



# SWAZILAND

## GOVERNMENT GAZETTE

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VOL. XXX]

MBABANE, Friday, June 19th., 1992

[No. 876

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PUBLISHED BY AUTHORITY

GENERAL NOTICE NO. 60 OF 1992

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THE WAGES ACT 1964

(Act No. 16 of 1964)

NOTICE OF INTENTION TO SUBMIT WAGES REGULATION PROPOSALS

(Under Section 11(2))

In accordance with the above Act, the Manufacturing and Processing Industry Wages Council, having made such investigations as it deemed fit, hereby publishes its intention to submit proposals to the Honourable Minister for Labour and Public Service as to the minimum wage and condition of employment which should be applied to the employees in relation to whom the council operates.

Copies of the proposals may be obtained from Department of Labour Head Quarters, during normal working hours.

Written representations with regard to the proposals must be sent to the secretary Manufacturing and Processing Industry Wages Council, P.O. Box 198, MBABANE within thirty (30) days from the date of publication of this notice.

K.J. DLAMINI (Ms)  
*Secretary-Wages Council*

**NOTICE**

Notice is hereby given that I, Sarah Tobhile Simelane of the Shiselweni Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Nkambule 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 Shiselweni Region and in the Government Gazette. The reason I want to assume the surname Nkambule is because Nkambule is my natural surname.

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

Box 71, Matata,  
BIG BEND

D622 4x10.7.92

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**NOTICE**

Notice is hereby given that we intend applying for a Certified Copy of:- Deed of Transfer No. 185/1991 dated 12th April 1991 in favour of Mirriam Nokuthula Shabangu (born Mabuza on the 14th September, 1938) Widow, in respect of:-

**CERTAIN:** Lot No. 1 situate in Pigg's Peak Township, District of Hhohho, Swaziland;

**MEASURING:** 3083 (Three Zero Eight 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 day of JUNE, 1992.

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

D633 2x26.6.92

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**NOTICE**

**TRADING LICENCE ORDER NO. 20 OF 1975**

Notice is hereby given that an application by RODCOR International (Pty) Ltd. c/o Harold H. Currie & Co. P.O. Box 23, Mbabane for a grant of a Commission Agent's trading Licence. The application will be heard on the 30th June, 1992, at the Regional Secretary's Offices, Mbabane at 10.00 a.m.

Objectives thereto must be lodged in writing with the Applicant's Attorneys and the Regional Secretary P.O. Box 45, Mbabane not later than the 23rd June, 1992.

HAROLD H. CURRIE & CO.,  
Applicant's Attorneys  
4th Floor Imfembe Building  
Warner Street, MBABANE.

D634 19.6.92

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

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**NOTICE OF CANCELLATION OF SALE**

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Notice is hereby given that the sale of Lot No. 257, situate at Schoch Street, Mbabane Hhohho District which was due to be sold by public auction by the Deputy Sheriff for the District of Hhohho outside the High Court of Swaziland at 2.30 p.m. on Friday the 19th day of June, 1992 is hereby cancelled.

DATED at MBABANE this 9th day of JUNE, 1992.

	SAMUEL S. EARNSHAW & CO., Plaintiff's Attorneys 6th Floor Dhlam'ubeka House Walker Street P.O. Box 1134, MBABANE.	
TO: The Registrar High Court, MBABANE.		D623 19.6.92

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NOTICE

**TRADING LICENCES ORDER NO. 20 OF 1975**

Notice is hereby given that application will be made by Manica (Swaziland) (Pty) Limited t/a Avis Rent-a-Car, of P.O. Box A240, Swazi Plaza, Mbabane for the grant of a Business Broker or Agent Licence to carry on business at Portion 23 of Midlands of Farm No. 300, Manzini. The application will be heard before the Manzini Licensing Officer on 28th July, 1992 at 10.00 a.m.

Objections to the application, if any, should be filed with the Licensing Officer, Manzini, or the Applicant's Attorneys not later than 23rd July, 1992.

PERRY-MILLIN  
incorporating  
R.D. Friedlander & Co.,  
1st Floor Development House  
P.O. Box A240, Swazi Plaza,  
MBABANE.

D627 19.6.92

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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 Butchery, General Dealer and Eating House Licences 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 30th 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 26th day of June, 1992.

