



SWAZILAND

GOVERNMENT GAZETTE

VOL. XXVIII]

MBABANE, Friday, February 23rd., 1990

[No. 707

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PUBLISHED BY AUTHORITY

NOTICE

TRADING LICENCE ORDER NO. 20 OF 1975

Notice is hereby given in terms of the registration of Business and Insolvency Act that a General Dealer Licence carried on at Mahlanya Area in the Manzini District by Mfundo Protus Zwane under the style **Phumalanga General Dealer** will be transferred to Elizabeth Dlamini who will trade as D & D General Dealer. After the third publication hereof the hearing will be heard on the 6th March 1990 at the Regional Secretary's offices Manzini.

Objections thereto must be lodged in writing with the Regional Secretary's offices, P O Box 13, Manzini as well as with the Applicant's Attorneys on/before the 2nd March 1990.

CARLSTON AND COMPANY
Applicant's Attorneys
New CCU Building
Ngwane and Mahleka Streets
P O Box 143
MANZINI

B125 3x2.3.90

NOTICE

ESTATE LATE: FERNANDO VIRGILIO FRAZAO FERNANDES

ESTATE NO: E.74/88

Notice is hereby given in terms of Section 51 bis of the Administration of Estates Act No. 28 of 1902 that the first and final Liquidation and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland at Mbabane and at the office of the District Commissioner Manzini District for a period of Twenty-One (21) days from the date of appearance of this Notice.

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

ROBINSON, BERTRAM & CO,
Attorneys for the Executors/Executrix
P.O. Box 24,
MBABANE.

B130 23.2.90

NOTICE

ESTATE LATE: PHYLLIS BEATRICE CAROLINE COOPER

ESTATE NO: E.78/89

Notice is hereby given that the first and final Liquidation and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland at MBABANE for a period of Twenty One (21) days from the date of appearance of this Notice.

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

ROBINSON, BERTRAM & CO.
Attorneys for the Executor
P O Box 24
MBABANE

B140 23.2.90

NOTICE

ESTATE LATE: ZACHARIA SABELO DLAMINI

Debtors and creditors in the above Estate are hereby called upon to lodge their claim and pay their Debts to the undersigned within thirty (30) days from the date of publication hereof.

**WILLIAM F. MTHEMBU & ASSOCIATES
ATTORNEYS FOR EXECUTOR
1ST FLOOR ENTERPRISE BUILDING
NGWANE STREET
P.O. BOX 1301
MANZINI
SWAZILAND.**

B142 23.2.90

NOTICE

Notice is hereby given that we intend applying for a certified copy of:-

1. Deed of Transfer No 176/72 dated the 13th July 1972 held by SWAZILAND FRUIT CANNERS (PROPRIETARY) LIMITED over:
CERTAIN: Portion 28 (a portion of Portion A) Farm No 65 situate in the District of Manzini, Swaziland;
MEASURING: 93, 6630 (Nine Three Comma Six Six Three Zero) Hectares;
2. Deed of Transfer No. 366/1971 dated the 3rd December 1971 held by SWAZILAND FRUIT CANNERS (PROPRIETARY) LIMITED over:
CERTAIN: Portion 8 Farm No 1098, Manzini District, Swaziland;
MEASURING: 43,8662 (Four Three Comma Eight Six Six Two) Hectares;
3. Deed of Transfer No. 142/1980 dated the 6th June 1980 held by SWAZILAND FRUIT CANNERS (PROPRIETARY) LIMITED over:
CERTAIN: Portion 29 (a portion of Portion 14) Farm No 63 Manzini District, Swaziland
MEASURING: 1238 (One Two Three Eight) square metres;

Any person having objection to the issue of such copy is hereby requested to lodge it in writing with the Registrar of Deeds within Three (3) weeks of the last publication of this notice.

DATED AT MBABANE THIS 14TH DAY OF FEBRUARY, 1990.

**ROBINSON, BERTRAM & CO
Attorneys for/Applicant
P O Box 24
MBABANE**

B129 2x2 3.90

NOTICE

TRADING LICENCE ORDER NO. 20 OF 1975

Notice is hereby given that an application by Sir Motors (Pty) Ltd for a grant of a Motor Garage Licence to operate at Mbabane portion 600 of portion 488 Farm no. 2 Mbabane, under the style "SIR MOTORS" will be heard in the Regional Secretary's Conference Room on 20th March 1990 at 10.00 a.m. Mbabane.

Objections thereto if any must be lodged in writing with the Regional Secretary as well as with the Applicant's Attorneys on or before 13th March 1990 not later than 4.00 p.m.

WILLIAM F. MTHEMBU & ASSOCIATES
APPLICANT'S ATTORNEYS
1ST FLOOR ENTERPRISE BUILDING
NGWANE STREET
P.O. BOX 1301
MANZINI

B131 23.2.90

NOTICE

TRADING LICENCE ORDER NO. 20 OF 1975

Notice is hereby given that an application by BUSISIWE AGNES MNISI c/o Carlston and Company, P O Box 143, Manzini for a grant of a Grocery Licence to operate the business ENJAKENI next to Ebhasheni in Piggs Peak in the District of HHOHHO. The application will be heard on the 6th March 1990 at the Regional Secretary's offices, Piggs Peak at 10.00 a.m.

Objections thereto must be lodged in writing with the Applicant's Attorneys and the Regional Secretary, P O Box 26, Piggs Peak and not later than 2nd March 1990.

APPLICANT'S ATTORNEYS
Carlston and Company
New CCU Building
Ngwane and Mahleka Streets
P O Box 143
MANZINI

B135 23.2.90

NOTICE

TRADING LICENCE ORDER NO. 20 OF 1975

Notice is hereby given that an application by Sir Security Services (Pty) Ltd for a grant of a General Dealers Licence to operate in Manzini Town under the style "SSS" will be heard in the Regional Secretary's conference Room on Tuesday 13th March 1990 at 10.00 a.m., Manzini.

Objections thereto if any must be lodged in writing with the Regional Secretary as well as with the Applicants Attorneys on or before 6th March 1990 no later than 4.00 p.m.

WILLIAM F. MTHEMBU & ASSOCIATES
APPLICANT'S ATTORNEYS
1ST FLOOR ENTERPRISE BUILDING
NGWANE STREET
P.O. BOX 1301
MANZINI

B133 23.2.90

NOTICE

TRADING LICENCE ORDER NO. 20 OF 1975

Notice is hereby given that an application by Kojo Videos (Pty) Ltd for a grant of a Laundry Licence to operate at Manzini Town under the style "HUB LAUNDOMAT" will be heard in the Regional Secretary's Conference Room Manzini on Tuesday 13th March 1990 at 10.00 a.m., Manzini.

Objections thereto if any must be lodged in writing with the Regional Secretary Manzini as well as with the Applicant's Attorneys on or before the 6th March 1990.

WILLIAM F. MTHEMBU & ASSOCIATES
APPLICANT'S ATTORNEYS
1ST FLOOR ENTERPRISE BUILDING
NGWANE STREET
P.O. BOX 1301
MANZINI

B132 23.2.90

NOTICE

**TO ALL CREDITORS OF DARKTON STORE LIMITED IN
PROVISIONAL LIQUIDATION**

Notice is hereby given to all secured, preferred, concurrent or contingent creditors that a meeting of creditors shall be held on Tuesday the 6th day of March 1990 at 10.00 a.m. at Mountain Inn. The meeting of creditors has been summoned for the purpose of considering, and if thought fit, of accepting the offer of compromise with or without modification.

The meeting of creditors is being summoned in terms of an order issued by the High Court of Swaziland on the 7th day of December 1989. A copy of the said order together with the offer compromise which contains conditions which require to be fulfilled before this offer can be sanctioned a list of creditors of all the company and a statement of the assets of the company together with their estimated realisable value may be inspected during the business hours at any time prior to the meetings of creditors at the offices of the Chairman, John W.S. Bennett of Prince Waterhouse, 3rd Floor Dhlam'ubeka House, Mbabane.

All creditors of the company in liquidation are called upon to attend the meeting or such adjoined meeting in person or by proxy in order to consider and if not fit to accept the offer of compromise with or without modification.

Issued by:

15 February 1990

JOHN W.S. BENNETT

PROVISIONAL LIQUIDATOR/CHAIRMAN
DARKTON STORE LIMITED — IN PROVISIONAL LIQUIDATION

B141 23.2.90

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: CHARLES F. GRAHAM & MAX T. GRAHAM E.17/90

A meeting of the next of kin and all others concerned will be held before the MASTER OF THE HIGH COURT at Mbabane on 9th March, 1990 at 10.00 in the forenoon for the nomination of an executor/executrix dative in the above estate.

S.C. DLAMINI
Master of the High Court

Master's Office
P.O. Box 19, MBABANE.

B155 23.2.90

NOTICE

TRADING LICENCE ORDER NO. 20 OF 1975

Notice is hereby given that an application by Harvent (Pty) Ltd for a grant of an Import Export Licence to operate at Manzini under the style "HARVENT IMPORT EXPORT" will be heard in the Regional Secretary's Conference Room on 13th March 1990 at 10.00 a.m., Manzini.

