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SUPPLEMENT TO THE SWAZILAND GOVERNMENT GAZETTE

VOL. XXV]

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CORRIGENDUM

**THE MAXIMUM BUS AND TAXI FARES (AMENDMENT) REGULATIONS,
1987**

(Legal Notice No. 63 of 1987)

The Maximum Bus and Taxi Fares (Amendment) Regulations, 1987 should be corrected in the Schedule page S8 under Mahlanya to Mashobeni by deleting the figures E4.80" under the heading "Maximum Fares" and substituting therefor the figures E3.60".

LEGAL NOTICE NO. 84 OF 1987

THE CROWN LANDS DISPOSAL ACT, 1911

(Act No. 13 of 1911)

THE MANKAYANE TOWNSHIP (EXTENSION NO. 2) REGULATIONS,

1987

(Under Section 12)

In exercise of the powers conferred by Section 12 of the Crown Lands disposal Act, 1911 the Minister for Natural Resources and Energy hereby makes the following regulations:-

PART I*Citation and commencement.*

1. These regulations may be cited as the Mankayane Township (Extension No. 2) regulations 1987 and shall come into force on the 1st July, 1987.

PART II*Establishment of Township and alteration of general plan.*

2. (a) The following land is hereby proclaimed and established as a township:-

Farm No. 1264 situate in the Manzini District in extent 28,9493 (two eight comma nine four nine three) hectares held by the crown under certificate of registered title No. 127 of 1986 dated the 3rd day of April, 1986, comprising 145 (one hundred and forty five) lots numbered 47 to 132, and lots 143 to 201 with open spaces and roads as will more fully, appear from Supplementary General Plan S.G. No. S 207 of 1980 approved by Surveyor General on the 14th day of January, 1981 and;

- (b) Comprising 7 (seven) lots numbered 204 to 209 and 213 with open spaces and roads as will more fully appear from Supplementary General Plan S.G. No. 84/85 approved by Surveyor General on the 13th day of May, 1985;
- (c) The Surveyor General shall alter the General Plan so as to indicate the name and lot numbers assigned by these regulations to the township and endorse the General Plans S.G. No. 207 of 1980 and S.G. No. 84 of 1985 accordingly.

Endorsement of Title Deeds and opening of Register.

3. The Registrar of Deeds shall—

- (a) make the necessary endorsement on the relevant Title Deeds; and
- (b) open the necessary register in connection with the township.

PART III

CONDITIONS OF SALE

Purchase price.

4. (1) The purchase price of lots shall be determined by the Minister after consultation with appropriate Government Authorities.

(2) The purchaser shall, on signing the agreement of sale, pay twenty percent of the purchase price as a deposit, and shall pay the balance in four equal instalments, bearing interest at the rate of six percent per annum calculated from the date of sale.

(3) Notwithstanding the provisions of subparagraph (2), the purchaser may if he so desires pay the full amount at a date earlier than that provided for thereon.

(4) In addition to the purchase price of each lot offered for sale, the necessary infrastructural cost shall be borne by the purchaser. However, when determining the amount of transfer duty cost, the infrastructural cost shall not be taken into account.

Agreement of sale.

5. The purchaser shall sign an agreement duly completed in the form set out in Schedule I hereto.

Date of sale.

6. The date of signature by the Minister of Natural Resources and Energy of the agreement shall be the date of sale.

Cost of transaction.

7. All cost of transfer, including survey fees, registration and search fees, water rates-levy and quite-rent, shall be borne by the purchaser.

Default of payment.

8. (1) In the default of payment of any instalment of the purchase price on due date in terms of these regulations, or in default of payment of costs of transfer, including any survey fees, within three months of demand, the Minister may, by notice published in the gazette, declare the lot, together with any improvements thereon and all moneys and fees paid, to be forfeited to the Crown.

