



SWAZILAND

GOVERNMENT GAZETTE

VOL. XXX]

MBABANE, Friday, May 22nd., 1992

[No. 870

CONTENTS

No.		Page
	ADVERTISEMENTS	1238
	CONTENTS OF SUPPLEMENT	
	PART B — ACTS	
3.	The Finance and Audit (Amendment) Act, 1992	S1
	PART C — LEGAL NOTICES	
50.	Appointment of Acting Principal Secretary	S4
55.	The Regulation of Wages (Domestic Employees) Order, 1992	S5
56.	The Establishment of the Disaster Relief Fund Notice, 1992	S9
57.	The Administration of the Disaster Relief Fund Regulations, 1992	S10

NOTICE

ESTATE LATE: PHILEMON JAMESON MALAMBE

ESTATE NO. E94/87

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.

Sokhamlilo House
Johnstone Street
P.O. Box 24, MBABANE.
Swaziland.

ROBINSON, BERTRAM & CO.,
Attorneys for Executors/Testamentary
Executrix/Dative.

D502 22.5.92

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 1081/90

In the matter between:

SWAZILAND DEVELOPMENT AND SAVINGS BANK

Plaintiff

and

MALINGA LUKE AND ASSOCIATES

Defendant

NOTICE OF SALE

Notice is hereby given that the undermentioned property will be sold by public auction by the Deputy Sheriff for the District of Hhohho outside the High Court Mbabane at 2.30 p.m. on Friday the 19th day of June, 1992.

The property consists of:

CERTAIN: Lot No. 257, situate at Schoch Street, Hhohho District, Mbabane Swaziland;

MEASURING: 1487 (One Four Eight Seven) Square Metres;

The conditions of sale are available for inspection at the office of the Sheriff in the High Court Building, Mbabane, Regional Administrator's Office Mbabane and the offices of Samuel S. Earnshaw & Co., 6th Floor Dhlam'ubeka House, Mbabane.

Further particulars may be obtained from the undersigned.

DATED at MBABANE on this the 15th day of MAY, 1992.

SHERIFF OF SWAZILAND
c/o the Registrar of the High Court
High Court Building
P.O. Box 19, MBABANE.

D503 22.5.92

NOTICE

Notice is hereby given that we intend applying for a Certified Copy of: Deed of Transfer No. 257/1980 dated 9th October 1980 in favour of Abden (Proprietary) Limited in respect of:

CERTAIN: Remaining Extent of Portion 87 (a portion of portion 4) of Farm Dalriach No. 188 situate in the Mbabane urban area, District of Hhohho, Swaziland;

MEASURING: 8168 (Eight One Six 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 13th day of MAY, 1992.

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

D506 2x29.5.92

NOTICE

Notice is hereby given that we intend applying for a Certified Copy of: Mortgage Bond No. 611/1988 dated 25th November, 1988 in the sum of E13,000.00 in favour of Swaziland Building Society registered by Abden (Proprietary) Limited over:

CERTAIN: Remaining Extent of Portion 87 (a portion of portion 4) of Farm Dalriach No. 188 situate in the Mbabane urban area, District of Hhohho, Swaziland;

MEASURING: 8168 (Eight One Six 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 13th day of MAY, 1992.

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

D507 2x29.5.92

NOTICE

Notice is hereby given that we intend applying for a Certified Copy of: Mortgage Bond No. 357/1980 dated 9th October, 1980 in the sum of E37,000.00 in favour of Swaziland Building Society registered by Abden (Proprietary) Limited over:

CERTAIN: Remaining Extent of Portion 87 (a portion of portion 4) of Farm Dalriach No. 188 situate in the Mbabane urban area District of Hhohho, Swaziland;

MEASURING: 8168 (Eight One Six 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 13th day of MAY, 1992.

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

D508 2x29.5.92

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 1151/91

In the matter between:

HADDONS TRADING (PTY) LIMITED

Plaintiff

and

SWAZILAND PRINTING & PUBLISHING COMPANY LIMITED 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 Mbabane at 2.30 p.m. on Friday the 26th day of June, 1992.

CERTAIN: Remaining Extent of Lot No. 493 in the Town of Mbabane Extension No. 2 District of Hhohho, Swaziland; Corner of Honey Crescent and Ainsworth Dickson Road Mbabane 6.