Objections thereto if any must be lodged in writing with the Regional Secretary as well as with the Applicant's Attorneys on or before 6th March 1990 not later than 4.00 p.m.

WILLIAM F. MTHEMBU & ASSOCIATES
APPLICANT'S ATTORNEYS
1ST FLOOR ENTERPRISE BUILDING
NGWANE STREET
P.O. BOX 1301
MANZINI

B134 23.2.90

NOTICE

Notice is hereby given that an application has been made by Rejoice Bennett trading as Kamkhulu Remnants Centre of P.O. Box 94, Ezulwini for a grant of a General Dealers Licence to operate at Shop No. 3, S.M.P.F. Building, Ngwane/Martin Streets, Manzini. This application will be heard by the Licensing Officer in the Regional Administrator's Conference Room on the 20th March 1990 at 10.00 a.m. or so soon thereafter as the matter may be heard.

Objections thereto if any must be lodged in writing with the undersigned and with the Applicant's Attorneys, Robinson Bertram & Co., P.O. Box 24, Mbabane not later than Friday the 16th March 1990, Our Ref: SBM/T.45.

Licensing Officer
District of Manzini

B144 23.2.90

NOTICE

Notice is hereby given that we intend to apply for a Certified Copy of: Crown Grant No. 117/1980 dated 11th October 1980 and registered on the 3rd December 1980 in favour of Steven Bothma (Born 28th February 1947) in respect of:-

CERTAIN: Lot No. 675 situate in Mbabane Township Extension No. 4 within the Hhohho District.

MEASURING: 1262 (One Thousand Two Hundred & Sixty Two) square metres.

Any person having an objection to the issue of such copy is hereby requested to lodge it in writing with the Registrar of Deeds within three (3) weeks of the last publication of this Notice.

DATED at MBABANE this 15th day of FEBRUARY, 1990.

SHILUBANE LITTLER & PARTNERS
Second Floor, Engungwini Building
Allister Miller Street
MBABANE.

B145 2 x 2.3.90

NOTICES

TRADING LICENCE ORDER NO. 20 OF 1975

Notice is hereby given that an application has been made by Samson Shongwe of P.O. Box 2585, Mbabane for a grant of a Grocery Licence to operate at Mangwaneni under the style "SIBHALAMAVI". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Elizabeth Burger of P.O. Box 1388, Krugersdrop for a grant of a Commission Agent Licence to operate in Swaziland under the style "PACK & STACK AGENCY". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Scala Fast Food Pty Ltd for a transfer of a Bakery Licence to operate at Plot number 914 Sidwashini under the style "SCALA BAKERY". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Happy Ngwenya of P.O. Box 76, Mbabane for a grant of a Business Brokery Licence to operate in Mbabane under the style "NOKWANDA". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990. at 10.00 a.m.

Notice is hereby given that an application has been made by David Dlamini of P.O. Box 568, Mbabane for a grant of a General Dealers Licence to operate at Co-operation, Mbabane next to Mqolo Primary School, under the style "HANDWORK AND WOODWORK". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Vernon Sandile Mpungose of P.O. Box 31, Mbabane for a grant of an Agent of a Firm's Licence to operate in Swaziland under the style "V & S SUPPLIES". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Titus Shongwe of P.O. Box 635, Mbabane for a grant of a Motor Garage Licence to operate at Sidwashini Industrial Site, Mbabane under the style T & E MOTORS". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Bethwell Velibanti Nhlabatsi of P.O. Box 518, Mbabane for a grant of a Hawkers Licence to operate in Hhohho sub-region under the style "SWAZI MERCANTILE HAWKERS". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Mandla John Shongwe of P.O. Box 26, Kwaluseni for a grant of a Green Grocery Licence to operate at Zone 5, Mahwalala under the style "MANDLA FRUIT SHOP". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Francis M. Dlamini of P.O. Box A476, Swazi Plaza, Mbabane for a grant of an Agent of a Firm's Licence to operate in Swaziland under the style "WEST GATE AUTO". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Dorah Magagula of P.O. Box 1442, Mbabane for a grant of a Pedlars Licence to operate in Hhohho sub-region under the style "PEDLARS". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Ambrose M. Magagula of P.O. Box 22, Malkerns for a grant of an Import & Export Licence to operate at Happy Valley under the style "THE ARICAN TIME ART". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Alfred Sipho Shongwe of P.O. B Luvengo via Manzini for a grant of a Commission Agent Licence to operate in Swaziland under the style "CREMARCK CHEMICAL". This will be heard in the Regional Secretary's Conference Room Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Raymond Musa Dlamini of P.O. Box 21, Mbabane for a grant of a Hawkers Licence to operate in Hhohho Region under the style "MSHINI FAST FOOD". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Musa Abel Shabangu of P.O. Box 1905 Manzini for a grant of a shoe repairs Licence to operate at Tentele Shopping Complex, Mbabane under the style "V.J. SHOE REPAIRS". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Scala Fast Foods Pty Ltd for a grant of an Import and Export Licence to operate in Swaziland under the style "SCALA FAST FOODS". This will be heard in the Regional Secretary's Conference Room on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Jameson G. Mncina of P.O. Box 102, Mbabane for a grant of a General Dealers Licence to operate at Kuhlaha under the style "KWENU BESUTFU". This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Joseph Rydell Tettey of P.O. Box 164, Mbabane for a grant of a General Dealers Licence to operate at Coronation House Shop No. 7, Johnson Street, Mbabane under the style A & T Service Pty Ltd. This will be heard in the Regional Secretary's Conference Room, Mbabane on Tuesday the 13th March, 1990 at 10.00 a.m.

Objections if any, should be lodged in writing to the applicant as well as the Licensing Officer before the 9th March 1990 not later than 4.00 p.m.

T.M. NYONI
Licensing Officer/Mbabane

P.O. Box 45, MBABANE.

B154 23.2.90

NOTICES

TRADING LICENCES ORDER NO. 20 OF 1975

Notice is hereby given that an application by Margaret L. Maseko of Box 44, Mzimpofo for a Pedlars Licence to operate in the Manzini Region under the style "BONGANI PEDLARS" will be heard in the Regional Secretary's Conference Room on Tuesday the 27th March, 1990 at 10.00 a.m.

Notice is hereby given that an application by Zachariah Shabalala of Box 1123, Kwaluseni for a grant of a Pedlars Licence to operate in the Manzini Region under the style "SITOLU SIYANDZINDZA" will be heard in the Regional Secretary's Conference Room on Tuesday the 27th March, 1990 at 10.00 a.m.

Notice is hereby given that an application by Elizabeth S. Mabuza of Box 420, Manzini for a grant of a Pedlars Licence to operate in the Manzini Region under the style "SIBONISO INVESTMENT" will be heard in the Regional Secretary's Conference Room on Tuesday the 27th March, 1990 at 10.00 a.m.

Notice is hereby given that an application by Nomsa A. Mamba of Box 2503, Manzini for a grant of a Street Vendor's Licence to operate in the Manzini Region under the style "MUSA ICE CREAM" will be heard in the Regional Secretary's Conference Room on Tuesday the 27th March, 1990 at 10.00 a.m.

Notice is hereby given that an application by Richard T. Maseko of Box 17, Bhunya for a grant of a Driving School Licence to operate in the Bhunya Area - Manzini Region under the style "LUHLEKO DRIVING SCHOOL" will be heard in the Regional Secretary's Conference Room on Tuesday the 27th March, 1990 at 10.00 a.m.

Notice is hereby given that an application by Cyril Dumsani Dlamini of Box 4, Kwaluseni for a grant of a General Dealer's Licence to operate at Ndlunganye - Manzini Region under the style "BONGISIPHO PHOTO STUDIO" will be heard in the Regional Secretary's Conference Room on Tuesday the 27th March, 1990 at 10.00 a.m.

Notice is hereby given that an application by Jabu F. Manana of Box 36, Lobamba for a grant of a General Dealer's Licence to operate at Hhelehhele next to Flamingo Restaurant Manzini Region under the style "JABU'S MINI SUPERMARKET" will be heard in the Regional Secretary's Conference Room on Tuesday the 27th March, 1990 at 10.00 a.m.

Notice is hereby given that an application by Simon M. Simelane of Box 2305, Manzini for an amendment of a General Dealer's Licence to open from Monday to Saturday at 7.00 a.m. to 7.00 p.m. to operate at Manzini Bus Rank under the style "MPEMBE NDLEBEZIMCHEWANE PHOTO STUDIO" will be heard in the Regional Secretary's Conference Room on Tuesday the 27th March, 1990 at 10.00 a.m.

Notice is hereby given that an application by Marvin Soni of Box 70, Ezulwini for a grant of a Cinema Licence to operate in the Manzini Region under the style "SONI CINEMA" will be heard in the Regional Secretary's Conference Room on Tuesday the 27th March, 1990 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 23rd March, 1990 not later than 4.00 p.m.

A.M. DLAMINI
Licensing Officer/Manzini Region

P.O. Box 13, MANZINI.

