1. Mealie Meal	6.36 Kg.
Meat	1.36 Kg.
Sugar	0.45 Kg.
Dry Beans, Peas or Groundnuts	0.68 Kg.
Fresh Vegetables	0.90 Kg.
Salt	0.114 Kg.

2. Alternative -

The following weekly rations may be supplied in lieu of the items of food mentioned in paragraph 1 -

- (a) Mealie Meal -  
for every 9.53 Kgs of mealie, .45 Kgs of Bread, 373 grams of Rice or .23 Kgs of Sweet Potatotoes;
- (b) Meat -  
(i) For the First 249 grams of offal; or  
(ii) For the First .45 Kgs of Fish or 249 grams of Cheese;
- (c) Fresh Vegetables -  
For every .45 Kgs of Fresh Vegetables, 45 Kgs of Fresh Fruit or a proportionate ratio of Dehydrated Vegetables;

3. Permitted Variations,

- (a) The Drink known as "Mahewu"; or  
(b) A proprietary vitamised drink, if either drink is issued in the week to the employee by the Employer

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**FOURTH SCHEDULE**

**WRITTEN PARTICULARS OF EMPLOYMENT RECORDS**

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 Holidays .....
  - 11. Payment During Sickness .....
  - 12. Maternity Leave (if employee female) .....
  - 13. Notice Employee entitled to receive .....
  - 14. Notice Employee required to give .....
  - 15. Pensions Scheme (if any, other than NPF Scheme) .....
  - .....
  - 16. Any other matter either party wishes to include .....
  - .....
  - 17. Accommodation Arrangement .....
  - .....
  - 18. Transport Arrangement .....
  - 19. Agreed Transport delivery .....

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 required that a grievance should be First referred to**

.....

.....

.....

(c) When any hearing is inapplicable enter Nil

Signature: ..... Employer

..... Employee

..... Witness

..... Date

**A.P. MKHONZA**  
*Principal Secretary*  
*Ministry of Enterprise and Employment*

LEGAL NOTICE NO. 63 OF 1997

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

THE REGULATION OF WAGES (BUILDING AND CONSTRUCTION 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.*

1. This Order may be cited as the Regulation of Wages (Building and Construction Industry) Order 1997 and shall be deemed to have come into effect on the 1st January 1997.

*Interpretation.*

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

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

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

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

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

“crane driver” (mobile) means an employee who operates a self propelled crane;

“crane driver” (tower) means an employee who operates a tower crane;

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

“driver” (heavy duty) means an employee in possession of a heavy duty driver’s Licence and who is in charge of a vehicle of between 5 tons and 10 tons loaded including the handling of cargo to and from the tailboard and the daily maintenance and cleaning of such vehicle;

“driver” (extra heavy) means an employee in possession of a heavy duty driver’s Licence and who is in charge of a vehicle in excess of 10 tons laden weight including articulated vehicles and is responsible for the safety of the load;

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

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

“general tradesman” means an employee who does not hold a trade test certificate but has a recognized ability in one of the following trades;

block layer/plasterer	electrician
brick layer/tiler	wireman
joiner/cabinet maker	mechanic
shutterhand/carpenter	plant fitter
painter/glazier	structural steel erector
plumber/drainlayer	boiler maker
welder	pipe fitter
reinforcement steel fixer	scaffolding erector

“induna” means an employee in charge of other employees;

“plant operator” means an employee who is placed in charge of operating either a mixer, dumper or tractor;

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

“earthmover operator” means an employee who operates an earthmoving machine;

“reinforcement fixer” means an employee who cuts, bands and fixes reinforcement;

“scaffolding erector” means an employee who is in charge of erecting scaffolding;

“storeman” means a person who, apart from carrying out the duties of stores clerk, is responsible for ordering certain items on behalf of his employer;

“structure Steel erector” means an employee who erects a steel structure;

“survey and soil assistant” means an employee who surveys the earth’s surfaces, natural topography and man-made structures, underground areas, and prepare maps and charts;

“tea maker” means an employee who is engaged to routinely clean offices and to prepare refreshments;

“normal working hours” means the hours of work specified in Section 5;

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

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

#### *Application.*

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

- (a) the construction, structural alteration, maintenance, of any railway line, siding, public or private road, thoroughfare, airfield, tunnel, bridge, viaduct, waterworks, lattice work, or other structure designed solely for the support of electric lines; or

- (b) the construction, structural alteration, maintenance repair or demolition of any building, fencing and preparing or laying the foundation of a building or an intended building.

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

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

*Basic Minimum Wage (Frist Schedule).*

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

*Normal Working Hours.*

5. (1) the normal working week (other than for a watchman or security guard) shall be from Monday to Friday and shall consist of forty-five hours.

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

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

*Public Holidays.*

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

- Independence (Somhlolo) Day;
- Good Friday;
- Christmas Day;
- Umhlanga (Reed Dance) Day;
- King's Mswati III Birthday;
- Incwala Day;
- Easter Monday 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 section

*Payment of Overtime.*

7. (1) An employee, other than a watchman or security guard, shall be paid for overtime worked at the following rates -

- (a) during the normal working week for overtime worked, before midnight in excess of the normal working hours, at one and one third times the normal hourly rate of wages;
- (b) during the normal working week for overtime worked after midnight in continuation of normal working hours or other overtime worked, at twice his employee normal hourly rate of wages;
- (c) for any time worked on Saturday before 1.00 p.m. at one and half times his normal hourly rate of wages;
- (d) for any time worked on a public holiday specified in regulation 6 (1), Sunday or after 1.00 p.m. on Saturday at twice his normal hourly rate of wages.
- (e) Overtime in respect of any employee other than watchman or security guard shall be payable on the completion of the basic forty five working hours being completed during the week unless a doctor's note has been issued for sick leave or prior agreement with the employer for leave has been arranged.

(2) Overtime in respect of a watchman or security guard shall be calculated at twice the normal hourly rate for all time worked on a public holiday specified in regulation 6 or any time worked in excess of twelve hours on any normal working day, and 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 the watchman or security guard has completed seventy-two hours of work.

PART V

EMPLOYMENT ACT, 1980, TERMINATION OF CONTRACTS OF EMPLOYMENT

*Application.*

8. This Part of the Act shall apply to every contract of employment made in Swaziland and to be performed wholly within Swaziland.

*Probationary period.*

9. (1) During period of probationary employment as stipulated either in the form to be given to an employee under section 22 of the Employment Act, 1980 or in a collective agreement governing his terms and conditions of employment, either party may terminate the contract of employment between them without notice.

(2) No probationary period shall, except in the case of employees engaged on supervisory, technical or confidential work, extend beyond three months.

(3) In case of employees engaged on supervisory, technical or confidential work, the probationary period shall be fixed in writing, between the employer and employee at the time of engagement.

*Periods of notice by employer and employee.*

10. (1) Subject to regulation 9, the minimum notice of termination of employment an employer may give an employee who has completed his probationary period of employment, and who has been continuously employed by that employer for more than one month shall be:-

- (a) If the period of continuous employment is less than three months, one week;
- (b) If the period of continuous employment is between three months and twelve months, two days for each completed month of continuous employment up to and including the twelfth month;
- (c) If the period of continuous employment is more than twelve months, one month and an additional four days for each completed year of continuous employment after first year of such employment. (Amendment Act 4/1995)

(2) Notwithstanding any other provision of Regulation 10, where an employee has completed his probationary period of employment and is employed on a contract of employment which provides for an employee wages at monthly or fortnightly intervals, the minimum period of notice of termination of employment to be given to that employee shall not be less than one month or a fortnight as the case may be.

(3) The minimum period of notice to be given by an employee who has been continuously employed by the same employer for a period of three months or more shall be one week, or such longer period as may be specified in the form at the Second Schedule to be given to the employee under Section 22 of the Employment Act, 1980 or in a collective agreement covering the terms and conditions of employment of the employee.

