



# SWAZILAND

# GOVERNMENT GAZETTE

VOL. XXX]

MBABANE, Friday; July 17th, 1992

[No. 882

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**NOTICE**

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Notice is hereby given that an application by H.P. Enterprises (Pty.) Ltd. t/a Heathers' Fashions of P.O. Box 107 Kwaluseni for grant of a General Dealer's Licence to operate at Shop No. U 40 Manzini Mall Nkosehlaza and Ngwane Streets, Lot Nos. 274 and or 280 and or 356 Manzini under the same style will be heard in the Regional Secretary's Conference Room on Tuesday the 4th August 1992 at 10.00 am.

Objections thereto must be lodged in writing with the Licensing Officer, Manzini as well as with the undersigned by not later than 4.00 pm. of Friday the 31st July 1992.

**MANZINI COMMERCIAL & SECRETARIAL  
SERVICES (PTY.) LTD.**  
Cnr. Mancishana/Martin Streets  
P.O. Box 143  
MANZINI.

D729 17.7.92

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**NOTICE**

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Notice is hereby given that an application by Multi Suppliers (Pty) Limited of P.O. Box 1787, Mbabane for the grant of a General Dealer's Licence to operate at Lot 938, Sidwashini Industrial Sites, Mbabane will be heard in the Regional Administrator's Conference Room, Mbabane on Tuesday the 4th day of August 1992, at 10.00 am.

Objections thereto must be lodged in writing with the Licensing Officer, Mbabane as well as with the undersigned by no later than 4.00 p.m. on Friday the 31st day of July, 1992.

**P.R. DUNSEITH**  
Attorney for the Applicant  
Lansdowne House  
Post Street  
P.O. Box 423  
MBABANE

D730 17.7.92

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**NOTICE**

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**TRADING LICENCES ORDER NO. 30/1975**

Notice is hereby given that an application by Beauty Care Products (Pty.) Ltd. of P.O. Box 94, Mbabane for the grant of an Import and Export Licence to operate at No. 6 L.M. Building, Gilfillan Street, Mbabane will be heard at the Regional Secretary's Conference Room on the 18th of August, 1992 at 10.00 am.

Objections thereto must be lodged in writing with the undersigned as well as with the applicant on or before the 14th of August, 1992 at 4.00 p.m.

**W.A. KUNENE**  
Licensing Officer  
P.O. Box 77  
MBABANE

D733 17.7.92

1357

**NOTICE**

**IN THE ESTATE OF THE LATE: DANIEL DAVIS MAGUDULELA**

**E. 110/92**

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 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, Transvaal Provincial Division at Pretoria on the 24th day of February 1983 to Louisa Sipiwe Magudulela and Victoria Thabile Magudulela as executrices testamentary of the said estate.

**S.C. DLAMINI & COMPANY**  
Attorneys for the Executrices  
Office No. 11  
Gilfillan Street  
L.M. Building  
P.O. Box 663  
MBABANE

D731 17.7.92

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**NOTICE**

Notice is hereby given that we intend applying for a Certified Copy of: Deed of Transfer No. 340/1988 dated 30th June 1988 in favour of: Thoko Ruth Gamedze - Major Spinster (born on the 9th December 1949) in respect of:

**CERTAIN:** Lot No. 156 situate in Zakhele Extension No. 1 Township District of Manzini Swaziland;

**MEASURING:** 465 (Four Six Five) 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 10th day of JUNE, 1992.**

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

D727 2x24.7.92

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**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

**NOTICE**

**ESTATE LATE: PIETER FRANCOIS HUGO**

**ESTATE NO.: E.29/92**

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 lie open for inspection at the office of the Master of the High Court of Swaziland at Mbabane for a period of Twenty-One (21) days from the date of appearance of this Notice.

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

ROBINSON, BERTRAM & CO.,  
with P.W. Keyter,  
Attorneys for the Executrix  
P.O. Box 24  
MBABANE.

