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SUPPLEMENT TO THE SWAZILAND GOVERNMENT GAZETTE

VOL. XXII]

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[No. 302

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LEGAL NOTICE NO. 76 OF 1984

THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (MINING AND QUARRYING INDUSTRIES)
ORDER, 1984.

(Under Section 11)

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

Citation and Commencement.

1. This Order may be cited as the Regulation of Wages (Mining and Quarrying Industries) Order, 1984 and subject to section 11 (6) of the Act shall come into force on the 1st July, 1984.

Interpretation.

2. In this Order unless the context otherwise indicates;

“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;

“Supervisor” means a person who oversees the work of gangs working in gardens, slimes, dams, lamp rooms, screening plants, siding mills, forests and stores and on aerial ropeways, conveyors, tippers and on construction work and painting.

“Tradesman (without formal qualifications)” shall mean and include one who undertakes such tasks 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.

“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
- (d) 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 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 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 guard, consist of six twelve-hour shifts; and
- (b) In all other cases consist of six eight-hour shifts.

Provided that:—

- (i) with the consent of his employer, an employee may, if he so wishes, extend his daily hours of work by up to one hour in order to reduce the hours of work of his last shift for his own convenience without the entitlement to overtime payment.
- (ii) Subject to paragraph 10 (2) where an employer requires an employee to work in excess of the hours specified in this paragraph, an employee shall be paid for overtime in accordance with the provisions of paragraph 9.

Work stoppage.

5. (1) In the event of a temporary 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 strike(s), lockout(s), sit-in(s) or other form of labour action or dispute, whether concerted or individual, an employee who is present, of labour action or dispute, 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 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 non advancement 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.

Categories of Work.

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

Basic Minimum Wage.

8. The basic minimum 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
5.40	6.26	7.07	8.08	9.47	11.11

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 specified 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) Subject to the provisions of section 9 (b) the following public holidays shall be regarded as holidays with full pay:

Provided that payment shall not be made to an employee who absents himself from his normal place of work without authority on the days preceding and succeeding the specified holiday:

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

(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' continuous service with an employer an employee shall be entitled to annual leave of not less than fifteen working days (excluding the public holidays in terms of this Order and the employee's rest days) with full pay.

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 Practitioner's Act 1970, be entitled, after three 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; or
- (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 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 sub-paragraph (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.

Redundancy.

14. (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 month's wages as provided in item (b) (i) where he has in the employer's continuous service for more than 6 months but less than 12 months; or
- (iii) three month's wages as provided in item (b) (i) where he has been in the employer's continuous service for 12 months or more.

(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.

15. 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 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 be the employer to deduct from the employee's monthly salary the full amount advance to him at the end of the pay month.

Revocation of Legal Notice No. 49 of 1983.

16. The Regulation of Wages (Mining and Quarrying Industry) Order, 1983 is hereby revoked.

SCHEDULE

Category A1 includes employees whose principal duties comprises any of the following occupations:—

Asbestos Packers
Beer Makers
Block Makers
Belt Maintenance Helpers
Belt Sorters
Bag Printers

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Blaster's Labourers
Boiler Attendants
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
Trammers
Tally Check Tip Attendants
Tamping Makers
Ventilation Labourers
Whitewashers
Waiters
Underground Transport Labourers

Category A2 includes employees whose principal duties comprise any of 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
Drillers' Assistants
Ellison Feeder Attendants

