



SWAZILAND

GOVERNMENT GAZETTE

VOL. XIX]

MBABANE, Friday, June 19th., 1981

[No. 104

CONTENTS

No.	Page
GENERAL NOTICES	
67. Notice of Intention to Submit Wages Regulation Proposals	360
68. Notice of Intention to Submit Wages Regulation Proposals	361
69. Notice of Intention to Submit Wages Regulation Proposals	361
70. Authorisation of Change of Surname	361
ADVERTISEMENTS	362

CONTENTS OF SUPPLEMENT

PART A — BILLS

10. The Cotton (Amendment) Bill, 1981	S1
---	----

PART C — LEGAL NOTICES

37. The Maximum Wholesale and Retail Prices of Soft Drinks (Amendment) (No. 2) Notice, 1981	S2
38. The Regulation of Wages (Mining and Quarrying Industries) Order, 1981	S3

GENERAL NOTICE NO. 67 OF 1981

THE WAGES ACT 1964

(Act No. 16 of 1964)

NOTICE OF INTENTION TO SUBMIT WAGES REGULATION
PROPOSALS

(Under Section 11)

In accordance with the above Act, the Hotel and Catering Trades Wages Council, having made such investigations as it deemed fit, hereby publishes its intention to submit proposals to the Honourable Deputy Prime Minister as to the minimum wage and conditions of employment which should be applied to the employees in relation to whom the council operates.

Copies of the proposals may be obtained from the Labour Department Headquarters, during normal working hours.

Written representations with regard proposals must be sent to the Secretary Hotel and Catering Trades Wages Council, P.O. Box 198, Mbabane within thirty days from the date of publication of this notice.

J.M. MNDZEBELE
Secretary

Hotel and Catering Trades Wages Council

GENERAL NOTICE NO. 68 OF 1981

THE WAGES ACT 1964

(Act No. 16 of 1964)

NOTICE OF INTENTION TO SUBMIT WAGES REGULATION PROPOSALS

(Under Section 11)

In accordance with the above Act, the Agricultural Industry Wages Council, having made such investigations as it deemed fit, hereby publishes its intention to submit proposals to the Honourable Deputy Prime Minister as to the minimum wage and conditions of employment which should be applied to the employees in relation to whom the council operates.

Copies of the proposals may be obtained from the Labour Department Headquarters, during normal working hours.

Written representations with regard proposals must be sent to the Secretary Agricultural Industry Wages Council, P.O. Box 198, Mbabane within thirty days from the date of publication of this notice.

J.M. MNDZEBELE
Secretary

Agricultural Industry Wages Council

GENERAL NOTICE NO. 69 OF 1981

THE WAGES ACT 1964

(Act No. 16 of 1964)

NOTICE OF INTENTION TO SUBMIT WAGES REGULATION PROPOSALS

(Under Section 11)

In accordance with the above Act, the Building and Construction Industry Wages Council, having made such investigation as it deemed fit, hereby publishes its intention to submit proposals to the Honourable Deputy Prime Minister as to the minimum wage and conditions of employment which should be applied to the employees in relation to whom the council operates.

Copies of the proposals may be obtained from the Labour Department Headquarters, during normal working hours.

Written representations with regard proposals must be sent to the Secretary, Building and Construction Industry Wages Council, P.O. Box 198, Mbabane within thirty days from the date of publication of this notice.

J.M. MNDZEBELE

Secretary

Building and Construction Industry Wages Council

GENERAL NOTICE NO. 70 OF 1981

THE CHANGE OF NAME ACT 1962 (NO. 67 OF 1962)

AUTHORISATION OF CHANGE OF SURNAME

(Under Section 3(1))

In exercise of the powers conferred on him by Section 3(1) of the above quoted Act and having satisfied himself that the provisions of the Act have been complied with the Honourable the Deputy Prime Minister is pleased to Authorise:-

ELLIOT FANI NKAMBULE

c/o I.D.M.

P.O. Box 1534,

Mbabane, Swaziland.

to assume the surname HLATSHWAYO.

A. R. SHABANGU

Permanent Secretary

Mbabane,
22nd May, 1981.