(4) The period of notice to be given under sub-regulations (2) and (3) shall begin on the working day following that on which it is served by either party.

(5) Nothing in this Regulation shall prevent either party terminating a contract of employment by paying to the other party, in lieu of notice, an amount equal to the basic wages which would have been earned by the employee during the period of notice.

(6) During the period of notice served by an employer on an employee under this Regulation, the employee shall be entitled, without reduction in wages, to be absent from work for the purpose of seeking other employment for twelve hours each week, the timing of which shall be agreed between the employer and employee and which, in pursuance of such agreement, may be taken in one or more complete days during the period of notice.

(7) Nothing in this Regulation shall prejudice the right of the employer to dismiss an employee summarily for a just cause and any employee who is dismissed for a just cause shall be paid the wages due to him up to and including the date of such dismissal.

(8) An employee shall not be dismissed without notice unless the reasons for the dismissal are such as to warrant the immediate cessation of the employer or employee relationship and where the employer cannot be expected to take any other course.

*Severance Allowance.*

11. (1) Subject to sub regulations (2) and (3) if the services of an employee are terminated by the employer other than under the provisions of regulation 13 the employee shall be paid, as part of the benefits accruing under his contract of service, a severance allowance amounting to ten working days' wages for each completed year in excess of the one year that he has been continuously employed by that employer.

(2) In calculating the amount of the severance allowance to which the employee is entitled under sub-regulation (1) any employment an employee with the employer concerned prior to the 1st January 1968 shall be discharged.

(3) If an employer operates or participates in, and makes any contribution to any gratuity, pension or provident fund (other than the Swaziland National Provident Fund established by the Swaziland National Provident Fund Order, 1974) which is operated for the benefit of his employees, the employer on termination of employment of an employee, shall be entitled to repayment from the gratuity, pension or provident fund equal to the employer's total contribution to that gratuity, pension or provident fund in respect of the employee to whom a severance allowance is to be paid under this Regulation.

(4) The amount of the repayment under sub-regulation (3) shall not exceed the total amount of the severance allowance paid by the employer under sub-regulation (1).

(5) For the purpose of this regulation, the term "wage" shall mean the wages payable to the employee at the time his services were terminated.

*Employee's services not to be unfairly terminated.*

12. (1) This regulation shall not apply to -

- (a) an employee who has not completed the period of probationary employment provided for in regulation (9);
- (b) an employee whose contract of employment requires him to work less than twenty-one hours each week;
- (c) an employee who is a member of the immediate family of the employer;
- (d) an employee engaged for a fixed term and whose term of engagement has expired.

(2) No employer shall terminate the services of an employee unfairly.

(3) The termination of an employee's services shall be deemed to be fair if it takes place for any one more of the following reasons -

- (a) The employee's membership of an organisation or participation in an organisation's activities outside working hours or with the consent of the employer, within hours;
- (b) because the employee is seeking office as, or the participation in the capacity of an employee's representative;
- (c) the filling in good faith of a complaint or the participation in a proceeding against an employer involving alleged violation of any law or the breach of the terms and conditions of employment under which the employee is employed;
- (d) the race, colour, religion, marital status, sex, national origin, tribal, or clan extraction, political affiliation or social status of the employee;
- (e) where the employee is certified by a medical practitioner as being incapable of carrying out normal duties because of medical condition brought about by work carried out by the employee for his present employer except where the employer proves that he has no suitable alternative employment to offer that employee;

- (f) because of the employee's absence from duty due to sickness certified by a medical practitioner for a period not exceeding six months, or to accident or injury arising out of his employment, except where the employer proves that, in all the circumstances of the case, it was necessary for the employer permanently to replace the employee at the time his service are terminated.

*Fair reason for the termination of an employee's services.*

13. It shall be fair for an employer to terminate the services of an employee for any of the following reasons -

- (a) because the conduct or work performance of the employee has, after written warning, been such that the employer cannot reasonably be expected to continue to employ the employee;
- (b) because the employee is guilty of a dishonest act, violence, threats or ill treatment towards employer, or towards any member of the employer's family or any other employee of the undertaking in which the employee is employed;
- (c) because the employee wilfully causes damage to the buildings, machinery, tools, raw materials or other objects connected with the undertaking in which the employee is employed;
- (d) because of the employee, either by imprudence or carelessness, endangers the safety of the undertaking or any person employed or resident therein;
- (e) because of the employee has wilfully revealed manufacturing secrets or matters of a confidential nature to another person which is, or is likely to be detrimental to the employer,
- (f) because the employee has absented himself from work for more than a total of three working days in any period of thirty days without either the permission of the employer or a certificate signed by a medical practitioner certifying that the employee was unfit for work on those occasions;
- (g) because the employee refuses either to adopt safety measures or follow instructions of his employer in regard to the prevention of accidents or disease;
- (h) because the employer has been committed to prison and thus prevented fulfilling his obligations under his contract of employment;
- (i) because the employee is unable to continue in employment without contravening this regulation or any other law;
- (j) for any other reason which entails for the employer or the undertaking similar and detrimental consequences to those set out in this regulation. (Amended Act 11/1981, Act 4/1985).

*Certificate of employment.*

14. Any employee whose services are terminated shall be entitled to receive on request, at the time of such termination, a certificate from his employer specifying the dates of his engagement and termination and the nature of the work on which he has been employed.

*Suspension from employment.*

15. (1) An employer may suspend an employee from employment without pay where the employee is remanded in custody.

(2) Where an employee is subsequently acquitted of the charge for which he was placed in custody, the suspension shall be lifted, and sub regulation 3 the employer shall not be obliged to pay any wages to the employee for the period spent in custody.

(3) Where the employee is remanded in custody as a result of a charge laid by employer and is subsequently acquitted of that charge, the employer shall pay to the employee an amount equal to the remuneration he would have been paid for the period spent in custody had he not been in custody.

*Employer to give notice of redundancies.*

16. (1) For the purposes of this regulation the term "employee" shall be deemed not to include any employee -

- (a) engaged on a seasonal contract;
- (b) engaged on a fixed contract of six weeks or less and which does not provide for re-engagement at the end of that period;
- (c) who is a casual employee

(2) Where an employer contemplates terminating the contracts of employment of five or more employees for reasons of redundancy, he shall give not less than one month's notice thereof in writing to the with which is a party to a collective agreement and information -

- (a) the number of employees likely to become redundant;
- (b) the occupations and remuneration of the employees affected;
- (c) the reasons for the redundancies; and
- (d) the date when the redundancies are likely to take effect.

*Remedies against unfair termination of services.*

17. (1) Where an employee alleges that his services have been unfairly terminated, or that the conduct of the employer towards him has been such that the employee can no longer be expected to continue in his employment, the employee may file a complaint with the Labour Commissioner, whereupon the Labour Commissioner, using the powers accorded to him Part II of the employment act, 1980 shall seek to settle the complaint by such means as may appear to be suitable to the circumstances of the case.

(2) Where the Commissioner of Labour succeeds in achieving a settlement of the complaint, the terms of the settlement shall be recorded in writing, signed by the employer and by employee and witnessed by the Commissioner of Labour one copy of the settlement shall be given to the employer, one copy shall be given to the employee and the original shall be retained by the Commissioner of Labour.

(3) If the Commissioner of Labour is unable to achieve a settlement of the complaint within twenty-one days of it being filed with him, the complaint shall be treated as an unresolved dispute and the Commissioner of Labour shall forthwith submit a full report thereon to the Industrial Court which will then proceed to deal with the matter in accordance with the Industrial Relations Act.

*Burden of proof.*

18. (1) In the presentation of any complaint under Part V of the Employment Act, 1980 the employee shall be required to prove that at the time services were terminated that the employee was an employee to whom regulation 12 applied.

(2) The services of an employee shall not be considered as having been fairly terminated unless the employer proves -

(a) that the reason for the termination was one permitted by regulation 13 and

(b) that, taking into account all the circumstances of the case, it was reasonable to terminate the services of the employee.