Forklift Operators
First Aid Attendants
Geological Sampling Assistants (Grade A2)
Geological Sampling Assistant/Drivers
Golf Club Attendants
Greaser
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
Roof Bolters
Rotary and Difter Helpers
Shortcrete Nozzlemen
Sporters
Scraper Winch Drivers
Section Rail Workers
Section Timber Workers
Section Bar Workers
Stockpile Attendants
Sawmill Assistants (Supervised)
Sample Plant Attendants
Security Guards/Watchmen
Survey Helpers Grade 1)
Toolroom Attendants
Tracers
Torch Cutters
Lower 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
 Analysts
 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 (Grade 2)
 Domestic Science Instructors
 Dust Samplers
 Electric Drill Operators
 Gardening Supervisors
 Guesthouse Attendants
 Geologists' Assistants (Senior)
 Geological Samplers (other than Coal)
 Gang Bosses (Grande 2 Surface)
 General Gang Supervisors
 Hospital Clerks
 Jack Hammer Operators
 Lampmen (Coal, Certificated)
 Plant Operators
 Rock Mechanic Observers
 Rotary/Drifter Operators
 Supervisors (as defined hereunder)
 Service Bay Attendants
 Security Sergeant
 Stenographer Typists
 Switchboard Operators (internal and external)
 Telex Operators
 Theatre Orderlies
 Tradesmen (without formal qualifications)
 Training Instructors
 Welfare Assistants

Category B2 includes employees whose principal duties comprise any of the following occupations:—

Blasting Licence Holder
 Coal Cutters (Grade 1)

Drillers (Mobile Rig and Core)
 Drivers Grade 1
 Drivers (earth moving)
 Dyke Gang Supervisors
 Electricians (to 380 volts)
 Gangbosses (Grade 1 surface)
 Gangbosses (Grade 3 underground)
 Laboratory Assistants (asbestos)
 Mechanics (Grade 1)
 Medical Orderlies
 Truck Busters
 Village Administration Clerk
 Welders
 Weighbridge Clerk

Category B3 includes employees whose principal duties comprise of the following occupations:—

Artisan's (Grade 2)
 Blasting Supervisors (Iron Ore)
 Drill Supervisors
 Electricians (to 550 volts)
 Gang bosses (Grade 1 underground)
 Hospital Clerks
 Personnel Assistants
 Section Supervisors
 Section Bosses (Surface/Village Induna)
 Stores/Accounts Clerk
 Transport Controllers
 Washing Supervisors (Iron Ore)
 X—Ray Clerks.

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 and/or passed a Government recognised Trade Test:—

Carpenters
 Mason/Furnance Bricklayers
 Mechanic (Vehicle Maintenance)
 Plumber/Sheet Metal Workers
 Ropeway Servicemen
 Sewage/water Supervisors
 Section Bosses (Underground)
 Storekeepers.

J.D. MNGOMEZULU
Principal Secretary
Ministry of Labour.

LEGAL NOTICE NO. 77 OF 1984

THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (FORESTRY & FOREST INDUSTRY) ORDER, 1984

(Under Section 11)

In exercise of the powers conferred on him by section 11 of the Wages Act, 1964, the Ministry for Labour hereby makes the following Order:—

Citation.

1. This Order may be cited as the Regulation of Wages (Forestry and Forest Industry) Order, 1984 and shall come into force on the 1st July, 1984.

Interpretation.

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

“artisan’s assistant” means an employee who assists an artisan in a workshop or in carrying out work allocated to an artisan;

“blaster” means an employee who is the holder of a recognised blasting certificate and carries out blasting operations;

“bulldozer operator/skidder operator/grader operator” means an employee who operates and maintains a bulldozer, a grader or skidder and carries out simple maintenance work on it;

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

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

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

“cross-cut saw operator” means an employee who operates a crosscut saw and carries out simple maintenance work on it;

“driver (L.D.V.)” means an employee in charge of a vehicle of less than 5 tons tare weight, whose duties include the handling to and from the tailboard and the daily maintenance and cleaning of such vehicle;

“driver (Logging)” means an employee who drives a log carrying truck of over 10 tons tare weight and who is responsible for the daily maintenance and cleaning of such vehicle;

“driver (H.D.V.)” means an employee who drives a vehicle of 5 to 10 tons tare weight and whose duties include handling to and from the tailboard and the daily maintenance and cleaning of such vehicle;

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

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

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

“fork-lift driver” means an employee who drives a fork lift and carries out simple maintenance work on it;

“general labourer” means an employee who carries out unskilled work and includes field labourers, cleaners, sweepers, loaders, tea servers;

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

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

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

“medical orderly” means an employee who provides medical assistance to out patients in the clinic;

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

“switchboard operator” means an employee whose duties consist in the operation of a telephone switchboard or who can show proof of such previous experience for a period exceeding three consecutive months;

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

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

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

“tractor driver” means an employee who drives a tractor and carries out simple maintenance work on it;

Application.

