



SWAZILAND GOVERNMENT GAZETTE

VOL. XXIX]

MBABANE Friday, March 15th., 1991

[No. 784

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PUBLISHED BY AUTHORITY

GENERAL NOTICE NO. 22 OF 1991

THE WAGES ACT 1964

(Act No. 16 of 1964)

NOTICE OF INTENTION TO VARY THE TERMS OF THE MANUFACTURING
AND SALE OF HANDICRAFT ESTABLISHMENT ORDER, 1990

In accordance with the above Act, the Hon. Minister for Labour and Public Service, hereby publishes its intention to vary the terms of the manufacturing and sale of Handicraft wages council Establishment Order, 1990. Copies of the proposed variations may be obtained from the Department of Labour Head Quarters, during normal working hours. Written representations with regard to the variations must be sent to the Secretary Wages Councils, P.O. 198, MBABANE within (30) days from the date of publication of this notice.

K.J. DLAMINI (MS)
Secretary-Wages Council

NOTICE

Notice is hereby given that we intend applying for a Certified Copy of:

1. CROWN GRANT No. 18/1937 dated 5th October, 1937;
2. CROWN GRANT No. 44/1925 dated 22nd July, 1925;

in favour of:

1. General Board of the Church of the Nazarene;
2. The General Board of Foreign Mission of the Church of the Nazarene;
1. CERTAIN: Farm No. 705 situate in the Manzini District, Swaziland;
MEASURING: 29,4961 (Twenty Nine Comma Four Nine Six One) hectares.
2. CERTAIN: Farm No. 435 situate in the Manzini District, Swaziland;
MEASURING: 14,0657 (Fourteen Comma Zoro Six Five Seven) hectares.

Any person having objection to the issue of such copies 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 5th day of MARCH, 1991.

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

C234 2x22.3.91

NOTICE

ESTATE LATE: JAMES WILLIAM OTTER

ESTATE NO. E87/89

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 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 Executor/s Executrix,
P.O. Box 24, MBABANE.

C235 15.3.91

NOTICE

TRADING LICENCE ORDER NO. 20 OF 1975

Notice is hereby given that an application by Sorghum Brewers Marketing (Swaziland) (Proprietary) Limited c/o Carlston and Company, P.O. Box 143, Manzini for a grant of Wholesale Dealer in African Beer and Import & Export Licences to operate the business at the premises of Industria Motors next to Las Cabanas Plot 220 Matsapa Town, Manzini District. The application will be heard on the 26th March, 1991 at 10.00 a.m. at the Regional Secretary's Offices, Manzini.

Objections thereto must be lodged in writing with the Applicant's Attorneys and the Regional Secretary's offices, P.O. Box 13, Manzini before the 22nd March, 1991.

CARLSTON AND COMPANY
New C.C.U. Building
Ngwane/Mahleka Street
P.O. Box 143, MANZINI.

C239 15.3.91

NOTICE

AUTO METAL WORKS (PTY) LIMITED (IN LIQUIDATION) MCL/3/89

The Second meeting of Creditors and Contributories will be held in the Master's Office, High Court, Mbabane on Thursday 28th March, 1991 at 9.00 a.m. for:-

- (a) Proof of Claims;
- (b) Receiving any report on the affairs of the Company in Liquidation that the Liquidator may wish to make; and
- (c) Giving the Liquidator such directions pertinent to the winding-up of the company as the Creditors by majority vote may resolve.

Claims and proxies in legal form must be in the hands of the Master at the latest 12.00 noon on 27th March, 1991. A creditor whose claim has not been proved shall not be entitled to vote at the meeting.

P.R. COOPER
Liquidator

C240 15.3.91

LIQUOR NOTICE

(Liquor Licences Act No. 30 of 1964)

It is hereby notified for general information that the Liquor Licencing Board will sit at Siteki Regional Offices on the 27th March, 1991 at 10.00 a.m. to consider the following applications.

- a. Grant of provisional authority for the grant of a Restaurant Liquor Licence to be known as Lomahasha Restaurant from premises situate near the Lomahasha Border Post.
- b. Grant of provisional authority for the grant of a Bottle Store Liquor Licence to be known as Lomahasha Savings Liquor Market from premises situate near the Lomahasha Border Post.