*Repatriation of employees.*

19. (1) Where an employee has been brought to the place of the employment by the employer, or by a person acting on his behalf, and the employee's contract of employment is terminated by the employer for any cause, the employer shall be liable for the expenses of repatriation the employee by reasonable means to the place from which the employee was brought.

(2) The expenses of repatriation shall include -

(a) the cost of travelling and subsistence expenses for the journey

(b) subsistence expenses during the period, if any, between the date of the termination of the contract and the date of repatriation.

*Offences under this Part.*

20. Any employer who -

(a) except where regulation 10 (8) applies, fails or refuses to give an employee whose services are being terminated the minimum period of notices required by regulation 10;

(b) fails or refuses to an employee whose services are being terminated to be absent from work for the purposes of seeking other employment as required by section 34 (6) the minimum period of notice required by regulation 10 (6).

(c) terminates the contracts of employment of five or more of his employees for reasons of redundancy without giving prior notice thereof as required by regulation 17, or;

(d) fails to pay the expenses of repatriating an employee as required by regulation 20;

(e) fails to pay severance allowance as required by regulation 11 shall be guilty of an offence and liable on conviction therefore to a fine of two hundred and fifty Emalangenzi or imprisonment for three months.

*Annual Leave.*

21. (1) After three months' of continuous service, an employee shall be entitled to one day's leave on full pay in respect of each months' continuous service. Such leave which is in addition to the Public Holidays specified in regulation 6 and any other days which are not normal working days shall be taken during the Industry's Annual three weeks shut down in December and January of each year.

(2) An employee with 11 months continuous service shall be granted, in addition to any holiday specified under regulation 6, one day leave on full pay to be added to the employee's accrued leave which may be taken by the employee on the twelfth month or during the industry shut-down.

(3) 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.*

22. (1) After twelve 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 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);

(a) 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;

(b) A certificate issued by registered nurse shall be accepted in place of a Medical certificate if a Medical Practitioner is not available.

*Written particulars to be provided.*

23. An employer shall within six weeks of engagement of an employee, give such employee a completed copy of the form at the Second Schedule of this Order.

*Continuous service.*

24. (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.

*Travelling and Subsistence Allowances.*

25. (1) Where an employee is temporarily employed at a place which is separated from his normal place of work by a distance of more than five kilometers by road his employer shall provide him with free transport to and from his normal place of work and the place of temporary employment.

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

(3) An employee who is absent on duty away from his normal place of employment for a longer period than twelve hours, and who returns to his normal place of residence without staying overnight shall be paid a subsistence allowance of E1.50 for each period of twelve hours or part thereof of such absence.

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

(a) free food and accommodation or a nightly allowance of E10.00 in lieu thereof;

(b) free accommodation and an allowance of E5.00 in lieu of food; or

(c) free food and an allowance of E5.00 in lieu of accommodation;

(d) An entitlement to free food, accommodation or allowances under these paragraphs shall not cease until the employee is back to his normal place of employment.

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

(6) Where an employee is permanently transferred by his employer to a new place of employment, he shall be paid in addition to any other entitlement due to him under this regulation, a transfer allowance of E20.00

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

*Lay-off.*

26. (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;

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

(2) At the expiry of thirty working days the employer shall either provide work for the employee, or terminate his employment under the provisions of the Employment Act;

(3) An employee who is engaged for the duration of a specific project or in connection with a specific project shall, upon commencement of work be notified of the date upon which it is estimated the project shall terminate and the notification of such date of termination, not withstanding any other law whether or not the project is terminated, shall constitute an adequate notice by the employer to the employee of the date of notice of termination of such contract of service.

*Lay-off due to weather.*

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

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

*Clothing, equipment and protective clothing.*

28. (1) 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.

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

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

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

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

(6) Where protective clothing, supplied to an employee under this regulation, is damaged or lost through the negligence of the employee, the employer may deduct the cost thereof, after due consideration of wear and tear, from wages due to the employee.

*Revocation of Legal Notice No. 59 of 1994.*

29. The Regulation of Wages (Building and Construction Industry) Order, 1994 is hereby revoked.

## FIRST SCHEDULE

(REGULATION 3 AND 4)

Clerk (without a certificate) .....	E2.62 p/h
Clerk (with certificate) .....	E2.71 p/h
Cook .....	E2.62 p/h
Crane driver (mobile) .....	E5.42 p/h
Crane driver (tower) .....	E4.69 p/h
Driver (light vehicle) .....	E2.87 p/h
Driver (heavy duty) .....	E3.53 p/h
Driver (extra heavy) .....	E3.87 p/h
Earthmover operator .....	E5.08 p/h
Reinforcement Fixer .....	E2.69 p/h
General Labourer .....	E2.62 p/h
General Tradesman .....	E2.69 p/h
Grade III Trade Tested .....	E2.71 p/h
Grade II Trade Tested .....	E3.85 p/h
Grade I Trade Tested .....	E5.75 p/h
Induna .....	E2.92 p/h
Plant Operator .....	E2.92 p/h
Storeman .....	E2.72 p/h
Tea Maker .....	E1.63 p/h
Typist .....	E2.70 p/h
Watchman/Security Guard.....	E23.02 per shift
Survey and soil Assistant .....	E2.70 p/h
Structure Steel erector .....	E4.79 p/h
Scaffolding erector .....	E2.69 p/h

## SECOND SCHEDULE

## 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 recognized 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*

LEGAL NOTICE NO. 64 OF 1997

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

THE REGULATION OF WAGES (MINING AND QUARRYING INDUSTRY) ORDER, 1997  
(Under Section 11)

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

*Citation and Commencement.*

1. This Order, may be cited as the Regulation of Wages (Mining and Quarrying Industry) Order, 1997 and shall come into force on 1st February, 1997.

*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, 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, such entering petty cash payments and receipts, transcribing information into registers and on to forms and cards without analysis, and 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, tippers 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; excluding contractors and suppliers to a mine or quarries.

(2) Notwithstanding sub-regulation (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.

*Written particulars to be provided.*

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

*Hours of work.*

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

(2) notwithstanding sub-regulation (1) where shifts are maintained the basic working week shall -

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

- (c) that 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.

(3) Subject to regulation 10 (1) where an employer requires an employee to work in excess of the hours specified in this regulation, an employee shall be paid for overtime in accordance with the provisions of regulation 9.

*Work Stoppage.*

6. (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, (continue on this line, with "sit-in or other form etc") 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 that job and -

- (a) in the case of a watchman or security guard, for a minimum of 72 hours in any week; and
- (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 provision 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.

*Security of wages and conditions of employment.*

7. (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 wage 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.*

8. Employees affected by this order shall be graded into categories. A1, A2, B1, B2, B3, C1, and C2 as set out in the First Schedule.

*Basic minimum wage.*

9. The basic minimum wage for the various categories set forth in regulation 8 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.

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A1	A2	B1	B2	B3	C1	C2
E17.31	E20.15	E21.74	E24.86	E28.79	E33.70	E37.96

*Overtime.*

10. 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 regulation 5 at one and half times the basic rate reduced to an hourly rate, except as provided in paragraph (b); and
- (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 regulation 11, at double the basic wage reduced to an hourly rate.

*Public Holidays.*

11. (1) The following Public Holidays shall be regarded as public holidays with full pay -

Christmas Day  
 Boxing Day  
 Good Friday  
 Easter Monday  
 King's Birthday  
 Somhlolo Day  
 Reed Dance Day (Umhlanga)  
 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 (1.5) 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 sub-regulation (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.*

12. 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.*

13. 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 of the following sick benefits, in respect of each period of one year, on production of certificate issued by a Medical Practitioner registered under the Medical and Dental Practitioner's 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.*

14. A female employee who is pregnant shall, during the period of her employments be entitled 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.*

15. In the case of redundancy by reason of closure, cessation or curtailment of 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.*

16. (1) 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 excess E100.00 per month shall be entitled to draw an advance from his wages for the current month to an amount not exceeding 40% of his monthly wages, if

- (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.