(2) If the lot is sold by the Crown, in terms of paragraph (1) and the purchase price is paid in full within two years of the publication of the notice in the gazette declaring the lot to be forfeited, the Minister may make such refund of money to the original purchaser as, in the circumstances, he may deem just.

(3) In the event of transfer of the lot being already registered in the name of the defaulting purchaser at the time of the sale referred to in paragraph (2) he shall cause transfer thereof to be passed into the name of the new purchaser and in the event of his refusal or failure so to do after due notice in writing, the Sheriff of Swaziland or his lawful deputy shall be empowered to cause transfer to be passed into the name of the new purchaser and to that end to sign all such documents as may be required by any law.

Manner of making payment.

9. All payment in terms of these regulations together with any interest thereon, shall be made free of exchange or commission, to the District Revenue Office by the subcollector of revenue in the Senior Regional Officer's office Mankayane.

PART IV

CROWN GRANT

Crown grant.

10. (1) After payment of the full purchase price, together with any interest thereon and the costs of transfer, including fees, a Crown Grant shall be issued to the purchaser.

(2) The form of Crown Grant to be issued in respect of the lots sold under these conditions shall be in the form, duly completed, as set out in Schedule II hereto.

Erection of building.

11. (1) Not later than two years after the date of sale, there shall be completed upon the lot purchased the erection of a building or buildings of a standard or type in accordance with plans submitted and approved by the Local authority.

(2) Failing such a completion, the owner of the lot shall be liable to a penalty of two Emalangeni a month for a residential lot and for Emalangeni for a business lot, payable monthly in arrears.

(3) Such penalty shall continue to be paid until a standard building or buildings is or are completed.

(4) Notwithstanding the foregoing, the Minister may, by writing under his hand, for any reasons which he deems good and sufficient, extend the period of two years within which no building penalty is payable.

(5) If the person so temporarily exempted from the operation of this regulations subsequently disposes of the lot upon which no standard building or buildings is or are erected this regulations shall, in the absence of further exemption by the Minister, again apply commencing with the date of disposal.

(6) Upon completion of the standard building or buildings to the satisfaction of the local authority, the owner is entitled to a certificate signed by the local authority, setting out the date of the completion of the building or buildings and, commencing with that date, the owner is hereby exempted from payment of building penalty.

Water rates.

12. (1) There shall be paid by the owner of every lot having a street boundary along which passes one of the Water mains a fee or levy of one Lilangeni per month, such levy shall be payable from the date of sale up to the end of a current financial year and, thereafter shall be payable per year on the 1st day of April,

(2) Quit-rent shall be payable at the rate of one Lilangeni twenty cent per annum from the date of sale during that financial year and thereafter on the 1st day of April in advance.

Use of lot.

13. (1) The lots offered for sale in the township shall be used only for residential or business purposes or such other uses as the Minister may from time to time approve.

(2) All minerals, precious stones and mineral oils in, under or upon the land are vested in the Ngwenyama in trust for the Swazi Nation.

Sub-division.

14. No lot or plot offered for sale may be sub-divided without the written permission of the Minister.

Re-sale of lot.

15. No lot may be re-sold or transferred or leased to third parties without the consent of the Minister in writing.

Amendment of Legal Notice No. 77 of 1974.

16. The Mankayane Town (Extension No. 1) Regulations, 1974 are hereby amended by deleting the words "one lilangeni" where ever they appear and substituting therefor the words "two Emalangehi".

A.F.S. RADEBE
Principal Secretary

MBABANE.
29th September, 1987.

SCHEDULE I
(Regulation Part III)

AGREEMENT OF SALE OF LOT — MANKAYANE TOWNSHIP

Description of land — lot No.	price at which sold	deposit	Full names & address of purchaser

I,

of.....hereby acknowledge having purchased the above mentioned lot and agree to complete the sale according to the conditions in part III of the Mankayane Township regulations 1987, and in the crown grant to be issued pursuant to those regulations.

The above mentioned purchase price is payable as follows:—

(a) 20% of E.....

Eon the date of signing of agreement of sale (by applicant).