3. This Order shall apply to:—

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

Basic minimum wage.

4. (1) Subject to sub-regulation (3) the basic minimum wage to be paid to employees to whom the Order applies shall be calculated at a rate not less favourable than that specified in the First Schedule.

(2) For purposes of calculating hourly, daily, weekly or monthly rates, the following conversion table shall be used:—

- (a) hourly rate — divide basic minimum wage by weekly hours;
- (b) daily rate — divide basic minimum wage by days to be worked in a week;
- (c) weekly rate — divide monthly wage by four and one third;
- (d) monthly rate — multiply weekly wage by four and one third;

(3) A juvenile general labourer shall receive not less than two-thirds of the rate of pay applicable to an adult general labourer.

Rations.

5. (1) An employer shall, as a condition of employment, supply to each employee receiving less than E1080 per annum, rations, in quantities not less than those specified in the Second Schedule.

(2) With the employee's consent, and after notifying the Labour Commissioner the employer may pay the employee, in lieu of rations, the cash value of such rations as may be fixed by the Labour Commissioner from time to time.

(3) Upon notification by the Labour Commissioner of an increase in the ration allowances, the new cash value shall be paid not later than the pay day following such notification.

Hours of work.

6. (1) The normal weekly hours shall consist of forty-eight hours of not less than five days.

(2) In the case of an employee engaged on "shift work" his normal weekly hours shall be forty-eight hours over a six day week.

(3) In the case of a watchman or security guard the normal weekly hours shall be seventy-two hours over a six day week.

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

Overtime.

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

(a) for time worked in excess of the normal hours in any one day, he shall be paid at one and half times his hourly rate;

(b) for time worked on a rest day, Sunday or Public Holiday specified in the Third Schedule, he shall be paid at twice his hourly rate.

(2) Any employee on shift work, or as a security guard or watchman who is required to work on a rest day or on a public holiday specified in the Third Schedule, may at the discretion of his employer, be paid for such overtime or alternatively, be given an equivalent amount of time off in lieu of overtime payment.

Annual leave.

8. On completion of each period of twelve months continuous service with an employer, an employee shall be entitled to an annual leave of not less than ten working days for a five day week and not less than twelve working days for a six day week with full pay.

Sick leave.

9. After three months continuous employment with the same employer, and employee shall be eligible, in each year of employment with that employer, for a maximum of fourteen days sick leave on full pay and a maximum of fourteen days sick leave on half pay.

Provided that no employee shall be eligible for sick leave in respect of any incapacity due to his own neglect or misconduct.

Public Holiday.

10. (1) Subject to sub-regulation (3) the public holidays specified in the Third Schedule shall be holidays with full pay.

(2) Subject to the provisions of regulation 7 (1) (b) shall only apply when the employee presents himself for work on the working day immediately before the public holiday and working day immediately following the public holiday, except where the employer has authorised the employee's absence on such working day.

(3) Where an agreement has been reached between an employer and any of his employees, any of the public holidays specified in the Third Schedule may be exchanged for any other day in lieu thereof.

Savings.

11. (1) No employer shall, by reason of this Order, reduce the wages, ration allowance, annual leave or sick leave, as the case may be, to which an employee was entitled prior to the commencement of this Order.