D726 17.7.92

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**NOTICE**

Notice is hereby given that we intend applying for a Certified Copy of: Deed of Transfer No.122/1986 dated 26th March 1986 in favour of: Thoko Ruth Gamedze - Major Spinster (born on the 9th day of December 1949) in respect of:

**CERTAIN:** Lot No. 388 situate in Ngwane Park Township District of Manzini Swaziland;

**MEASURING:** 1333 (One Three Three 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 10th day of JULY, 1992.**

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

D728 2x24.7.92

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**NOTICE**

Notice is hereby given that we intend applying for a Certified Copy of: Deed of Transfer No. 315/1977 dated 20th day of October 1977 in favour of: Idah Tshabalala - Major Spinster (born on the 6th of December 1921) in respect of:

**CERTAIN:** Lot No. 135 situate in Ngwane Park Township District of Manzini Swaziland;

**MEASURING:** 1347 (One Three Four Seven) 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 10th day of JULY, 1992.**

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

D725 2x24.7.92

**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**

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**NOTICE OF SALE**

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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 Friday the 4th day of September 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 office 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 30th day of JUNE, 1992.**

**M.N. FAKUDZE**  
Sheriff of Swaziland  
c/o The Registrar of the High Court  
MBABANE

**D732 17.7.92**

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**NOTICE**

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Notice is hereby given that we intend applying for a Certified Copy of: Deed of Transfer No. 295/1985 dated 26th July 1985 in favour of: Josephine Tibani Clayton (born Ngwenya on the 20th December 1947) married to Kenneth William Clayton according to the laws of England which marriage is governed by the laws in respect of:

**CERTAIN:** Lot No. 1604 Mbabane Extension No. 12, situate in the urban area of Mbabane, District of Hhohho, Swaziland;

**MEASURING:** 2206 (Two Two Zero Six) 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 26th day of JULY, 1992.**

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

**D679 2x10.7.92**

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**HELD AT MBABANE**

**CASE NO. 73/92**

In the matter between

**SWAZILAND NATIONAL PROVIDENT FUND**

**Plaintiff**

and

**ALL ITALIA RESTAURANT (PTY.) LIMITED**

**1st Defendant**

**t/a THE HUB RESTAURANT**

**RICHARD SIPHIWE DLAMINI**

**2nd Defendant**

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**NOTICE OF SALE**

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Notice is hereby given that the undermentioned property will be sold by public auction by the Deputy Sheriff for the District of Manzini outside the Regional Administrator's Office, Manzini at 2.30 p.m. on Friday the 31st day of July, 1992. The property consists of:

**CERTAIN:** Lot No. 205, situate at Matsapha Township, District of Manzini;

**MEASURING:** 1050 (One Zero Five Zero) Square Metres;

The conditions of sale are available for inspection at the office of the Sheriff at the Regional Administrator's notice board Manzini and the offices of Samuel S. Earnshaw & Co., 2nd Floor Mandlenkosi Building, Esser Street, Manzini. Further particulars may be obtained from the undersigned.

**DATED at MBABANE on this 13th day of JULY, 1992.**

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

**D738 17.7.92**

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**NOTICE**

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

No. 219/1987 dated 10th April, 1987 in favour of JABULA GABRIEL DUBE (born on the 26th May 1950) in respect of:-

**CERTAIN:** Lot No. 872 Manzini Extension No. 9 situate in the Manzini District;

**MEASURING:** 675 (Six Seven Five) 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 1992**

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

**D707 2x17.7.92**

**NOTICE**

Notice is hereby given that I, John Themba Mpila of Hhohho Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Zitha 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 Region and in the Government Gazette. The reason I want to assume the surname Zitha is because Mpila is my grandmother's name.

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

John T. Mpila  
Box 107, BULANDZENI.

D652 4x17.7.92

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**NOTICE**

Notice is hereby given that I, Linda Zameshezi Olgah Khoza of the Hhohho Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Shezi 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 Hhohho Region and in the Government Gazette. The reason I want to assume the surname Shezi is because it is my natural surname.

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

P.O. Box 9,  
MBABANE.

D660 4x17.7.92

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**NOTICE**

Notice is hereby given that I, Luke Mfanawendlela Dlamini of the Shiselweni Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Kunene 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 Kunene is because Kunene is my natural surname and Dlamini is my step father surname.

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

Box 56,  
NHLANGANO.

D661 4x17.7.92

**NOTICE**

Notice is hereby given that I, Gladys P. Sipiwe Dlamini of Hhohho Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Giery after the fourth publication of this Notice in each of four consecutive weeks in the Swazi Observer and Times of Swaziland 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 Giery is because Giery is my natural surname and Dlamini is my mother's surname.