(b) Ewithin six months after (date/sale)

(c) Ewithin six months after (date/sale)

(d) Ewithin six months after (date/sale)

(e) Ewithin six months after (date/sale)

At Mankayane this.....day of19.....

PURCHASER'S SIGNATURE.

Witness:-

1.

2.

The above lot was this day of 19.....

sold to

MINISTER FOR NATURAL RESOURCES AND ENERGY.

SCHEDULE II

(Regulation part IV)

Crown Grant No. Lot No. Mankayane Township.

Whereas lot No. situate in the Mankayane Township, region of Manzini Swaziland was sold under the Mankayane Township Regulations 1987 by the Swaziland Government to of

NOW THEREFORE I, Minister for Natural Resources and Energy, in the Government of Swaziland hereby grant, cede and transfer unto the said the aforesaid lot No. situate in the Mankayane Township in the Region of Manzini, Swaziland held under certificate of registered title No. 127 of 1986 dated the 3rd day of April, 1986 measuring

..... square metres, as shown on General Plan S.G. 206/80 approved with full power and authority henceforth to possess the lot in perpetuity.

This grant is made on the following conditions:-

- (a) The Lot is subject to part III of the Mankayane Township regulations, 1987 and all other regulations, conditions and laws applying to the lot as already exist or may hereafter become of force;
- (b) The lot is further subject to all obligations which already exist or may be later established with reference to land granted on similar conditions.
- (c) All minerals and precious stones and mineral oils, in under or upon the land are vested in the Ngwenyama in trust for the Swazi Nation;
- (d) The owner shall be liable to the prompt payment of water-rates, quit-rent, building penalty, taxes or other charges levied or to be levied on the lot;
- (e) Lots shall not be sold leased, or transferred to third parties without the consent of the Minister in writing.

Given under my hand and seal at Mbabane this day of

19.....

S7

MINISTER FOR NATURAL RESOURCES AND ENERGY

Registered in the Mankayane Lots Register

on the day of

One thousand Nine hundred and

Book Folio

REGISTRAR OF DEEDS FOR SWAZILAND

LEGAL NOTICE NO. 87 OF 1987

THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (RETAIL AND WHOLESALE
DISTRIBUTIVE TRADES) ORDER, 1987

(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.

1. This Order may be cited as the Regulation of Wages (Retail & Wholesale Distributive Trades) Order, 1987 and shall come into force on the 1st October, 1987.

Application.

2. This Order shall apply to all persons employed in the retail and Wholesale supply of goods or merchandise of any description, or in any operations such as warehousing, storing, packing, clerical or other work which is associated with such retail or wholesale supply.

Interpretation.

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

“blockman” means a person employed in a butcher’s shop whose duties are the cutting, dressing and preparation of meat, but may include attending to customers;

“Cashier Grade 2” means a person responsible for issuing and receiving money and who has been employed as such for a continuous period of one year but not more than two years;

“cashier G1” means a person responsible for issuing or receiving money;

“clerk (with no certificate)” means an employee who does not possess a junior certificate of education or Form III, and who is engaged in general duties;

“clerk (with Senior Certificate)” means an employee who is the holder of a Senior Certificate of Education or Form V, and who is engaged in general clerical duties;

“clerk (with Junior Certificate)” means an employee who is the holder of a Junior Certificate of Education or Form III, and who is engaged in general clerical duties;

“copy typist” means an employee wholly or mainly engaged in typing, checking figures and filing and who is capable of typing a minimum of 25 words per minute;

“deliveryman” means an employee wholly or mainly engaged in the delivery of goods;

“driver (heavy vehicle)” means an employee in charge of a vehicle of over 1½ tons whose duties include handling to and from the tailboard and daily maintenance and cleaning of such vehicle;

“driver (light vehicle)” means an employee in charge of a vehicle of 1½ tons or less whose duties include handling to and from the tailboard and the daily maintenance and cleaning of such vehicle;

