



SWAZILAND GOVERNMENT GAZETTE

VOL. XXX]

MBABANE, Friday, August 28th, 1992

[No. 895

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PUBLISHED BY AUTHORITY

GENERAL NOTICE NO. 68 OF 1992

THE PUBLIC HOLIDAYS ACT 1938

(Act No. 71 of 1938)

APPOINTMENT OF A PUBLIC HOLIDAY : UMHLANGA (REED) DANCE

In exercise of the powers conferred by the Public Holiday Act, 1938, the Minister for Home Affairs hereby appoints Tuesday the 1st September, 1992 as the Umhlanga (Reed) Dance Day and to be a Public Holiday in Swaziland.

E.J. MAVUSO

Principal Secretary

1443

NOTICE

Notice is hereby given that an application by SAVELLS SWAZILAND LIMITED t/a BEE GEE of P.O. Box 423, Mbabane for the grant of a General Dealer's Licence to operate at Shop U09, Manzini Mall, Corner Sanders & Ngwane Streets, Manzini will be heard in the Regional Administrator's Conference Room, Manzini on Tuesday the 8th day of September 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 4th day of September 1992.

P.R. DUNSEITH
Applicant's Attorney
Lansdowne House
Post Street
P.O. Box 423
Mbabane

D875 28-8-92

NOTICE

TONKWANE SAWMILL COMPANY LIMITED (IN LIQUIDATION)

Notice is hereby given in terms of Section 133 of the Companies Act 1912 that the Fourth Liquidation Account will be open for inspection at the office of the Master of the High Court Mbabane for a period of 21 days from the date of publication of the notice.

J. HAYTER
Liquidator

21 August, 1992

D876 28-8-92

NOTICE

Notice is hereby given that application by K & P Enterprises (Pty) Ltd c/o G.M. LANDMARK, P.O. Box 1905, Manzini for a grant of General Dealers Licence to operate the business at Shop No. 4, Estel House, Plot no. 79, Ngwane Street, Manzini. The Licence will be heard on the 14 September 1992, at 10.00 a.m. at the Licencing Office, Manzini.

Objections thereto must be lodged in writing with the Licencing Officer, Manzini and the Attorney for the Applicant not later than the 10th day of August 1992.

G.M. LANDMARK
Applicant's Attorney
Ngwane Street
P.O. Box 1905
Manzini

D877 28-8-92

NOTICE

ESTATE LATE FLORENCE LINDA HLOPHE E119/91

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.

ROBINSON, BERTRAM & CO.
Attorneys for Executrix Dative
Sokhamlilo Building, Johnstone Street
P.O. Box 24, Mbabane
Swaziland

1444

NOTICE

Notice is hereby given that an application by I.M.A. Secretarial Services (Pty) Limited of P.O. Box 371 Manzini for the transfer of an Agent of a Firm Licence from Ilanga Centre Martin Street Manzini in to the New Manzini Mall, will be heard at the Regional Administrator's Conference rooms at Manzini on Tuesday the 8th September 1992.

Objections thereto must be lodged in writing with the undersigned as well as the applicant on or before Friday the 4th September 1992.

THE REGIONAL ADMINISTRATOR
P.O. Box 13
Manzini

I.M.A. Secretarial Services (Pty) Ltd
P.O. Box 371
Manzini

D879 28-8-92

NOTICE

Notice is hereby given that an application by INALDA MARILDA ANTONIO HERPERS in respect of W.I. IMPORT & EXPORT (PTY) LIMITED of P.O. Box 371 Manzini for the Transfer of an Import & Export Licence from Ilanga Centre Martin Street Manzini in to the New Manzini Mall, will be heard at the Regional Administrator's Conference rooms at Manzini on Tuesday the 8th September 1992.

Objections thereto must be lodged in writing with the undersigned as well as the applicant on or before Friday the 4th September 1992.

