



SWAZILAND GOVERNMENT GAZETTE

VOL. XIX]

MBABANE, Friday, August 28th., 1981

[No. 116

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NOTICES

TRADING LICENCES ORDER NO. 20 OF 1975

Notice is hereby given that an application by Mr. Nkomane Magagula of Mandulo P. School, P/B. Hlatikulu for a grant of a hawkers licence to operate in the Shiselweni District under the style "LIGUGU LETFU", will be heard in the Hlatikulu Court House on Tuesday the 15th. September, 1981 at 10.00 a.m.

Notice is hereby given that an application for a transfer of grocery licence which was carried on by Mrs. Rebecca Mkweli of New-Haven School, P/B. Hlatikulu operating under the style "ETIDUNJINI GROCERY" to Mr. Abel Dlamini of P.O. Box 27, Mhlosheni to operate in the same premises at kaLiba/Shiselweni District under the style "KHULA LIBA GROCERY", will be heard in the Hlatikulu Court House on Tuesday the 15th September, 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 11th September, 1981 not later than 4.00 p.m.

R. B. S. HADZEBE,
Licensing Officer/Hlatikulu.

Box 21,
HLATIKULU.

S696 28.8.81

NOTICES

SWAZILAND COMPANIES ACT NO. 7 OF 1912

Notice is hereby given that pursuant to the notice published in the Swaziland Government Gazette and the "Times of Swaziland" on the 24th June, 1981 the names:

Swaziland Aero Sales Ltd.
Dark Investments (Pty) Ltd.
Swacathy Investments (Pty) Ltd.
Letfu (Pty) Ltd.
Ko and Peng Ltd.
Swazi Ethicals (Pty) Ltd.
Linden Investments (Pty) Ltd.
Export Travel International (Pty) Ltd.
App Property Investment and Finance (Pty) Ltd.
Swazi Arron Milling Corporation (Pty) Ltd.
Mahamba Trading Store (Pty) Ltd.
Almac Plant Hire (Pty) Ltd.

were struck off the Swaziland Register of Companies, and the companies dissolved with effect the 24th. day of June, 1981.

D. D. MAMBA,
Registrar of Companies.

S697 28.8.81

NOTICES

SWAZILAND COMPANIES ACT NO. 7 OF 1912

Notice is hereby given that pursuant to the notice published in the Swaziland Government Gazette and the Times of Swaziland" on the 1st June, 1981 the names:

C and L Investments (Pty) Ltd.
Fonteyn Sawmills (Pty) Ltd.
Tifiso S.J.B. Company (Pty) Ltd.
Development-Promotions (Swaziland) (Pty) Ltd.
Amatex (Pty) Ltd.
Swan Caterers (Pty) Ltd.

were struck off the Swaziland Register of Companies, and the companies dissolved with effect the 1st day of June, 1981.

D. D. MAMBA,
Registrar of Companies.

S698 28.8.81

NOTICES

SWAZILAND COMPANIES ACT NO. 7 OF 1912

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

Jays Enterprises (Swaziland) (Pty) Ltd.
CHL Investments Ltd.

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

D. D. MAMBA,
Registrar of Companies.

S699 28.8.81

NOTICES

SWAZILAND COMPANIES ACT NO. 7 OF 1912

Notice is hereby given that pursuant to the notice published in the Swaziland Government Gazette and the "Times of Swaziland" on the 20th May, 1981 the names:

Matsapha Printing Press (Pty) Ltd.
Electronic Industries (Swazi) (Pty) Ltd.
Swazi Flooring & Upholstery (Pty) Ltd.
Rapid Air (Pty) Ltd.
SISE (Pty) Ltd.
Trans-World Importers and Exporters Agency (Pty) Ltd.
Chrisnick Transport (Pty) Ltd.
Saskina (Pty) Ltd.
FG Construction (Pty) Ltd.
Cimex (Pty) Ltd.

were struck off the Swaziland Register of Companies, and the companies dissolved with effect the 20th day of May, 1981.