“general labourer” include a person employed as a sweeper, cleaner or shopman;

“heavy duty labourer” means an employee wholly or mainly engaged in the handling, loading, unloading and stacking of heavy packages of goods or items of 75 pounds weight or more and who has been specially engaged for such work;

"junior shop assistant" means a person employed in a place where goods are exhibited for sale to the public and who assists a shop assistant or other person serving customers, including the making up of orders and checking goods inwards and who has not acquired two years experience in such activities;

"lorryman" means an employee wholly or mainly engaged in a vehicle conveying goods or merchandise whose responsibility includes the safe custody of such goods or merchandise whilst in transit, and assisting in their loading and unloading and whose duties may be interchangeable with those of a general labourer;

"messenger" means an employee wholly or mainly engaged in carrying out errands, delivering or fetching mail, making bank deposits, and carrying out simple routine task in the employer's office or shop;

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

"pre-packer" means an employee wholly or mainly employed in the pre-packing of goods for display or for sale to the public;

"redundancy" means a situation where, due to the operational or financial requirements or circumstances of the employer, the need for workers of a particular kind has ceased or diminished;

"shop assistant" means a person wholly or mainly employed for purposes of transacting business with customers or displaying goods on a place where such goods are exhibited for sale to the public in a supermarket or similar establishment who has acquired two years experience in such work;

"telephone switchboard operator" means an employee whose duties consist wholly or mainly in the operation of a telephone switchboard;

"trainee cashier" means a person responsible for issuing and receiving money and who has been employed as such for a continuous period of not more than one year;

"watchman" means an employee who is engaged during the day or night to guard the premises or property of his employer;

Basic Minimum Wage.

4. The basic minimum wage to be paid to the employee specified in the First Schedule shall:-

- (i) be calculated at a rate not less than that specified in the said Schedule;
- (ii) be deemed to include the ration element;
- (iii) not be reduced by any amount for housing or accommodation which may be provided by the employer;

Provided that an employee who at the date of commencement of this Order is in receipt of a higher wage for his particular occupation than the wage prescribed by this Order shall not by reason of this Order suffer reduction in such wage.

Hours of Work.

5. (1) Subject to sub-section (2) and (3) the normal hours of work for employees shall, subject to the provisions of section 7, consist of forty-eight hours per week divided into eight and one half per day excluding a rest period of one hour on Mondays to Fridays inclusive.

(2) The normal hours of work for petrol pump attendants shall, subject to the provisions of section 7, be forty-eight hours of work spread over a period of 6 days.

(3) The normal hours of work for a watchman shall be seventy-two hours divided into six shifts, each of twelve hours.

Public Holidays.

6. Public Holidays shall mean the days specified in the Second Schedule and shall, subject to the provisions of section 7, be holidays with fully pay.

Overtime.

7. (1) An employee, other than a petrol pump attendant and a watchman, who is required to be on duty and work in excess of the hours specified in section 5 shall be paid at one and half times the basic hourly rate:

Provided that overtime worked on Sundays or public holidays or after 1.00 p.m. on Saturdays shall be paid for at twice the employee's basic hourly rate.

(2) Overtime shall be paid to petrol pump attendants as follows:-

- (i) for all time worked in excess of the normal hours of work (other than on a public holiday) at one and one half times the employee's basic hourly rate;
- (ii) for all time worked in excess of the normal hours of work on a public holidays at twice the employee's basic hourly rate.

(3) For the purposes of calculating the employee's basic hourly rate the employee's monthly basic rate shall be divided by two hundred and eight.

Annual Leave.

8. (1) After twelve consecutive months' service with an employer an employee shall be entitled to twelve working days leave on full pay:

Provided that on completion of three years continuous service with an employer an employee shall be entitled to fifteen working days leave on full pay;

(2) Where employment is terminated after three month's initial service with an employer, or after returning from annual leave as provided for in sub-section (1) an employee shall be entitled to one day's pay for each completed month of service following his initial engagement or following his return from leave as the case may be.