NOTICES

TRADING NOTICES NO. 20 OF 1975

Notice is hereby given that an application has been made by Vusi Maphanga of Ndungunye School, P.O. Box 36, Mhlosheni for a grant of a Butchery Licence to operate at Ndungunye area in the Shiselweni District, under the style "UBUHLE BEMASWATI BUTCHERY" will be heard in the District Commissioner's Conference Room Nhlanguano on Wednesday the 1st July, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Mrs Idah Mayisela of P.O. Box 3, Mahamba for a grant of a Hawkers Licence to operate in the Shiselweni District, under the style "LUZAMO HAWKERS" will be heard in the District Commissioner's Conference Room Nhlanguano on Wednesday the 1st July, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Antony Khumalo of P.O. Box 22, Mahamba for a grant of a Hawkers Licence to operate in the Shiselweni District, under the style "EMANDLA ENDODA HAWKERS" will be heard in the District Commissioner's Conference Room Nhlanguano on Wednesday the 1st July, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Andrias Shiba of Matsanjeni Store, P/Bag No. 3, Nhlanguano for a grant of a Hawkers Licence to operate in the Shiselweni District, under the style "SIMANJE HAWKERS" will be heard in the District Commissioner's Conference Room Nhlanguano on Wednesday the 1st July, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Mr. Benjamin Xaba of P.O. Box 26, Hluti for a grant of a Restaurant and Grocery Licence to operate on Farm No. 84A situated in the Shiselweni District, under the style "BENROB RESTAURANT AND GROCERY" will be heard in the District Commissioner's Conference Room Nhlanguano on Wednesday the 1st July, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Zombodze Farmers Co-operatives Society in Public Company of C/O Ngwane Central School, P/Bag No. 11, Nhlanguano for a grant of a Consumer Shop Grocery to operate at Zombodze area in the Shiselweni District, under the style "ZOMBODZE FARMERS CONSUMER GROCERY" will be heard in the District Commissioner's Conference Room Nhlanguano on Wednesday the 1st July, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Mr. Edwin Owen Nunn of P.O. Box 149, Nhlanguano for a grant of a transfer of a Restaurant and Grocery Licence from Duncan John Mc Intyre to his name and also the style of business to be situated to the same building on Plot No. 220 Fifth Street, Nhlanguano Town, under the style "LUNCH BOX RESTAURANT AND GROCERY" will be heard in the District Commissioner's Conference Room Nhlanguano on Wednesday the 1st July, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Vinah Nkambule of P.O. Box 14, Nhlanguano for a grant of Imvelo Brewer's Licence to operate on Plot No. 103 Mathendele Township Nhlanguano, under the style "KAPHOLA BREWERS" will be heard in the District Commissioner's Conference Room Nhlanguano on Wednesday the 1st July, 1981 at 10.00 a.m.

Objection thereto if any must be lodged in writing with the undersigned as well as with applicant on or before Friday the 26th June, 1981 not later than 4.00 p.m.

J.M. DLAMINI
Licensing Officer/Shiselweni District

P.O. Box 8,
NHLANGANO
5th June, 1981.

NOTICE

ESTATE LATE

ELKAN THWALA

ESTATE NO. E3046

Notice is hereby given in terms of Section 51 bias of the Administration of Estates Act No. 128 of 1902 that the first and final liquidation and distribution account will lie open for inspection at the office of the Master of the High Court of Swaziland at Mbabane for a period of twenty-one days from the date of appearance of this notice.

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

V.D. DLAMINI
Attorney for Executor Dative,
Hi-Ho Building,
Ngwane Street,
P.O. Box 650,
MANZINI.

S502 19-6-81

NOTICE

**CHANGE OF NAME UNDER PROVISIONS OF SECTION 89 OF THE DEEDS
REGISTRY ACT NO. 37 OF 1968.**

NOTICE is hereby given that application has been made to me for the change of name of SALOME MADZANDZA MAYISELA to SALOME MADZANDZA MASEKO to be endorsed on the following deeds in terms of the abovementioned section:-

- (i) Deed of Transfer No. 350/1975 dated 8 December, 1975 in respect of Remaining Extent of Portion 82 (a portion of Portion 4) of Farm "Dalriach" No. 188 situate in the Urban Area of Mbabane, District of Hhohho, Swaziland; Measuring 8368 square metres and
- (ii) Mortgage Bond No. 232/1978 dated 11 September, 1978, passed by the said SALOME MADZANDZA MAYISELA in favour of the Swaziland Royal Insurance Corporation hypothecating the above property.

All persons having any objection to the change of name are hereby required to lodge such objection in writing with the Registrar of Deeds for Swaziland within one week after the last publication of this notice.

Dated at MBABANE this 20th day of February 1980.

C. SHONGWE
REGISTRAR OF DEEDS for SWAZILAND

Applicant's Attorneys,
Robinson, Bertram & Currie,
Lot 60, Allister Miller Street,
MBABANE.

S501 2X26-6-81

NOTICE

Notice is hereby given that an application by Warren Arthur Dixon on behalf of Farm Machinery (SWAZILAND) Limited for the grant of a general dealers licence in respect of the premises held by the company at 217/2 Sheffield Road Industrial Sites Mbabane, will be heard at the District Commissioner's Conference Rooms at Mbabane on Tuesday the 7th day of July 1981 at 10.00 a.m.