D. D. MAMBA,
Registrar of Companies.

S700 28.8.81

NOTICE

CHANGE OF NAME ACT NO. 67 OF 1962

(In Terms of Section 5)

Notice is hereby given that I, MASEBENZA JEREMIAH YO CELE, follower of Chief Melashwa Dlamini, Nduna Velamuva Dlamini of Shiselweni District of c/o Ekuphakameni School, P.O. Hlatikulu, Swaziland intend to apply to the Deputy Prime Minister for authorisation to assume the surname of DUBE after the fourth publication of this Notice in the Swaziland Government Gazette and The Times of Swaziland for the reason that the surname Dube is my natural father's surname and CELE was given to me by my grandmother who brought me up.

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

MASEBENZA JEREMIAH YO CELE,
c/o Ekuphakameni School,
P.O. Hlatikulu,
SWAZILAND.

S643 4x28.8.81

NOTICES

Notice is hereby given that pursuant to the notice published in the Swaziland Government Gazette and the "Times of Swaziland" on the 20th May, 1981 the names:

Highway Filling Station (Pty) Ltd.
Shamrock Butchery (Pty) Ltd.
Mbabane Glazing Contractors (Pty) Ltd.
Design Studios (Pty) Ltd.
United Steel (Pty) Ltd.
Swazi Import and Exporting Manufacturing Jewellers (Pty) Ltd.
Exporting Manufacturing Jewellers (Pty) Ltd.
Socam Plant Hire and Earthmoving (Pty) Ltd.
Master Industries (Swaziland) (Pty) Ltd.
Electra Installation (Pty) Ltd.
Swazi International Sports Promotions (Pty) Ltd.
Decom Engineering (Pty) Ltd.
APT Electrical (Swaziland) (Pty) Ltd.
African Impex Ltd.
Helena Clothing Manufacturers (Pty) Ltd.
Mbabane Developers (Pty) Ltd.
SMJ Construction (Swaziland) Ltd.
Lavumisa Bus Service (Pty) Ltd.

were struck off the Swaziland Register of Companies, and the companies dissolved with effect the 11th. day of May, 1981.

D. D. MAMBA,
Registrar of Companies.

S701 28.8.81

NOTICES

SWAZILAND COMPANIES ACT NO. 7 OF 1912

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

Process Development and Construction (Pty) Ltd.
Swazi Lubex Oil & Chemical Co. (Pty) Ltd.

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

D. D. MAMBA,
Registrar of Companies.

S691 28.8.81

NOTICE

SWAZILAND COMPANIES ACT NO. 7 OF 1912

Notice is hereby given that pursuant to the notice published in the Swaziland Government Gazette and the "Times of Swaziland" on the 10th April, 1980 the name:

Swazi Plant Sawmills (Pty) Ltd.

was struck off the Swaziland Register of Companies, and the company dissolved with effect the 10th day of April, 1980.

D. D. MAMBA,
Registrar of Companies.

S692 28.8.81

NOTICE

SWAZILAND COMPANIES ACT NO. 7 OF 1912

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

Tim Africa (Swaziland) Limited

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

D. D. MAMBA,
Registrar of Companies.

S693 28.8.81

NOTICE

SWAZILAND COMPANIES ACT NO. 7 OF 1912

Notice is hereby given that pursuant to the notice published in the Swaziland Government Gazette and the "Times of Swaziland" on the 18th March, 1981 the name:

Allison Forestry Holdings (Pty) Ltd.

was struck off the Swaziland Register of Companies, and the company dissolved with effect the 18th day of March, 1981.

D. D. MAMBA,
Registrar of Companies.

S694 28.8.81

NOTICE

Notice is hereby given in terms of the Registration of Businesses and Insolvency Act that application will be made for the transfer of a Petrol and Oil Dealer's Licence carried on under the style of MPOFU FILLING STATION at Mahlanya, Manzini — Mbabane road from NKOMNOPHONDO DANIEL KHUMALO to JACK'S PROPERTIES (PROPRIETARY) LIMITED represented by STANLEY RICHARD FOSS who will continue to carry on business under the same style after the third publication of this notice or of the grant of the transfer by the Licensing Officer, Manzini, whichever shall occur later. Such application for a transfer shall be made to the Licensing Officer, Manzini on the 15th September, 1981 at 10.00 a.m. in terms of Trading Licences Order No. 20 of 1975.

Objections thereto must be lodged in writing with the Licensing Officer, Manzini as well as with the Applicant's Attorneys, Carlston and Company, P.O. Box 143, Manzini on or before the 8th September, 1981.