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

D632 19.6.92

**NOTICE**

**TRADING LICENCES ORDER NO. 20 OF 1975**

Notice is hereby given that application will be made by Musgrove and Watson (Swaziland) (Pty) Limited of P.O. Box A240, Swazi Plaza, Mbabane for the grant of a Business Broker or Agent Licence to carry on business at Shop 7C, Swazi Plaza, Mbabane. The application will be heard before the Mbabane Licensing Officer on 28th July, 1992 at 10.00 a.m.

Objections to the application, if any, should be filed with the Licensing Officer, Mbabane, or the Applicant's Attorneys not later than 23rd July, 1992.

PERRY-MILLIN  
incorporating  
R.D. Friedlander & Co.,  
1st Floor Development House,  
P.O. Box A240, Swazi Plaza,  
MBABANE.

D626 19.6.92

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**NOTICE**

**TRADING LICENCES ORDER NO. 20 OF 1975**

Notice is hereby given that application will be made by Manica (Swaziland) (Pty) Limited t/a Avis Rent-a-Car of P.O. Box A240, Swazi Plaza, Mbabane for the grant of a Business Broker or Agent Licence to carry on business at Airport Kiosk, Matsapha Airport. The application will be heard before the Manzini Licensing Officer on 28th July, 1992 at 10.00 a.m.

Objections to the application, if any, should be filed with the Licensing Officer, Manzini, or the Applicant's Attorneys not later than 23rd July, 1992.

PERRY-MILLIN  
incorporating  
R.D. Friedlander & Co.,  
1st Floor Development House  
P.O. Box A240, Swazi Plaza,  
MBABANE.

D625 19.6.92

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**NOTICE**

**TRADING LICENCES ORDER NO. 20 OF 1975**

Notice is hereby given that application will be made by Musgrove and Watson (Swaziland) (Pty) Limited of P.O. Box A240, Swazi Plaza, Mbabane for the grant of a Business Broker or Agent Licence to carry on business at Corner Martin/Nkoseluhlaza Street, Manzini. The application will be heard before the Manzini Licensing Officer on 28th July, 1992 at 10.00 a.m.

Objections to the application, if any, should be filed with the Licensing Officer, Manzini, or the Applicant's Attorneys not later than 23rd July, 1992.

PERRY-MILLIN  
incorporating  
R.D. Friedlander & Co.,  
1st Floor Development House  
P.O. Box A240, Swazi Plaza  
MBABANE.

D624 19.6.92

**NOTICE**

**IN THE ESTATE OF THE LATE: DAVID MAKEKE MALINGA,  
of Nhlangano, who died at Johannesburg Hospital on 24th October 1991  
ESTATE NO. E.1/92**

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**  
Attorney for Executrix Dative  
Lansdowne House  
Post Street  
P.O. Box 423, MBABANE.

D636 19.6.92

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**NOTICE**

Notice is hereby given that I, Amos Sihlambo Dlamini of the Manzini Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Vilakati 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 Vilakati is because Vilakati is my natural surname and Dlamini is my step father's surname.

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

Box 20, MBABANE.

D573 4x3,7,92

# SUPPLEMENT TO THE SWAZILAND GOVERNMENT GAZETTE

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VOL. XXX]

MBABANE, Friday, June 19th., 1992

[No. 876

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PUBLISHED BY AUTHORITY

THE WAGES ACT, NO. 16 OF 1964

THE REGULATION OF WAGES (AGRICULTURAL INDUSTRY) ORDER, 1992

(Under Section 11)

In exercise of the powers conferred on 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 of (Agricultural Industry) 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:

“Artisan” means a skilled employee who has passed a Government Trade Test or who has served an apprenticeship recognised by the Government;

“Basic minimum wage” means the wage provided for in Section 4 payable to an employee after the commencement of the Order;

“Farm Clerk/Storeman” means an employee who is employed full time on day to day duties for keeping all relevant records associated therewith;

“Field Induna” means an employee who is in charge of a number of labourers of any Category;

“General Labourer” means an employee who requires only limited Training and includes field Labourers, Cleaners, Sweepers, Pickers, produce packets, produce Graders, Field Recorders, Messengers, Workshop Assistant and Spanner Hands;

“Handyman” means a person who is capable of carrying out elementary tasks in either masonry, Plumbing, Carpentry or Mechanics associated with such work on a Farm with reasonable proficiency and without continuous supervision but does not include an Artisan or an employee erecting ordinary fencing on Farms;

“Heavy Machine Operator” means an employee who has qualification of a tractor driver and is able to operate a selfpropelled combine harvester, Motor Grader, Crane excavator, Ditch Digger or similar heavy Machine;