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

12. The Regulation of Wages (Forestry and Forest Industry) Order, 1983 (Legal Notice No. 48 of 1983) is hereby revoked.

FIRST SCHEDULE

(Emalangeni per week)

Grade A1

Cleaner)	
General Labourer	)	12.29
Loader)	

Grade A2

Artisan's Assistant)	
Cook)	
Firetower watchman)	
Forest guard	)	14.02
Forklift driver)	
Security guard)	
Tally clerk)	

Grade B1

Chainsaw operator)	
Clerk)	
Driver (L.D.V.)	)	14.55
Induna (nursery))	
Jackhammer operator)	
Switchboard operator)	
Tractor driver)	

Grade B2

Cross-cut saw operator)	
Driver (H.D.V.))	
Induna (Forest)	)	18.90
Saw sharpener)	
Skidder operator)	
Timber grader)	

Grade B3

Blaster)	
Bulldozer operator)	
Driver (Logging))	
Driver instructor	)	28.19
Grader operator)	
Telephone linesman)	

 SECOND SCHEDULE

(Section 5)

MINIMUM WEEKLY RATION SCALE

Mealie Meal.	6.35 kg
Meat	1.36 kg
Sugar.	.45 kg
Dry Beans, Peas or Groundnuts	.68 kg
Fresh Vegetables	.9 kg
Salt	.113 kg

Alternatives.

2. The following rations may be supplied in lieu of the items of food mentioned in paragraph 1:—

(a) Mealie Meal:—

for every .9 kg. of mealie meal —.45 kg. of bread, .34 kg. of rice or .23 kg. of ordinary or sweet potatoes.

(i) for the first .23 kg. of meat — .23 kg. of offal; or

(ii) for the first .45 kg. of fish — .23 kg. of cheese.

(b) for every .45 kg. of fresh vegetables, .45 kg. of fresh fruit or a proportionate ration of dehydrated vegetables.

Permitted Variations.

3. The rations of mealie meal shown in paragraph 2 (a) may be reduced by an amount not exceeding 2.72 kg. equivalent to the amount of mealie meal used in the preparation of:—

(a) the drink known as “mahewu” or

(b) a proprietary vitaminized drink, if either drink is issued in a week to the employee by the employer.

THIRD SCHEDULE

(Section 10)

Good Friday
King's Birthday
Incwala Day
Somhlolo Day
Christmas Day
Boxing Day

J.D. MNGOMEZULU

Principal Secretary
Ministry of Labour

LEGAL NOTICE NO. 78 OF 1984

THE DAIRY ACT, 1968

(Act No. 28 of 1968)

THE PRICES OF COLOURED MARGARINE REGULATIONS, 1984

(Under Section 24)

In exercise of the powers conferred on him by section 24 of the Dairy Act, 1968 on the recommendations of the Swaziland Dairy Board, the Minister for Agriculture and Co-operatives hereby makes the following Regulations—

Citation and Commencement.

1. These Regulations may be cited as The Prices of Coloured Margarine Regulations, 1984 and shall come into force on the 22nd June 1984.

Maximum prices of Coloured Margarine.

2. No person shall sell coloured margarine at prices above the following whole and retail prices—

	<i>Wholesale prices per 50 bricks of 250 g each</i>	<i>Retail Prices per 250 g bricks</i>
All brands of Margarine in bricks	E33—90	E0—75
	<i>Wholesale Prices of 50 tubs of 250 g each</i>	<i>Retail Prices per 250 g tubs</i>
All brands of Margarine in tubs.	E37—90	E0—84

Revocation of Legal Notice No. 84 of 1983.

3. The Fixation of Coloured Margarine Prices Regulations, 1983 are hereby revoked.

A.V. KUNENE
Principal Secretary.

LEGAL NOTICE NO. 79 OF 1984

THE ADMINISTRATION OF THE WATER AND SEWERAGE BOARD SPECIAL
FUND REGULATIONS 1974

(L.N. 41 of 1974)

(Under paragraph 6(13))

In exercise of the powers conferred on him by the above regulations, the Honourable Minister for Natural Resources, Land Utilisation and Energy hereby issues the following Notice:—

Citation and commencement.

1. This Notice may be cited as The Alteration of Water and Sewer Charges Notice, 1984 and shall come into force on the 1st July, 1984.

Alteration of charges.

2. The charges for water and sewerage shall be as set out in the Schedule hereto.

Revocation of L.N. 33 of 1983.

3. Legal Notice Number 33 of 1983 is hereby revoked.

A.R. SHABANGU
Principal Secretary.