THE REGIONAL ADMINISTRATOR
P.O. Box 13
Manzini

I.M.A. Secretarial Services (Pty) Ltd
P.O. Box 371
Manzini

D880 28-8-92

NOTICE

Notice is hereby given that an application by BAGS AND BITS (PTY) LIMITED of P.O. Box 371 Manzini for the Transfer of a General Dealers Licence from Ilanga Centre Martin Street Manzini in to the New Manzini Mall, will be heard at the Regional Administrator's Conference rooms at Manzini on Tuesday the 8th September 1992.

Objections thereto must be lodged in writing with the undersigned as well as the applicant on or before Friday the 4th September 1992.

THE REGIONAL ADMINISTRATOR
P.O. Box 13
Manzini

I.M.A. Secretarial Services (Pty) Ltd
P.O. Box 371
Manzini

D881 28-8-92

NOTICE

Notice is hereby given that an application by Websters (Pty) Limited t/a WEBSTERS of P.O. Box 292, Mbabane for the grant of a General Dealer's Licence to operate at Shop U21, Manzini Mall, Louw Street, Manzini will be heard in the Regional Administrator's Conference Room, Manzini on Tuesday the 8th day of September 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 4th day of September 1992.

P.R. DUNSEITH
Applicant's Attorney
Lansdowne House
Post Street
P.O. Box 423
Mbabane

D890 28-8-90

NOTICE

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

DEED OF TRANSFER

No. 147/1974 dated 15th May 1974

in favour of:

TROWBRUGE NDZIMA NOKWE (born on the 24th April, 1904)

and BASOBA SOLOMON KHUMALO (born on the 7th October, 1940)

in respect of:

CERTAIN: Lot No 163 situate in Ngwane Park Township, District of Manzini, Swaziland;

MEASURING: 1384 (One Three Eight Four) square metres;

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

Dated at Mbabane this 21st day of August 1992.

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

D891 2 x 4 - 9 - 92

NOTICE

Notice is hereby given that I, Fikile Bonisile Motsa of Manzini Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Magagula after the fourth publication of this Notice in each of four consecutive weeks in The Times of Swaziland and The 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 Magagula is because it is my natural surname and Motsa is my mother's surname.

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

P.O. Box 199
Manzini

D850 4x11-9-92

1446
NOTICE

IN THE HIGH COURT OF SWAZILAND

HOLDEN AT MBABANE ON THE 14TH DAY OF AUGUST, 1992 BEFORE THE HON. MR JUSTICE DUNN

CIV. T. NO. 1008/92

In the matter of:

SWAZI AMERICAN (PHI) SEED LTD

Petitioner

ORDER

1. That a rule nisi do issue calling upon all interested persons to show cause on 25th September, 1992 why:-
 - (a) The alteration of clause 3 of the petitioner's Memorandum and Articles of Association, and
 - (b) The re-organisation of the petitioner's share capital, approved by a special resolution at an Extra-Ordinary General meeting of the petitioner on the 8th May, 1992 should not be confirmed by the court in terms of Sections 11 (2) and 43 of the Companies Act No. 7/1912.
2. A copy of this order be published once in the Swaziland Government Gazette and on newspaper circulating in Swaziland.

BY ORDER OF THE COURT
GIVEN UNDER MY HAND AT MBABANE
THIS 14TH DAY OF AUGUST, 1992

T.S. MACIYA (ACT. D.P.H.C.)
Registrar of the High Court

D892 21-8-92

NOTICE

Notice is hereby given that I, Wilson Dan Sukati Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Makama 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 Makama is because it is my natural surname.

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

P.O. Box 407
Mbabane

D894 4x18-9-92

NOTICE

Notice is hereby given that 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, Mbabane for a period of twenty one (21) days from 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.

C.J. LITTLER & CO.
Executive Dative
Ground Floor Embassy House
Johnstone Street
Mbabane

D895 28-8-92

1447

NOTICE

ESTATE LATE MARY M. LUKHELE

Notice is hereby given that 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, Mbabane for a period of twenty one (21) days from 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.