B151 23.2.90

NOTICE

Notice is hereby given that in terms of Section 5 of the Protection of Names, Uniforms and Badges Act No. 10 of 1969, an application by Terence Phillip Lee, of P.O. Box 1800 Mbabane in his capacity as Pastor of the Association has been made for the grant of Registration of the name

MBABANE CHRISTIAN OUTREACH CENTRE

Any person or persons likely to be affected by the grant of the registration may at any time within a period of one month of the publication of this notice, give notice, of objection in writing on the prescribed form of objection and send same to the applicant.

D.D. MAMBA
Registrar for the Protection of Names,
Uniforms and Badges

B153 23.2.90

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE CHARLES SCHACHAZA NGWENYA E.18/90

A meeting of the next of kin and all others concerned will be held before the MASTER OF THE HIGH COURT at Mbabane on 9th March 1990 at 10.30 in the forenoon for the nomination of an executor/executrix dative in the above estate.

S.C. DLAMINI
Master of the High Court

Master's Office
P.O. Box 19, MBABANE.

B152 23.2.90

NOTICE

Notice is hereby given that we intend applying for a Certified Copy: Deed of Transfer No. 155/1969 dated the 8th July 1969 in favour of Christina Carmichael born Girdwood on the 26th May 1914 – a widow in respect of:

CERTAIN: The remaining extent of Farm No. 145, situate in the District of Lubombo (formerly Stegi), Swaziland;

MEASURING: Twenty Two (22) Morgen, Four Hundred and Fifty Two (452) square roods;
and

CERTAIN: The remaining extent of Farm No. 146, situate in the District of Lubombo (formerly Stegi), Swaziland;

MEASURING: Sixty One (61) Morgen, One Hundred and Two (102) square roods.

Any person having objection to the issue of such copy is hereby requested to lodge it in writing with the Registrar of Deeds within Three (3) weeks of the last publication of this Notice.

DATED at MBABANE this 19th day of FEBRUARY, 1990.

WILSON, PERRY & PARTNERS
Attorneys for Applicant
P.O. Box 24, MBABANE.

B147 2x2.3.90

NOTICE

Notice is hereby given that we intend applying for a Certified Copy: Deed of Transfer No. 236/1969 dated 26th September 1969 in favour of John Lincoln Litchfield (born 25th April 1943) in respect of:

CERTAIN: Portion 291 (a portion of portion G) of Farm No. 2, situate in the District of Hhohho, Swaziland.

MEASURING: 4744 (Four Thousand Seven Hundred and Forty Four) square metres.

Any person having objection to the issue of such copy is hereby requested to lodge it in writing with the Registrar of Deeds within Three (3) weeks of the last publication of this Notice.

DATED at MBABANE this 15th day of February, 1990.

WILSON, PERRY & PARTNERS
Attorneys for Applicant
P.O. Box 24, MBABANE.

B148 2 x 2.3.90

NOTICES

TRADING LICENCES ORDER NO. 20 OF 1975 (i)

Notice is hereby given that an application has been made by Mr. Patrick Mandla Mtsetfwa of Box 64, Pigg's Peak for a grant of a Mobile Cinematographic Film Exhibitors Licence to operate in the Pigg's Peak Sub-Region/Hhohho under the style "MALIBONGWE". This will be heard at the Pigg's Peak Courthouse on Tuesday 27th February, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Mr. Ernest M. Mkhabela of Box 364, Pigg's Peak for a grant of a Butchery transfer from C & M Investments to himself to operate at Pigg's Peak under the style "PEAK BUTCHERY". This will be heard at the Pigg's Peak Courthouse on Tuesday 27th February, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Mr. William M. Dlamini of Box 19, Bulembu for a grant of a Butchery Licence to operate at Bulembu under the style "GOOD HOPE". This will be heard at the Pigg's Peak Courthouse on Tuesday 27th February, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Mr. Selwyn Jacob Magorosi of Box 134, Pigg's Peak for a grant of a Garage Licence to operate at Pigg's Peak under the style "PEAK SPARES CENTRE". This will be heard at the Pigg's Peak Courthouse on Tuesday 27th February, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Mr. Selwyn Jacob Magorosi of Box 134, Pigg's Peak for a grant of a Discotheque Licence to operate at Pigg's Peak under the style "CLUB EASY PEAK BY NIGHT DISCO". This will be heard at the Pigg's Peak Courthouse on Tuesday 27th February, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Miss Mirriam N. Dlamini of Box 84, Pigg's Peak for a grant of a Hairdressers Licence from Thembekile M. Mathunjwa to herself to operate at Pigg's Peak under the style "UMSAMO HAIRDRESSING & BEAUTY SALON". This will be heard at the Pigg's Peak Courthouse on Tuesday 27th February, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Miss Phephile P.M.P. Mtsetfwa of Box 23, Ntonjeni for a grant of a General Dealers Licence to operate at Lot NO. 272, Pigg's Peak Township under the style "PAT STORE". This will be heard at the Pigg's Peak Courthouse on Tuesday 27th February 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Mr. Phenias N. Ndlovu of Box 29, Pigg's Peak for a grant of a transfer of a General Dealers Licence from Albert Mamba to himself to operate at Mpofu Area under the style "UMSA WENKHOSI". This will be heard at the Pigg's Peak Courthouse on Tuesday 27th February, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Mr. Phenias N. Ndlovu of Box 29 Pigg's Peak for a grant of transfer of a Grocery Licence from Joseph Mhlanga to himself to operate at Mpofu under the style "UMUSA WENKHOSI". This will be heard at the Pigg's Peak Courthouse on Tuesday 27th February 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Mrs. Joyce Thulile Maseko of Box 210 Pigg's Peak for a grant of a Green Grocery Licence to operate at Lot No. 36, Pigg's Peak Township under the style "UMUSA WENKHOSI GREEN GROCERY". This will be heard at the Pigg's Peak Courthouse on Tuesday 27th February 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Mrs. Gladys Chissano of Box 26, Pigg's Peak for a grant of a Produce and Handwork Vendors Licence to operate at Pigg's Peak Market under the style "VUKA MUVA". This will be heard at the Pigg's Peak Courthouse on Tuesday 27th February 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Mrs. Phindile M. Dlamini of Box 3, Pigg's Peak (Unit B7) for a grant of a Produce and Handwork Vendors Licence to operate at Nsangwini Area under the style "LUSITO". This will be heard at the Pigg's Peak Courthouse on Tuesday 27th February, 1990 at 10.00 a.m.

Notice is hereby given that an application has been made by Mr. William Gamedze of Box 110, Bulembu for a grant of a General Dealers Licence (Book-Shop) to operate at Pigg's Peak under the style "GODS BUSINESS". This will be heard at the Pigg's Peak Courthouse on Tuesday 27th February 1990 at 10.00 a.m.

Any objections thereto must be lodged in writing with the undersigned as well as with the applicant on or before Friday February 23rd, 1990 not later than 4.00 p.m.

G.V. DLAMINI
Licensing Officer/Pigg's Peak

B149 23.2.90

NOTICE

TRADING LICENCE ORDER NO. 20 OF 1975

Notice is hereby given that an application by Mama Investments (Pty) Ltd. of Manzini for a grant of an Import and Export Licence to operate at Plot 5 Mhlakuvane Street Manzini under the style "MAMA INVESTMENTS (PTY) LTD." will be heard in the Regional Secretary's Conference Room on Teusday the 13th March 1990 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 9th March, 1990 not later than 4.00 p.m.

A.M. DLAMINI
Licensing Officer/Manzini

P.O. Box 13, MANZINI.

B150 23.2.90

NOTICE

ESTATE LATE ANGUS M. BUCHAM & PHYLLIS BUCHAM E.65/89

Debtors and Creditors in the above Estate are hereby called upon to lodge their claims and pay their debts to the undersigned within 30 (thirty) days from date of publication of this Notice.

SHILUBANE, LITTLER & PARTNERS
Attorneys for Executor/trix
P.O. Box A93
Swazi Plaza
MBABANE.