Sick Leave.

9. (1) After three consecutive month's service with an employer, an employee shall be entitled to sick leave up to a maximum of twenty-one days with full pay, and thereafter to sick leave up to a maximum of seven days with half pay in each period of twelve month's continuous service, subject to him producing a certificate of incapacity covering the period claimed as sick leave and signed by a medical practitioner.

(2) An employee shall not be eligible for sick leave in respect of any incapacity due to his own neglect or misconduct.

(3) Sick leave taken by an employee in terms of this section shall not be construed as a break in service for purposes of determining his entitlement to annual leave.

(4) An employee, who produces a certificate signed by a medical practitioner recommending her absence from work for reason of pregnancy, shall be entitled to sick leave as set out in this section:

Provided that the entitlement to leave on half pay shall be increased to twenty-one days in such case.

Casual Labourer.

10. An employee employed as a casual labourer shall be paid for each day or shift worked at a rate not less than one twenty-fourth of the basic minimum wage.

Watchman's clothing and equipment.

11. (1) The employer of a watchman shall provide him free of charge with:-

- (a) boots, a police whistle and a club and
- (b) a hat, overcoat or rain coat as are reasonably necessary in prevailing weather conditions.

(2) Any clothing or equipment referred to in sub-section (1) shall be of reasonable quality and shall remain the property of the employer.

Redundancy.

12. When an employee has been employed for a period of three years or more and his employment is terminated for reasons which are beyond the control of either the employer or the employee he will be paid either:

- (a) A redundancy payment equal to two-thirds of his monthly wage multiplied by four; or
- (b) Severance allowance required by the Employment Act whichever is the greater, but he will not be entitled to be paid severance pay and redundancy pay.

Piece or task work.

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

14. An employee, who by nature of his employment is required on any day to remain on duty after 6 p.m. or is required to start work before 7.00 a.m. shall be provided free of charge with transport between his place of work and his home or such point on a public road as may be mutually agreed upon between the employer and the employee.

Revocation.

15. The Regulation of Wages (Retail and Wholesale Distributive Trades) Order, 1987 (Legal Notice No. 15 of 1987) is hereby revoked.

FIRST SCHEDULE
BASIC MINIMUM WAGE
(Emalangenis per month)

Bhunya, Big Bend, Havelock Mine, Hlatikulu, Luyengo, Matata, Malkerns, Manzini, Mbabane (including establishments situated along and within 5 km. on either side of the Mbabane/Manzini main road stretching 20 km. from Mbabane); Matsapa Industrial Areas, Mhlambanyatsi, Mhlume Ngwenya, Nhlengano, Pigg's Peak, Sidvokodvo, Simunye, Siteki, Tambankulu, Tshaneni, Vuvulane.

S12

	<i>URBAN AREAS</i>	<i>All other areas.</i>
General Labourer	E160.00	E140.00
Lorryman	E160.00	E140.00
Watchman	E160.00	E140.00
Messenger	E160.00	E140.00
Deliveryman	E160.00	E140.00
Heavy Duty Labourer	E160.00	E140.00
Pre-Packer	E160.00	E140.00
Clerk (with no certificate)	E175.00	E147.00
Clerk (with Junior certificate)	E185.00	E155.00
Clerk (with Senior certificate)	E195.00	E163.00
Junior Shop Assistant	E175.00	E147.00
Telephone Switchboard Operator	E175.00	E147.00
Copy Typist	E175.00	E147.00
Driver (light vehicle)	E185.00	E155.00
Petrol Pump Attendant	E185.00	E155.00
Driver (heavy vehicle)	E195.00	E155.00
Shop Assistant	E195.00	E163.00
Blockman	E195.00	E163.00
Cashier Grade 1	E225.00	E175.00
Trainee Cashier	E175.00	E147.00
Cashier Grade 2	E195.00	E163.00

SECOND SCHEDULE

Ascension Day
 Good Friday
 Boxing Day
 Incwala Day
 Christmas Day
 New Year's Day
 King's Birthday
 Easter Monday
 Reed Dance Day
 Flag Day
 Somhlolo Day

J.D. NGOMEZULU
Principal Secretary Ministry of Labour

LEGAL NOTICE NO. 88 OF 1987

THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (BUILDING AND CONSTRUCTION
INDUSTRY) ORDER, 1987

(Under section II)

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

Citation.