DATED at MBABANE this 21 day of AUGUST, 1992.

P.M. SHILUBANE & ASSOCIATES
Ground Floor Mbandzeni Building
Smuts and Church Streets
Mbabane

D896 28-8-92

NOTICE

Notice is hereby given that an application by R.A.M. Resources Swd (Pty) Ltd of P.O. Box 414 Malkerns for removal of a General Dealer's Licence operating at Shop No. 1 Lihaga Building Manzini to operate at Shop No. U 32 Manzini Mall Nkoseluhlaza and Ngwane Streets, Lot Nos 274 and or 280 and or 356 under the style "FLOWERS FOR AFRICA" will be heard in the Regional Secretary's Conference Room on Tuesday the 15th September 1992 at 10.00 a.m.

Objections thereto must be lodged in writing with the Licensing Officer, Manzini as well as the undersigned by not later than 4.00 p.m. on Friday 11th September 1992.

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

D897 28-8-92

NOTICE

ESTATE LATE JOSEPH KHUKHULENI MASEKO

ESTATE NO. E136/91

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 lie open for inspection at the office of the Master of the High Court of Swaziland at Mbabane and at the office of the Regional Administrator for a period of 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 with the Master of the High Court at any time before expiry of the said period.

P.R. DUNSEITH
Attorney for the Executor
Lansdowne House
Post Street
P.O. Box 423
Mbabane

D898 28-8-92

NOTICE

Notice is hereby given that an application has been made by OK Bazaars (Swd) (Pty) Ltd, P.O. Box 24, Mbabane for a grant of a Butchery Trading Licence to operate on premises situate on Plot No 356, Manzini Mall, Ngwane and Nkhoseluhlaza Streets, Manzini, Swaziland. This application will be heard by the Licensing Officer in the Regional Administrators Conference Room on Tuesday the 22nd September 1992 at 10.00 a.m. or so soon thereafter as the matter may be heard.

Objections thereto if any must be lodged in writing with the undersigned and with the Applicant's Attorneys Robinson Bertram and Co, P.O. Box 24, Mbabane not later than Friday the 15th September 1992 at 4.00 p.m.

Licensing Officer
District of Manzini

D902 28-8-92

NOTICE

Notice is hereby given that I, MASOTSHA SHOBA SHONGWE Manzini Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname NCONGWANE 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 Ncongwane is because it is my natural surname.

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

Ekutsimleni Primary School
P.O. Box 12
Luve

D901 4x18 -9-92

NOTICE

Notice is hereby given that an application by Hou Import & Export (Pty) Limited of P.O. Box 629 Manzini for a grant of a General Dealer's Licence to operate at Shop No. 5 Portion 2165 Mbabane, S.B.S. Building Walker Street Mbabane under the style "VARIETY CENTRE" will be heard in the Regional Secretary's Conference Room on Tuesday the 22nd September 1992 at 10.00 a.m.

Objections thereto must be lodged in writing with Licensing Office, Mbabane as well with the undersigned by not later than 4.00 p.m. on Friday the 18th September 1992.

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

D888 28-8-92

NOTICE

IN THE ESTATE OF THE LATE:

WILLEM ABRAM JORDAAN

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 Administration granted by the Master of the supreme Court of South Africa.

Provincial Division, at Transvaal
on the 21st day of July 1992
to Mervyn Milstein
as Executor Testamentary of the said Estate.

ROBINSON, BERTRAM & CO.
With P.W. Keyter.
Attorneys for
Executor Testamentary
P.O. Box 24
Mbabane

D882 28-8-92

NOTICE

Notice is hereby given that an application by Alfredo B Rosatella of P.O. Box 2391 Manzini for a grant of a Hawker's Licence for ALFREDO'S HAWKERS will be heard in the Regional Administrator's Conference Rooms at Manzini on Tuesday 15th September 1992.