B146 23.2.90

**SUPPLEMENT TO
THE
SWAZILAND GOVERNMENT
GAZETTE**

VOL. XXVIII]

MBABANE, Friday, February 23rd., 1990

[No. 707

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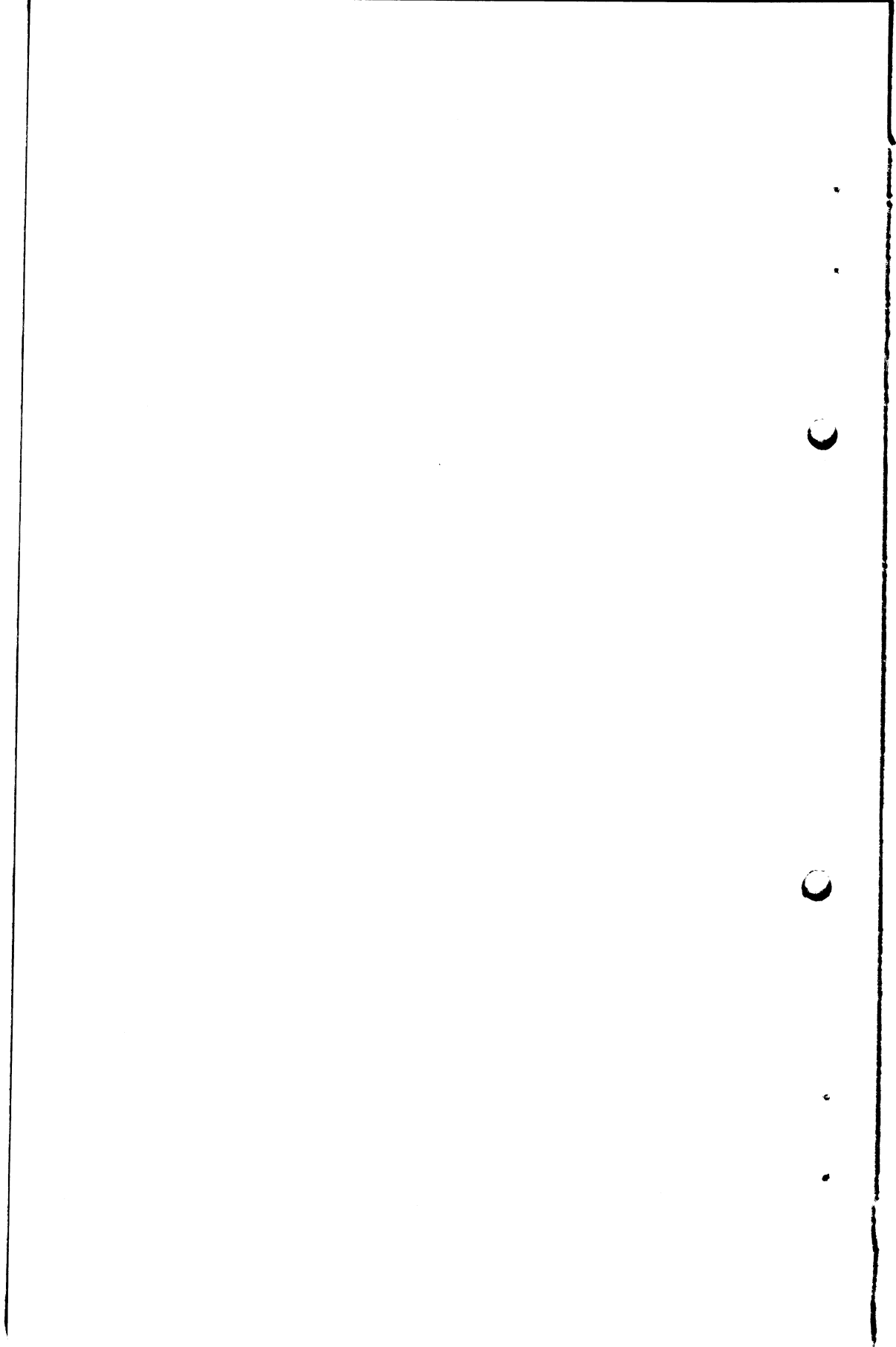
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PUBLISHED BY AUTHORITY



LEGAL NOTICE NO. 8 OF 1990

THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (MANUFACTURING AND
PROCESSING INDUSTRY) ORDER, 1990

(Under Section 11)

In exercise of the powers conferred on him by Section 11 of the Wages Act, 1964 the Minister for Labour and Public Service hereby makes the following Order -

Citation and Commencement.

1. This Order may be cited as the Regulation of Wages (Manufacturing and Processing Industry) Order, 1990 and shall be deemed to have come into force on the 1st February, 1990.

Application.

2. This order shall apply to all persons employed in the Manufacturing and Processing Industries including the Manufacture of bricks, handicraft, dry cleaning and laundry, garment making, knitting, shoe Manufacture, Timber Processing and weaving who are engaged in the occupation specified in the First Schedule.

Interpretation.

3. In this order, unless the context otherwise requires -

“Aligner” means an employee who alignes a finished product before final inspection with the aid of electronic test equipment;

“A.J.S. Operator” means an employee who operates an Automatic Junior Stitcher sewing Machine;

“Artisan” means an employee who is in possession of a Trade Test Certificate signed by a Trade Testing Officer appointed by the Government;

“Assembler soldering” means an employee who solders and assembles components by hand;

“Assembler-Botton components” means an employee who assembles good quality botton components such as soles and insoles into specific batches according to the box loading plan;

“Assembler-Socks” means an employee who assembles good quality socks into batches according to article and size;

“Assembler-Upper Components” means an employee who assembles good quality upper components such as vamps, quaters, etc into specific batches to the box loading plan;

“Assistant foreman baker” means an employee who is capable of Manufacturing bread, adjusting bakery machinery and supervising the workers under his control;

“Assistant foreman confectioner” means an employee who is capable of manufacturing and decorating several lines of confectionery, adjusting bakery machinery and supervising the workers under his control;

"Bagger" means an employee who puts the folded garment in the provided plastic bag;

"Baker" means an employee who is capable of manufacturing bread;

"Baker Assistant" means an employee who assists a baker;

"Backseam-Reducer" means an employee who reduces the backseam join on leather quaters by means of a machine;

"Binder Assistant" means an employee who receives printed matter from the machine for collating, stitching, padding, rounding corners, punching, folding, counting, numbering or perforating;

"Boiler Operator" means an employee who operates a boiler;

"Box Folder" means an employee who folds and erects boxes ready for use;

"Box labeller" means an employee who labels boxes with the information required to identify the contents thereof;

"Box Preparer" means an employee who collects and prepares boxes accordingly;

"Blower" means an employee who carries out blowing duties in the manufacture of glassware according to specification;

"Cabinet fitter" means an employee who fits accessories to a television cabinet;

"Canteen Assistant" means an employee who assists the canteen supervisor in preparing, cooking and dishing - up food in the employee canteen;

"Canteen cashier" means an employee who assists the canteen supervisor in the control of cash receipt and also assists in the preparing, cooking and dishing-up of food in the employee canteen;

"Carder" means an employee who operates a carder machine and carries out simple lubrication on it;

"Carton Sealer" means an employee who seals cartons of finished goods ready for despatch to customers;

"Casual labourer" means an employee who is not employed for more than twenty four hours at a time;

"Cattle Buyer" means an employee who buys livestock for his employer;

"Charge hand" means an employee who assists a supervisor to supervise employees;

"Chassis fitter" means an employee who fits chassis components to television sets;

"Cementer" means an employee who applies adhesives to a surface by means of either a brush or machine;

"Chef" means an employee who is responsible for the cooking of food for the employee canteen;

"Checker" means an employee who checks and records outgoing and incoming goods;

"Cleaner" means an employee who is responsible for the cleaning of the factory, offices, toilets or canteen;

"Clerk/Storeman (with Junior Certificate)" means an employee engaged in general clerical duties, who holds a Junior Certificate of education;

"Clerk/Storeman (with Senior Certificate)" means an employee engaged in general clerical duties, who holds a Senior Certificate of education;

"Clerk/Stores assistant" means an employee engaged in general clerical duties or storekeeping duties who holds a Senior Certificate of education;

"Clicker-Highfrequency" means an employee who cuts and high frequency welds components;

"Clicker-Insoles/Toepuffs/Counters" means an employee who cuts Insoles, toepuffs or counters by means of a clicking press;

"Clicker-linings/Trims/Socks/Velcro" means an employee who cuts linings, trims, or velcro by means of a clicking press;

"Clicker-Suede Split" means an employee who cuts suede split by means of a clicking press;

"Clicker-Textile" means an employee who cuts textile by means of a clicking press;

"Coilwinder" means an employee mainly engaged in winding coils;

"Components-assembler" means an employee engaged in fitting electronic components on PC boards and includes an employee engaged in pre-assembly work;

"Compositor" means an employee engaged in the setting of type including the operation of typesetting and typelasting into position for printing and the making of rubber stamps;

"Confectioner Assistant" means an employee who assists a confectioner;

"Cook" means an employee who is engaged in cooking and issuing food to other employees;

"Copy Typist" means an employee who is engaged in typing and is capable of typing a minimum of 25 words per minute, filing, checking and recording incoming mail;

"Counter Inserter" means an employee who dips and inserts the counter stiffner into the pocket at the heel of a machine;

"Counter moulder" means an employee who moulds the newly inserted counter stiffner over a mould by means of a machine;

"Counter Attendant" means an employee who makes negatives, including the spotting and obliteration of all marks and pinholes;

"Darkroom Attendant" means an employee who makes negatives, including the spotting and obliteration of all marks and pinholes;

"De-boner" means an employee engaged in dessecting carcass;

"D-Ring inserter" means an employee who inserts D-Rings into the shoe facing prior to being stitched;

"Design Draughtsman's assistant" means an employee who assists a Draughtsman to design mechanical layouts;

"Fitter" means an employee who repairs and Maintains machinery;

"Foam attacher" means an employee who attaches foam to the topline of the quaters for collar padding;

"Foam strip cutter" means an employee who cuts foam into strips by means of a machine;