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

Regional Secretary,  
P.O. Box 21  
MOTSHANE

D714 4x31.7.92

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**NOTICE**

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

Deed of Transfer No. 570/89 dated 21st December, 1989 in favour of GOODWILL BHEKI SIMELANE (born on the 9th day of January 1957) in respect of:-

CERTAIN: Lot No. 1026 situate in Mbabane Township Extension No. 9 Hhohho District Swaziland;

MEASURING: 1639 (One Six Three Nine) 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 8th day of July, 1992.

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

D719 2x17.7.92

# SUPPLEMENT TO THE SWAZILAND GOVERNMENT GAZETTE

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VOL. XXX]

MBABANE, Friday, July 17th, 1992

[No. 882

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PUBLISHED BY AUTHORITY

**LEGAL NOTICE NO. 77 OF 1992**

**THE COTTON ACT, 1967**

(Act No. 26 of 1967)

**THE COTTON (DESTRUCTION AND PLANTING DATES) REGULATIONS, 1992**

(Under Sections 10 and 17)

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

*Citation.*

1. These Regulations may be cited as the Cotton (Destruction and Planting Dates) Regulations, 1992.
2. The 31st August, 1992 is the date for the whole of Swaziland before which all cotton plants shall be destroyed.

*Method of destruction.*

3. The method of destruction to be used by growers for their cotton plants under these Regulations shall be as follows:-
  - (a) the removal of the upper portion of the plant by severing it at a point not more than 10 cm above the surface of the ground and the burning of the portion so removed;
  - (b) by means of an agricultural implement, so lacerating and burying the plant as to prevent its regrowth;
  - (c) by ploughing in or causing to be destroyed any portion of the cotton plant which remains above the surface of the ground before the 1st December, 1992.

*Default in destruction.*

4. (1) The owner of land of which is grown a cotton plant to be destroyed as required by regulation 3 shall ensure that the grower complies with these regulations.
- (2) If a grower or an owner fails to comply with regulation 3 the Principal Secretary or the Cotton Board shall cause the cotton plants to be destroyed and recover from the grower the full expenses of the destruction.

*Planting of cotton.*

5. No cotton shall be planted before the 15th October, 1992.

*Penalties.*

6. A grower or owner who -
- (a) fails to destroy a cotton plant as required by regulation 3; or
  - (b) plants cotton in contravention of regulation 5, shall be guilty of an offence and liable on conviction to a fine not exceeding One Hundred Emalangeni per One Hectare (1 ha) or imprisonment for a period not exceeding three months, and the court may order the destruction of such plants within such time as it may determine.

*Revocation of Legal Notice No. 91 of 1991.*

7. The (Destruction and Planting Dates) Regulations, 1991 are hereby revoked.

**F.M. BUCKHAM**  
*Principal Secretary*

## LEGAL NOTICE NO. 78 OF 1992

## THE NATIONAL AGRICULTURAL MARKETING BOARD ACT, 1985

(Act No. 13 of 1985)

## THE IMPORT AND EXPORT OF SCHEDULED PRODUCTS

(AMENDMENT) NOTICE, 1992

(Under Section 6)

In exercise of the powers conferred by Section 6 of the National Agricultural Marketing Board Act, 1985, the National Agricultural Marketing Board hereby issues the following Notice:

*Citation.*

1. This Notice may be cited as the Import and Export of Scheduled Products (Amendment) Notice, 1992.

*Amendment of Legal Notice No. 109 of 1986.*

2. The Import and Export of Scheduled Products Notice No. 109 of 1986 is hereby amended in paragraph 6 by deleting sub-paragraph (f) and replacing it as follows:

- “(f) all slaughtered poultry and poultry products- 5%  
Frozen chicken - 5%  
Frozen chicken pieces - 5%  
Chilled Chicken - 5%  
Chilled Chicken pieces - 5%  
Table eggs - 5%”

A.M. SHONGWE  
*Chief Executive Officer*

## LEGAL NOTICE NO. 79 OF 1992

## THE WAGES ACT, 1964

(Act No. 16 of 1964)

## THE REGULATION OF WAGES (RETAIL AND WHOLESALE DISTRIBUTIVE TRADES) 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 (Retail & Wholesale Distributive Trades) Order, 1992 and shall be deemed to have come into effect on the 1st September, 1992.

*Application.*

2. This Order shall apply to all persons employed in the Retail and Wholesale supply of goods or merchandise of any description or in any operation such as ware-housing, storing, packing, clerical or other work which is associated with such Retail or Wholesale supply.