Any person wishing to lodge an objection to the applications may do so by lodging the objection with the Secretary of the Liquor Licencing Board and the undersigned by registered post to reach the Secretary and the undersigned at least 10 days before the sitting of the Board

S.A. NKOSI & CO.
Applicant's Attorneys
P.O. Box 2427, MANZINI.

C241 15.3.91

NOTICE

IN THE ESTATE OF THE LATE: JAMES FOSTER

All creditors and persons interested ab intestato or otherwise in the abovementioned Estate are hereby called upon within twenty-one days from the date hereof, to lodge in writing with the Master of the High Court of Swaziland at Mbabane, Swaziland, the particulars of their claims against the said Estate and their objections, if any, to the signing and sealing by him of the Letters of executorship granted by the Master of the Supreme Court of South Africa. Natal Provincial Division, at Pietermaritzburg on the 20th day of December, 1990 to Andrew Robert Ewing as Executor/Testamentary of the said Estate.

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

C243 15.3.91

NOTICE

IN THE ESTATE OF THE LATE: MINAH RUTH REBECCA CAMP,
of Malkerns, who died at Mbabane Government Hospital, on 1st June, 1990.

ESTATE NO. E.77/90

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

P.R. DUNSEITH
Attorneys for Executrix Dative
Lansdowne House
Post Street
P.O. Box 423, MBABANE.

C244 15.3.91

NOTICE

ESTATE LATE: THEMBISILE ELLINAH NGWENYA E.90/90

Debtors and Creditors in the above Estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) thirty days from date of publication hereof.

WILLIAM F. MTHEMBU & ASSOCIATES
Attorneys for Executrix Dative
1st Floor Enterprise Building
Ngwane Street
P.O. Box 1301, MANZINI.

C245 15.3.91

NOTICE

ESTATE LATE: WILSON NDUMA MADLOPHA

ESTATE NO. E.139/89

Debtors and Creditors in the above Estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) thirty days from date of publication hereof.

WILLIAM F. MTHEMBU & ASSOCIATES
Attorneys for Executrix Dative
1st Floor Enterprise Building
Ngwane Street
P.O. Box 1301, MANZINI.

C246 15.3.91

NOTICE

ESTATE LATE: ZACHARIAH S. DLAMINI

ESTATE NO. E7/89

Notice is hereby given in terms of Section 51 bis of the Administration of Estates Act No. 7 of 89 that the First and Final Liquidation and Distribution Account will lie open for inspection at the office of the Master of High Court of Swaziland at Mbabane and at the office of the District Commissioner Manzini 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.

WILLIAM F. MTHEMBU & ASSOCIATES
Applicant's Attorneys
1st Floor Enterprise Building
P.O. Box 1301, MANZINI

C247 15.3.91

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO.: 973/90

In the matter between:

SWAZILAND BUILDING SOCIETY
and

Plaintiff

ANDREW JULIA SZLANDA

Defendant

NOTICE OF SALE

Notice is hereby given that pursuant to a Writ of Execution issued in the above matter, the undermentioned property will be sold by Public Auction by the Deputy Sheriff for the District of Hhohho outside the High Court building at 11.00 a.m. on Wednesday the 24th day of April, 1991.

CERTAIN: Portion 27 of Lot No. 65 situate in the Mabhodleleni Avenue in the Sidwashini South Town, Mbabane Urban Area, District of Hhohho, Swaziland;

MEASURING: 486 (Four Eight Six) Square Metres;

HELD: Under Deed of Transfer No. 566/1989 dated this day, subject to the terms and conditions contained therein.

The Conditions of Sale are available for inspection at the office of the Sheriff in the High Court Building in Mbabane and at the offices of the Regional Administrator, Mbabane.

A substantial bond will be granted to an approved buyer on application to the Swaziland Building Society. Further particulars may be obtained from the undersigned.

DATED at MBABANE this 8th day of March, 1991.

M.N. FAKUDZE
Sheriff of Swaziland c/o the Registrar of the High
Court Mbabane.

C248 15.3.91

NOTICE

Notice is hereby given that we intend applying for a Certified Copy of: Deed of Transfer No. 198/1958 dated 28th October, 1958 in favour of Selina Duffus (born Boyd-Adams on the 28th April, 1914) Widow in respect of:

CERTAIN: Portion 206 of the Farm Notcliffe No. 674 situate in the District of Lubombo, Swaziland;

MEASURING: 2313 (Two Three One Three) 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 12th day of MARCH, 1991.