"Folder" means an employee who folds the garment after pressing;

"Flour sifter" means an employee who sifts flour;

"Foreman baker" means an employee engaged in supervising capacity who is capable of carrying out all processes relating to the manufacture of bread;

"Foreman confectioner" means an employee engaged in supervisory capacity who is capable of carrying out all processes relating to the manufacture of confectionery;

"Forklift operator" means an employee mainly engaged in operating a forklift;

"General labourer" means an employee engaged on unskilled work;

"Grinder" means an employee who grinds, smoothens, and polishes a finished glassware product;

"Handyman" means an employee who does not hold a trade test certificate, who carries out simple repairs and supervises and allocates work to subordinate staff under his control;

"Hand Trimmer" means an employee who trims by means of a pair of scissors, all excess threads, bindings and tapes after all closing operations have been done;

"Heel seat laster" means an employee who lasts the heelpart of a shoe by means of a machine;

"Hole perforator" means an employee who punches holes by means of a press;

"Hoist operator" means an employee who operates a dough hoist;

"Insole attacher" means an employee who attaches the insole to the last by means of a tacking machine;

"Insole moulder/stamper" means an employee who moulds or stamps insoles by means of a machine;

"Inspector" means an employee will not less than six months experience as an assembler who inspects the work on a production line;

"Invoice Clerk" means an employee who prepares invoices to customers for goods supplied;

"Jumper" means an employee who has knowledge of several jobs and who is able to relieve any other worker on a production line;

"Kardex clerk/storeman" means an employee who operates a kardex system of stock control;

"Kiln operator" means an employee who is capable of operating and maintaining a kiln;

"Laboratory assistant" means an employee who generally carries out unskilled work in a laboratory or who assists a laboratory technician;

"Despatch clerk" means an employee who selects and packs goods according to customers' orders;

"Divider operator" means an employee who operates a divider machine and who checks the weight of dough pieces;

"Dough Mixer" means an employee who operates a dough mixer, including the adding of ingredients into the dough;

"Dough panner" means an employee who places dough pieces into pans;

"Driver (H.D.V.)" means an employee in possession of a current heavy duty driving licence who is incharge of a vehicle of over one and one half tons tare weight whose duties include handling cargo to and from the tailboard, and the daily maintenance and cleaning of such vehicle;

"Driver (L.D.V.)" means an employee in possession of a current driving licence who is in charge of a motor vehicle of less than one and one half tons tare weight whose duties include handling cargo to and from the tailboard, and the daily maintenance and cleaning of such vehicle;

"Driver messenger" means an employee who is mainly in carrying messages, who delivers and collects mail by vehicle or motor cycle and performs simple routine tasks in an office;

"Driver salesman" means an employee in possession of a current licence who sells and delivers bread, confectionery or other articles by motor vehicle and who is responsible for accepting written orders for goods and the collection and safe custody of cash for C.O.D. Sales, and who also canvass for orders;

"Driver salesman assistant" means an employee who marks components to assist closing department by means of a marking machine;

"Electrical Maintenance Assistant" means an employee who assists an electrician in improving and repairing electrical installation;

"Engraver" means an employee who engraves, smoothens, polishes the finished glassware, and carries out duties related thereto;

"Engraver Assistant" means an employee who engraves, smoothens, polishes the finished glassware and carries out duties given by the engraver;

"Entrepreneur" means a person who carries on business under financial assistance, policy and guidance of the small enterprises development company;

"Entrepreneur Assistant Grade I" means an employee who is capable of performing the work of an entrepreneur without the assistance of such an entrepreneur;

"Entrepreneur Assistant Grade II" means an employee who assists a person who is capable of carrying out the work of the entrepreneur in the entrepreneur's workshop;

"Final aligner and tester" means an employee mainly engaged in the final alignment and testing of finished products, using electronic test equipment;

"Final inspector/final tester" means an employee mainly engaged in the final inspection or testing of finished products, if necessary, using electronic equipment;

"Finisher" means an employee who smoothens, trims carpets and makes knots on the fringes to make such carpets adaptable for sale;

"Laboratory technician" means an employee qualified to carry out all duties allocated to him in a laboratory;

"Lacer" means an employee who inserts and ties laces for footwear;

"Last prepare" means an employee who prepares and loads the lasts onto the conveyor according to the uppers loaded;

"Last Transporter" means an employee who returns the last to the last bins after de-lasting;

"Layer" means an employee who lays the material for cutting a garment manufacture;

"Learner finisher" means an employee who is learning on the job to become a finisher and who has not completed six months in the case of the weaving industry or three months for other industries;

"Learner craftsperson" means an employee who is learning on the job to become a potter, screenprinter, silversmith or any other craftwork for a period not less than three or more than six months;

"Learner machine operator" means an employee with three months or less continuous service of operating a machine for other industries or not more than six months in the weaving industry;

"Learner spinner" means an employee who is learning on the job to become a weaver and who has not completed six months in the case of the weaving industry or three months for other industries;

"Leather baler" means an employee who bales leather for storage purposes;

"Leather sorter" means an employee who sorts leather by means of the point system;

"Line feeder" means an employee mainly engaged in feeding the assembly line with components;

"Loader/packer" means an employee who packs bread or confectionery, or who loads/off loads bread and confectionery on to or off a vehicle or who packs finished products into cartons, including the transfer of goods or materials from large to smaller containers;

"Lubricator" means an employee who has the responsibility of lubricating and greasing machines;

"Machinist" means an employee who operates an electrical sewing machine to manufacture clothing/garment;

"Machinist attendant" means an employee, other than a learner machine operator, who attends and operates a guillotine machine, bending machine, spot welding machine or any other machine requiring similar skills;

"Machine operator" means an employee, other than a learner machine operator, engaged in operating a machine;

"Master screenprinter" means an employee who is capable of cutting screen mixing pigments and has thorough knowledge of screenprinting techniques;

"Master potter" means an employee who is skilled in making pots to any specification, who has a general knowledge of glazing and firing techniques;

"Master silversmith" means an employee who is capable of working silver to any specification;

"Mechanical assistant" means an employee mainly engaged in the mechanical assembly of television and radio accessories and placement of products in the **appropriate area for assemble or dispatch;**

"Melter" means an employee who melts glasses in a glass factory;

"Messenger" means an employee engaged in carrying messages, collecting and delivering mail or carrying out simple task in an office;

"Mono caster attendant" means an employee who attends a monotype caster under the supervision of a key board operator;

"Office clerk" means an employee who does general clerical duties;

"Painter" means an employee who cleans and paints equipment, machines and buildings;

"Packer" means an employee who packs the garments which are finished into the cartons;

"Personnel clerk" means an employee who controls and updates personnel records;

"PC Board trimmer" means an employee mainly engaged in trimming excess components lead on soldered boards;

"Picture tube assembler" means an employee mainly engaged in preparing picture tubes for the assembly line;

"Plant assistant" means an employee who assists a plant attendant;

"Plant attendant" means an employee mainly engaged in operating a galvanizing plant and, if necessary, taking charge of the plant;

"Potter" means an employee who makes pots by hand or on pot wheels;

"Presser attendant" means an employee who operates a pressing machine in a cotton ginnery;

"Presser garment" means an employee who uses a sad iron or pressing machines to iron materials or clothing;

"Proof reader" means an employee who reads and checks printers proof for errors and marks them for correction;

"Quality controller" means an employee mainly engaged in checking the quality and making reports on finished products;

"Quality section controller" means an employee who checks and controls the quality goods leaving their section;

"Rebate clerk" means an employee who controls the stocks and documentation for a rebate store;

"Receiver-second stock" means an employee who checks, receives and controls the stock of factory seconds;

"Repair's assistant" means an employee with a basic knowledge of electronics mainly engaged in making simple repairs on PC board;

"Recutter" means an employee who arranges recuts and repairs poor quality work;

"Rivetter/Buckler" means an employee who attaches rivets or bucklers;

"Rougher-uppers" means an employee who reduces the bumps on the lasting margin by means of a roughing machine;

"Rougher-sole margin" means an employee who roughs the sole margin on rubber soles;

"Runner" means an employee who performs unskilled duties such as conveying from one point to the other, materials used in garment manufacture;

"Saw sharpner" means an employee who sharpens saws and carries out simple maintenance work on them;

"Salesman" means an employee engaged in promoting the sales of an employer's products;

"Stacker" means an employee who packs erected boxes into cartons and stacks ready for transportation to the factory;

"Seasonal labourer" means an employee engaged for the duration of a season to carry out unskilled work, canning fruit and vegetables;

"Security guard or Watchman" means an employee mainly engaged in the protection and security of his employer's premises;

"Senior Watchman" means an employee who is in charge of other watchmen;

"Sewing machinist I" means an employee who has more than six months experience and turns stitches collars, stitches toecaps, facing, O/S counters, D-rings and attaches bindings;

"Sewing machinist II" means an employee who has more than six months experience and stitches backseams, side flashes, collars toughes velcro, brand tags and zig-zags pieces together;

"Screenprinter" means an employee who screenprints by hand pulling a squeegee;