(2) In cases of bereavement, employers shall treat such a request with sympathy and consideration.

*Revocation of Legal Notice No. 75 of 1995.*

17. The Regulation of Wages (Mining and Quarrying Industry) Order, 1995 is revoked.

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#### FIRST 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  
Change-house attendants  
Coal cutters Grade 3  
Dracco plant attendants  
Fuel issuers  
Haulage labourers  
House maids  
Kitchen hands  
Lashers  
Laundry workers  
Messengers  
Siding labourers  
Sweepers  
Samplers (Supervised)  
Survey 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 comprise the following occupations.

Artisan's Assistants  
 Battery charging attendants  
 Blasting licence holder's assistants  
 Box operators  
 Clerk 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 attendant  
 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 (chargehand)  
 Crusher shiftsmen  
 Clerk (Grade B1)  
 Carpenters (without Trade Qualification)  
 Coal Cutter (Grade 2)  
 Driver (Grade 2)  
 Domestic Science Instructors  
 Dust samplers  
 Electric drill operators  
 Gardening Supervisors  
 Guesthouse attendants  
 Geological samplers (other than coal)  
 Gang bosses (Grade 2 surface)  
 General Gang Supervisors  
 Jack hammer operators

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/Furnance 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.

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## SECOND SCHEDULE

### 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 received .....
- .....
- 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.

**P.Z. DLAMINI**  
*Acting Principal Secretary*  
*Ministry of Enterprise and Employment*

LEGAL NOTICE NO. 65 OF 1997

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

THE REGULATION OF WAGES (MANUFACTURING AND PROCESSING 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 (Manufacturing and Processing Industry) Order, 1997 and shall be deemed to have come into effect on the 1st January, 1997.

*Application.*

2. This Order shall apply to all persons employed in the Manufacturing and Processing Industries including the Manufacture of bricks, dry cleaning and laundry, garment making knitting, shoe Manufacture, Timber Processing and weaving who are engaged in the occupation specified in the First Schedule.

*Interpretation.*

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

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

“a.j.s. Operator” means an employee who operates an automatic junior stitcher sewing machine;

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

“assembler soldering” means an employee who solders and assembles components by hand;

“assembler-bottom components” means an employee who assembles good quality bottom components such as soles and insoles into specific batches according to the box loading plan;

“assembler-socks” means an employee who assembles good quality socks into batches according to article and size;

“assembler-upper components” means an employee who assembles good quality upper components such as vamps, quarters, etc into specific batches to the box loading plan;

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

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

“bagger” means an employee who puts the folded garment in the provided plastic bag;

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

“baker assistant” means an employee who assists a baker;

“backseam-reducer” means an employee who reduces the backseam join on leather quarters by means of a machine;

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

“boiler operator” means an employee who operates a boiler;

“box folder” means an employee who folds and erects boxes ready for use;

“box labeller” means an employee who labels boxes with the information required to identify the contents thereof;

“box preparer” means an employee who collects and prepares boxes accordingly;

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

“cabinet fitter” means an employee who fits accessories to a television cabinet;

“canteen assistant” means an employee who assists the canteen supervisor in preparing, cooking and dishing - up food in the employee canteen;

“canteen cashier” means an employee who assists the canteen supervisor in the control of cash receipt and also assists in the preparing, cooking and dishing-up of food in the employee canteen;

“carder” means an employee who operates a carder machine and carries out simple lubrication on it;

“carton Sealer” means an employee who seals cartons of finished goods for despatch to customers;

“casual labourer” means an employer who is not employed for more than twenty four hours at a time;

“cattle buyer” means an employee who buys livestock for his employer;

“charge hand” means an employee who assists a supervisor to supervise employees;

“chassis fitter” means an employee who fits chassis components to television sets;

“cementer” means an employee who applies adhesives to a surface by means of either a brush or machine;

“chef” means an employee who is responsible for the cooking of food for the employee canteen;

“checker” means an employee who checks and records outgoing and incoming goods;

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

“clerk/storeman (with Junior Certificate)” means an employee engaged in general clerical duties, who holds a Junior Certificate of education;

“clerk/stores assistant” means an employee engaged in general clerical duties or storekeeping duties who holds a Senior Certificate of education;

“clicker-high frequency” means an employee who cuts high frequency welds components;

“clicker-insoles/toepuffs/counters” means an employee who cuts insoles, toepuffs or counters by means of a clicking press;

“clicker-linings/trims/socks/velcro” means an employee who cuts linings, trims, or velcro by means of a clicking press;

“clicker-textile” means an employee who cuts suede split by means of a clicking press;

“clicker-textile” means an employee who cuts textile by means of a clicking press;

“coilwinder” means an employee mainly engaged in winding coils;

“components-assembler” means an employee engaged in fitting electronic components on PC boards and includes an employee engaged in pre-assembly work;

“compositor” means an employee engaged in the setting of type including the operation of typesetting and typelasting into position for printing and the making of rubber stamps;

“confectioner assistant” means an employee who assists a confectioner;

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

“copy-typist” means an employee who is engaged in typing and is capable of typing a minimum of 25 words per minute, filing, checking and recording incoming mail;

“counter inserter” means an employee who dips and inserts the counter stiffener into the pocket at the heel of a machine;

“continuous service” means service in the employment of the employer interrupted only by 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;

“counter moulder” means an employee who moulds the newly inserted counter stiffener over a mould by means of a machine;

“darkroom attendant” means an employee who makes negatives, including the spotting and obliteration of all marks and pinholes;

“de-boner” means an employee engaged in dissecting carcass;

“d-ring inserter” means an employee who inserts D-Rings into the shoe facing prior to being stitched;

“resign draughtsman’s assistant” means an employee who assists a draughtsman to design mechanical layouts;

“despatch clerk” means an employee who selects and packs goods according to customers’ order;

“divider operator” means an employee who operates a divider machine and who checks the weight of dough pieces;

“dough mixer” means an employee who operates a dough mixer, including the adding of ingredients into the dough;

“dough panner” means an employee who places dough pieces into pans;

“driver (Heavy Duty Vehicle)” means an employee in possession of a current heavy duty driving license who is in charge of a vehicle of over one and one half tons tare weight whose duties include handling cargo to and from the tailboard, and the daily maintenance and cleaning of such vehicle;

“driver (Light Duty Vehicle)” means an employee in possession of a current driving license who is in charge of a motor vehicle of less than one and one half tons tare weight whose duties include handling cargo to and from the tailboard, and the daily maintenance and cleaning of such vehicle;

“driver messenger” means an employee who is mainly engaged in carrying messages, who delivers and collects mail by vehicle or motor cycle and performs simple routine tasks in an office;

“driver salesman” means an employee in possession of a current driving license who sells and delivers bread, confectionery or other articles by motor vehicle and who is responsible for accepting written orders for goods and the collection and safe custody of cash for C.O.D. Sales, and who also canvas for orders;

“driver salesman assistant” means an employee who marks components to assist closing department by means of a marking machine;

“electrical maintenance assistant” means an employee who assists an electrician in improving and repairing electrical installation;

“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;

“entrepreneur” means a person who carries on business under financial assistance, policy and guidance of the small enterprises development company;

“entrepreneur assistant grade I” means an employee who is capable of performing the work of an entrepreneur without the assistance of such an entrepreneur;

“entrepreneur assistant grade II” means an employee who assists a person who is capable of carrying out the work of the entrepreneur in the entrepreneur’s workshop;

“final aligner and tester” means an employee mainly engaged in the final alignment and testing of finished products, using electronic test equipment;

“final inspector/final tester” means an employee mainly engaged in the final inspection or testing of finished products, if necessary, using electronic equipment;

“finisher” means an employee who smoothens, trims carpets and makes knots on the fringes to make such carpets adaptable for sale;