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

C252 2x22.3.91

NOTICE

Notice is hereby given that I, Philemon Mzungu Vilane of Embeka School, P/B Pigg's Peak Hhohho Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Dlamini after the fourth publication of this Notice in each of four consecutive weeks in the Times of Swaziland, The Observer and Government Gazette newspapers, being two newspapers circulating in the region where I reside and designated for this purpose by the Regional Secretary for the Hhohho Region and in the Government Gazette.

The reason I want to assume the surname Dlamini is because I grew up from Vilane my mother's Surname.

Any person or persons likely to object to my assuming the surname Dlamini should lodge their objections in writing with me at the address given below and with the Regional Secretary for Hhohho Region.

Embeka School
P/B. Pigg's Peak.

Regional Secretary,
P.O. Box 45,
MBABANE
HHOHHO Region.

C146 4x15.3.91

NOTICE

Notice is hereby given that I, Derrick Mandla Dlamini of Mankayane Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Hlophe after the fourth publication of this Notice in each of four consecutive weeks in the Times and Observer Newspapers, being two newspapers circulating in the region where I reside and designated for this purpose by the Regional Secretary for the Mankayane Region and in the Government Gazette. The reason I want to assume the surname Hlophe is because is my Real surname.

Any person or persons likely to object to my assuming the surname Hlophe should lodge their objections in writing with me at the address given below and with the Regional Secretary for Mankayane Region.

P/B No. 17, MANKAYANE.

C224 4x29.3.91

NOTICE

Notice is hereby given that I Martha Thandi Ntshangase (maiden name Mbatha) of Matsapha in Manzini Region hereby duly assisted by my husband Henry Ntshangase intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the maiden name of Nkambule after the fourth publication of this notice in each of the four consecutive weeks in the Swazi Observer and Times of Swaziland newspapers being the two newspapers circulating in the purpose by the Regional Secretary for the Regional and in the Government Gazette. The reason I want to assume the maiden surname of Nkambule is because Mbatha is my step father's surname.

Any person or persons likely to object to my assuming the maiden surname of Nkambule should lodge their objections in writing with me at the address given below and with the Regional Secretary for Manzini District.

C/o WILLIAM F. MTHEMBU & ASSOCIATES
P.O. Box 1301, MANZINI.

C195 3x15.3.91

NOTICE

Take Notice that the Wholesale Dealers business carried on by Drop In Cash and Carry (Pty) Limited under the style of "KANJUMBANE CASH AND CARRY" at Shop 4, Karlyn Centre, O.K. Road, Mbabane, will be transferred to R.D.T. Sales Swaziland Limited after the third publication of this notice, or the grant of the transfer by the Licencing Officer, Mbabane, whichever is the later.

Take Notice Further that any objections to the proposed transfer must be notified in writing to the Licencing Officer, Mbabane not later than Friday 26th April, 1991.

Take Notice Further that application for the said transfer shall be made before the Licencing Officer, Mbabane on Tuesday 30th April 1991.

G.M. LANDMARK ATTORNEY
Attorney for Transferee
Second Floor, Goodenough Building,
Ngwane Street,
P.O. Box 1905, MANZINI.

C254 3x29.3.91

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO.: 981/90

in the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

NELLIE N. LUKHELE

Defendant

NOTICE OF SALE

Notice is hereby given that pursuant to a Writ of Execution issued in the above matter, the under-mentioned property will be sold by Public Auction by the Deputy Sheriff for the District of Manzini outside the Regional Administrators office at 2.30 p.m. on Friday the 26th day of April, 1991.

CERTAIN: Lot No. 55, situate in Musi Street, Zakhele Extension No. 1 Township, District of Manzini, Swaziland;

MEASURING: 465 (Four Six Five) Square Metres;

HELD: by the Mortgagor under Deed of Transfer No. 555/1987, dated 16th October 1987, subject to the terms and conditions contained therein.

The Conditions of Sale are available for inspection at the office of the Sheriff in the High Court Building in Mbabane and at the offices of the Regional Administrator, Manzini.

A substantial bond will be granted to an approved buyer on application to the Swaziland Building Society. Further particulars may be obtained from the undersigned.