Objections thereto must be lodged with the undersigned as well as the applicant's attorneys on or before Friday the 3rd July 1981 at 4.00 p.m.

R. M. MABILA

The Licensing Officer,

P.O. Box 45,

MBABANE.

MATHSE EARNSHAW & MALING

Applicant's Attorneys

2nd Floor Engungwini Building

Allister Miller Street,

P.O. Box 1134,

MBABANE.

S500 19-6-81

NOTICE

CHANGE OF NAME ACT NO. 67 OF 1962

(In Terms of Section 5)

Notice is hereby given that I DONALD INKEY MASEKO, Follower of Chief Mfanawenkosi, Nduna Sijingo of Bunya area, P.O. Box 101, Bunya, Swaziland, intend to apply to the Deputy Prime Minister for authorisation to assume the surname of MANDA after the fourth publication of this notice in the Swaziland Government Gazette and the Times of Swaziland for the reason that the surname of MANDA is my natural father's surname and MASEKO was given to me by my mother's family who brought me up from childhood.

Any person or persons who object to my assuming the surname MANDA should lodge their objection in writing with the undersigned or the District Commissioner, Manzini, Swaziland.

DONALD INKEY MASEKO,

P.O. Box 101,

Bunya.

S505 4x10-7-81

NOTICES

TRADING LICENCES ORDER NO. 20 OF 1975

Notice is hereby given that an application by Stephen Martin Helstrip of Box 200, Lobamba for a Transfer of Restaurant and Tea Room business premises from Lobamba to Mahlanya—Manzini District to operate under the style "MR. TAKE AWAY" will be heard in the District Commissioner's Conference Room on Tuesday the 7th July, 1981 at 10.00 a.m.

Notice is hereby given that an application by Ruth Camp of Box 284, Manzini for a grant of a Hawkers Licence (restricted to the sale of Soft goods, cosmetics and jewellery) to operate under the style "ZAMOKUHLE CAM HAWKERS" will be heard in the District Commissioner's Conference Room on Tuesday the 7th July, 1981 at 10.00 a.m.

Notice is hereby given that an application by Thandie Dubase of Box 8, Bhunya for a grant of a Hawkers licence to operate in the Manzini District under the style "ESAKH'SIZWE HAWKERS" will be heard in the District Commissioner's Conference Room on Tuesday the 7th July, 1981 at 10.00 a.m.

Notice is hereby given that an application by Joseph Sipho Goolam of Box 1732, Manzini for a grant of a Balcksmith Licence to operate at Plot No. 249, Mapeka Street, Manzini under the style "GOOLAM WEDLING AND BURGLAR ROOFING" will be heard in the District Commissioner's Conference Room on Tuesday the 7th July, 1981 at 10.00 a.m.

Notice is hereby given that an application by Morice M. Dlamini of Box 1476, Manzini for a grant of a Pedlars Licence to operate at Manzini Rural Area under the style "LOKUHLE PEDLARS" will be heard in the District Commissioner's Conference Room on Tuesday the 7th July, 1981 at 10.00 a.m.

Notice is hereby given that an application by Alfred Gama of Box 315, Manzini for a grant of a Wholesale Licence (restricted to sale of Fruits and Vegetables) to operate at Manzini Town Market under the style "ALFRED WHOLESALERS" will be heard in the District Commissioner's Conference Room on Tuesday the 7th July, 1981 at 10.00 a.m.

Notice is hereby given that an application by Thandie Dlamini of Box 1, Lobamba for a grant of a Hawkers Licence to operate in the Manzini District under the style "EMAQAKALA AKANGWANE KUMHLABUHLANGENE" will be heard in the District Commissioner's Conference Room on Tuesday the 7th July, 1981 at 10.00 a.m.

Notice is hereby given that an application by Winifred Nontobeko Sifumba of Private Bag 2165, Manzini for a grant of a Hawkers Licence (restricted to Herbs) to operate in the Manzini District under the style "NDENGENTONGA HERBAL CLINIC" will be heard in the District Commissioner's Conference Room on Tuesday the 7th July, 1981 at 10.00 a.m.

Notice is hereby given that an application by Matf'homo Dlamini of Box 1009, Mbabane for a grant of a Pedlars Licence to operate in the Manzini Sub-District under the style "BHEKIWE PEDLARS" will be heard in the District Commissioner's Conference Room on Tuesday the 7th July, 1981 at 10.00 a.m.