MEASURING: 3414 (Three Four One Four) Square Metres.

HELD: by the Defendant under Deed of Transfer No. 48/1979 dated the 6th March 1979, 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.

The Property consists of improved land.

Sheriff of Swaziland c/o the Registrar of the
High Court Mbabane

D515 22.5.92

NOTICE

Notice is hereby given that an application by Beier Industries (Swaziland) Proprietary Limited trading as "BEIER INDUSTRIES (SWAZILAND) (PTY) LTD." for the grant of an Import and Export Licence to operate at 2nd Floor, Sikhulile Building, Nkoseluhlaza Street, Manzini will be heard at the Regional Administrator's Conference Room, Manzini on Tuesday the 16th June, 1992 at 10.00 a.m.

Objections thereto must be lodged in writing with the Licensing Officer, Manzini, as well as with the undersigned by no later than 4.00 p.m. on Friday the 12th June, 1992.

Manzini Commercial & Secretarial Services (Pty) Ltd.
Applicant's Agents
Corner Martin/Mancishana Streets
P.O. Box 2427, MANZINI.

D516 22.5.92

NOTICE

Notice is hereby given that an application by Vienna Butchery and Delicatessen (Pty) Limited of P.O. Box 1703, Mbabane for the grant of a General Dealer's Licence to operate at Shop 31 Lot No. 91, Allister Miller Street, Mbabane will be heard in the District Administrator's Conference Room, Mbabane on Tuesday the 9th day of June 1992.

Objections thereto must be lodged in writing with the Licencing Officer, Mbabane as well as with the undersigned by not later than the 4.00 p.m. on the 5th day of May, 1992.

P.R. DUNSEITH
Attorney for the Applicant
Lansdowne House
Post Street, MBABANE.

D517 22.5.92

NOTICE

IN THE ESTATE OF THE LATE: ELEXANDER STEVEN LINDSAY

ESTATE NO. E40/92

All creditors and persons interested ab intestato or otherwise in the above mentioned 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 Administration granted by the Master of the Supreme Court of South Africa, Natal Provincial Division on the 10th day of February, 1987 to Reginld John Hamilton Linton.

R.J.H. LINTON
P.O. Box 331, MBABANE.

D520 22.5.92

NOTICE

IN THE ESTATE OF THE LATE: EZIO GUIZZARDI

ESTATE NO. E39/92

All creditors and persons interested ab intestato or otherwise in the above mentioned 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 Administration granted by the Master of the Supreme Court of South Africa, Pretoria, on the 3rd day of May 1991, to Hendrik Christiaan Nolte.

H.C. NOLTE,
P.O. Box 331, MBABANE.

D521 22.5.92

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO.: 11/92

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

PHUMZILE ELIZABETH DLAMINI

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 2.30 p.m. on Wednesday the 17th day of June, 1992.

CERTAIN: Lot No. 1305 situate in the Mbabane extension No. 11 (Thembelihle Township) District of Hhohho, Swaziland;

MEASURING: 1000 (One Zero Zero Zero) Square Metres;

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 14th day of May, 1992.

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

D513 22.5.92

NOTICE

ESTATE LATE: ALLOYSIUS E. MKHATSHWA E.75/91

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 be 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 21 (twenty-one) days from the date of appearance of this Notice.

Any person objecting to the Account may lodge his objection, in writing, in duplicate and by stating his reasons therefor, with the Master of the High Court at any time before expiry of the said period.

C.M. CARLSTON
Attorneys for the Executrix
Carlston/Nkosi Building
cnr. Mancishana/Martin Streets
P.O. Box 143, MANZINI.

D511 22.5.92

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 1065/91

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

TRINITY TRUST

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 Manzini outside the Regional Administrator's office building at 2.30 p.m. on Friday the 19th day of June, 1992.

CERTAIN: Lot No. 50 situate in Musi Street in Zakhele Extension No. 1 Township, District of Manzini, Swaziland;

MEASURING: 465 (Four Six Five) Square Metres;

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 14th day of May, 1992.