DATED at MBABANE this 8th day of March, 1991.

M.N. FAKUDZE
Sheriff of Swaziland c/o the Registrar of the High
Court Mbabane.

C249 15.3.91

SUPPLEMENT TO
THE
SWAZILAND GOVERNMENT
GAZETTE

VOL. XXIX]

MBABANE Friday, March 15th., 1991

[No. 784

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PUBLISHED BY AUTHORITY

THE PATENTS, DESIGNS AND TRADE MARKS

(Act No. 72 of 1936)

APPOINTMENT OF ACTING ASSISTANT REGISTRAR GENERAL FOR PATENTS,
DESIGNS AND TRADE MARKS

(Under Section 2)

In exercise of powers conferred by Section 2 of the Patents, Designs and Trade Marks Act, 1936, the Minister for Justice hereby appoints:-

NESTER GABISILE MABUZA

to be Acting Assistant Registrar General for Patents, Designs and Trade Marks with effect from 8th January, 1991—8th February, 1991.

P.S. MNGOMEZULU

Principal Secretary

MBABANE,
6th March, 1991.

S2

LEGAL NOTICE NO. 14 OF 1991

THE INDUSTRIAL RELATIONS ACT, 1980

(Act No. 4 of 1980)

APPOINTMENT OF PRESIDENT OF THE INDUSTRIAL COURT

(Under Section 4)

In exercise of the powers conferred upon me by Section 4 of the Industrial Relations Act, 1980, I, MSWATI III, KING OF SWAZILAND, do hereby appoint:-

MARTIN SAMSON BANDA

to be President of the Industrial Court with effect from 1st April, 1991.

DONE AT LOZITHEHLEZI ON THIS 4TH DAY OF MARCH, 1991.

MSWATI III
KING OF SWAZILAND

S3

LEGAL NOTICE NO. 15 OF 1991

THE JUDICIAL SERVICE COMMISSION ACT, 1982

(Act No. 13 of 1982)

APPOINTMENT OF THE MEMBER OF THE JUDICIAL SERVICE COMMISSION

(Under Section 3(1)(c))

I exercise of the powers conferred upon me by Section 3 of the Judicial Service Commission Act, 1982, I, MSWATI III, KING OF SWAZILAND, do hereby appoint—

THULANI G. MASINA

to be a member of the Judicial Service Commission with effect from 1st January, 1991.

DONE AT LOZITHEHLEZI THIS 4TH DAY OF MARCH, 1991.

MSWATI III
KING OF SWAZILAND

LEGAL NOTICE NO. 16 OF 1991

THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (HOTEL AND CATERING TRADES) ORDER,
1991

(Under Section 11)

In exercise of the powers conferred upon him by Section 11 of the Wages Act, 1964, the Minister of Labour hereby makes the following Order—

Citation.

1. This Order may be cited as the Regulation of Wages (Hotel and Catering Trades) Order, 1991 and shall be deemed to have come into force of the 21st December, 1990.

Application.

2. This Order applies to persons specified in column one of the First & Second Schedule employed in the Hotel and Catering Trades.

3. In this Order, unless the context otherwise requires—

“Assistant Cook” means a person who assists a cook and who works under his direction, preparing food and carrying out any other duties allocated to him by the cook or by the Management;

“Assistant Housekeeper” means a person who—

- (a) assists and carries out the instruction of a Housekeeper or the Management particularly in regard to the maintenance of linen, blankets and soft furnishings;
- (b) Supervises room maid and similar staff; and
- (c) is responsible for the cleaning of such areas of the establishment as are designated by the management;

“Assistant waiter/waitress” means a person who assists a waiter/waitress and carries out the duties of a waiter/waitress under his direction;

“Barman” means a person other than a junior or a cocktail barman who—

- (a) prepares and serves drinks, other than cocktails, to wine stewards, bar stewards, waiters, and guests in a public bar.
- (b) collects and accounts for the payment of the drinks;
- (c) is responsible for all stocks and monies under his control; and
- (d) is responsible for the cleanliness of the bar and its surroundings.

“bar steward” means a person who accepts orders for drinks and snacks and serves them throughout the establishment;

“Basic minimum wage” means the basic minimum wage payable to an employee excluding allowances in cash or in kind and overtime payments;

“Banqueting Waiter” means a person who sets up and prepares banqueting areas for functions, conferences, meetings and banquets serves food beverages and cigarettes and clears the room ready for setting up the next functions.