Notice is hereby given that an application by Eunice L. Dishy of Box 782, Manzini for a grant of a Pedlars Licence to operate in the Manzini District under the style "DIRECT SALES FROM SWAZILAND" will be heard in the District Commissioner's Conference Room on Tuesday the 7th July, 1981 at 10.00 a.m.

Notice is hereby given that an application by Job. M. Maseko of Box 269, Bhunya for a grant of a General Dealer's Licence to operate at Bhunya — Manzini District under the style "LIMASEKO MATHATHU RECORD BAR" will be heard in the District Commissioner's Conference Room on Tuesday the 7th July, 1981 at 10.00 a.m.

Notice is hereby given that an application by Peggy N. Shabalala of Box 709, Manzini for a grant of a Pedlars Licence to operate in the Manzini Rural Area under the style "BONISIWE PEDLARS" will be heard in the District Commissioner's Conference Room on Tuesday the 7th July, 1981 at 10.00 a.m.

Objections thereto must be lodged in writing with the undersigned as well as with the applicant on or before Friday the 3rd July, 1981 not later than 4.00 p.m.

J.P. MAVIMBELA
Licensing Officer/Manzini

P.O. Box 13,
MANZINI.

S504 19-5-81

NOTICES

TRADING LICENCES ORDER

Notice is hereby given that applications have been made by Sheffield Motors (Proprietary) Limited of P.O. Box 1 Malkerns for the grant of:-

- (a) A Motor Garage Licence
- (b) A Vehicle Dealer's Licence

in respect of premises situated at Plot No. 166 Sheffield Road Mbabane Industrial Sites and that such applications will be heard at 10 a.m. on the 14th July, 1981 at the District Commissioner's Offices.

Objections if any must be lodged with the applicant and the undersigned by 4 p.m. on the 10th July, 1981.

R.M. MABILA
Licensing Officer
P.O. Box 45,
MBABANE.

S512 19-6-81

NOTICE

**SWAZILAND AIR SERVICES (PROPRIETARY) LIMITED
(IN LIQUIDATION)**

Notice is hereby given in terms of Section 113 of the Insolvency Act that the Third and Final Liquidation Account has been confirmed and that the distribution is in the course of payment.

J. HAYTER
Liquidator

19th June, 1981.

S511 19-6-81

NOTICES

TRADING LICENCES ORDER

(No. 20 of 1975)

Notice is hereby given that an application has been made by Albert Robert Munro of Beacon Sweets and Chocolates, Durban for a grant of a Commission Agent of a Firm's Licence to operate in Swaziland. The application will be heard in the District Commissioner's Conference Room, Mbabane on Tuesday the 30th June, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Marcus C. Chadwick of Watches Le Cel South Africa P.O. Box 29009, Sandringham for a grant of a Commission Agent of a Firm's Licence to operate in Swaziland. The application will be heard in the District Commissioner's Conference Room, Mbabane on Tuesday the 30th June, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Robert G. Tsela of P.O. Box 1440, Mbabane for a grant of a Hawker's Licence to operate in Mbabane Sub-District (HHOHHO) under the style "TITAMELE NGWANE HAWKERS". The application will be heard in the District Commissioner's Conference Room, Mbabane on Tuesday the 30th June, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Michael Mshefane Mbingo of P.O. Box 475, Mbabane for a grant of a Pedlar's Licence to operate in Mbabane Sub-District (HHOHHO) under the style "ZIKHULISE PEDLARS". The application will be heard in the District Commissioner's Conference Room, Mbabane on Tuesday the 30th June, 1981 at 10.00 a.m.

Objections thereto must be lodged in writing with the undersigned as well as with the applicant on or before Friday the 26th June, 1981 not later than 4.00 p.m.

R.M. MABILA
Licencing Officer Hhohho

P.O. Box 45,
MBABANE.

S507 19-6-81

NOTICES

TRADING LICENCES ORDER

(NO. 20 OF 1975)

Notice is hereby given that an application has been made by Duduzile Virginia Pato of P.O. Box 92, Mbabane for a grant of a Pedlar's Licence to operate in Mbabane Sub-District (Hhohho) under the style "THUTHUKA PEDLAR'S". The application will be heard in the District Commissioner's Conference Room, Mbabane on Tuesday the 30th June, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Phildah N. Msibi of P.O. Box 636, Mbabane, for a grant of a Pedlar's Licence to operate in Mbabane Sub-District (Hhohho) under the style "BUHLE PEDLAR'S". The application will be heard in the District Commissioner's Conference Room Mbabane, on Tuesday the 30th June, 1981 at 10.00 a.m.

R.M. MABILA
Licencing Officer Hhohho

P.O. Box 45,
MBABANE.