1. This Order may be cited as the Regulation of Wages (Building and Construction Industry) Order, 1987 and shall come into force on the 9th October, 1987.

Interpretation.

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

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

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

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

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

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

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

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

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

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

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

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

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

Block layer/Plasterer

Brick layer/Tiler

Joiner/Cabinet making

Shutterhand/Carpenter

Painter/Glazier

Plumber/Drainlayer

Welder

Electrician

Wireman

Mechanic

Plant Fitter

Steel fixer

Boiler Maker

Pipe fitter.

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

"plant operator" means a person who is placed in charge of operating either a mixer dumper or tractor;

"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 Commissioner of Labour, 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;

"earthmover operator" means a person who operates a machine;

"storeman" means a person who apart from carrying out the duties of a store's clerk, is responsible for ordering certain items on behalf of his employer;

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

"normal working hours" means the hours of work specified in paragraph 5;

"trade tested person/tradesman" 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 duly appointed as such in the public service;

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

Application.

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

- (a) the construction, structural alteration, maintenance, of any railway line, siding, public or private road, thoroughfare, airfield, tunnel, bridge, viaduct, waterwork, lattice work, or other structure designed solely for the support of electric lines; or
- (b) the construction, structural alteration, maintenance repair or demolition of any building, fencing and preparing or laying the foundation of a building or an intended building.

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

- (a) the Government;
- (b) a local authority; or
- (c) such charitable or religious 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.

Normal Working Hours.

5. (1) Subject to the provisions of paragraph 6, the normal working week (other than for a watchman or security guard) 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 or security guard) shall be nine and one half hours exclusive of meal breaks.

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

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

Overtime.

6. (1) Subject to paragraph 12 overtime for an employee other than a watchman or security guard shall be payable at the following rates:—

- (a) during the normal working week for overtime worked before midnight in excess of the normal working hours, at one and one third times his normal hourly rate of wages;
- (b) during the normal working week for overtime worked after midnight in continuation of normal working hours or other overtime working, at twice his normal hourly rate of wages;
- (c) for any time worked on Saturday before 4 p.m. at one and half times his normal hourly rate of wages;
- (d) for any time worked on a public holiday specified in the Second Schedule, Sunday or after 4.00 p.m. on a Saturday at twice his normal hourly rate of wages.

(2) Overtime in respect of a watchman or security guard shall be calculated at twice his normal hourly rate for all time worked on a public holiday specified in the Second Schedule or any time worked in excess of twelve hours on any normal working day. Provided that any watchman or security guard who has been absent from work during any week without reasonable cause shall not be entitled to overtime in that week until he has completed seventy-two hours of work.

(3) For the purposes of calculating the payment of overtime in respect of a watchman or security guard the normal hourly rate of wages shall be the amount arrived at by dividing the employee's daily wage by twelve.

(4) No employee shall be required to work overtime against his will unless it is understood by both parties that such overtime is of absolute necessity.

Annual Leave.

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

An employee with 11 months continuous service will be granted 2 days leave on full pay during the twelfth month, of employment which leave together with the Public Holidays of Christmas Day and New Year's day will provide full pay for the Industry shutdown.

Sick Leave.

8. Where an employee who has been in the continuous employment of the employer for three or more months 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 fourteen working days sick leave with full pay and fourteen working days sick leave with half pay during any period of twelve months.

Travelling and Subsistence Allowances.

9. (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 provide him with free transport to and from his normal place of work and the place of temporary employment.