“Irrigator” means an employee involved in the application of water to field crops and work associated herewith;

“Motor vehicle Driver” means an employee employed as a driver and who is in charge of the vehicle and its daily care;

“Plant or pump house Attendant” means an employee who attends stationary Plant or Equipment;

“Seasonal Worker” means an employee the duration of whose contract of employment cannot be predetermined, which is entered into for a Specific season, or for work to be done on or in connection with a specific project or activity;

"Stockman" means an employee who attends or heads animals and work associated herewith;

"Tractor Driver" means an employee who drives a tractor and is able to take complete charge of the tractor, operate it and all its associated implements, to complete a given task without supervision and carry out the daily care of the tractor;

"Watchman" means an employee who is engaged during the day or night guarding and protecting premises or property as directed by his employer;

#### *Application.*

3. (1) This Order shall apply to all persons employed in any undertaking carrying on one or more of the following activities for gain—

- (a) cultivation of land and the use of land (Irrigated or otherwise) for the purpose of animal husbandry horticulture fruit growing, dairy farming, livestock small animal and poultry keeping or breeding, apiculture and the growth and/or production of seed;
- (b) the use of land as grazing or meadowlands, market gardens, nursery grounds;
- (c) all handling and processing normally carried out on a Farm or Estate including crop cleaning, winnowing, drying, sacking, packing, cartoning, livestock food preparation;
- (d) the construction, maintenance and repair of Farm Building and Installations Machinery, Plant, Equipment, the Running of Irrigation Scheme and the keeping of Farm or Estate Accounts.

(2) This Order shall not apply to any undertaking, engaged in the retail supply of Motor vehicles, Agricultural Machinery, Mobile Construction Plant for the repair, servicing, Assembling or adaptation of such vehicles Machinery or Plant on behalf of the other persons or under a Licence.

#### *Basic Minimum Wage.*

4. (1) The Basic Minimum Wage to be paid to any employee specified in the First Schedule shall not be less than that specified therein for the employee concerned.

(2) No employee who at the date of commencement of this Order is in receipt of a higher wage for his occupation than the wage prescribed in the First Schedule shall suffer any reduction in such wage by reason of this Order.

#### *Hours of work.*

5. The Normal hours of work shall, subject to the provision of paragraph 6 be Fifty-Seven hours of work spread over a period not exceeding six days in a week: Provided that the normal hours of work for watchman Stockmen, Irrigators, Plant and Pumphouse Attendants shall be Seventy-Two hours.

#### *Overtime.*

6. An employee required to work in excess of the normal working hours specified in Section 5 shall be paid at one-and-half times the basic hourly rate for such time worked from Monday to Saturday, inclusive and at twice his basic hourly rate for time, worked on Sundays, or the Public holidays referred to in the Second Schedule.

*Public Holidays.*

7. (1) Subject to sub-section (2), the Public Holidays specified in the Second Schedule shall subject to the provision of paragraph 6 be holidays with full pay.

(2) The provisions of sub-section (1) shall only apply where the employee presents himself for work on the working day immediately prior to the public holiday and the working day immediately following the public holiday except where the employee concerned has received permission from his employer to be absent on either day.

*Annual Leave.*

8. (1) On completion of each period of twelve Months continuous service with an employer, an employee shall, at a time convenient to his employer, be entitled to annual leave of not less than twelve working days with full pay at the basic minimum wage.

(2) Any employee whose services are terminated after three months' service other than for reasons of misconduct, shall be paid at the time of termination pro rata cash payment in respect of wage earned but not taken. Such pro rata cash payment shall be equal to three quarters of a day's wages for each month during which leave had been earned but not taken.

*Sick Leave.*

9. After six months' continuous service with an employer, an employee shall be entitled, in each period of twelve months continuous service, to sick leave up to a maximum of 14 days full pay and 14 days with half pay at the basic minimum wage on production of a certificate issued by a Medical Practitioner registered under the Medical and Dental Practitioner's Act, 1970, covering each period of sick leave:

Provided that an employee shall not be entitled to sick leave under this paragraph if his incapacity was due to negligence on his part.

*Task and ticket contracts.*

10. (1) Nothing in this Order shall prevent an employer and employee from agreeing to the substitution of a Task for the normal hours of work in any day.

(2) An employee who is engaged on a ticket contract shall be paid at least once a Month in relation to the number of days he has worked under such contract.