S508 19-6-81

NOTICE

IN THE HIGH COURT OF SWAZILAND

**IN THE ESTATE OF THE LATE LEPHINA VILAKAZI
E.4071/81**

A meeting of the next of kin and all others concerned will be held before the DISTRICT COMMISSIONER
at HHOHHO on the 17th July, 1981.
at 10.30 a.m.
for nomination of an (or Executor) dative in the above estate.

C.J. LITTLER.

Master of the High Court of Swaziland
Office of the Master of the High Court,
P.O. Box 19,
MBABANE.

S509 19-6-81

NOTICE

Notice is hereby given in terms of Section 4(i) of the Registration of Businesses Act No. 42 of 1933 that the furnisher business carried on by Fair Deal Furnishers (Pty) Limited at the corner of Martin and Ngwane Streets, Manzini will be moved to certain two shops situate at Portion 1 of Erf 271, Manzini being shop No. 1 presently known as Dups Bazaar in Nkosehlaza Street and corner shop called Shop No. 2 and that application for endorsement of the licence shall be made in terms of Section 4(2) of the above Act after the third Publication of this Notice.

CARLSTON AND COMPANY,
Applicant's Attorneys,
P.O. Box 143,
MANZINI.

S506 3x2-7-81

NOTICE

CHANGE OF NAME ACT NO. 67 OF 1962 (IN TERMS OF SECTION 5)

Notice is hereby given that I ARMSTRONG JOSEPH MABUZA, follower of Chief MDZANGA Nduna GABHA of Nkambeni Area, Manzini District intend to apply to the Deputy Prime Minister for authorisation to assume the surname MTHIMKHULU after the fourth publication of this notice in the Swaziland Government Gazette and The Times of Swaziland for the reason that the surname is my mother's surname and was given to me because I was brought up by my mother's family.

Any person or persons who object to my assuming the surname MTHIMKHULU should lodge their objections in writing with the undersigned or the District Commissioner, Manzini Swaziland.

JOSEPH ARMSTRONG MABUZA,
c/o P.O. Box 45,
Mbabane,
Swaziland.

S454 4x26.6.81

SUPPLEMENT TO THE SWAZILAND GOVERNMENT GAZETTE

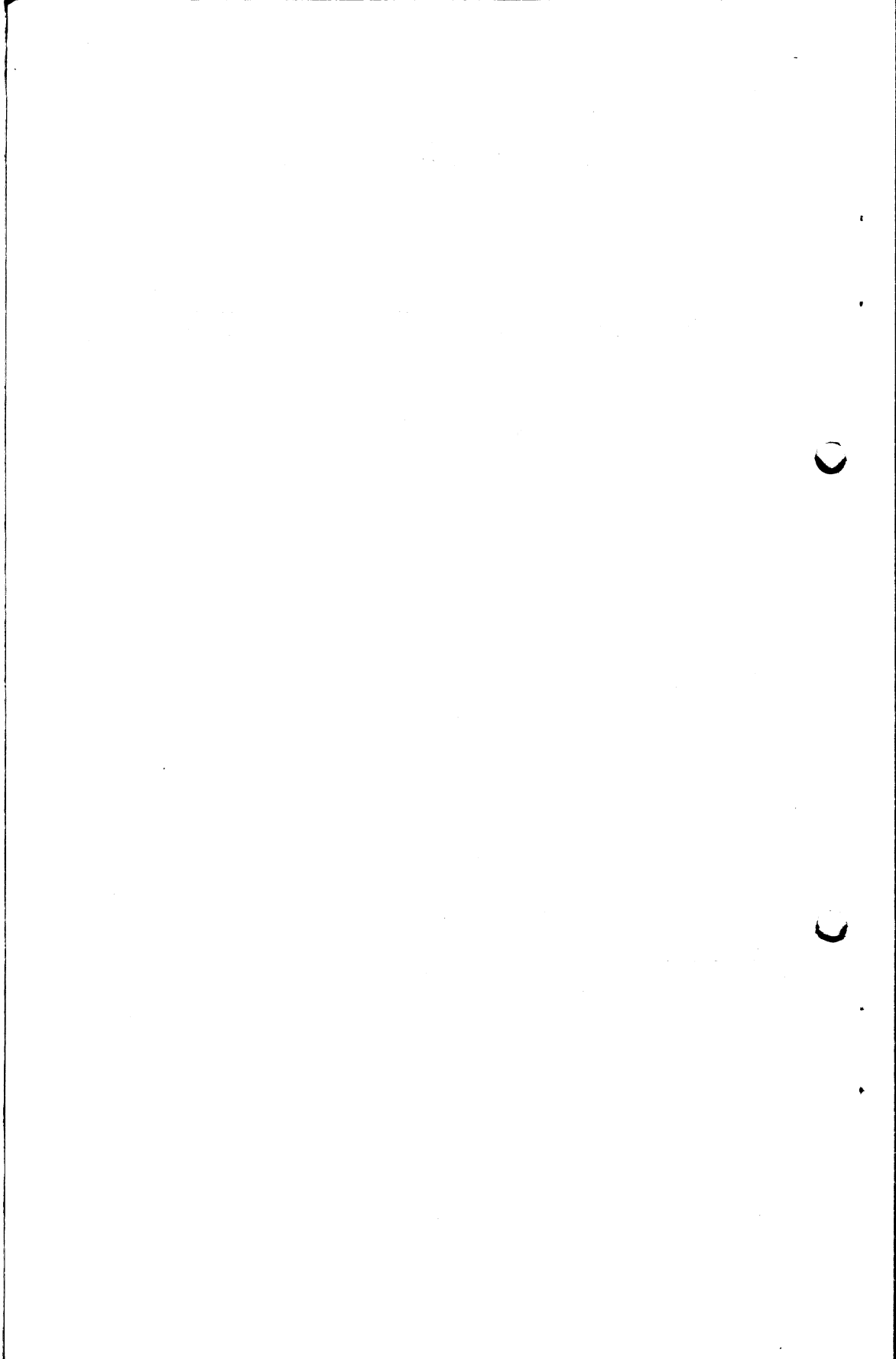
VOL. XIX]