SCHEDULE

REVISED WATER AND SEWER CHARGES — 1ST JULY, 1984

The new charges shall come into force on all readings taken on 1st July, 1984 and thereafter. The new charges shall be as follows:—

1. WATER CHARGES

(a) *Residential Consumers*

O to 20 cubic metres (M ³) . . . . .	.E0.36 per M ³
Over 20 M ³ . . . . .	.E0.58 per M ³
Minimum charge . . . . .	.E3.60 per month

(b) *Non-Residential (Industrial & Commercial) Consumers.*

All units of water consumed . . . . .	.E0.58 per M ³
Minimum charges . . . . .	.E12.00 per month

(c) *New Connection:—All Consumers.*

For providing and laying a connection water supply pipe of up to 18 mm (3/4 inc.) in diameter for a distance not exceeding 30.5 metres.....E90.00
above this diameter and or distance, cost to be determined by Board.

(d) *Reconnection — All consumers.*

(i) After disconnection at request of consumer	E5.00
(ii) After change of tenancy	E5.00
(iii) Transfer of Connection	E5.00

(e) *Reconnection After Disconnection for non payment of Account.*

Residential Consumer	E15.00
Non-residential Consumer	E50.00

(f) *Reconnection after all illegal connection.*

Residential consumer	E150.00
Non-residential	E500.00

(g) *Miscellaneous charges.*(i) *Refundable Deposit on connection:—*

Residential	E25.00
Non-residential	E55.00

(ii) *Meter Testing (on application by consumer):—*

Fee refundable if meter found to be more than 2½% in error	E6.00
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(iii) *Non-connection to public supply system:*

Every developed or non-developed erf or lot capable of being connected to the water supply and is not connected to the said shall be charged at the rate ofE0.30 per month.

2. SEWER CHARGES

- (a) Residential consumers E0.36 per M³ of water consumed
Minimum charge E3.60 per M³
- (b) Non-residential Consumers E0.56 per M³ of water consumed
Minimum charge E12.00 per month

(c) *Biological or chemical oxygen demand:*

Above 500 mg/l charged according to the formulae per month

$$\frac{(\text{COD/BOD}-500) \times 36\text{c/M}^3}{500}$$

(d) *New connections:*

For providing and laying a connection sewerage pipe up to 150 mm (6 inc.) in diameter for distance not exceeding 30.5 metres (100 feet) . . . E25.00
Above this diameter and or distance the Board shall fix the cost.

(e) *Non-connection to public sewer system:*

Every developed or undeveloped erf or lot capable of being connected to a public sewer system and not connected to the said system shall be charged at the rate of E3.60 per month.

LEGAL NOTICE NO. 80 OF 1984

THE SWAZILAND POSTS AND TELECOMMUNICATIONS CORPORATION
ACT, 1983

(Act No. 11 of 1983)

THE DATE OF COMMENCEMENT (SWAZILAND POSTS AND TELECOMMUNIC-
NICATIONS CORPORATION ACT) (REVOCATION) NOTICE, 1984

(Under Section 1)

In exercise of the powers conferred under section 1 of the Swaziland Posts and Telecommunications Corporation Act, 1983 the Acting Minister for Works, Power and Communications hereby issues the following Notice —

Citation.

1. This Notice may be cited as the Date of Commencement (Swaziland Posts and Telecommunications Corporation Act) (Revocation) Notice, 1984.

Revocation of L.N. 120 of 1983.

2. The Date of Commencement (Swaziland Posts and Telecommunications Act) Notice, 1983 is hereby revoked.

G.M. MABILA
Principal Secretary

MBABANE.
13th June, 1984.

LEGAL NOTICE NO. 81 OF 1984

THE KING'S PROCLAMATION TO THE NATION OF 12TH APRIL, 1973
REVOCATION OF APPOINTMENT OF ACTING CHIEF JUSTICE

In exercise of the powers conferred upon me and in accordance with section 101 of the repealed Constitution as read with the King's Proclamation to the Nation of 12th April, 1973, I, NTOMBI Ndlovukazi and Regent of the Kingdom of Swaziland, hereby revoke the appointment of

JUSTICE JAINUL A. HASSANALI

as Acting Chief Justice of Swaziland with effect from the 1st June 1984.