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

D514 22.5.92

NOTICE

ESTATE LATE: JACOBUS CHRISTOFFEL SNYMAN E33/91

Notice is hereby given in terms of Section 51 bis of the Administration of Estate Act No. 28 of 1902 that the First and Final Liquidation and Distribution Account will be open for inspection at the office of the Master of the High Court of Swaziland at Mbabane and at the office of the Regional Secretary Shiselweni 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 objections in writing, in duplicate and by stating his reasons thereof, with the Master of the High Court any time before the expiry of the said period.

DHLADHLA & PARTNERS
Attorneys for the Executrix
P.O. Box 614, NHLANGANO.

D512 22.5.92

NOTICE

Notice is hereby given that we intend applying for a Certified Copy of: Crown Grant. No. 2/1987 dated 5th day of March, 1981 and registered on the 13th January, 1987.
in favour of: Absalom Lontsha Mkhaliphi (born on the 23rd day of April, 1944) in respect of:

CERTAIN: Lot No. 624 situate in Manzini Township Extension No. 6 District of Manzini Swaziland;

MEASURING: 2198 (Two One Nine 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 11th day of May, 1992.

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

D481 2x22.5.92

NOTICE

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

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

Box 1714, MANZINI.

D482 4x5.6.92

NOTICE

Notice is hereby given that we intend applying for a Certified Copy of: Deed of Transfer No. 30/1990 dated 30th January, 1990 in favour of Edward Elphus Dlamini (born on the 12th June, 1950) in respect of:

CERTAIN: Lot No. 551 situate in Ngwane Park Township, District of Manzini, Swaziland;

MEASURING: 1803 (One Eight Zero 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 11th day of MAY, 1992.

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

D487 2x22.5.92

NOTICE

ESTATE LATE: MAFUTFUMALA AUGUSTINE DLAMINI E.48/86

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 be 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 Mbabane District for a period of 21 (twenty-one) days from the date of appearance of this Notice.

Any person objecting to the Account may lodge his objection, in writing, in duplicate and by stating his reasons therefor, with the Master of the High Court at any time before expiry of the said period.

E.M. CARLSTON
Attorneys for the Executrix
Carlston/Nkosi Building
cnr. Mancishana/Martin Streets
P.O. Box 143, MANZINI.

D510 22.5.92

NOTICE

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

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

Box 161, KWALUSENI

D455 4x29.5.92

NOTICE

Notice is hereby given that I, Change the surname Hlatshwayo to my original Mbetse Phineas Gudu, Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Mbetse P. Gudu after the fourth publication of this Notice in each of four consecutive weeks in the Times of Swaziland and Swazi Observer Newspapers, being two newspapers circulating in the region where I reside and designated for this purpose by the Regional Secretary for the Manzini Region and in the Government Gazette. The reason I want to assume the surname Mbetse is because I can not call my children by the surname Hlatshwayo which is my mother's surname.

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

Sgombeni C. School
P.O. Box 308, MANZINI.

D424 4x22.5.92

SUPPLEMENT TO THE SWAZILAND GOVERNMENT GAZETTE

VOL. XXX]

MBABANE, Friday, May 22nd., 1992

[No. 870

CONTENTS

No.		Page
PART B — ACTS		
3.	The Finance and Audit (Amendment) Act, 1992	S1
PART C — LEGAL NOTICES		
50.	Appointment of Acting Principal Secretary	S4
55.	The Regulation of Wages (Domestic Employees) Order, 1992	S5
56.	The Establishment of the Disaster Relief Fund Notice, 1992	S9
57.	The Administration of the Disaster Relief Fund Regulations, 1992	S10

THE FINANCE AND AUDIT (AMENDMENT) ACT, 1992

(Act No. 3 of 1992)



I ASSENT

MSWATI III

King of Swaziland

8th May, 1992

AN ACT

entitled

An Act to Amend the Finance and Audit Act, 1967.

ENACTED by the King and the Parliament of Swaziland.

Short title.

1. This Act may be cited as the Finance and Audit (Amendment) Act, 1992 and shall be read as one with the Finance and Audit Act, 1967 in this Act referred to as the "principal Act".

Replacement of short title.

2. The short title of the principal Act is replaced with the following:

"Short title.

This Act may be cited as the Finance Management and Audit Act 1967".

Amendment of Section 2.

3. Section 2 of the principal Act is amended by replacing the definition "financial and accounting instructions" with the following new definition:

"Financial Management and Accounting Regulations" means regulations made by the Minister under Section 26 and includes the instructions and regulations referred to in Section 3;"

Amendment of Section 4.