"Semi-skilled kiln hand" means an employee who has limited knowledge in operating kiln and packs it according to specification;

- "Silver-smith" means an employee who is capable of working silver by hand;
- "Side-laster" means an employee who lasts the waist section of a shoe by means of a shoe;
- "Size painter" means an employee who colour-codes components according to size by means of a brush;
- "Skiver-uppers/toepuffs" means an employee who skives or reduces the thickness of the edge of components by means of a skiving machine;
- "Slaughterman" means an employee engaged in stunning, bleeding, skinning eviscerating and splitting livestock;
- "Spinner" means an employee who carries out spinning operation of wool or other materials according to specification;
- "Soaking attendant" means an employee who operates solder bath, prepares fluxes, and checks solder levels;
- "Sockeer" means an employee who applies adhesives and inserts socks into finished footwear;
- "Sole Chlorinator" means an employee who chlorinates or halogenates a sole prior to cement application;
- "Sole presser" means an employee who, by means of a press, ensures that there is good bond between sole and upper;
- "Sole spotter" means an employee who places the precemented upper and sole accurately together prior to pressing;
- "Sorter R" means an employee who sorts goods into racks by item and size ready for despatch;
- "Sorter" means an employee who puts together according to sizes the material which is to be sewn;
- "Shoe boxer" means an employee who packs finished footwear into boxes;
- "Shoe repairer" means an employee who repairs subquality footwear;
- "Shop assistant" means an employee who assists a shop supervisor in the stock control, displays and selling of products in a retail shop;
- "Stonehand" means an employee with the knowledge of composition who places jobs set out by a compositor into steel frames locking them into printing machines ready for printing;
- "Stamper" means an employee who stamps logos/information onto components by means of a stamping machine;
- "Staple extractor" means an employee who removes staples from the insole of a shoe;
- "Sticker attacher" means an employee who attaches stickers to indicate size or customer code;
- "String lacer" means an employee who strings uppers for toelasting;
- "Strips cutter" means an employee who cuts material into strips by means of a machine;
- "Supervisor" means an employee who supervises other employees under his control;
- "Switchboard operator" means an employee whose duties consists wholly or mainly in the operation of a telephone switchboard;

"Tablehand" means an employee who prepares material and places them on the table for cutting or weaving according to specification:

"Tester" means an employee who tests the function of assembled PC Boards using electronic equipment:

"Textile preparer" means an employee who folds and prepares materials into a set number of layers ready for cutting:

"Trimmer" means an employee who uses the clippers to clean the garment when the sewing part is finished:

"Toecap positioner" means an employee who precements toecaps into position prior to toecap stitching:

"Toelaster" means an employee who pulls the toe of the shoe over the last by means of a toelasting machine:

"Toelaster feeder" means an employee who supplies the toelaster with uppers and on completion replaces them back to the conveyor:

"Toepuff positioner" means an employee who positions and presses a toepuff onto the upper by means of a heated press:

"Tool Setter" means an employee who fits and sets tools on a machine:

"Unlaster" means an employee who removes the last from the finished shoe:

"Upper brusher" means an employee who brushes finished footwear so as to clean and improve the look of the shoe:

"Upper cleaner" means an employee who cleans finished footwear by means of various cleaning materials:

"Upper primer" means an employee who primes the nylon upper at the lasting margin to ensure cement adhesion:

"Upper splitter" means an employee who splits uppers by means of a splitting machine:

"Upper spotter" means an employee who places the correct upper onto the last prior to toelasting:

"Upper/Bottom preparer" means an employee who loads the sewn and corresponding bottom components onto the making conveyor;

"Utility" means an employee who has the knowledge of several jobs and who is able to relieve other workers on a production line:

"Weaver" means an employee who carries out duties either by operating hand loom or other equipment to manufacture the required goods:

"Wage clerk" means an employee who prepares and controls wage payments according to the time worked:

"Washer" means an employee who washes and dries material or wool and if necessary moth-proof the wool:

"Weights clerk" means an employee who weighs cartons of finished goods prior to despatch:

"Workshop assistant" means an employee who assists the fitter and handyman in general maintenance:

Basic Minimum Wage.

4. The basic minimum wage inclusive of rations or cash in lieu thereof to be paid to employees specified in the First Schedule shall be calculated at a rate not less favourable than that specified therein provided that:-

- (a) **An employee who, at the date of commencement of this Order, is in receipt of a higher wage than that prescribed by this Order, shall not suffer any reduction in such wage by reason of this Order;**
- (b) **Where no definition of an employee's duties exist, such employee shall be paid a basic minimum wage not less favourable than that applicable to a general labourer;**
- (c) Nothing in this section shall prevent an employer, if he so wishes from:-
 - (i) **Supplying cooked or uncooked food to an employee in addition to his basic wage;**
 - (ii) **providing free transport or free accommodation to an employee.**

Statement of conditions of employment.

5. (1) The employer shall provide an employee with a written statement at commencement of his employment, stating whether he is employed permanently or seasonally, the conditions of his employment, the starting wage, including the learning period.

(2) The learning period referred to in subsection (1) shall be:-

- (a) six months in the case of the weaving industry; and
- (b) three months in the case of other occupations.

Hours of work.

6. (1) For employee other than security guards and casual labourers the normal working week shall consist of not more than forty-eight hours of work.

(2) The normal working week for security guards shall consist of not more than six shifts each of twelve hours.

(3) The normal hours of work for a casual labour shall consist of eight hours per day.

Overtime.

7. (1) An employee who is engaged otherwise than on shifts work or as a security guard and is required to work in excess of the normal hours specified in section 6 shall be paid as follows:-

- (a) for time worked in excess of the normal hours on a weekday, payment shall be at one and a half times his basic hourly wage;
- (b) for time worked on a Sunday or a public holiday specified in the Third Schedule payment shall be at twice his hour rate.

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

(3) The basic hourly wage of an employee on a weekly wage shall be calculated by dividing such wage by the number of hours he normally works in a week.

(4) The basic hourly wage of a casual labourer shall be calculated by dividing his daily wage by eight.

Public Holiday.

8. The public holidays listed in the Second Schedule shall be holidays with full pay.

Annual Leave.

9. An employee shall have fourteen calendar days' leave with full pay after each period of twelve months' continuous service with an employer:

Provided that in the case of a security guard annual leave shall be twenty-one calendar days with full pay after each period of twelve months continuous service with an employer.

Piece Work.

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

Reimbursement of expenses.

11. A salesman, driver or salesman's assistant shall be reimbursed all expenses reasonably incurred on lodging and meals for periods of absence from his place of residence on duty.

Lay-off.

12. (1) Due to circumstances beyond his control an employer may lay off employees for up to fourteen working days, without pay provided that at the end of this period he shall either re-employ the employees in their original jobs, or give them notice of termination of service in accordance with the provisions of the Employment Act, 1980.

(2) During the period of any lay-off, the employer shall not engage other employees to replace the employees he has laid off.

(3) The employer shall give:-

- (a) a permanent employee fourteen days' notice before the lay-off;
(b) a seasonal twenty-four hours notice before the lay-off.

Trade testing.

13. (1) An employer shall grant unpaid leave to an employee who requests to undergo a trade test at the Swaziland College of Technology or any similar institution to enable him to take test.

(2) An employee undergoing a trade test shall furnish the employer with the results of his examination.

Revocation of Legal Notice No. 19 of 1989.

14. The Regulation of Wages (Manufacturing and Processing Industries) Order, 1989 is hereby revoked.

FIRST SCHEDULE

(Paragraph 4)

BASIC MINIMUM WAGE

(Emalangenzi per week)

Learner Craftsperson
Learner Finisher
Learner Machine Operator

E34.00

S12

Learner Spinner
Learner Weaver

Casual Labourer
Seasonal Labourer

Carder
Checker
Cleaner
Cook

Engraver's Assistant
Entrepreneur's Assistant

E45.00

Finisher
Grinder
Loader
Potter
Runner
Trimmer
Bagger
Learner Machine Operator

Screenprinter
Semi skilled kiln hand
Silversmith

Spinner
Tablehand
Presser (garment)
Washer
Weaver

E47.50

Layer
Sorter
Presser
Folder
Packer
Box folder
Canteen Assistant
Carton Sealer
Painter

Upper Primer
Backseam Reducer
D-ring inserter
Foam attacher
Hand Trimmer

Lacer
Stacker
Receiver-Second Stock
Sorter

E49.50

S13

Textile preparer
Toecap Positioner
Toelaster Feeder
Upper Brusher
Workshop Assistant

Assemble socks
Box Preparer
Cementer
Edward Marker
Foam strip cutter
Hole preforator
Lubricator/Rivetter/Buckler
Sewing Machinist II
Shoe Boxer
Sole Chlorinator
Stamper
Staple extractor
String lacer
String Cutter
Toepuff Positioner
Unlaster
Upper Cleaner

E52.00

Assembler-Bottom Components
Box labeller

Canteen assistant/Cashier
Insole Moulder/Stamper
Last Preparer
Last Transporter
Rougher-sole Margin
Shoe Repairer
Sticker attacher
Upper splitter
Weights Clerk

E53.00

Coil Winder
Component Assembler
Copy Typist
Dough Panner
Driver Salesman's Assistant
Entrepreneur's Assistant Grade 1
Flour sifter
General Labourer
Hoist Operator

S14

Learner machine operator
(Other than knitting and weaving)

E54.00

Loader/Packer

Messenger

PC Board Trimmer

Plant Assistant

Security Guard/Stonehand

Machinist

Assembler (soldering)

Binder Assistant

Compositor

De-Boner

Dark Room Attendant

Mechanical assembler

Mono Caster Attendant

E56.00

Proof Reader

AJS Operator

Assemble Upper-Components

Counter inserter

Counter Moulder

Leather Baler

Loader F.O.F.