J. P. MAVIMBELA,
Licensing Officer,
P.O. Box 13,
MANZINI.

S695 3x11.9.81.

NOTICE

Notice is hereby given in terms of the Registration of Business and Insolvency Act that the Restaurant business Licence carried on by LENCO at the Industrial Sites Mbabane under the style GOODWILL RESTAURANT will be transferred to SOLOMON MALWANE after the third publication hereof or the grant of the transfer of the licence by the District Commissioner, Hhohho whichever is the later.

MATHSE EARNSHAW AND MALINGA,
Applicant's Attorneys,
2nd Floor Engungwini Bldg.;
Allister Miller Street,
P.O. Box 1134,
MBABANE.

S663 3x28.8.81







SUPPLEMENT TO
THE
SWAZILAND GOVERNMENT
GAZETTE

VOL. XIX]

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THE UMBUTFO SWAZILAND DEFENCE FORCE ORDER 1977

(Order No. 10 of 1977)

PROMOTION OF COMMISSIONED OFFICERS TO THE
UMBUTFO SWAZILAND DEFENCE FORCE

(Under Section 13)

(Commencement: 1st January, 1981)

In exercise of the powers conferred on me by the above-mentioned order, I SOBHUZA THE SECOND, KING OF SWAZILAND, and by virtue of the authority vested in me as Ngwenyama of the Swazi Nation and the Commander In-Chief of the Armed Forces do hereby promote the following officers to the ranks shown below:

To Major:

Capt. Mandla Abednego Dlamini
" Ndambi David Dlamini
" Velinjani Patrick Motsa
Lt. Mashayanisa Lukhele

To Captain

Lt. Samketi Zembeletela Dlamini
" Mphilimbi Mkhaliphi
2nd Lt. Cyprian Sipho Nhlengetfwa
" " Sipho Dlamini
" " Thembela Edison Mdluli
" " Fози Dlamini
" " Ndlamubalo Zephania Shongwe
" " Mampondweni Jeremiah Shongwe
" " Manyosi Timothy Dlamini
" " Sobantu Stanely Dlamini
" " Phoshozwayo Tsabedze

SIGNED AT LOZITHEHLEZI ON THIS 7th DAY OF AUGUST, 1981.

SOBHUZA II

KING OF SWAZILAND.

LEGAL NOTICE NO. 57 OF 1981

THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (BUILDING & CONSTRUCTION
(INDUSTRY) ORDER, 1981))

(Under section 11)

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

Citation.

1. This Order may be cited as the Regulation of Wages (Building and Construction Industry) Order, 1981 and shall come into force on the 4th September, 1981.

Interpretation.

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

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

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

“clerk” (with Senior 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 food to other employees;

“copy 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;

“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 to and from the tailboard and the daily maintenance and cleaning of such vehicle;

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

“general tradesman” means an employee who holds a trade test certificate recognised by the Government in one of the following trades:—

bricklayer;

plasterer/tiler;

carpenter;

painter/glazier;

plumber;

welder;

drainlayer;

wireman;

joiner;
cabinetmaker;
mechanic;
fitter.

"induna" means an employee in charge of other employees;

"learner machine operator" means an employee with less than six months experience in the operation of a machine;

"machine" means an item of heavy duty plant capable of moving under its own power and used for earth-moving or similar operations, or any other machine which, in the opinion of the Labour Commissioner, is a machine in terms of this Order;

"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;

"normal working day" means any day from Monday to Friday inclusive;

"normal working hours" means the hours of work specified in paragraph 6;

"probationary period" means a period of employment during which either party to a contract of employment may terminate the contract without notice;

"storeman (without Certificate)" means an employee who does not hold the Junior Certificate of Education and who, apart from carrying out the duties of a stores clerk, is responsible for ordering certain items on behalf of his employer;

"storeman (with Junior Certificate)" means an employee who holds the Junior Certificate of Education and who, apart from carrying out the duties of a stores clerk, is responsible for ordering certain items on behalf of his employer;

"storeman (with Senior Certificate)" means an employee who holds the Senior Certificate of Education and who, apart from carrying out the duties of a stores clerk, is responsible for ordering certain items on behalf of his employer;