(2) An employee required to travel on duty (other than in the circumstances set out in sub-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 E3.00 in lieu thereof;
- (b) free accommodation and an allowance of E1.50 in lieu of food; or
- (c) free food and an allowance of E1.50 in lieu of accommodation;

Provided that an entitlement to free food, accommodation or allowances under this paragraph shall cease after an employee has been absent from 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) An employee, who has been provided by his employer with accommodation at his place of permanent employment in which his family is residing with the consent of the employer, shall if so required by his employer to transfer to another place of employment other than for the purpose of seasonal employment, be moved at the expense of that employer.

Lay-Off.

10. Where 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:

Provided that an employee who has been engaged for the duration of a specific project or in connection with a specific project shall, upon commencement of work be informed of the date upon which it is estimated the project will terminate and the specifying of such date of termination, notwithstanding any other law whether or not the project has in fact terminated shall constitute an adequate notice by the employer to the employee of the date of notice of termination of such contract of service.

Lay-off due to weather.

11. (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 hours he has worked plus an additional one-and-half hours wages.

Public Holidays.

12. The public holidays specified in the Second 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.

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

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

(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 of wear and tear, from wages due to the employee.

Revocation of Legal Notice No. 26 of 1987.

14. The Regulation of Wages (Building and Construction Industry) Order, 1987 is hereby revoked.

FIRST SCHEDULE

(Paragraph 3 and 4)

Clerk (no certificate)	89 cents an hour
Clerk (with certificate)	97 cents an hour
Cook	89 cents an hour
Crane driver (mobile)	E1.95 an hour
Crane driver (tower)	E1.69 an hour
Driver (light vehicle)	E1.03 an hour
Driver (heavy duty)	E1.27 an hour
Driver (extra heavy)	E1.40 an hour
Earthmover operator	E1.83 an hour
Steel Erector(s)/Steel	E1.72 an hour
General Labour	89 cents an hour
General Tradesman	
Grade III Trade tested	97 cents an hour
Grade II Trade tested	E1.39 an hour
Grade I Trade tested	E2.08 an hour
Induna	E1.05 an hour
Plant operator (Dumper, mixer, tractor)	E1.05 an hour
Storeman	98 cents an hour
Tea maker	55 cents an hour
Typist	92 cents an hour
Survey and soil assistant	89 cents an hour
Watchman/Security Guard	E7.45 per shift

SECOND SCHEDULE

(Paragraph 6 and 12)

Independence (Somhlolo) Day

Good Friday

Christmas Day

New Year's Day

Umhlanga (Reed Dance) Day

King's Birthday

Incwala Day

Easter Monday

J.D. MNGOMEZULU

Principal Secretary.

LEGAL NOTICE NO. 89 OF 1987

THE CENTRAL BANK OF SWAZILAND ORDER, 1974

(Order No. 6 of 1974)

THE CENTRAL BANK OF SWAZILAND STATEMENT OF ASSETS
AND LIABILITIES AS AT 31ST AUGUST, 1987

(Under section 52)

In exercise of the powers conferred by section 52 of the Central Bank of Swaziland Order, 1974 the Minister for Finance hereby issues the Statement of Assets and Liabilities in the Schedule to this Notice.

N.N. MAPHALALA
Acting Principal Secretary

MBABANE,
2nd October, 1987.

THE CENTRAL BANK OF SWAZILAND

Balance Sheet as at 29th August, 1987

LIABILITIES	EMALANGENI	ASSETS	EMALANGENI
Capital	1,000,000	External Assets	205,066,082
General Reserve	3,500,958		
	<hr/> 4,500,958	Claims on Government of Swaziland	806,262
Allocation of Special Drawing Rights	16,834,794		
Currency in Circulation	35,209,650	Claims on Banks	1,100,000
Domestic Deposits	146,349,515	Claims on Private Sector	4,537,804
External Liabilities	14,064,467	Fixed Assets	5,301,071
Other Liabilities	341,066		
Counterpart Forward Position	42,474,790	Other Assets	489,231
Forward Contracts for Purchase of Currency	108,852,950	Forward Contracts for Sale of Currency	151,327,740
	<hr/> 368,628,190		<hr/> 368,628,190
	<hr/> <hr/>		<hr/> <hr/>

LEGAL NOTICE NO. 90 OF 1987.