“fitter” means an employee who repairs and maintains machinery;

“foam attacher” means an employee who attaches foam to the topline of the quarters for collar padding;

“foam strip cutter” means an employee who cuts foam into strips by means of a machine;

“folder” means an employee who folds the garment after pressing;

“flour sifter” means an employee who sifts flour;

“foreman baker” means an employee engaged in supervisory capacity who is capable of carrying out all processes relating to the manufacture of bread;

“foreman confectioner” means an employee engaged in supervisory capacity who is capable of carrying out all processes relating to the manufacture of confectionery;

“forklift operator” means an employee mainly engaged in operating a forklift;

“general labourer” means an employee engaged on unskilled work;

“grinder” means an employee who grinds, smoothens, and polishes a finished glassware product;

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

“hand trimmer” means an employee who trims by means of a pair of scissors, all excess threads, bindings and tapes after all closing operations have been done;

“heel seat laster” means an employee who lasts the heel part of a shoe by means of a machine;

“hole perforator” means an employee who punches holes by means of a press;

“hoist operator” means an employee who operates a dough hoist;

“insole attacher” means an employee who attaches the insole to the last by means of a tacking machine;

“insole moulder/stamper” means an employee who moulds or stamps insoles by means of a machine;

“inspector” means an employee with not less than six months experience as an assembler who inspects the work on a production line;

“invoice clerk” means an employee who prepares invoices to customers for goods supplied;

“jumper” means an employee who has knowledge of several jobs and who is able to relieve any other worker on a production line;

“kardex clerk/storeman” means an employee who operates a kardex system of stock control;

“kiln operator” means an employee who is capable of operating and maintaining a kiln;

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

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

“lacer” means an employee who inserts and ties laces for footwear;

“last prepare” means an employee who prepares and loads lasts onto the conveyor according to the uppers loaded;

“last transporter” means an employee who returns last to last-bins after delasting;

“layer” means an employee who lays the material for cutting a garment manufacture;

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

“learner craftsperson” means an employee who is learning on the job to become a potter, screenprinter, silversmith or any craftwork for a period not less than three or more than six months;

“learner machine operator” means an employee with three months or less continuous service of operating a machine for other industries or not more than six months in the weaving industry;

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

“leather baler” means an employee who bales leather for storage purposes;

“leather sorter” means an employee who sorts leather by means of the point system;

“line feeder” means an employee mainly engaged in feeding the assembly line with components;

“loader/packer” means an employee who packs bread or confectionery, or who loads bread and confectionery into or off a vehicle or who packs finished products into cartons, concluding the transfer of goods materials from large to smaller containers;

“lubricator” means an employee who has the responsibility of lubricating and greasing machines;

“machinist” means an employee who operates an electrical sewing machine to manufacture clothing/garment;

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

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

“master screenprinter” means an employee who is capable of cutting screen mixing pigments and has thorough knowledge of screenprinting techniques;

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

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

“mechanical assistant” means an employee mainly engaged in the mechanical assembly of television and radio accessories and placement of products in the appropriate area of assemble or despatch;

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

“messenger” means an employee engaged in carrying messages, collecting and delivering mail or carrying out simple task in an office;

“mono caster attendant” means an employee who attends a monotype caster under the supervision of a key board operator;

“office clerk” means an employee who does general duties;

“painter” means an employee who cleans and paints equipment, machines and buildings;

“packer” means an employee who packs garments which are finished into cartons;

“personnel clerk” means an employee who controls and updates personnel records;

“pc board trimmer” means an employee mainly engaged in trimming access components lead on soldered boards;

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

“plant assistant” means an employee who assists a plant attendant;

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

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

“presser attendant” means an employee who operates a pressing machines to iron materials or clothing;

“proof reader” means an employee who reads and checks printers proof for errors and marks them for correction;

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

“quality section controller” means an employee who checks and controls the quality of goods leaving their section;

“rebate clerk” means an employee who controls the stocks and documentation for a rebate store;

“receiver-second stock” means an employee who checks, receives and controls the stock of factory seconds;

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

“recutter” means an employee who arranges re-cuts and repairs poor quality work;

“riveter/buckler” means an employee who attaches rivets or bucklers;

“rougher-uppers” means an employee who reduces the bumps on the lasting margin by means of a roughing machine;

“rougher-sole margin” means an employee who roughs the sole margin on rubber soles;

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

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

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

Stacker” means an employee who packs erected boxes into cartons and stacks, ready for transportation to the factory;

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

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

“senior watchman” means an employee who is in charge of other watchmen;

“sewing machinist I” means an employee who has more than six months experience and turns stitches collars, stitches toecaps, facing, o/s counters, d-rings and attaches bindings;

“sewing machinist II” means an employee who has more than six months experience and stitches backseams, side flashes, collars toughes, velcro, brand tags and zig-zags pieces together;

“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;
- “side-laster” means an employee who lasts the waist section of an a shoe by means of a shoe;
- “size painter” means an employee who colour-codes components according to size by means of a brush;
- “skiver-uppers/toepuffs” means an employee who skives or reduces the thickness of the edge of components by means of skiving machine;
- “slaughterman” means an employee engaged in stunning, bleeding, skinning eviscerating and splitting livestock;
- “spinner” means an employee who carries out spinning operation of wool or other materials according to specification;
- “soaking attendant” means an employee who operates solder bath prepares fluxes, and checks solder levels”
- “socket” means an employee who applies adhesives and inserts socks into finished footwear;
- “sole chlorinator” means an employee who chlorinates or halogenates a sole prior to cement application;
- “sole presser” means an employee who, by means of a press, ensures that there is good bond between sole and upper;
- “sole spotter” means an employee who places the precemented upper and sole accurately together prior to pressing;
- “sorter R” means an employee who sorts goods into racks by item and size ready for despatch;
- “sorter” means an employee who puts together according to sizes the material, which is to be sewn;
- “shoe boxer” means an employee who packs finished footwear into boxes;
- “shoe repairer” means an employee who repairs subquality footwear;
- “shop assistant” means an employee who assists a shop supervisor in the stock control, displays and selling of products in a retail shop;
- “stonehand” means an employee with the knowledge of composition who places jobs set out by a compositor into steel frames locking them into printing machines ready for printing;
- “stamper” means an employee who stamps logos/information onto components by means of a stamping machine;
- “staple extractor” means an employee who removes staples from the insole of a shoe;
- “sticker attacher” means an employee who attaches stickers to indicate size or customer code;
- “string lacer” means an employee who strings uppers for toelasting;

“strips cutter” means an employee who cuts material into strips by means of a machine;

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

“switchboard operator” means an employee whose duties consists wholly or maily in the operation of a telephone switchboard;

“tablehand” means an employee who prepares material and places them on the table for cutting or weaving according to specification;

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

“textile preparer” means an employee who folds and prepares materials into a set number of layers ready for cutting;

“trimmer” means an employee who uses the clippers to clean the garment when the sewing part is finished;

“toecap positioner” means an employee who precements toecaps into position prior to toecap stitching;

“toelaster” means an employee who pulls the toe of the shoe over the last by means of a toelasting machine;

“toelaster feeder” means an employee who supplies the toelaster with uppers and on completion replaces them back to the conveyor;

“toepuff positioner” means an employee who positions and presses a toepuff onto the upper by means of a heated press;

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

“unlaster” means an employee who removes the last from the finished shoe;

“upper brusher” means an employee who brushes finished footwear so as to clean and improve the look of the shoe;

“upper cleaner” means an employee who cleans finished footwear by means of various cleaning materials;

“upper primer” means an employee who primes the nylon upper at the lasting margin to ensure cement adhesion;

“upper splitter” means an employee who splits uppers by means of a splitting machine;

“upper spotter” means an employee who places the correct upper onto the last prior to toelasting;

“upper/bottom preparer” means an employee who loads the sewn and corresponding bottom components onto the making conveyor;

“utility” means an employee who has the knowledge of several jobs and who is able to relieve other workers on a production line;

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

“wage clerk” means an employee who prepares and controls wage payments according to the time worked;

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

“weights clerk” means an employee who weighs cartons of finished goods prior to despatch; and

“workshop assistant” means an employee who assists the fitter and handyman in general maintenance.