4. Section 4 of the principal Act is amended by inserting after subsection (1) the following new subsections:

“(1) bis Any warrant issued under subsection (1) by the Minister for the withdrawal from the Consolidated Fund of any money authorized by an Appropriation Act for the financial year to meet expenditure on any service of Government shall lapse at the expiration of the financial year if at that time such money has not been expended for the purpose authorized by the Appropriation Act in respect of that financial year:

Provided that if any such money has already been committed to the payment of duly approved Government orders made before 31st March of the relevant financial year but which orders have not been fulfilled before that date the relative warrant shall lapse after 30th day of June following the expiration of the financial year in respect of which the warrant was issued”.

Amendment of Section 5.

5. Section 5 of the principal Act is amended by replacing paragraph (b) of the provide thereto with the following:

(b) “the expenditure so authorized for any service shall not exceed one quarter of the amount appropriated for that service in the Appropriation Act for the immediately preceding financial year; and”

Amendment of Section 4.

6. Section 6 of the principal Act is amended by replacing subsection (2) with the following:

“(2) the total advances made under subsection (1) shall not at any time exceed the sum of E3,000,000:

Provided that this limit shall not apply when an advance is made for the purpose of onlending to a statutory body or any other organisation in which the Government has a financial interest”.

Amendment of Section 7.

7. Section 7 of the principal Act is amended by replacing the figure “E2,000,000” in subsection (2) with the figure “20,000,000.”

Amendment of Section 18.

8. Section 18 of the principal Act is amended as follows:

(a) by replacing subsection (1) with the following:—

“(1) Within six months after the end of each financial year the Accountant-General shall sign and submit to the Auditor-General accounts showing fully the financial position of the Consolidated Fund and other funds on the last day of such financial year:

Provided that the time allowed for the submission of the accounts by the Accountant-General may be extended by the Minister for a further period not exceeding two months”;

(b) by inserting after paragraph (e) of subsection (3) the following new paragraph:

(c) “a statement of trading and special funds”.

Replacement of Section 22.

9. Section 22 of the principal Act is replaced with the following:

"Notification of surcharge.

22(1) The Principal Secretary shall cause the Auditor-General and the controlling officer of the department concerned to be notified of any surcharge made under Section 21.

(2) The controlling officer on receiving such notification shall notify the person surcharged and advise the Accountant-General to withhold or defer the payment of any terminal benefits which may be due to the person surcharged.

(3) The Accountant-General shall recover the amount surcharged from the person who has been 'urcharged".

Replacement of Section 23.

10. Section 23 of the principal Act is replaced with the following:

"Withdrawal of surcharge

23 The Principal Secretary may at any time withdraw any surcharge in respect of which a satisfactory explanation has been received or if it otherwise appears that no surcharge should have been made, and in any event the Principal Secretary shall notify the Auditor-General, the Accountant-General and the controlling officer of the department concerned of the withdrawal of the surcharge".

Amendment of Section 26.

11. Section 26 of the principal Act is amended by replacing the words "financial and accounting instructions" wherever they appear therein with the words "Financial Management and Accounting Regulations".

LEGAL NOTICE NO. 50 OF 1992

THE CIVIL SERVICE ORDER, 1973

APPOINTMENT OF ACTING PRINCIPAL SECRETARY

(Under Section 8)

In exercise of the powers vested in me and in accordance with Section 8 of the Civil Service Order, I hereby appoint:-

MR. ALFRED FRED HLATSHWAYO

To be Acting Principal Secretary in the Ministry of Agriculture & Co-operatives with effect from 18th March to the 5th April, 1992.

SIGNED AT LOZITHA THIS 30TH DAY OF APRIL, 1992.

**MSWATI III
KING OF SWAZILAND**

THE WAGES ACT NO. 16 OF 1964

THE REGULATION OF WAGES (DOMESTIC EMPLOYEES) ORDER, 1992

(Under Section 11)

In exercise of the powers conferred upon me by Section 11 of the Wages Act, 1964, I, the Minister for Labour hereby make the following order—

Citation.

1. This Order may be cited as the Regulation of Wages (Domestic Employees) Order, 1992 and shall be deemed to have come into effect on the 1st March, 1992.