MBABANE, Friday, June 19th., 1981

[No. 104

CONTENTS

No.		Page
PART A — BILLS		
10.	The Cotton (Amendment) Bill, 1981	S1
PART C — LEGAL NOTICES		
37.	The Maximum Wholesale and Retail Prices of Soft Drinks (Amendment) (No. 2) Notice, 1981	S2
38.	The Regulation of Wages (Mining and Quarrying Industries) Order, 1981	S3



THE COTTON (AMENDMENT) BILL, 1981

(Bill No. 10 of 1981)

(To be presented by the Minister for Agriculture)

MEMORANDUM IN TERMS OF THE STANDING ORDERS OF
PARLIAMENT

The main purpose of this act is to amend the Cotton Act, 1967 so as to remove from that Act the prescribed maximum levy which may be imposed on cotton growers by the Minister and also to empower the Minister to impose a levy retrospectively.

A. NITHIANANDAN
Acting Attorney-General

A BILL
entitled

An Act to amend the Cotton Act, 1967

ENACTED by the King and the Parliament of Swaziland

Short title.

1. This Act may be cited as the Cotton (Amendment) Act, 1981 and shall be read as one with the Cotton Act, 1967.

Amendment of section 13.

2. Section 13 of the Cotton Act, 1967 is amended —

- (a) by replacing subsection (5) with the following
“(5) the Minister may, with the concurrence of the Board and by notice in the Gazette, impose a levy on cotton growers in respect of seed cotton produced by them in Swaziland in each season and prescribe a date before which the levy shall be paid; and any such levy may be imposed with retrospective effect.”;
- (b) by deleting subsection (8); and
- (c) by renumbering subsection (9) as subsection (8);

LEGAL NOTICE NO. 37 OF 1981

THE PRICE CONTROL ORDER, 1973

(Order No. 25 of 1973)

THE MAXIMUM WHOLESALE AND RETAIL PRICES OF SOFT DRINKS
(AMENDMENT) (NO. 2) NOTICE, 1981

(Under Section 5)

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

Citation.

1. This Notice may be cited as the Maximum Wholesale and Retail Prices of Soft Drinks (Amendment) (No. 2) Notice, 1981, shall be read as one with the Maximum Wholesale and Retail Prices of Soft Drinks (No. 2) Notice, 1980 and shall come into force on 19th of June, 1981.

Amendment of Legal Notice No. 85 of 1980.

2. The Maximum Wholesale and Retail Prices of Soft Drinks (No. 2) Notice, 1980, is amended by adding immediately after the prices of appletizer the following —

Fruit Juices (Nates)	Size	Wholesale Price Per case	Retail Price per bottle
All flavours	24x350 ml	E8.20	E0.42
	12x1000 ml	E8.50	E0.86

A. MBHAMALI
Acting Price Controller

Mbabane,
27th May, 1981.

LEGAL NOTICE NO. 38 OF 1981

THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (MINING AND QUARRYING INDUSTRIES) ORDER, 1981

(Under section 11)

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

Citation.

1. This Order may be cited as the Regulation of Wages (Mining and Quarrying Industries) Order, 1981 and subject to section 11(6) of the Act shall come into force on the 19th June, 1981.