THE COTTON ACT, 1967

(Act No. 26 of 1967)

THE COTTON (DESTRUCTION AND PLANTING DATES)
REGULATIONS, 1987

(Under Sections 10 and 17)

In exercise of the powers conferred by sections 10 and 17 of the Cotton Act, 1967, the Minister for Agriculture and Co-operatives after consulting the Cotton Board, hereby makes the following Regulations:-

Citation.

1. These Regulations may be cited as the Cotton (Destruction and Planting Dates) Regulations, 1987.

Dates before which cotton plants to be destroyed.

2. The 30th August, 1987 is the date for the whole of Swaziland before which all cotton plants shall be destroyed.

Method of destruction.

3. The method of destruction to be used by growers for their cotton plants under these Regulations shall be as follows:-

- (a) the removal of the upper portion of the plant by severing it at a point not more than 10 cm above the surface of the ground and the burning of the portion so removed;
- (b) by means of an agricultural implement, so lacerating and burying the plant as to prevent its regrowth;
- (c) by ploughing in or causing to be destroyed any portion of the cotton plant which remains above the surface of the ground before the 1st December, 1987.

Default in destruction.

4. (1) The owner of land on which is grown a cotton plant to be destroyed as required by regulation 3 shall ensure that the grower complies with these Regulations.

(2) If a grower or an owner fails to comply with regulation 3 the Principal Secretary or the Cotton Board may cause the cotton plants to be destroyed and recover from the grower the full expense of the destruction.

Planting of Cotton.

5. No cotton shall be planted before the 15th October, 1987.

Penalties.

6. A grower or owner who—

- (a) fails to destroy a cotton plant as required by regulation 3; or
- (b) plants cotton in contravention of regulation 5,

shall be guilty of an offence and liable on conviction to a fine not exceeding one hundred Ema-langeni or imprisonment for a period not exceeding three months, and the court may order the destruction of such plants within such time as it may determine.

Revocation of Legal Notice No. 62 of 1986.

7. The Cotton (Destruction and Planting Dates) Regulations, 1986 are hereby revoked.

F.M. BUCKHAM
Acting Principal Secretary

LEGAL NOTICE NO. 91 OF 1987

THE UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977

(Order No. 10 of 1977)

THE UMBUTFO SWAZILAND DEFENCE FORCE (REMUNERATION)
(AMENDMENT) REGULATIONS, 1987

(Under section 34)

In exercise of the powers vested in me by section 34 of the Umbutfo Swaziland Defence Force Order, 1977, I, MSWATI III, KING OF SWAZILAND on the advice of the Army Commander, hereby make the following Regulations—

Citation and commencement.

1. These Regulations may be cited as the Umbutfo Swaziland Defence Force (Remuneration) (Amendment) Regulations, 1987 and shall be deemed to have come into force on the 1st April, 1987.

Amendment of Legal Notice No. 33 of 1987.

2. The Umbutfo Swaziland Defence Force (Remuneration) Regulations, 1987 is amended in the Schedule by replacing the figures under the heading "salary (E)" for grades 24, 26, 27 and 28 with the following figures—

<i>Grade</i>	<i>Rank</i>		<i>Salary (E)</i>		
28	Major General		29 594	30506	31 417
27	Brigadier	26274	27 023	27772	28 683
26	Colonel	23280	24 028	24777	25 526
24	Liet. Colonel	20585	21 184	21782	22 531

DONE AT LUDZIDZINI THIS 1ST DAY OF OCTOBER, 1987.

MSWATI III
KING OF SWAZILAND