"Billing Clerk" means a person who prepares and controls guests accounts, receives and acts upon reception reports and may also be required to carry out the duties of a receptionist;

"Butcher" means a person who prepares and cuts meat, fish and or poultry in its raw state and carries out associated duties allocated by Head Chef or Assistant Chef.

"Cashier" means a person who prepares bills of accounts, operates an accounting machine, cash register or a manual accounting system and is responsible for all cash under his control;

"Casino waiter" means a person who serves food, beverages and cigarettes etc ordered by guests, prepares and polishes casino tables, empties, ashtrays and assists in setting.

"Cleaner" means a person who carries out the cleaning of any area or item required by a supervisor;

"Cocktail Barman" means a person other than a barman who—

- (a) prepares and serves cocktails and drinks;
- (b) collects and accounts for the correct payment of the drinks;
- (c) is responsible for all stocks and monies under his control; and
- (d) is responsible for the cleanliness of the bar and its surroundings.

"Chef de partie/cook" means a person who—

- (a) compiles menus in consultation with the management;
- (b) prepares food;
- (c) supervises and allocates work in the kitchen;
- (d) checks the arrival of the foodstuffs and raw materials to be used in the kitchen particularly in regard to weight and quality; and
- (e) is responsible for the cleanliness and general hygiene of the kitchen;

"Clerk" means a person who carries out clerical duties and is responsible for all monies and documents under his control;

"Dressmaker" means a person with a working knowledge of material in common use including their cost, and designs, layout cuts and sews uniforms, and carries out the duties of a seamstress when so required;

"Driver" means a person who is in possession of a licence to drive a vehicle allocated to him and who cleans the vehicle and carries out simple maintenance tasks on it;

"Handyman" means a person who carries out maintenance of work and supervises and allocates tasks to employees under his supervision and is responsible for all tools and stores under his control;

"Head porter" means a person in charge of the porters desk who supervises porters and luggage porters and carries out all duties allocated to him by reception staff or management.

"Head waiter" means a person who—

- (a) is in charge of the dining room, and supervises waiters and dining room staff;
- (b) arranges table reservations for individual customers to parties;
- (c) ensures that a high standard of service is maintained and deals with customer's complaints concerning the food or service; and
- (d) may also be required to take customer's orders and pass them to the waiter;

"Housekeeper" means a person who—

- (a) is responsible for cleaning bedrooms and public areas in a hotel and for the cleanliness and repair of all linen, blankets and soft furnishings under his control and advising management on the durability and replacement thereof; and
- (b) supervises room maids and other staff;

"Labourer" means a person who, under supervision, carries out manual work including irrigation, and who if so required, works as a pump house attendant;

"Laundry worker Grade 1" means a person who carries out laundry work involving the use of machinery other than flat irons;

"Linen keeper" means a person who is responsible for the control and issue of linen and other stocks and cleaning materials in a linen room;

"Lounge/Pool waiter/waitress" means a person who serves food, beverages cigarettes etc. and clears/cleans tables in the lounge or pool area.

"Luggage porter" means a person who carries out instructions given to him by a head porter, porter or reception staff, or the management and carries luggage;

"Porter" means a person who—

- (a) carries out the duties allocated to him by reception staff;
- (b) conducts guests to their rooms;
- (c) performs other duties as may be required by the management including the cleaning of shoes, selling newspapers and the collection of mail;

"Receptionist" means a person who checks guests into and out of the establishment, and allocates rooms to guests and submits accounts to them for payment;

"Room maid" means a person who cleans and prepares rooms for use by guests and who carries out associated duties allocated by the management, a housekeeper or assistant housekeeper;

"Room service person" means a person who has knowledge of all items on the room service menu, who sets up room service tray, prepares the room area for service, delivers food and beverage orders to guests' bedrooms and offices, and clears bedrooms, corridors and offices of dirty crockery, cutlery, glasses and trays;

"Seamstress" means a person who repairs and alters uniforms, soft linen and furnishings and who carries out associated duties allocated by the management, a housekeeper or assistant housekeeper;