Interpretation.

2. In this Order unless the context otherwise indicates;

“Artisan Grade 2” means a tradesman without a certificate of competence or other trade qualification;

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

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

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

“Driver of a light vehicle” means an employee entrusted with the driving of transport vehicles of a carrying capacity not in excess of five tons;

“handyman (general)” means a worker without trade qualifications, who undertakes tasks such as rough glazing, painting and similar uncomplicated work, requiring skill below the artisan standard;

“mechanic B1” means a person without trade qualifications, who does simple mechanical work on rock drills and locos and who can undertake basic vehicle service and attend to pumps;

“supervisor” means a person who oversees the work of gangs working in gardens, slimes, dams, lamp rooms, screening plants, washing plants, siding mills, forests and stones and on serial ropeways, conveyors, tipplers and on construction work and painting;

Application.

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

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

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

Hours of Work.

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

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

Work Stoppage.

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

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

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

(2) Where the employer cannot appoint a productive task and the employee is present, available, capable and willing as aforesaid, he shall pay to the employee, full daily wages for

two days immediately succeeding the day upon which work was stopped as aforesaid and thereafter the employee shall be paid at half his daily rate until work is resumed or his employment is lawfully terminated.

Static and Worsening Conditions.

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

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

Catagories of Work.

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

Basic minimum Wage.

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

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

A1	A2	B1	B2	B3	C1
3.85	4.59	5.31	6.20	7.34	8.68

Overtime.

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

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

Public Holidays.

10. (1) The following public holidays shall be observed and each employee shall be entitled to full basic pay in respcct thereof: provided that he shall have been in attendance on the last working day before and the first working day after such holiday;

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

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

Annual Leave.

11. On completion of each period of twelve months of continuous service with an employer, an employee shall be entitled to annual leave of not less than fifteen working days with full pay:

Provided that should one or more of the said fifteen days be a public holiday specified in paragraph 10(1) the employee shall not be entitled to more than fifteen days annual leave, but shall be paid at double the basic rate in respect of that public holiday.

Sick Leave.

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

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

Maternity Leave.

13. Pregnancy shall entitle an employee to —

- (a) a total of thirty days leave, on full pay, in each period of twelve months continuous service with the same employer in respect of prenatal, confinement and post natal care; or
- (b) as an alternative, at the option of the employer and in lieu of payment referred to in item (a) —
 - (i) free pre natal medical care;
 - (ii) confinement in hospital with free food, free medical treatment including all medicines prescribed by the medical practitioner in charge of her case; and
 - (iii) three weeks unpaid leave following delivery.

Rations.

14. (1) Basic minimum wages shall be deemed to include a ration element, the value of which shall be determined by the Labour Commissioner from time to time. It shall not be incumbent on any employer to provide actual rations in lieu of cash but he shall be entitled at all times to do so provided that he has obtained the prior written consent of the Labour Commissioner.

(2) Upon notice issued by the Labour Commissioner, specifying an increase in the ration allowance such increased shall be added to the basic minimum wage not later than the pay-day following the date of such notice.

Redundancy.

15. (1) In the case of redundancy by reason of closure, cessation or curtailment of an employer's operations each affected employee shall receive —

- (a) one month's notice of termination of service or one month's pay in lieu of such notice;
- (b) (i) one month's wage at his latest basic minimum rate where he has been in employer's continuous service up to 6 months;
- (ii) two months wages as provided in item (b)(i) where he has been in the employer's continuous service for more than 6 months but less than 12 months; or
- (iii) three months wages as provided in item (b)(i) where he has been in the employer's continuous service for more than 12 months.

(2) The benefits provided in this paragraph shall be a minimum but shall be deemed to be included in any terminal benefits provided by any written law.

Pay Advances.

16. An employee shall be entitled, on a day to be appointed by his employer, which shall be approximately half-way through the pay month, to draw an advance of his wages to an amount of E20.00 if his basic wage does not exceed E100.00 per month or E40.00 where his basic wage exceeds E100.00 per month.

Provided that —

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

Revocation of Legal Notice No. 74 of 1980.