*Employment of women.*

11. An Adult female employee shall be paid the basic minimum wage payable to an adult male person employed in a similar capacity.

*Employment of children and young persons.*

12. Wages payable to young persons and children, shall, for a person under the apparent age of fifteen years, be calculated at a rate not less favourable than 50% of the rates of wages specified in the First Schedule and 75% of the rates of wages for a person of the apparent age of fifteen but not exceeding the apparent age of eighteen years who are engaged in the occupation specified in the schedule:

Provided that where task work is being performed the rate of payment shall be the same for all persons engaged in the task, irrespective of age or sex, but payment shall be calculated in respect of the volume of work done or proportionate to the amount of task completed.

*Lay-off due to wet inclement weather.*

13. Any employee who makes himself available for work but does not work during a continuous period of wet inclement weather shall be entitled to his basic wage for the first day, half his basic wage on the second and third days of such wet weather, and nothing thereafter for the rest of the duration of the wet weather.

*Protective clothing.*

14. (1) If it is necessary to protect an employee from physical or chemical injury which may arise from the work he is required to do, the employer shall supply that employee with adequate protective clothing and such employees shall use the protective clothing as instructed.

(2) Any employer who has supplied his employee with protective clothing may deduct from the wages of that employee a sum not exceeding the cost price of the clothing but shall upon the return of the protective clothing refund such sum of money to his employee provided that the clothing are in a serviceable condition, fair wear and tear being accepted.

*Rations.*

15. Subject to the provisions of Section 153 of the Employment Act, 1980, employees who were in receipt of rations or meals or cash allowance in lieu of rations shall continue to, receive such rations or such cash allowance.

*Revocation of Legal Notice No. 50 of 1991.*

16. The Regulation of Wages (Agricultural Industry) Order, 1991 hereby revoked.

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**FIRST SCHEDULE**

(Paragraph 4)

**BASIC MINIMUM WAGE PER DAY**

General Labourer	E3.53
Seasonal Worker	E3.53
Stockman	E3.53
Watchman	E3.61
Irrigator	E3.61
Plant or Pump House Attendant	E3.61
Field Induna	E4.38
Handyman	E4.41
Tractor Driver	E4.73
Farm Clerk/Storeman	E5.50
Motor Vehicle Driver	E5.50
Heavy Machine Operator	E6.32
Artisan	E9.03

S5

SECOND SCHEDULE

(Paragraph 7)

New Year's day

Good Friday

King's Birthday

Umhlanga (Reed Dance) Day

Somhlolo Day (Independence)

Christmas day

Boxing Day

Incwala Day

SANDILE B. CEKO

*Principal Secretary*

*Ministry of Labour & Public Service*

LEGAL NOTICE NO. 68 OF 1992

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THE TOWN PLANNING ACT, 1961

(Act No. 45 of 1961)

APPOINTMENT OF MEMBERS OF THE TOWN PLANNING BOARD

(Under Section 4)

In exercise of the powers conferred by Section 4 of the Town Planning Act, 1961, the Minister for Housing and Township Development hereby appoints the following persons to be members of the Town Planning Board with effect from 1st June, 1992 to 31st May, 1995.

1. Principal Secretary for Housing and Township Development — Chairman
2. Chief Professional Officer — Works and Construction — Member
3. Director of Medical Services — Ministry of Health — Member
4. Mr Humphrey Ndlangamandla — Member
5. Mr. Macaleni E. Nkosi — Member

A.M. MBINGO  
*Principal Secretary*

Mbabane,  
1st June, 1992.

LEGAL NOTICE NO. 69 OF 1992

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THE AGRICULTURAL MARKETING BOARD ACT, 1985

(Act No. 13 of 1985)

THE SCHEDULED PRODUCTS (AMENDMENT) REGULATIONS, 1992

(Under Section 15)

In exercise of the powers conferred by Section 15 of the National Agricultural Marketing Board Act, 1985, the Minister for Agriculture and Co-operatives hereby makes the following Regulations:

*Citation and commencement.*

1. These Regulations may be cited as the Scheduled Products (Amendment) Regulations, 1992 and shall be deemed to have come into force on the 1st May, 1992.

*Amendment of Legal Notice No. 40 of 1986.*

2. The Scheduled Products Regulations, 1986 are hereby amended by the addition of paragraph (g) after paragraph (f) as follows—

“(g) Live cattle and carcass meat”.

F.M. BUCKHAM

*Principal Secretary*

MBABANE,  
10th June, 1992.