"Security guard" means a person with a working knowledge of the laws relating to the sale of liquor and the hotel industry, who is responsible for the security of premises belonging to the establishment in which he is employed and carries out and prepares report on investigations as required by the management;

"Short order cook" means a person who is responsible for the preparation and production of short orders and simple food on the instruction of the management or cook;

"Stores assistant" means a person who, under instructions, checks and accounts for all items coming into, or being issued from a store and is responsible for the receipt and custody of all stores under his control;

"Supervisor" means a person responsible for the supervision of any employees placed under his control by the management;

"Telephonist" means a person who operates a switchboard, who keeps a record of all outgoing calls, insuring that they are correctly charged to the person responsible for their payment and who receives and records guests' messages;

“Tractor driver” means a person who operates a tractor and implements allocated to him in order to carry out given tasks and who carries out simple maintenance of the tractor;

“Waiter/waitress” means a person who—

- (a) has knowledge of all items on the menu, and receives orders from customers in dining room; and
- (b) prepares and serves sandwiches, salads, snacks and other light refreshments throughout the establishment;

“Wine steward” means a person who presents a wine list to guests, and advises on and serves wine and other drinks and serves light refreshments and snacks throughout the establishment;

“Valet” means a person who is responsible for ironing, pressing, collection and the delivery of the guests garments;

“Watchman” means a person who guards the property of his employer against fire, theft and illegal entry and who watches or guards against any other irregularities.

Basis minimum wage.

4. The employees specified in the First Schedule shall be paid a basic minimum wage not less favourable than that specified therein, which shall not be reduced by any amount for housing or accommodation.

Rations.

5. (1) At his own expense, an employer shall supply weekly rations to employee in accordance with the scale specified in the Third Schedule.

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

Hours of work.

6. The normal working week shall consist of forty-eight hours (which shall exclude six hours duty free for meal breaks) spread over a period of six days.

Overtime.

7. (1) Overtime for all employees, other than those employed on a casual basis, shall be paid for time worked in excess of forty-eight hours in any week, at one and half times the normal hourly rate.

(2) The normal hourly rate shall be not less than one two hundred and thirty fourth $\frac{1}{234}$ of the employee's basic minimum wage.

Annual leave.

8. (1) After twelve months' continuous service with an employer, an employee shall be entitled to twelve working days paid leave which period shall exclude any public holidays specified in the Fourth Schedule which occur during that leave:

Provided that:—

- (a) after two years of continuous service with an employer an employee shall be entitled to eighteen working days annual leave with full pay; and
- (b) After three years of continuous service with an employer an employee shall be entitled to twenty one working days annual leave with full pay.

(2) An employee who goes on annual leave, in addition to the payment for that leave shall be paid an amount in cash equivalent in value to the rations he would have received during the period of his annual leave had he remained on the employer's premises.

Sick leave.

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

Provided that an employer may accept such other evidence he deems appropriate.

(2) An employee may, on production of evidence that she is about to give birth to a child, take the sick leave provided for in this section as part of maternity leave.

(3) Where an employer grants 4 or more weeks paid maternity leave, an employee may not take sick leave provided for in this Section as part of maternity leave.

Public holidays.

10. (1) The public holidays specified in the Fourth Schedule shall be holidays with full pay.

(2) Where an employee is required to work on a day which is a paid holiday he shall be given seven days notice of such requirement, thereafter by mutual agreement, he shall either be given a working day off with full pay within thirty days of such public holidays or be paid in respect of the hour worked on that public holiday at one and half times his basic wage.

(3) In the absence of the mutual agreement referred to in sub-paragraph (2), the employer shall in his discretion decide whether the employee receive payment for the public holiday or whether he should be given a day off in lieu of thereof.

(4) Notwithstanding any provision of this section, no employee shall be compelled to take more than half the paid holidays in any calendar year in the form of days off work in lieu of such public holidays.

Weekly rest days.

11. (1) An employee shall be entitled to either one rest day with full pay in every period of seven days provided that with the agreement of his employer, he may accumulate two such rest days in any period of seven days.

(2) Where an employee works on a rest day in order to accumulate two rest days as provided in sub-section (1), he shall be entitled to overtime payment for that day except for such time worked thereon as exceeds nine working hours.

Casual work.

12. A person employed on a casual basis shall be paid for each hour worked not less than one two hundredth of the basic minimum wages as specified in the First Schedule.