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

*Statement of conditions of employment.*

5. (1) The employer shall provide an employee with a written statement at commencement of his employment, stating whether he is employed permanently or seasonally, the conditions of his employment, the starting wage, including the learning period.

(2) The learning period referred to in sub-regulation (1) shall be:-

- (a) six months in the case of the weaving industry; and
- (b) three months in the case of other occupations.

*Hours of work.*

6. (1) The normal working week for employees other than security guards and casual labourers shall consist of not more than forty-eight hours of work.

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

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

*Overtime.*

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

(a) for time worked in excess of the normal hours on a weekday, payment shall be at one and a half times his basic hourly wage and

(b) time worked on a Sunday or a public holiday specified in regulation 8, payment shall be at twice his hour rate.

(2) An employee employed on shift work, or as a security guard who is required to work on his rest day or on a public holiday specified in regulation 8, may be paid for such overtime or alternatively, be given an equivalent amount of time off in lieu of overtime payment.

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

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

*Public Holiday.*

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

Incwala  
Good Friday  
Easter;  
Christmas Day;  
Boxing Day;  
Reed Dance Day;  
Somhlolo Day;  
Kings birthday;  
New Year's Day and  
May Day

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

(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.

*Annual Leave.*

9. An employee shall have fourteen calendar days' leave with full pay after each period of twelve months' continuous service with an employer:

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

*Sick leave.*

10. (1) After three months of consecutive 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 specified in sub-regulation (1) thereto if the sickness or accident causing his absence was caused by his own negligence or misconduct and

(ii) A certificate issued by registered nurse shall be accepted in place of a medical certificate if a Medical Practitioner is not available.

*Compassionate leave.*

11. (i) An employee who has completed the probation period shall be entitled to compassionate leave as follows:

Widows                    30 working days

Widower                   7 working days

Child                      7 working days

Natural parents        7 working days

(ii) Entitlement to compassionate leave of any other relatives in addition to the above shall be at the discretion of employer.

(iii) Nothing in this Order shall be construed as requiring any employer to pay an employee for any time spent on compassionate leave.

*Maternity Leave.*

12. An employee who has completed the probation period shall be entitled to a maximum of 30 days with full pay.

*Written particulars to be provided.*

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

*Continuous service.*

13. 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.

*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 Labour Commissioner consenting in writing to such an arrangement, and on the understanding that the employer intends resuming full time working 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.

*Termination of employment after three months.*

15. 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.

*Piece work.*

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

*Reimbursement of expenses.*

17. A salesman, driver or salesman's assistant shall be reimbursed all expenses reasonably incurred on lodging and meals for periods of absence from his place of residence on duty.

*Lay-off.*

18. (1) Due to circumstances beyond his control an employer may lay-off employees for up to fourteen working days, without pay provided that at the end of this period he shall either re-employ the employee in their original jobs, or give them notice of termination of service in accordance with the provisions of the Employment Act, 1980.

(2) During the period of any lay-off, the employer shall not engage other employees to replace the employees he has laid off.

(3) The employer shall give:-

(a) a permanent employee fourteen days' notice before the lay-off

(b) a seasonal employee twenty-four hours notice before the lay-off.

(4) An employer may apply for a temporary exemption for a specified period according to the circumstances of the enterprise, from the application of regulation 17 (3) (a), after consultation with the employees organisation, for a reduction of the period of notice to be given to employees, before lay-off.

*Trade testing.*

19. (1) An employer shall grant unpaid leave to an employee who requests to undergo a trade test at the Swaziland College of Technology or any similar institution to enable him to take tests.

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

*Revocation of Legal Notice No. 128 of 1995.*

20. The Regulation of Wages (Manufacturing and Processing Industry) Order, 1995 is hereby revoked.

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FIRST SCHEDULE

(Paragraph 4)

BASIC MINIMUM WAGE

(Emalangeneni per week)

Learner Craftsperson	
Learner Finisher	
Learner Machine Operator	
Learner Spinner	
Learner Weaver	
Casual Labourer	90.00
Seasonal Labourer	
Carder	
Checker	
Cleaner	
Cook	
<hr/>	
Engraver's Assistant	
Entrepreneur's Assistant	
Finisher	
Grinder	
Loader	115.15
Potter	
Runner	
Trimmer	
Bagger	
Learner Machine Operator	
<hr/>	
Screenprinter	
Semi skilled kiln hand	
Silversmith	
Spinner	
Tablehand	
Presser (garment)	
Washer	121.55
Weaver	
Layer	
Sorter	
Presser	
Folder	
Packer	
Box folder	
Canteen Assistant	
Carton Sealer	
Painter	

Upper Primer	
Backseam Reducer	
D-ring inserter	
Foam attacher	
Hand Trimmer	
Lacer	
Stacker	126.68
Receiver-Second Stock	
Sorter	
Textile preparer	
toecap Positioner	
Toelaster Feeder	
Upper Brusher	
Workshop assistant	

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Assemble socks	
Box Preparer	
Cementer	
Edward Marker	
foam Strip cutter	
Hole perforator	
Lubricator/Riveter/Buckler	133.06
Sewing Machinist II	
Shoe Boxer	
Sole Chlorinator	
Stamper	
Staple extractor	
String lacer	
String Cutter	
Toepuff Positioner	
Unlaster	
Upper Cleaner	

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Assembler-Bottom Components	
Box labeller	
Canteen assistant/Cashier	
Insole Moulder/stamper	
Last Preparer	
Last Transporter	
Rougher-sole Margin	135.60
Shoe Repairer	
sticker attacher	
Upper splitter	
Weighs Clerk	

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Coil Winder	
Component Assembler	
Copy Typist	
Dough Panner	
Driver Salesman's Assistant	
Entrepreneur's Assistant Grade I	
Flour sifter	
General Labourer	138.20
Hoist Operator	
Learner machine operator (other than knitting and weaving)	

Loader/Packer  
 Messenger  
 PC Board Trimmer  
 Plant Assistant  
 Security Guard/Stonehand  
 Machinist

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Assembler (soldering)  
 Binder Assistant  
 Composer  
 De-Boner  
 Dark Room Attendant  
 Mechanical Assembler  
 Mono Caster Attendant  
 Proof Reader  
 AJS Operator  
 Assembler Upper-Components 143.29  
 Counter inserter  
 Counter Moulder  
 Leather Baler  
 Loader F.O.F.  
 Recutter  
 Sewing Machinist I  
 Shop Assistant  
 Skiver-Upper/toepuffs  
 Socker

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Slaughterman  
 Driver/Messenger  
 Laboratory Assistant 149.85  
 Presser Attendant  
 Electrical Maintenance Assistant  
 Office Clerk  
 Rougher Uppers  
 Senior Watchman  
 Sole Presser

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Cabinet Fitter  
 Chassis Fitter  
 Clerk/Stores Assistant 158.64  
 Driver (L.D.V.)  
 Forklift Operator  
 Picture Tube Assembler  
 Soakline attendant  
 Switchboard Operator  
 Utility

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Baker's Assistant  
 Blower  
 Confectioner's Assistant 161.22  
 Dough Mixer  
 Engraver  
 Divider Operator

