

SUPPLEMENT TO
THE
SWAZILAND GOVERNMENT
GAZETTE

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THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (SUGAR MANUFACTURING INDUSTRY)
ORDER, 1983

(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 (Sugar Manufacturing Industry) Order, 1983 and shall come into force on the 24th June, 1983.

Application.

2. (1) This Order shall apply to all daily rated employees engaged in any of the occupations in the Sugar Manufacturing Industry specified in the First Schedule.

(2) Daily rated employees shall be deemed to include employees whose remuneration is expressed in terms of a sum per day worked although actual payment is made at less frequent intervals.

Basic minimum wage.

3. (1) The basic minimum wage to be paid to employees specified in the First Schedule shall be calculated at a rate not less favourable than that specified therein.

(2) The basic hourly rate shall be deemed to be not less than one eighth of the employee's basic wage.

(3) An employee who at the date of the commencement of this Order is in receipt of a higher wage than that specified in the First Schedule for his category shall not, by reason of this Order, suffer reduction in such wage.

(4) Where an employee has the right to occupy quarters, the property of his employer, for which a rental is or becomes payable to his employer, the rate specified in the First Schedule shall be deemed to be increased, in relation to such employee, by the amount of such rental.

Rations.

4. (a) An employer shall, at his own expense, supply to his employees the weekly scale of rations in the Second Schedule.

Provided that the rations specified in the Second Schedule shall be of reasonable good quality and fit for human consumption.

(b) An employee who, at 1st November 1981, was receiving a cash allowance in lieu of such rations shall continue to receive the cash allowance in addition to his basic salary.

Hours of work.

5. The normal working week shall consist of—
- (a) forty-eight hours comprising of six shifts of eight hours each for employees working on shifts; and
 - (b) forty-six hours in periods prescribed by the employer for other employees.

Annual and Attendance Bonus.

6. (1) An employee on shift work who completes forty-eight hours of work (excluding overtime) in any one week, and any other employee who completes forty-six hours of work (excluding overtime) in any one week, shall be entitled to an attendance bonus equal to his normal pay for a full day's work.

(2) Any employee shall be entitled to be paid an annual bonus in December in each year calculated at the rate of 4% of his total basic wage earned for the calendar year from the previous 1st January or from his date of engagement, which ever shall be the later date, to 31st December or the date of termination of his service, whichever shall be the earlier date, as the case may be.

Overtime.

7. Overtime for all employees shall be payable at the following rates—
- (a) for any time worked on Mondays to Saturdays inclusive in excess of shift hours or prescribed periods as provided by sub-paragraph 5(a) or 5(b), as the case may be, at one and one half times the basic hourly rate;
 - (b) for time worked on Sundays or public holidays specified in the Third Schedule at twice the basic hourly rate.

Annual Leave.

8. After twelve consecutive calendar months' service with an employer an employee shall be entitled to twelve working days annual leave with full pay.

Sick Leave.

9. After three consecutive calendar months' service with an employer an employee shall be entitled to sick leave up to a maximum of twelve working days with full pay and thereafter to sick leave up to a maximum of twelve working days with half pay in each period of twelve month's continuous service, subject to the employee producing a certificate of incapacity, covering the period claimed as sick leave, signed by a medical practitioner registered under the Medical and Dental Practitioner's Act 1970.

Public holidays.

10. The public holidays specified in the Third Schedule shall, subject to the provisions of section 7(b), be holidays with full pay.

Revocation of Legal Notice No. 70 of 1982.

11. The Regulation of Wages (Sugar Manufacturing Industry) Order, 1982 is hereby revoked.

FIRST SCHEDULE
(Paragraph 3)

MINIMUM DAILY WAGE

Grade A includes employees employed in one or more of the undermentioned occupations:—

	E	c
bench chemist)		
boiler induna)		
bricklayer)		
cane tester)		
cane yard induna)		
centrifugal induna)		
driver class I)		
garage induna)		
head building induna)		
head mill induna)		
laboratory assistant)		
mills induna)		
mill store clerk)		
power house operator)		
security sergeant)	6	33
senior handyman/building/garage)		
senior handyman)		
spare gang induna)		
sugar despatch clerk)		
sugar floor induna)		
timekeeper (appointed before 19.5.72))		
weighbridge clerk (appointed before 19.5.72))		

Grade B includes employees employed in one or more of the undermentioned occupations:—

	E	c
assistant instructor training centre)		
blacksmith)		
driver class II)		
evaporator operator)		
garage/building handyman class I)		
garage service bay supervisor)		
grounds maintenance induna)		
handyman)		
hygiene induna)		
insulation repairer)		
malaria control induna)		
junior laboratory assistant)		
mill stores induna)		
mill truck driver)	5	42
pan house attendant)		
refinery induna)		
rigger)		
security corporal)		
service induna)		
shift assistant)		
stores issuer)		

telephonist)
timekeeper (appointed on or after 19.5.72))
weighbridge clerk (appointed on or after 19.5.72))
weighbridge operator (appointed before 19.5.72))

Grade C includes employees employed in one or more of the undermentioned occupations:—

	E	c
assistant bench chemist)	
bagasse analysis attendant)	
cane clerk time delay)	
caneyard clerk)	
chain repair handyman)	
driver class III)	
driver gantry crane/hilo off loader)	
feed table operator)	
handyman class II (mill building or garage))	
instrument mechanic's assistant)	
laboratory sampler (appointed on or after 19.5.72))	
main carrier operator (appointed on or after 19.5.72))	
mills controller)	4
sampling co-ordinator)	64
sand recovery operator)	
sugar handling controller)	
vacuum filter attendant)	
weighbridge operator (appointed on or after 19.5.72))	