13. Where an employer does not provide accommodation for an employee and such employee is required to start work on or before 7.00 a.m. or to remain on duty after 5.30 p.m. the employer shall either:-

- (a) provide free transport between the place of work and such other place not exceeding sixteen kilometres and accessible by road, as may be agreed by the employer and the employee concerned; or
- (b) pay to the employee in addition to wages, an amount to the cost of public transport between the place of work and such other place as may be agreed by the employer and the employee.

Registration.

14. Every employer shall keep a registration form as specified in the fifth schedule containing every employee's particulars.

Uniforms.

15. (1) Uniforms shall be provided by the employer to all employees who are handling foodstuffs or drinks who are in direct contact with guests, but such uniforms shall remain the property of the employer.

(2) An employee shall, unless otherwise permitted by the employer, wear the supplied uniforms only during working hours.

Inclement weather (field workers only).

16. An employee who reports for work at the normal time, but who is prevented from working by inclement weather, shall receive full basic wage for the first day of such interruption and half basic wage for the subsequent two days of such interruption and shall thereafter receive no wage for the duration of the interruption if it continues.

Training period.

17. No employee shall be engaged as a trainee for more than six months for jobs appearing in the second schedule, which shall also include the probation period of three months.

Revocation of Legal Notice No. 2 of 1990.

18. The Wages Regulation (Hotel and Catering Trades) Order, 1990 is hereby revoked.

FIRST SCHEDULE

For the purposes of the Schedules-

Group A shall mean any undertaking licenced under the Act, 1963 or having 75 or more bedrooms for guests;

Group B shall mean any hotel, motel, restaurant bar or club with a liquor licence; or which serves food, which is not included in Group A; and which is situated in Mbabane or Manzini urban areas or within 8 km, of the road joining Mbabane and Manzini.

Group C shall mean any hotel, bar, motel, restaurant or club with a liquor licence, which is not included in Group A or B.

Group D shall mean any hotel, motel restaurant or club undertaking without a liquor licence and any accommodation establishment or caravan park not included in Group A, B or C.

	A	B	C	D
Assistant Cook	381.50	298.91	227.39	189.72
Assistant Housekeeper	281.87	251.61	240.84	240.84
Assistant Waiter/Waitress	215.28	189.72	172.22	172.22
Barman	414.28	340.86	232.77	—
Barsteward	232.77	181.64	173.33	—
Billing Clerk	511.29	334.31	294.98	—
Butcher	592.57	405.09	308.09	207.21
Cashier	301.53	298.91	291.04	291.04
Clerk	291.04	279.24	261.42	261.42
Cleaner	197.79	185.68	172.22	172.22
Cocktail Barman	462.78	389.37	360.53	—
Cook/Chef de partie	592.57	405.09	308.09	207.21
Dressmaker	326.44	262.20	215.28	—
Driver	281.87	265.43	256.31	256.09
Head Porter	308.09	298.91	279.22	—
Handyman	365.77	263.20	224.70	224.70
Head Waiter	463.78	263.20	235.46	235.46
Housekeeper	463.78	293.66	253.42	253.42
Junior Barman	332.99	253.42	224.70	—
Labour	197.79	185.68	172.22	172.22
Laundry Worker Grade I	235.07	189.72	172.22	172.22
Laundry Worker Grade II	207.21	181.64	169.92	169.92
Bunqueting Waiter	268.76	207.21	189.72	—
Linen Keeper	226.04	215.28	218.34	212.59
Luggage Porter	197.79	185.68	172.22	—
Porter	291.04	232.77	192.41	—
Receptionist	470.65	338.24	298.91	—
Room Maid	197.79	185.68	172.22	172.22
Room Service Person	268.76	207.21	172.22	172.22
Seamstress	226.04	226.04	226.04	—
Security Guard	281.87	256.09	238.15	235.46
Short Order Cook	226.04	207.21	181.64	181.64
Storeman	528.33	407.72	271.38	247.57
Stores Assistant	264.09	267.44	213.93	212.59
Supervisor	232.77	215.28	207.21	207.21
Telephonist	268.76	201.83	189.72	189.72