DONE AT KANYAMAZANE (PHONDVO) THIS 28TH DAY OF JUNE, 1984.

NTOMBI
NDLOVUKAZI AND REGENT OF THE
KINGDOM OF SWAZILAND

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LEGAL NOTICE NO. 82 OF 1984

THE CIVIL SERVICE ORDER, 1973

(King's Order-in-Council No. 16 of 1973)

(Under Section 8 Sub-Section (2))

ACTING APPOINTMENT OF PRINCIPAL SECRETARY

In exercise of the powers conferred on me by the abovementioned Order, I am pleased to appoint—

HENRY BUTANA MALAZA

to be Acting Principal Secretary Ministry of Health with effect from 1st May, 1984 to 11th June, 1984.

SIGNED AT PHONDVO (KANYAMAZANE) THIS 28TH DAY OF JUNE 1984.

NTOMBI

INDLOVUKAZI AND QUEEN REGENT OF
THE KINGDOM OF SWAZILAND

LEGAL NOTICE NO. 83 OF 1984

THE CIVIL SERVICE ORDER, 1973

(King's Order-in-Council No. 16 of 1973)

(Under Section 8 Sub-Section (2))

ACTING APPOINTMENT OF AUDITOR GENERAL

In exercise of the powers conferred on me by the abovementioned Order, I am pleased to appoint—

CAIPHAS SANDLANE MAHLALELA

to be Acting Auditor General with effect from 25th May, 1984 to 31st July, 1984.

SIGNED AT PHONDVO (KANYAMAZANE) THIS 28TH DAY OF JUNE, 1984.

NTOMBI

**INDLOVUKAZI AND QUEEN REGENT OF
THE KINGDOM OF SWAZILAND**

LEGAL NOTICE NO. 84 OF 1984

THE UMBUTFO SWAZILAND DEFENCE FORCE ORDER 1977

(ORDER NO. 10 OF 1977)

APPOINTMENT OF COMMISSIONED OFFICERS TO THE UMBUTFO SWAZI-
LAND DEFENCE FORCE

(Under Section 13)

(Commencement: 11th May, 1984)

In exercise of the powers conferred on me by the abovementioned Order, I NTOMBI
and QUEEN REGENT of Swaziland do hereby Appoint:

OFFICER—CADET THEMBA GWALAGWALA DLAMINI

OFFICER—CADET ISAAC BHEKINDLELA ZWANE

OFFICER—CADET RAYMOND JABULANE SIBANDZE

OFFICER—CADET MICHAEL RANFT

OFFICER—CADET DANIEL DUMISANE MASUKU

OFFICER—CADET PHAZAMISA PO DLAMINI

OFFICER—CADET SISUSA MONUSUKAPHI DLAMINI

OFFICER—CADET JOHN MANDLA MSIBI

OFFICER—CADET DONALD SICELO NGCWANE

OFFICER—CADET RAYMOND MDUMISENI DLAMINI

OFFICER—CADET SEARGENT HECTOR SIPHO NZIMA

as SECOND LIEUTENANTS to the Umbutfo Swaziland Defence Force with effect
from the date shown above.

SIGNED AT PHONDO KANYAMAZANE ON THIS DAY OF 1984.

NTOMBI,
NDLOVUKAZI QUEEN REGENT
OF SWAZILAND.

LEGAL NOTICE NO. 85 OF 1984

APPOINTMENT OF COMMISSIONER OF INVESTIGATIONS

In exercise of the powers vested in me, I, INDLOVUKAZI and REGENT of the Kingdom of Swaziland hereby appoint:

REUBEN DILI ZONDI

to be the Commissioner of Investigations in the Ombudsman's Office. The Commissioner of Investigations shall have the same status as a Principal Secretary in a Ministry.

DONE AT PHONDVO (KANYAMAZANE) THIS 30TH DAY OF APRIL, 1984.

NTOMBI
NDLOVUKAZI AND REGENT OF
THE KINGDOM OF SWAZILAND