"temporary cessation of work" means the temporary stoppage or operation at a reduced scale by a business, but where the employer and employee relationship still subsists, and where it is the intention of the employer to resume normal working within a reasonable time;

"trade tested person" means a person who holds a craft certificate indicating the degree of proficiency attained by him as indicated by a trade test conducted by a trade testing officer fully appointed as such in the public service;

"watchman" 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-paragraph (2), this Order shall apply to the persons who are 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, repair or demolition of any railway line, siding, public or private road, thoroughfare, airfield, tunnel, bridge, viaduct, waterwork, sewerage work, lattice work, or other structure designed solely for the support of electric lines; or

- (b) the construction, structural alternation, maintenance repair or demolition of any building, or preparation for or laying the foundation of a 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 organisation, educational or medical institution as may be specified in writing by the Minister.

Basic minimum wage (First Schedule).

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

Rations (Second Schedule).

5. (1) An employee in receipt of a basic minimum wage totalling less than E1,080.00 per annum shall be given by his employer, in addition to cash wages, the amount of rations specified in the Second Schedule.

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

Normal working hours.

6. (1) The normal working week (other than for a watchman) shall be from Monday to Friday and shall consist of forty-seven and one half hours.

(2) The normal working hours per day (other than for a watchman) shall be nine and one half hours exclusive of meal breaks.

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

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

Overtime.

7. (1) Overtime for an employee other than a watchman shall be payable at the following rates —

- (a) for overtime worked before midnight in excess of the normal working hours, a one and one third times his normal hourly rate of wages;
- (b) for overtime worked after midnight in continuation of normal working hours or other overtime working, at twice his normal hourly rate of wages;
- (c) for any time worked on Saturday before 4p.m., at one and half times his normal hourly rate of wages;
- (d) for any time worked after 4p.m. on a Saturday, Sunday or a public holiday specified in the Third Schedule, at twice his normal hourly rate of wages;

(2) Overtime shall be paid to a watchman for all time worked on any day in excess of twelve hours, at twice his normal hourly rate of wages. Provided that any watchman who has been absent from work during any week without reasonable cause shall not be entitled to overtime in that week until he has completed seventy-two hours work.

(3) For the purpose of calculating the payment of overtime in respect of an employee other than a watchman, the normal hourly rate of wages shall be the amount arrived at by dividing the employee's monthly wage by two hundred and six.

(4) For the purpose of calculating the payment of overtime in respect of a watchman, the normal hourly rate of wages shall be the amount arrived at by dividing the employee's monthly wage by three hundred and twelve.

Annual leave.

8. (1) After six months of continuous service, an employee shall be entitled to one day's leave of full pay in respect of each month's continuous service. Such leave shall exclude the public holidays specified in the Third Schedule and any other days which are not normal working day, but which may occur during such leave.

(2) Where an employee is in the employment of the employer at the time of an annual cessation of work, annual leave shall be taken during the period of that cessation.

Sick leave.

9. Where an employee has been in the continuous employment of the employer for six or more months and through no fault of his own becomes ill and incapable of performing his duties, he shall, on production of a certificate issued by a practitioner registered under the Medical and Dental Practitioner's Act, 1970, be entitled to ten working days sick leave with full pay and ten working days sick leave with half pay during any period of twelve months.

Travelling and subsistence allowances.

10. (1) Where an employee is temporarily employed at a place which is situated from his normal place of work by a distance of more than two kilometres by road, his employer shall —

- (a) provide him with free transport to and from his normal place of work and the place of temporary employment; or
- (b) pay him an allowance of 7.5 cents for each complete kilometre or part thereof of such distance in respect of each journey he makes to and from the temporary place of employment on any day he presents himself for, and is available for work.

(2) An employee required to travel on duty (other than in the circumstances set out in sub-paragraph (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 70 cents 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 E2.00 in lieu thereof;
- (b) free accommodation and an allowance of 70 cents in lieu of food; or
- (c) free food and an allowance of E1.30 in lieu of accommodation.

Provided that any entitlement to free food, accommodation or allowances under this paragraph shall cease after an employee has been absent on duty for ten or more nights continuously.

(5) An employee entitled to subsistence allowance under sub-paragraph (4), shall not be entitled to subsistence allowance under sub-paragraph (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 paragraph, a transfer allowance of E2.00.