Clicker-High Frequency	
Clicker Insoles/toepuffs/Counters	
Clicker-Linings/Trims/Socks/Velcro	
Despatch Clerk	
Heelseat Laster	163.79
Invoice Clerk	
Leather sorter	
Quality Controller	
Sole Spotter	
<hr/>	
Kiln Operator	
Melter	
Saw Sharpener	166.34
Design Draftsman's Assistant	
Inspector	
Machine Operator	
Machine Attendant	
Solder Bath Attendant	
Tester	
<hr/>	
Boiler	
Driver (H.D.V.)	
Kardex Clerk/Storeman	170.18
Aligner	
Final Inspector/Tester	
<hr/>	
Clicker-textile	
Rebater Controller	172.74
Repairer's Assistant	
<hr/>	
Liner Feeder	
Quality Controller	177.85
Repairer's Assistant	
<hr/>	
Baker	
Confectioner	
Handy-Man	
Chef	
Clicker-Suede Split	186.80
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Chargehand	
Final Aligner and Tester	
Jumper	
Plant attendant	
Tool Setter	193.21
Fitter	
Personnel Secretary	
Sewing Mechanic	
Toelaster	
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Clerk/Storeman (with Junior Certificate)	
Driver Salesman	204.72
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Artisan Grade III	
Cattle buyer	
Master Screenprinter	221.35
Master Potter	
Master Silversmith	
Salesman	
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Assistant foreman Confectioner	
Assistant Foreman Baker	264.84
Clerk/Storeman (with Senior Certificate)	
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Artisan Grade II	364.64
Foreman Baker	
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Foreman Confectioner	390.25
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Artisan Grade I	534.89
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Laboratory Technician	565.52
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Supervisor	25% above the wage to the highest paid employee under his direct supervision
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SECOND SCHEDULE

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 .....
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 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.

P.Z. DLAMINI  
*Acting Principal Secretary*  
*Ministry of Enterprise and Employment*

LEGAL NOTICE NO. 66 OF 1997

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

THE REGULATION OF WAGES (MOTOR ENGINEERING TRADES) ORDER, 1997  
(Under Section 11)

In exercise of the powers conferred by Section 11 of the Wages Act, the Minister for Enterprise and Employment makes the following Order -

*Citation and Commencement.*

1. This Order may be cited as the Regulation of Wages (Motor Engineering Trades) Order, 1997 and shall be deemed to have come into force on the 1st January, 1997.

*Interpretation.*

2. In this Order unless the context requires -

“artisan” means an employee who has undergone a trade test and obtained a certificate showing his grade;

“artisan assistant” means an employee who has been assisting an artisan for three continuous years in the workshop or can show proof of three years relevant experience with a previous employer;

“assistant batteryman” means an employee who assists a batteryman;

“assistant greaseman” means an employee who assists a greaseman;

“assistant tyreman” means an employee who assists a tyreman;

“batteryman” means an employee wholly or mainly engaged in the servicing and maintenance (including charging) of batteries either solely or in charge of the employees;

“casual labourer” means an employee whose wages are actually paid to him at the end of the day or shift;

“junior clerk” means an employee who does not possess a Junior Certificate of education and who is engaged in general clerical duties;

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

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

“continuous service” means service in the employment of the employer interrupted only by 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 continuous service in the employment of that employer;

“driver” means an employee whose duties, in addition to being in charge of a motor vehicle, includes the handling to and from the tailboard, and daily maintenance and cleaning of the vehicle;

“general labourer” includes a person employed as a sweeper, cleaner, or spannerman;

“greaseman” means an employee who lubricates vehicles including operating the necessary equipment either solely or in charge of other employees;

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

“semi-skilled labourer” means a person who is employed to perform duties other than sweeping and cleaning;

“switchboard operator” means an employee whose main duties consists in the operation of telephone switchboard;

“tyreman” means an employee wholly engaged in repairing tyres and tubes;

“trainee switchboard operator” means an employee whose main duties consists in the operation of telephone switchboard under training instructions for a period not exceeding three months;

“watchman” means an employee whose engaged during the day or night guarding and protecting premises, property or belongings as directed by the employer.

*Application.*

3. This Order shall apply to all persons employed in any undertaking or part of an undertaking which consists in the carrying on for gain or more of the following activities -

- (a) the retail, supply of motor vehicles, fuel and oil;
- (b) the retail, supply of agricultural or mobile construction plant; and
- (c) the repair, servicing or assembly or adaption of such vehicles, machinery or plant on behalf of other persons or undertaking.

*Basic Minimum Wage.*

4. (1) The basic minimum wage to be paid to an employee specified in the First Schedule shall be calculated at a rate not less than that specified in the First Schedule.

(2) Any employee who, at the date of the commencement of this Order is in receipt of a higher wage, or enjoys better conditions of employment than those prescribed by the Order shall not suffer a reduction in such wage or condition by reason of this Order.

(3) The normal hourly rate for a watchman, shall not be less than one hundred and twelfth of his monthly wage.

*Hours of Work.*

5. (1) The normal weekly hours of work for an employee other than a watchman and a petrol pump attendant shall not be more than forty-five hours exclusive of meal breaks, spread over five days each of nine hours.

(2) The normal weekly hours of work for a watchman shall be seventy-two hours spread over six shifts, each of twelve hours.

(3) the normal monthly hours of work for a petrol pump attendant shall not be more than one hundred and ninety-four hours a month.

*Overtime.*

6. (1) Overtime in excess of the normal hours by an employee other than a watchman shall be paid at the following rate -

- (a) any normal working day on a Saturday before 1.00 p.m., at one and one half times the employee's normal rate of wages;
- (b) after 1.00 p.m. on Saturdays, or public holidays specified in regulation 8 at twice the employee's normal wages.

(2) Overtime in excess of the normal hours worked by a watchman shall be paid at one and one half times the employee's normal rate of wages; but where such overtime is worked on a rest day or on public holiday specified in Regulation 8, the overtime shall be paid at twice the employee's normal rate of wages.

(3) An employee shall not be required to work overtime against his will unless it is understood by both parties that such overtime is necessary.

*Annual leave.*

7. (1) An employee shall be entitled after each period of twelve months continuous service with an employer to annual leave for a period totalling 10 working days with full pay.

(2) An employee who has completed 5 years continuous service with the same employer shall be granted 15 working days or 21 calendar days, with full pay.

(3) Where the employment of an employee is terminated after a period exceeding three months from the date of commencement or after a period following her return from annual or sick leave, the employee shall be paid in addition to any other entitlement an amount equal to one day's pay for each month of service during which he has earned, but had not taken annual leave.

*Paid Public holiday.*

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

- New Year's Day;
- Good Friday;
- Easter Monday;
- King's Birthday;
- Flag Day;
- Ascension Day;
- 22nd July (to be named);
- Umhlanga Day (to be announced);
- Somhlolo Day;
- Christmas Day;
- Boxing Day and
- Incwala Day (to be announced).

(2) No employee shall be entitled to payment under sub-regulation (1) unless he is available for work on a working day immediately before and after the public holiday.

*Sick Leave.*

9. (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 Practitioner's Act, 1970, an employee shall be entitled to a maximum of fourteen days with full pay and thereafter to a maximum of fourteen days on half pay in each period of one year.

(2) Notwithstanding Sub-Regulation (1) -

- (i) an employee shall not be entitled to the benefits specified under 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 Registered Nurse shall be accepted in place of a Medical Certificate 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 in the Second Schedule of this Order.

*Continuous Service.*

11. 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.

*Subsistence allowance.*

12. For period of absence from his normal place of employment on journey undertaken in the performance of his duties, an employee shall be re-imbursed all expenses reasonably incurred on lodging and or meals during each period of such absence on production of receipts covering such expenditure.

*Termination of employment after three months.*

13. 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.