Grade D includes employees employed in one or more of the undermentioned occupations:—

	E	c
assistant issuer mill stores)	
auto filter attendant)	
blending bin operator)	
building clerk)	
centrifugal operator)	
condensate attendant)	
crystalliser attendant (appointed before 19.5.72))	
dryer attendant (appointed before 19.5.72))	
garage clerk)	
garage tool issuer)	
general clerk)	
head messenger)	
lime sulphuration attendant)	3
melter attendant)	97
mill juice sampler)	
mill turbine attendant)	
oil separator operator)	
process control clerk)	
rations clerk)	

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security guard)
stoker/firing attendant)
stores clerk)
tool store issuer)
water treatment attendant)

Grade E includes employees employed in one or more of the undermentioned occupations:—

	E	c
artisan's helper)	
artisan's helper (garage or building))	
bagasse controller)	
boiler water attendant)	
brickmaker)	
cane yard attendant)	
chain checker)	
clarifier attendant)	
crystalliser attendant (appointed on or after 19.5.72))	
forklift truck driver)	
garage service bay attendant)	
garage wheel bay attendant)	
greaser)	
gutter attendant)	
knapsack operator malaria control)	
lime plant attendant)	
magma mixer attendant)	
messenger	3	49
mill feed controller)	
molasses tank attendant (appointed before 19.5.72))	
pan assistant (appointed before 19.5.72))	
petrol attendant)	
plate and frame filter attendant)	
pump attendant)	
roller arcing attendant)	
scale operator)	
recruit security guard)	
semi kestner attendant)	
sewing machine operator)	
tag attendant)	
village cook)	
water analysis attendant)	

Grade F includes employees employed as general labourers in occupation other than:—

those specified under Grade A — E above:

	E	c
non trade tested painters and casual labourers)		
with more than three months continuous)		
service general labourers acting as toilet)	3	19
cleaners shall be paid an additional daily)		
allowance of 15 cents.)		

SECOND SCHEDULE
(Paragraph 4)

WEEKLY RATION SCALE

Married Employees.

Mealie Meal	18 lbs.
Meat	3 lbs.
Beans	2 lbs.
Sugar	1 lb.
Salt	$\frac{1}{2}$ lb.
Flour	$\frac{1}{2}$ lb.
Vegetables	2 lbs.
Curry Powder	1 oz.
Samp	1 lb. (Mhlume and Simunye only)
Paraffin	2 pints (Ubombo Ranches only)

Alternatives.

- (a) Mealie Meal: — for every 3 lbs. of mealie meal
1 lb. brown bread or $\frac{1}{2}$ lb. Pronutro.
- (b) Meat: — for the 1st lb. of meat — 1 lb. of fish or
 $1\frac{1}{2}$ lbs. offal.
- (c) Vegetables: — fresh vegetables.
- (d) Beans: — for one lb. beans — 1 lb. of samp.
- (e) Curry Powder: — for 1 oz. curry powder — 1.8 oz soup
powder.

Permitted Variations.

Oranges in season in place of fresh vegetables in alternate weeks.
Single Employees Hot meals

THIRD SCHEDULE
(Paragraph 10)

Christmas Day
Easter Monday
Good Friday
Incwala Day
Independence Day
King's Birthday
New Year's Day
Reed Dance.

A.R. SHABANGU
Principal Secretary
Deputy Prime Minister's Office.

LEGAL NOTICE NO. 43 OF 1983

THE COMMISSIONER OF OATHS ACT, 1942

(Act No. 23 of 1942)

APPOINTMENT OF COMMISSIONER OF OATHS

(Under section 2)

In exercise of the powers conferred by section 2 of the Commissioner of Oaths Act, 1942, the Deputy Prime Minister hereby appoints—

DONALD NKOSANA NXUMALO — GENERAL MANAGER
VUVULANE IRRIGATED FARMS

to be Commissioner of Oaths for Swaziland.

A.R. SHABANGU
Principal Secretary

MBABANE.
17th June, 1983.

LEGAL NOTICE NO. 44 OF 1983

THE SWAZILAND TELEVISION AUTHORITY ACT, 1983

(Act No. 1 of 1983)

THE TELEVISION VIEWERS (CERTIFICATES AND LICENCES) (AMENDMENT)
REGULATIONS, 1983

(Under section 26)

In exercise of the powers conferred by section 26 of the Swaziland Television Authority Act, 1983 the Deputy Prime Minister, after consultation with the Board of Directors, hereby makes the following Regulations—

Citation.

1. These Regulations may be cited as the Television Viewers (Certificates and Licences) (Amendment) Regulations, 1983 and shall be read as one with the Television Viewers (Certificates and Licences) Regulations, 1983 (hereinafter referred to as “the principal Regulations”).

Amendment of regulation 2.

2. Regulation 2 of the principal Regulations is amended in subregulation (1) by inserting between the words “person” and “who” the words “other than a person referred to under regulation 9”.

Amendment of regulation 7.

3. Regulation 7 of the principal Regulations is amended by inserting between the words “person” and “who” the words “other than a person referred to under regulation 9”.

Amendment of regulation 9.

4. Regulation 9 of the principal Regulations is amended by replacing the number “2” with the number “2(1)”.

A.R. SHABANGU
Permanent Secretary

MBABANE.
10th June, 1983.