(7) If an employee wishes to move his family to a new place of permanent employment to which he is being transferred by his employer, the cost of transport and removal expenses for his wife and up to three children who are living with him shall be borne by his employer.

Lay-off.

11. When an employer is unable to provide work for any employee due to:-

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

he may, subject to him giving the employee not less than twenty-four hours notice, lay-off the employee, without pay, for a maximum period of fifteen working days in the circumstances mentioned in sub-paragraph (a) and for a maximum period of thirty working days in the circumstances mentioned in sub-paragraph (b): at the expiry of fifteen working days or thirty working days as may be applicable, the employer shall either provide work for the employee, or terminate his employment under the provisions of the Employment Act.

Lay-off due to weather.

12. (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.

Public holidays.

13. The public holidays specified in the Third Schedule shall be holidays with full pay:

Provided that if an employee is absent from work without reasonable cause on the working day immediately before, or the working day immediately after such public holiday, he shall not be entitled to payment for that public holiday.

Clothing, equipment and protective clothing.

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

(2) An employee other than a watchman, who is required to work 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.

(3) 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 cap or similar garment.

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

(5) Where any protective clothing supplied to an employee under this paragraph is damaged or lost through an employee's negligence, the employer may deduct the cost thereof, after due consideration for wear and tear, from wages due to the employee.

Probationary period.

15. An employee to whom this Order applies shall be employed, on initial engagement for probationary period of two months.

Revocation of Legal Notice No. 96 of 1980.

16. The Regulation of Wages (Building and Construction Industry) Order 1980 is hereby revoked.

FIRST SCHEDULE

(Paragraph 3 and 4)

Clerk (without Certificate)	37 cts. an hour
Clerk (with Junior Certificate)	45 cts. an hour
Clerk (with Senior Certificate)	56 cts. an hour
Cook	37 cts. an hour
Copy Typist	47 cts. an hour
Driver (light vehicle)	60 cts. an hour
Driver (heavy vehicle of 5 tons and over when loaded)	79 cts. an hour
General Labourer	37 cts. an hour
General Tradesman	
Grade III Trade tested	57 cts. an hour
Grade II Trade tested	84 cts. an hour
Grade I Trade tested	1.28 cts. an hour
Induna	52 cts. an hour
Learner Machine Operator	79 cts. an hour
Machine Operator	1.14 cts. an hour
Storeman (with Junior Certificate)	45 cts. an hour
Storeman (with Senior Certificate)	56 cts. an hour
Storeman (without Certificate)	37 cts. an hour
Survey and Soil Assistant	37 cts. an hour
Watchman	37 cts. an hour

SECOND SCHEDULE

(Paragraph 5)

Weekly Rations.

1. Minimum Scale:

Mealie meal	(14 lbs) — 6.36 kg.
Meat	(3 lbs) — 1.36 kg.
Sugar	(1 lb) — .45 kg.
Dry Beans, Peas or Groundnuts	(1½ lbs) — .68 kg.
Fresh Vegetables	(2 lbs) — .9 kg.
Salt	(4 lbs) — .114 kg.

Alternatives:

The following weekly rations may be supplied in lieu of mealie meal or meat mentioned in paragraph (1):-

(a) Mealie meal:

for every

.9 kg (2 lbs.) of mealie meal

(i)

.45 kg (1lbs.) of bread, or

(ii)

.34 kg (12oz.) of rice, or

(iii)

.23kg (½lb.) of ordinary or sweet potatoes:

(b) Meat:

(i) for the first .23kg. (8ozs.) of offal, or

(ii) for the first .45kg. (1lb.) of fish or meat, (1lb.) of fish or .23kg. (8ozs.) of cheese.

Permitted Variations:

3. The ration of mealie meal shown in paragraph 1 may be reduced by an amount, not exceeding 2.72kg (6lbs.) equivalent to the amount of meal used in the preparation of:-

(a) the drink known as "mahewu" or

(b) a proprietary vitaminised drink, if either drink is issued in the Week to the employees by the employer.

THIRD SCHEDULE

(Paragraph 7 and 14)

Independence (Somhlolo) Day
 Good Friday
 Christmas Day
 Umhlanga (Reed Dance) Day
 King's Birthday
 Incwala Day

A.R. SHABANGU

Permanent Secretary, Deputy Prime Minister's Office