17. The Regulation of Wages (Mining and Quarrying Industry) Order, 1980 is hereby revoked.

SCHEDULE

Category A1 includes all general labourers and others whose duties comprise the functions involved in any of the following occupations:-

- Asbestos Packers
- Beer Makers
- Block Makers
- Belt Maintenance Helpers
- Belt Sorters
- Bag Printers
- Blaster's Labourers
- Boiler Attendants

S8

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

Category A2 includes all general labourers and others, whose duties, comprise the functions involved in any of the following occupations:-

Artisan's Assistants
Battery Charging Attendants
Blasting Licence Holders' Assistants
Box Operators
Clerk A2 (as defined in paragraph 2)
Cooks
Compressor Attendants
Coal Samplers
Drillers' Assistants
Drifter Assistants
Ellison Feeder Attendants

S9

Forklift Operators
First Aid Attendants
Geological Sampling Assistants (Grade A2)
Geological Sampling Assistant/Drivers
Golf Club Attendants
Greaser
Handyman (General)(as defined in paragraph 2)
Jackhammer Operators' Assistants
Laboratory Attendants (Grade A2)
Lamproom Attendants (uncertificated)
Loco Shunters
Loading Hands
Nursing Aids
Onsetters
Pest Control Workers
Power Station Maintenance Care (Supervised)
Portable Saw Operators
Pump Attendants
Receptionist
Rock Boilers
Rotary and Drifter Helpers
Spotters
Scraper Winch Drivers
Section Rail Workers
Section Timber Workers
Section Bar Workers
Stockpile Attendants
Sawmill Assistants (Supervised)
Sample Plant Attendants
Security Guards
Survey Helpers (Grade 1)
Toolroom Attendants
Tracers
Torch Cutters
Tower Dryer Attendants
Typist (copy)
Tub Leaders
Tyre Inspectors
Winch Operators
Water Purification Plant Attendants
X-Ray Orderlies

S10

Category B1 includes all employees whose duties comprise the functions involved in any of the following occupations:-

- Accounting Machine Operators**
- Analysts**
- Artisans (Grade 3)**
- Barman**
- Boiler Operators (Power Station)**
- Blocklayers (without Trade qualification)**
- Beer Makers (Chargehands)**
- Crusher Shiftsmen**
- Clerks (Grade B1)**
- Carpenters (without trade qualification)**
- Coal Cutter (Grade 2)**
- Drivers of light vehicles (as defined in paragraph 2)**
- Drivers of Secondary Hoists**
- Drivers of Rocker Arm Loaders**
- Drivers of Tractors**
- Driver of Locos**
- Domestic Science Instructors**
- Electric Drill Operators**
- Gardening Supervisors**
- Guesthouse Attendants**
- Geologists' Assistants (Senior)**
- Geological Samplers (other than Coal)**
- Gang Bosses (Grade 2, Surface)**
- General Gang Supervisors**
- Hospital Clerks**
- Jack Hammer Operators**
- Lampmen (Coal, Certificated)**
- Mechanics B1**
- Plant Operators**
- Rock Mechanics Observers**
- Rotary/Drifter Operators**
- Supervisors (as defined hereunder)**
- Service bay Attendants**
- Security Sergeant**
- Stenographer Typists**
- Switchboard Operators (internal and external)**
- Telex Operators**
- Theatre Orderlies**
- Training Instructors**
- Welfare Assistants**

S11

Category B2 includes all employees whose duties comprise the functions involved in any of the following occupations:-

- Blasting licence Holder
- Coal Cutters (Grade 1)
- Drillers (Mobile Ring and Core)
- Drillers (heavy duty vehicle)
- Drivers (earth moving)
- Dyke Gang Supervisors
- Electricians (to 380 volts)
- Gangbosses (Grade 11 surface)
- Gangbosses (Grade II underground)
- Hoist Drivers (main winders)
- Laboratory Assistants (asbestos)
- L.H.D. Drivers
- Mechanics (Grade I)
- Medical Orderlies
- Truck Busters
- Village Administration Clerk
- Welders
- Weighbridge Clerk

Category B3 includes all employees whose duties comprise the functions involved in any of the following occupations:-

- Ambulance Drivers
- Artisan (Grade 2 as defined in paragraph 2)
- Blasting Supervisors (Iron Ore)
- Drill Supervisors
- Electricians (To 550 volts)
- Gang bosses (Grade I Underground)
- Hospital Clerks
- Personnel Assistants
- Section Blusters (coal)
- Section Bosses (Surface/Village Induna)
- Stores/Accounts Clerk
- Transport Controllers
- Washing Supervisors (Iron Ore)
- X-Ray Clerks

Category CI includes all employees whose duties comprise the functions involved in any of the following occupations other than qualified artisans who have served the prescribed period of apprenticeship and/or passed a Government recognised Trade Test:-

- Carpenters
- Mason/Furnance Bricklayers

S12

Mechanic (Vehicle Maintenance)

Plumber/Sheet Metal Workers

Ropeway Servicemen

Sewage/Water Supervisors

Section Bosses (Underground)

Storekeepers

A.R. SHABANGU

Permanent Secretary

**Mbabane,
11th June, 1981.**

11.

C

C

11.