*Interpretation.*

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

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

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

“Cashier Grade 1” means a person responsible for issuing, receiving and checking money, and who has more than two years experience in such a job;

“Clerk (with no certificate)” means an employee who does not possess a junior certificate of education and who is engaged in general clerical duties;

“Clerk (with Senior Certificate)” means an employee who is the holder of a Senior Certificate of education and who is engaged in general clerical duties;

“Clerk (with Junior Certificate)” means an employee who is the holder of a Junior Certificate of education and who is engaged in general clerical duties;

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

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

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

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

“General Labourer” include a person employed as a sweeper, cleaner or shopman;

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

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

“Lorryman” means an employee wholly or mainly engaged in a vehicle conveying goods or merchandise whilst in transit, and assisting in their loading and unloading and whose duties may be interchangeable with those of a general labourer;

“Messenger” means an employee wholly or mainly engaged in carrying out errands, delivering or fetching mail, making bank deposits, and carrying out simple routine task in the employer’s office or Shop;

“Petrol Pump Attendant” means a person wholly or mainly employed at a petrol pump selling fuel and oil;

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

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

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

“Telephone Switchboard operator” means an employee whose duties consist wholly or mainly in the operation of a telephone switchboard;

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

“Watchman” means an employee who is engaged during the day or night to guard the premises or property of his employer;

#### *Basic Minimum Wage.*

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

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

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

*Hours of work.*

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

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

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

*Public Holidays.*

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

*Overtime.*

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

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

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

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

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

*Annual Leave.*

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

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

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

*Compassionate Leave.*

9. An employee who has completed the probation period shall be entitled to compassionate Leave as follows:

Widows - 6 working days with full pay and 6 days half pay

Widower - 6 working days with full pay

Natural father or mother - 3 working days with full pay

Any other relative at employer's discretion.

*Sick Leave.*

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

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

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

(4) An employee, who produces a certificate signed by a medical practitioner recommending her absence from work for reason of pregnancy, shall be entitled to sick leave of not less than thirty days with full pay.

*Casual work.*

11. An employee employed on casual basis shall be paid for each day or shift worked at a rate not less than twenty-fourth of the basic minimum wage applicable thereto.

*Watchman's clothing and equipment.*

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

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

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

*Redundancy.*

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

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

*Piece or task work.*

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

*Transport.*

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

*Revocation.*

16. The Regulation of Wages (Retail and Wholesale Distributive Trades) Order, 1991 (Legal Notice No. 163 of 1991) is hereby revoked.

**FIRST SCHEDULE**  
**BASIC MINIMUM WAGE**  
**(EMALANGENI PER MONTH)**

- (A) Bhunya, Big Bend, Havelock Mine, Hlatikulu, Luyengo, Matata, Malkerns, Manzini, Mbabane, (including establishments situated along and within 5 km. on either side of the Mbabane/Manzini main road stretching 20 km from Mbabane); Matsapha Industrial Area, Mhlambanyatsi, Mhlume, Ngwenya, Nhlangano, Pigg's Peak, Sidvokodvo, Simunye, Siteki, Tambankulu, Tshaneni, Vuvulane, Nsoko Shopping Complex, Ngonini Shopping Complex, Ebuhleni Shopping Complex, Lavumisa, Mankayane, Lomahasha Shopping complex.

	A	B
	Urban Areas	All other areas
General Labour	323.41	279.71
Lorryman	323.41	279.71
Watchman	323.41	279.71
Messenger	323.41	279.71
Deliveryman	323.41	279.41
Heavy Duty Labourer	323.41	279.71
Pre-Packer	323.41	279.71
Clerk (with no certificate)	349.63	297.18
Clerk (with Junior Certificate)	370.61	311.16
Clerk (with Senior Certificate)	393.33	326.91
Junior Shop Assistant	349.63	297.18
Telephone Switchboard Operator	349.63	279.18
Copy Typist	349.63	279.18
Driver (light vehicle)	370.61	311.16
Petrol Pump Attendant	370.61	311.16
Driver (Heavy Duty)	393.33	326.91
Shop Assistant	393.33	326.91
Blockman	393.33	326.91
Cashier Grade 1	454.52	349.63
Trainee Cashier	349.63	297.18
Cashier Grade 2	393.33	326.91

\*NB: Areas reflected against A above are, for the purpose of this Regulation Order, declared Urban Areas.

SECOND SCHEDULE

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

S.B. CEKO

*Principal Secretary - Ministry of Labour & public Service*