*Revocation of Legal Notice No. 30 of 1996.*

14. The regulation of wages (Motor Engineering Trades) Order, 1996 is revoked.

## FIRST SCHEDULE

(Regulation 4)

<u>Occupation</u>	<u>Rate per hour</u>
	<u>New rate</u>
Officer Attendant	1.69
Casual Labourer	1.78
General Labourer	2.45
Semi-skilled labourer	2.81
Driver (up to 2 tons per load)	2.81
Driver (above 2.5. tons per load)	3.05
Greaseman	2.90
Assistant Greaseman	2.81
Batteryman	2.81
Assistant Batteryman	2.45
Tyreman	2.81
Assistant Tyreman	2.45
Clerk	2.72
Senior Clerk	2.81
Trainee (Switchboard Operator)	2.90
Switchboard	2.39
Artisan Assistant	2.72
Artisan (Trade Tested) Grade III	2.72
Artisan (Trade Tested) Grade II	3.06
Artisan (Trade Tested) Grade I	6.58
Watchman per month	E523.11
Petrol pump attendant per month	E562.55

## SECOND SCHEDULE

(Regulation 10)

## 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 Holidays .....
- 11. Payment during sickness .....
- 12. Maternity Leave (if employee female) .....
- 13. Notice employee entitled to receive .....
- 14. Notice employee required to give .....
- 15. Notice 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 required that a grievance should be first referred to .....

(c) When any heading is inapplicable enter nil.

Signed ..... Employer  
..... Employee  
..... Witness  
..... Date

**P.Z. DLAMINI**  
*Acting Principal Secretary*  
*Ministry of Enterprise and Employment*

LEGAL NOTICE NO. 67 OF 1997

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ROAD TRAFFIC ACT, 1965  
(Act No. 6 of 1965)

SPEED LIMITS ON PUBLIC ROADS NOTICE, 1997  
(Under Section 77)

In exercise of the powers conferred by Section 77 of the Road Traffic Act, No. 6 of 1965, the Minister for Public Works and Transport hereby issues the following Notice.

*Citation and Commencement.*

1. This Notice may be cited as the Speed Limit on Public Roads Notice, 1997.

*Speed Limits.*

2. (1) Subject to section 77(3) of the Road Traffic Act, No. 6 of 1965, and subject to paragraph (2), the general speed limit for public roads in Swaziland shall be -

- (a) for a road with a surface of concrete, bitumen or tar, 100 kilometres per hour; and
- (b) for a road not referred to in paragraph (a), 80 kilometres per hour.

- (2) Special speed limits for certain sections of a road are set in the Schedule to this Notice.

- (3) Special speed limits set in terms of paragraph (2) shall be indicated at the appropriate places on the public road concerned by the appropriate road traffic sign.

- (4) Notwithstanding paragraph (2) a maximum speed limit of 100 kms per hour shall apply to -

- (a) a bus designed to carry less than 17 persons including the driver, that is used as a public motor vehicle;
- (b) a bus designed to carry 17 persons or more; whether used as a public motor vehicle or not; and
- (c) a goods vehicle, the gross vehicle mass of which exceeds 3500 kilogrammes.

*Repeal of legal notices.*

3. Legal Notice No. 53 of 1972, 8 of 1974, 42 of 1974, 4 of 1978 and 53 of 1979 are hereby repealed.

M. E. MADLOPHA  
*Principal Secretary*  
*Ministry of Public Works and Transport*

## SCHEDULE

## SPEED LIMITS FOR SPECIAL SECTIONS OF ROAD

ROAD	FROM	TO	SPEED LIMIT
MR1 Motshane - Matsamo	Forbes Reef Store	Ntfontjeni Road Junction (D11)	80 kmh
MR3 Ngwenya - Lomahasha	Motshane Junction (MR1)	Lobamba Service Station	80 kmh
MR3 Ngwenya - Lomahasha	1.5 km West of Mahlanya Junction (MR27)	1.0 km East of Mahlanya Junction (MR27)	60 kmh
MR3 Ngwenya - Lomahasha	Tommy Kirk Traffic Circle (MR23)	Kakhoza Traffic Lights	100 kmh
MR3 Ngwenya - Lomahasha	Mafutseni Junction (MR5)	Boundary of Hlane Royal National Park	120 kmh
MR3 Ngwenya - Lomahasha	Boundary of Hlane Royal National Park	North Eastern Limit of Lusoti Village (Simunye)	80 kmh
MR3 Ngwenya - Lomahasha	North Eastern Limit of Lusoti Village (Simunye)	Lomahasha	120 kmh
MR4 Luyengo - Sicunusa	Luyengo Junction (MR18)	Mankayane	80 kmh
MR5 Mafutseni - Mananga	Mafutseni Junction (MR3)	Mliba Junction (D1)	120 kmh
MR7 Lonhlopheko - Siteki	Lonhlopheko Junction (MR3)	Lukhula Junction (MR16)	120 kmh
MR7 Lonhlopheko - Siteki	Lukhula Junction (MR16)	Siteki Urban Boundary	80 kmh

ROAD	FROM	TO	SPEED LIMIT
MR8 Hhelehhele - Lavumisa	Joy Mission Junction (D45)	Lavumisa	120 kmh
MR16 Lukhula - Mhlosinga	Lukhula Junction (MR7)	Mhlosinga Nature Reserve (MR8)	120 kmh
MR18 Nokwane - Bhunya	0.1 km North of Luyengo Junction (MR4)	2.0 km North of Luyengo Junction (MR4)	60 kmh
MR18 Nokwane - Bhunya	2.8 km East of Bhunya Mill Junction (MR19)	Bhunya Mill Junction (MR19)	60 kmh
MR19 Mbabane - Sandlane	Malkerns Road Junction (D52)	Sandlane Border Post	80 kmh
MR24 Maphiveni - Mananga	Maphiveni Junction (MR3)	Mananga Border Post	120 kmh
MR26 Hlathikhulu Access	Salem Junction (MR9)	Sakeni Junction (MR9)	80 kmh
D10 Mbabane - Luve (via Pine Valley)	Mbabane Urban Boundary	Mbuluzi Mission	80 kmh

## LEGAL NOTICE NO. 68 OF 1997

THE URBAN GOVERNMENT ACT, 1969  
(Act No. 8 of 1969)EXTENSION OF THE URBAN BOUNDARIES OF MANZINI  
(Under Section 4)

In exercise of the powers conferred by Section 4 of the Urban Government Act, 1969, the Minister for Housing and Urban Development hereby extends the boundaries of the City of Manzini to include the areas defined in the schedule hereto.

M.C. DLAMINI  
*Principal Secretary*

## SCHEDULE

## MANZINI URBAN BOUNDARY EXTENSIONS

The Manzini City is extended to include Portions A, 2 and Remainder of Farm No. 189, Portions 6-10, Remainder of Portion 11, Portion 22, a portion of Portion 23, Portions 30, 41, 58, 65, all of Farm No. 9 and Remainder of Farm No. 9 on the Eastern Extent; A portion of Portion B of Farm No. 17, a portion of Portion 6 of Farm No. 17, a portion of Portion C of Farm No. 17 and Ngwane Park Township along the Eastern Edge of Mhlaleni - Nhlngano Road on the Western Extent and Farm No. 264 on the Northern Extent.

Beacon	CO-ORDINATES Lo 31°		X + 2 900 000.00
	Constants	Y ± 0.00	
A		-40518,09	28 177.06
B		-40726,31	28 254.71
C		-41088,35	28 111.09
D		-41469,84	28 516.77
E		-41582,43	29 238.08
F		-41994,61	29 692.15
G		-41569,81	30 628.37
H		-41611,07	30 616.16
J		-41637,17	30 695.62
K		-41273,38	30 903.25
P		-41414,87	31 334.47
Q		-41221,25	31 610.40
R		-40984,01	31 747.90
S		-40899,77	31 671.89
V		-40754,64	31 988.69
W		-40778,83	32 145.94
X		-40467,15	32 325.15
Y		-40768,07	32 684.36
Z		-40501,85	33 188.97
A'		-40572,20	33 553.12
B'		-39706,55	31 857.11
C'		-40459,05	31 939.99
D'		-40556,51	28 516.39
E'		-35751,10	32 081.29
F'		-37566,95	35 208.21
H'		-34826,04	32 355.75
J'		-38243,20	29 765.83
K'		-38521,73	30 639.19