Recutter

Sewing Machinist 1

Shop Assistant

Skiver-Upper/toeputts

Socket

Slaughterman

Driver/Messenger

Laboratory Assistant

Presser Attendant

Electrical Maintenance Assistant

E58.50

Office Clerk

Rougher Uppers

Senior Watchman

Sole Presser

Cabinet Fitter

Chassis Fitter

Clerk/Stores Assistant

Driver (L.D.V.)

Forklift Operator

Picture Tube Assembler

E62.00

Soakline attendant

Switchboard Operator	
Utility	
Baker's Assistant	
Blower	E63.00
Confectioner's Assistant	
Dough Mixer	
Engraver	
Divider Operator	
Clicker-High Frequency	
Clicker Insolers/Toepuffs/Counters	
Clicker-Linings/Trims/Socks/Velcro	
Despatch Clerk	E64.00
Heelseat Laster	
Invoice Clerk	
Leather sorter	
Quality Controller	
Sole Spotter	
Kiln Operator	
Melter	
Saw Sharpner	
Design Draftsman's Assistant	
Inspector	E65.00
Machine Operator	
Machine Attendant	
Solder Bath Attendant	
Tester	
Boiler	
Driver (H.D.V.)	
Kardex Clerk/Storeman	E66.50
Aligner	
Final Inspector/Tester	
Clicker-textile	
Rebater Clerk	
Wages Clerk	E67.50
Line Feeder	
Quality Controller	E69.50
Repairer's Assistant	
Baker	
Confectioner	
Handyman	E73.00
Chef	
Clicker-Suede Split	

Chargehand	
Final Aligner and Tester	
Jumper	
Plant Attendant	
Tool Setter	E75.50
Fitter	
Personnel Secretary	
Sewing Mechanic	
Toelaster	
Clerk/Storeman (with Junior Certificate)	E80.00
Driver Salesman	
Artisan Grade III	
Cattle Buyer	
Master Screenprinter	
Master Potter	E86.50
Master Silversmith	
Salesman	
Assistant Foreman Confectioner	
Assistant Foreman Baker	E103.50
Clerk/Storeman (with Senior Certificate)	
Artisan Grade II	E142.50
Foreman Baker	
Foreman Confectioner	E152.50
Artisan Grade I	E209.50
Laboratory Technician	E221.00
Supervisor	25% above the wage to the highest paid employee under his direct supervision.

SECOND SCHEDULE

(Paragraph 8)

PAID PUBLIC HOLIDAYS

Incwala Day
Good Friday
Easter Monday
Christmas Day
Reed Dance Day
Somhlolo Day
King's Birthday

H.F. KUHLASE

Acting Principal Secretary-Ministry of Labour

LEGAL NOTICE NO. 9 OF 1990

THE PUBLIC ENTERPRISES (CONTROL & MONITORING) ACT, 1989

(Act No. 8 of 1989)

THE COMMENCEMENT DATE (THE PUBLIC ENTERPRISES (CONTROL & MONITORING) ACT) NOTICE, 1990

(Under section 1)

In exercise of the powers conferred by section 1 of the Public Enterprises (Control & Monitoring) Act, 1989, the Minister for Finance hereby issues the following Notice -

Citation.

1. This Notice may be cited as the Commencement Date (The Public Enterprises (Control & Monitoring) Act) Notice, 1990.

Date of commencement.

2. The Public Enterprises (Control & Monitoring) Act, 1989 shall be deemed to have come into force on the 3rd August, 1989.

A.M. FAKUDZE
Principal Secretary

MBABANE
14 February, 1990.

LEGAL NOTICE NO. 10, OF 1990

THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (ROAD TRANSPORTATION INDUSTRY)
ORDER, 1990

(Under Section 11)

In exercise of the powers conferred on him by Section 11 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 (Road Transportation) Order, 1990 and comes into force on the 1st March, 1990.

Interpretation.

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

“Assistant Mechanic” means an unskilled employee who assists a mechanic;

“Bookkeeper/Cashier” means an employee who is engaged in the keeping of elementary books of accounts or cash;

“Checker/Sorter” means a person who is employed to check or sort goods or parcels being loaded or off-loaded from a vehicle or which are to be dispatched or sorted;

“Cleaner” means a person who is employed to clean vehicles or the premises of his employer;

“Clerk” means a person with more than three months service and who is engaged in general clerical duties;

“Conductor” means a person who is employed to sell tickets on a public service vehicle and who is responsible for the control of passengers on that vehicle;

“Driver” means a person who is employed to drive a goods vehicle, public service vehicle, hire car or taxi as the context may require;

“Grade” means any grade listed in the first schedule;

“Greaser” means an employee in the elementary greasing of vehicles and trailers;

“Head Driver” means an employee who supervises other drivers;

“Public Holiday” means any day prescribed as a paid public holiday in paragraph 10;

“Journeyman/Mechanic” means an employee who has completed an apprenticeship;

“Junior Clerk” means a clerk who works under supervision for a maximum period of three months when first employed;

“Lay Over” means a period of duty performed by a driver for the purpose of booking-on/booking-off his vehicle which shall not include driving duty;

“Loader” means an employee engaged in the loading or off-loading of vehicles or rail transportation;

"Lorrymate" means an employee who assists in the execution of driver's duties other than driving;

"Messenger" means an employee engaged to convey messages and to carry out elementary office jobs;

"Mobile Crane Driver" means an employee who operates a mobile crane to load and off-loads/materials;

"Night" means the period between the hours of 6.00 p.m. and 6.00 a.m.;

"Overtime" means any time worked outside the ordinary hours of work as defined in section 5;

"Senior Clerk" means an employee engaged in general clerical duties including supervisory work;

"Short Time" means the employment of employees on short time working at not less than fifty percent of their basic wage;

"Suitable Accommodation" means a weatherproof structure containing bed or camp bed with a palliasse or similar covering;

"Switchboard Operator" means an employee who operates a telephone switchboard;

"Tyre Hand" means a person who is employed in the repairing of tyres and tubes, including the use of equipment necessary for such work;

"Watchman" means an employee who guards property or premises of his employer;

"Working Day" means any day other than a day off or a public holiday listed in section 10;

Application.

3. This Order shall apply to all persons employed in any undertaking comprising the carriage, for hire or reward, or passengers and or goods by a motor vehicle required to be licensed under the Road Transportation Act, 1963.

Basic Minimum Wage.

4. (1) The basic minimum wage to be paid to the employees specified in the first schedule shall be calculated at a rate not less favourable than that specified therein in relation to the employees's grade;

(2) A casual employee shall not be paid less than one and one third times the basic minimum wage for the occupation and grade in he is employed.

(3) An employee who is required to perform duties in a lower grade than that in which he is normally employed, shall be paid the wages applicable to the grade in which he is normally employed.

(4) An employee who is required to temporarily perform duties in a higher grade than that in which he is normally employed, shall be paid the wage applicable to such higher grade on and after the third day of such work.

(5) Except in the case of short time, no employer shall reduce the wages of any employee who is able and willing to work and who presents himself for work at the appointed time and place but for whom the employer is unwilling or unable to provide work.

Hours of Work.

5. (1) The ordinary hours of work subject to the provisions of section 7 shall not exceed forty eight per week, spread over 6 days.

(2) Except in case of emergency, no employer shall require or permit an employee other than a watchman or taxi-driver to work more than sixty hours, including overtime, in any week or for more than five continuous hours without a break of at least thirty minutes.

(3) Every employee shall receive one day off-work in each week and no employee shall be required to work on his day off in successive weeks.

(4) Where two drivers are engaged in driving a vehicle, the total driving hours per day for both drivers shall not exceed sixteen hours and each driver shall be paid for driving time only.

(5) A driver of a public transport vehicle shall be allowed breaks amounting in aggregate to not less than forty minutes in a period of eight consecutive hours working time, and in the event of him working more than eight consecutive hours, he shall, in addition to aggregated break of forty minutes, be given a thirty minutes rest period at the end of eight hours.

(6) No driver shall be required or permitted to drive for eleven or more hours in one day except in the case of an emergency.

Conversion Rates.

6. For the purpose of converting a weekly wage to -

- (a) an hourly rate, the weekly wages shall be divided by the number of hours ordinarily worked in a week;
- (b) A daily rate, the weekly wage shall be divided by the number of days ordinarily worked in a week;
- (c) A monthly rate, the weekly wage shall be multiplied by four and one third.