Interpretation.

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

“casual employee” means a domestic employee who is employed for not more than one day at a time and who is paid at the end of the day’s work;

“children’s nurse” means a person who takes care of children and oversees their activities, gives children all necessary assistance, carries out such other duties in connection with the care of children, including the washing of their clothes, as may be required;

“cook” means a person who is capable of, and is mainly engaged in, preparing and cooking meals suitable to the dietary and other requirements of the household in which he is employed and who may be required to assist in other household duties;

“domestic employee” means any person employed in or about any private household or part thereof in capacity of cook, house attendant, waiter, butler, children’s nurse, valet, groom, gardener, laundress, or watchman;

“gardener” means a person who carries out all gardening activities, including the planting and cultivation of flowers, shrubs and vegetables, maintains lawns and paths and attends to cleanliness of compounds and yards and, who may be required to carry out other duties such as cleaning vehicles;

“house attendant” means a person who carries out domestic duties including the preparation of food, washing of dishes, cleaning rooms, dusting and polishing furniture, washing windows, washing clothes and textiles by hand and ironing them, making beds etc;

“Laundress” means a person who is mainly employed to carry out washing of clothing using either the washing machine or washing the clothing by hand and ironing them using any kind of iron;

“part time employee” means a domestic employee, other than a casual employee, who is employed for less than twenty four hours in any week;

“public holiday” means a public holiday mentioned in the Second Schedule;

“watchman” means a person who is responsible for the safeguard of his employer’s property against fire, theft and illegal entry; carries out such other duties as are similar to these responsibilities, as required by his employer;

Application.

3. This Order shall apply to all persons employed as domestic employees as specified in the First Schedule.

Basic minimum wage.

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

(2) The daily and hourly rates specified in the First Schedule shall be the basic minimum wage applicable to part time and casual employees only.

Conditions of Employment.

5. As a condition of employment, an employee may enter into a written agreement with his employer.

Hours of work.

6. The normal working week shall consist of forty-eight hours, exclusive of meal breaks, spread over six days of the week each of either eight hours or as may be agreed between the employer and the employee.

Annual leave.

7. (1) After twelve months of continuous service with an employer, an employee shall be entitled to twelve working days leave and shall be paid for such leave the wages (excluding overtime) he would have earned had he worked during the period of such leave.

(2) Where a public holiday occurs during the period of annual leave granted to an employee under the provisions of this section, the employee will be paid a day's wages for that public holiday in addition to the wages payable to him in respect of his annual leave.

(3) Where the employment of an employee is terminated after a period exceeding three months from the date of its commencement, or after a period following the date on which annual leave granted under this section ended, the employee shall be paid, in addition to any other entitlement, an amount equal to one day's pay for each month of service during which he has earned, but has not taken annual leave.

Sick leave.

8. (1) After three months service with an employer, and subject to the production of a medical certificate of incapacity signed by a registered medical practitioner or registered nurse covering the period of absence, an employee shall be entitled during each period of twelve months employment, to fifteen working days sick leave on full pay.

(2) Sick leave granted under the provisions of this paragraph shall not be cumulative and shall not be carried forward from one year to another.

(3) An employer may in lieu of the medical certificate referred to in sub-section (1) accept such other evidence of incapacity as he considers appropriate in the circumstances of the case.

Maternity leave.

9. (1) After nine months of continuous service with an employer, and subject to the production of a certificate signed by a registered nurse recommending that an employee should refrain from work because she is pregnant, an employee shall be entitled to thirteen working days maternity leave on full pay thereafter without pay in respect of that pregnancy.

(2) Such leave shall be in addition to any sick leave to which the employee may be entitled under Section 8.

Public holidays.

10. An employee required to work on a public holiday specified in the Second Schedule shall be paid, in addition to the wages he would normally earn on that day, an additional day's wages or, alternatively, by mutual agreement between himself and his employer, he may be granted another day off work on full pay at a time suitable to both parties.

Uniforms.

11. An employee shall, as a condition of employment, provide suitable uniform for the domestic employee, other than a domestic employee employed as a casual employee, or part time employee. Such uniform shall remain the property of the employer.

Rest day.

12. Every employee shall be granted one rest day each week; such day to be fixed by mutual agreement between the employee and his employer.