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Tractor Driver	235.46	235.46	232.77	203.17
Waiter/Waitress	268.76	207.21	189.77	189.77
Watchman	197.79	193.75	189.72	189.72
Wine Steward	268.76	207.21	189.72	—
Valet	281.87	172.22	172.22	—

TRAINING PERIOD

SECOND SCHEDULE (EMALANGENI PER MONTH)

	A	B	C	D
Trainee Assistant House-keeper	220.66	212.59	208.55	189.72
Trainee Bar Steward	207.21	172.22	172.22	—
Trainee Billing Clerk	263.51	226.04	224.70	—
Trainee Cashier	247.57	232.77	224.70	—
Trainee Handyman	258.76	243.53	199.13	199.13
Trainee receptionist	264.82	243.54	224.70	—
Trainee Telephonist	220.66	185.68	172.22	172.22

THIRD SCHEDULE

(WEEKLY RATION SCALE)

1. Minimum Ration Scale

Mealie Meal	6.36 Kg.
Meat	1.36 Kg.
Sugar	0.45 Kg.
Dry Beans, Peas or Groundnuts	0.68 Kg.
Fresh Vegetables	0.90 Kg.
Salt	0.114 Kg.
2. Alternative—

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

 - (a) Mealie Meal—

For every 9.53 Kgs. of mealie, .45 Kgs. of Bread, 373 grams of Rice or .23 Kgs, or sweet potatoes;
 - (b) Meat—
 - (i) For the First 249 grams of Offal; or
 - (ii) For the First .45 Kgs. of Fish or 249 grams of Cheese:
 - (c) Fresh Vegetables—

For every .45 Kgs. of Fresh Vegetables, .45 Kgs. of Fresh Fruit or a proportionate ratio of Dehydrated Vegetables;
3. Permitted Variations,
 - (a) The Drink known as “Mahewu”; or
 - (b) A proprietary vitamised drink, if either drink is issued in the week to the employee by the Employer.

FOURTH SCHEDULE

Christmas Day
 Boxing Day
 Incwala Day
 Umhlanga (Reed Dance) Day
 Good Friday
 The King's Birthday
 National Flag Day
 Somhlolo (Independence) Day
 Public Holiday (22nd July)

FIFTH SCHEDULE

WRITTEN PARTICULARS OF EMPLOYMENT RECORDS

1. Name of Employer
2. Name of Employee
3. Date of Employment began
4. Wage and method of Calculation
5. Interval at which wages are paid
6. Normal Hours of work
7. Short description of Employees's work
-
-
-
-
8. Probation Period
9. Annual Holiday Entitlement
10. Paid Public Holidays
11. Payment During Sickness
12. Maternity Leave (if employee female)
13. Notice Employee entitled to receive
14. Notice Employee required to give

15. Pensions Scheme (if any, other than NPF Scheme)
16. Any other matter either party wishes to include
17. Accommodation Arrangement
18. Transport Arrangement
19. Agreed Transport delivery

NOTES:

- (a) An Industry Union is recognised by this undertaking any employee is free to join it, the address of the Industry Union is
- (b) The grievance procedure in this undertaking required that a grievance should be First referred to
- (c) When any hearing is inapplicable enter Nil

Signature:Employer

Signature:Employee

.....Witness

.....Date

H.F. KUHLASE
Acting Principal Secretary, Ministry of Labour

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LEGAL NOTICE NO. 17 OF 1991

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 DECEMBER, 1990

(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.

A.M. FAKUDZE
Principal Secretary

THE CENTRAL BANK OF SWAZILAND
BALANCE SHEET AS AT 31ST DECEMBER, 1990

LIABILITIES	EMALANGENI	ASSETS	EMALANGENI
Capital	1 000 000	External Assets	402 434 042
General Reserves	5 681 000	Claims on Government	17 000
	<hr/>		
	6 681 000		
Allocation of Special Drawing Rights	23 418 590	Claims on Banks	11 411 754
Currency in Circulation	65 397 252		
Domestic Deposits	297 742 827	Claims on Private Sector	6 998 614
External Liabilities	6 984 156	Fixed Assets	5 796 764
Other Liabilities and Provision	30 427 186	Other Assets	3 992 836
Counterpart Forward Position	2 052 615		
Emalangeni Payable on Forward Purchases	417 967 739	Emalangeni Receivable on Forward Sales	420 020 355
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	850 671 365		850 671 365
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