Payment of Overtime.

7 (1) Subject to provisions of Section 5 an employer may require an employee to work overtime and, whenever possible, shall give twenty-four hours notice of such requirement.

(2) The first thirty minutes of overtime working on any day shall qualify for payment at the employee's normal rate of wage applicable to that day.

(3) Overtime in excess of thirty minutes on any normal working day shall qualify for payment at the rate of time and one half the employee's normal rate of wages.

(4) Overtime worked by an employee on his day off or on a public holiday shall qualify for payment at double the employee's normal wage.

(5) This section shall not apply to a Taxi-Driver, Hire-Car, Junior Clerk and a Book-Keeper/Cashier, who shall not qualify for overtime payments.

Allowances.

8. (1) A Driver (other than a Taxi-Driver) who is required to drive at night on a night shift shall be paid at one and one quarter times his normal wage rate:

Provided that where two drivers are employed on the same vehicle only one driver may be paid at that rate.

(2) A Taxi-Driver shall be paid, in addition to his normal wage, commission of not less than two percent, of his takings. During any month in respect of which wages are due to him.

(3) A driver who has been in the continuous employment of the same employer for more than six months and who is required to obtain an annual public driver's licence, shall be re-imbursed by this employer the cost of any medical examination required as a condition for the issue of that licence.

(4) An employee shall be paid the following subsistence allowance in respect of each continuous period of twelve hours absence on duty away from his principal place of employment up to a maximum of six days.

- (a) Where the employer provides suitable accommodation and food - E12.00
- (b) Where the employer does not provide food, but provides suitable accommodation or where the accommodation is available on the vehicle - E17.25
- (c) Where the employer provides neither food nor accommodation - E30.00

(5) An employee who is absent on duty away from his principal place of employment for more than seven days but not exceeding thirty days, shall be paid the following subsistence allowance in respect of each absence -

- (a) if the employer provides suitable accommodation and food - E24.00
- (b) if the employer provides neither food nor accommodation - E36.00

(6) The payment of a subsistence shall be limited to a maximum of thirty days, following which the employee shall be regarded as permanently transferred.

Annual Leave.

9. (1) During the first two years of continuous service with an employer, an employee shall earn leave at the rate of one and a quarter working days for each completed month of service.

(2) After the completion of two years service but not exceeding seven years continuous service with an employer, an employee shall earn leave at the rate of two working days for each completed month.

(3) An employee with more than seven years continuous service with an employer shall earn leave at the rate of two and a half working days for each completed month.

(4) Where the employment of an employee is terminated after a period exceeding three months but not amounting to one year from the date of its commencement, the employer shall pay to the employee a sum equal to not less than one day's wages for each completed month of such period.

(5) Period of leave or sick leave whether paid or not taken by an employee, shall not be counted as leave earning employment.

(6) An employer who observes a holiday other than a public holiday in Section 10, shall not off-set such holiday against an employee's leave.

Public Holiday.

10. (1) The following shall be public holidays with full pay -

- New Year's Day
- Good Friday
- Easter Monday
- National Flag Day
- Ascension Day
- Public Holiday
- King's Birthday
- Umhlanga (Reed Dance) Day
- Somhlolo Day
- Incwala Day
- Christman Day
- Boxing Day

(2) Where a public holiday falls on a Sunday, the following day shall be deemed to be a public holiday.

(3) An employee who is absent without leave on the working day before or the working day after a public holiday, shall not be entitled to any payment in respect of that public holiday in terms of this section.

Sick Leave.

11. (1) After three months of consecutive service with an employer and subject to the production of a medical certificate signed by a medical practitioner, registered under the Medical and Dental Practitioners Act, 1970, an employee shall be entitled to sick leave up to a maximum of fourteen days on full wages and thereafter to a maximum of fourteen days on half wages in each period of twelve months continuous service.

(2) Notwithstanding sub-section (1) -

- (i) An employee shall not be entitled to the benefits if the sickness or accident causing his absence was caused by his own negligence or misconduct;
- (ii) A certificate issued by a Regional Secretary or registered nurse shall be accepted in place of medical certificate if a medical practitioner is not available.

12. An employer shall provide an employee on engagement with a document bearing particulars as provided for at the Second Schedule of the Employment Act, 1980.

Continuous Service.

13. (1) Continuous service is service in the employment of the employer interrupted only by the death, retirement or discharge of the employee concerned:

Provided that an employee who is re-engaged within two months of his discharge shall be deemed to be in the continuous service of that employer.

(2) Where, following upon a change of ownership of an establishment or undertaking an employee enters the service of the new owner without interruption, his service shall be deemed to be continuous service in the employment of the new owner.

Protective Clothing.

14. (1) Subject to sub-section (2) an employer shall supply free of charge and without payment of a deposit by the employee, the following items -

- (a) to employees who are normally exposed in their employment to inclement weather, a waterproof cap, overcoat or other suitable protective clothing;
- (b) to drivers and conductors - two dust coats, two overalls or two uniforms per annum; and
- (c) to journeyman/mechanics, assistant mechanics and employees engaged in the loading, unloading and delivering of goods to or from vehicles, suitable overalls or other protective clothing.

(2) Any clothing supplied to an employee in terms of this section shall remain the property of the employer and shall subject to fair wear and tear, be returned to him in good condition on the resignation, retirement or discharge of an employee.

Short Time.

15. (1) If an employer finds it necessary, for reasons beyond his control to employ an employee on short time, he may do so subject to the Labour Commissioner consenting in writing to such an arrangement, and on the understanding that the employer intends resuming full time working within three weeks.

(2) Where an employee has been placed on short time under sub-section (1) he shall be paid not less than fifty percent of his weekly wages where he is employed for periods which, in aggregate, are equivalent to or less than fifty percent of his normal weekly hours of work.

(3) No reduction shall be made in an employee's earnings where the employee has been placed on short time, and works, in aggregate, more than fifty percent of his normal weekly hours of work during any week he has been placed on short time.

Revocation of Legal Notice No. 25 of 1989.

16. The Regulation of Wages (Road Transportation Industry) Order, 1989 is hereby revoked.

FIRST SCHEDULE

(Section 4)

BASIC MINIMUM WAGE PER WEEK

GRADE I

Cleaner)	
Greaser)	
Loader)	
Lorry Mate)	E49.38
Messenger)	
Checker/Sorter)	
Conductor)	
Driver (vehicle up to 7 tons tare weight))	

GRADE II

Fuel Issuer)	
Junior Clerk)	
Tyre Hand)	
Switchboard Operator)	E76.64
Watchman)	
Assistant Mechanic)	
Clerk)	
Driver (vehicle over 7 tons & under 12 tons tare weight))	

GRADE III

Driver (P.S.V. licenced to carry not more than 10 passengers))	
Driver (Hire-Car))	E83.43
Driver (Taxi))	

S24

GRADE IV

Driver (Mobile Crane))	
Driver (P.S.V. licenced to carry up to)	E88.76
40 Passengers))	

GRADE V

Bookkeeper/Cashier)	
Driver (vehicle of 12 to 20 tons tare weight)	E95.45
Driver (P.S.V. licenced to carry more than)	
40 passengers))	

GRADE VI

Head Driver)	
Driver (Low Loader more than 20 tons tare)	E95.96
Weight)	
Senior Clerk)	

GRADE VII

Journeyman/Mechanic)	E175.48
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H.F. KUHLASE
Acting Principal Secretary
Ministry of Labour and Public Service

THE SWAZILAND ROYAL INSURANCE CORPORATION ORDER, 1973

(Order No. 32 of 1973)

THE SWAZILAND ROYAL INSURANCE CORPORATION (DIRECTORS' FEES)

NOTICE, 1990

(Under Section 12)

In exercise of the powers conferred by Section 12 of the Swaziland Royal Insurance Corporation Order, 1973 the Minister for Finance hereby issues the following Notice:-

Citation and Commencement.

1. This Notice may be cited as the Swaziland Royal Insurance Corporation (Directors' Fees) Notice, 1990 and shall be deemed to have come into force on 1st April, 1989.

Payment of fees to Directors

2. (1) A fee of E2250.00 and E2 812.50 per annum shall be paid to a Director and Chairman respectively of the Swaziland Royal Insurance Corporation appointed as such under Section 7 of the Swaziland Royal Insurance Corporation Order, 1973. In addition an amount of E60.00 and E75.00 respectively shall be payable to such Director/Chairman per quarter for full attendance.
(2) If a Director or Chairman serves for a period which is less than one year, he shall be paid the prorata proportion of the amount specified in sub-paragraph (1) for the period of such service.
(3) Nothing in this Notice shall be construed to mean that any remuneration shall be paid to a Public Officer appointed as such to act as a Director.

Revocation of Legal Notice No. 120 of 1988.

3. The Swaziland Royal Insurance Corporation (Directors' Fees) Notice of 1988 is hereby revoked.

A.M. FAKUDZE
Principal Secretary

Mbabane
15th February, 1990.