Overtime.

13. An employee required to work in excess of the normal hours of work referred to in Section 6 on any day or as agreed between the employee, shall be paid for such overtime at the rate of one and half times his normal rate of wages.

Accommodation.

14. Where an employer requires an employee to occupy accommodation provided by the employer as part of his conditions of employment, such accommodation shall be provided free of charge to the employee.

Revocation of Legal Notice No. 21 of 1985.

15. The Regulation of Wages (Domestic Employees) Order, 1985 is hereby revoked.

FIRST SCHEDULE

Basic Minimum Wage

	Monthly	Daily	Hourly
Cook	154.00	5.92	74 cents
Watchman	154.00	5.92	74 cents
Gardener	144.00	5.60	70 cents
Gardener (under eighteen years)	118.00	4.48	54 cents

S8.

House attendant	144.00	5.60	70 cents
House attendant (under eighteen years) . .	118.00	4.48	54 cents
Laundress	144.00	5.60	70 cents
Laundress (under eighteen years)	118.00	4.48	54 cents
Children's nurse	144.00	5.60	70 cents
Children's nurse (under eighteen years) . .	118.00	4.48	54 cents

The monthly rate specified in the first column of the Schedule shall be the basic minimum wage for employees engaged on a monthly contract inclusive of the ration element.

The daily rate specified in the second column of the Schedule shall be the basic minimum wage for part time employees engaged on a daily contract inclusive of the ration element.

The hourly rate specified in the third column of the Schedule shall be the basic minimum wage for casual employees employed casually and paid by the hours inclusive of the ration element.

SECOND SCHEDULE

Paid Public Holidays

Ascension Day
 Easter Monday
 Good Friday
 Incwala Day
 Kings' Birthday
 Umhlanga (Reed Dance) Day
 Somhlolo (Independence Day)
 Christmas Day
 National Flag Day

S.B. CEKO

Principal Secretary—Ministry of Labour and Public Service

LEGAL NOTICE NO. 56 OF 1992

THE FINANCE AND AUDIT ACT, 1967

(Act No. 18 of 1967)

THE ESTABLISHMENT OF THE DISASTER RELIEF FUND NOTICE, 1992

(Under Section 12)

In the exercise of the powers conferred by Section 12 of the Finance and Audit Act, 1967 the Minister of Finance with the approval of the House of Assembly by resolution hereby makes the following Order.

The Disaster Relief Fund is hereby established with effect from 1st April, 1992.

M.D. FAKUDZE

Acting Principal Secretary

MBABANE,
18th May, 1992.

LEGAL NOTICE NO. 57 OF 1992

THE FINANCE AND AUDIT ACT, 1967

(Act No. 18 of 1967)

THE ADMINISTRATION OF THE DISASTER RELIEF FUND REGULATIONS,
1992

(Under Section 12)

In the exercise of the powers conferred by Section 12 of the Finance and Audit Act, 1967 the Minister for Finance hereby makes the following Regulations—

Citation.

1. These Regulations may be cited as the Administration of the Disaster Relief Fund Regulations, 1992.

Disaster Relief Fund.

2. The following Regulations shall apply to the Disaster Relief Fund established by Legal Notice No. 56 of 1992.

- (a) The Fund shall be in the name of the Government of Swaziland.
- (b) There shall be paid into the Fund, moneys specifically appropriated to finance relief for disaster including donor finance for the provision of finance for disaster relief including moneys received as donations or grants.
- (c) The Fund shall be operated by the Accountant General with an account kept with the Central Bank of Swaziland.
- (d) All approved expenditure related to disaster relief shall be charged to the Fund in accordance with Government Accounting procedures.
- (e) All claims relating to the Fund shall be cleared within six months of the disaster period.
- (f) The committee shall approve all claims relating to the Fund.
- (g) All payments out of the Fund in respect of disaster relief shall not be re-imbursable by the beneficiaries thereof.
- (h) Government shall ensure that there is sufficient money in the Fund to cover any emergency relief.
- (i) The Minister for Finance shall appoint a committee of five persons who shall consider compensation resulting from the disaster and advise the Minister on any other matter relating to the payment of compensation to persons affected by the disaster.

M.D. FAKUDZE
Acting Principal Secretary

MBABANE,
18th May, 1992.