Objections thereto must be lodged in writing with the undersigned as well as the applicant on or before Friday the 11th September 1992.

THE REGIONAL ADMINISTRATOR
P.O. Box 13
Manzini

ALFREDO ROSATELLA
c/o P.O. Box 371
Manzini

D886 28-8-92

NOTICE

Notice is hereby given that an application by Pheda Enterprises (Pty) Limited of P.O. Box 412, Matsapha for a grant of a General Dealer's Licence to operate at Shop No. U43A Manzini Mall Nkoseluhlaza Street, Lot Nos 274 and or 280 and or 356 under the style "PHEDA CLOTHING" will be heard in the Regional Secretary's Conference Room on Tuesday the 15th September 1992 at 10.00 a.m.

Objections thereto must be lodged in writing with the Licensing Officer, Manzini as well with the undersigned by not later than 4.00 p.m. on Friday the 11th September 1992.

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

D889 28-8-92

NOTICE

Notice is hereby given that I, Msakazo Johannes Shongwe of the Hhohho Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Khatsidze 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 Khatsidze is because I was staying to my mothers home when I was young because my father did not payed me, so now I have payed myself I want to get certificates with my family.

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

P.O. Box 407
Mbabane
Swaziland

D842 4x11.9.92

NOTICE

Notice is hereby given that I, Jacob Vineman M. Mamba of Hhohho Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Phakathi 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 Phakathi is because Mamba is my stepfather's surname and Phakathi is my real surname.

Any person or persons likely to object to my assuming the surname Phakathi 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 45
Mbabane
Swaziland

D837 4x4 9-92

SUPPLEMENT TO
THE
SWAZILAND GOVERNMENT
GAZETTE

VOL. XXX]

MBABANE, Friday, August 28th, 1992

[No. 895

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PUBLISHED BY AUTHORITY

LEGAL NOTICE NO. 89 OF 1992

WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (ROAD TRANSPORTATION 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 and Public Service hereby make the following Order -

Citation.

1. This Order may be cited as the Regulation of Wages (Road Transportation Industry) Order, 1992 and shall come into effect on the 1st March, 1992.

Interpretation.

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

"Assistant mechanic" means an unskilled employee who assists a Mechanic;

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

"Clerk Grade II" means a clerk from one day to 3 months service, "Grade III" above 3 months up to 12 months, "Grade IV" - from 13 months up to 24 months and "Grade V" - more than 24 months service and who is engaged in general clerical duties. The service referred to above should be continuous and with the same employer;

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

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

"Grade" means any grade listed in the First Schedule;

"Greaser" means any employee in the elementary greasing of vehicles and trailers;

"General worker" means an employee who performs manual tasks of simple routine nature, requiring mainly physical effort and little or no experience, which is not performed by workers classified elsewhere;

"Head Driver" means an employee who supervises other drivers;

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

"Journeyman/Mechanic" means an employee who has completed an apprenticeship with a Grade I;

"Lay over" means a period of duty performed by a driver for the purpose of booking-off his vehicle which shall not include driving duty;

"Loader" means an employee engaged in the loading or off-loading of vehicles or Rail transportation;

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

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

"Mobile crane driver" means an employee who operates a mobile crane to load and off-load materials;

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

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

"Senior Clerk" means an employee engaged in General clerical duties including supervisory work and has a senior Certificate;

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

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

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

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

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

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

Application.

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

Basic minimum wage.

4. (1) The basic minimum wage to be paid to the employees specified in the First Schedule shall be calculated at a rate specified therein in relation to the employee's grade;

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

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

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

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

Hours of work.

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

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

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

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

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

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

Conversion rates.

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

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

Payment of overtime.

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

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

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

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

Allowances.

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

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

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

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

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

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

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

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

(7) Whenever a transfer is deemed to be a permanent nature from the outset, a transfer allowance of E50,00 shall be paid to the transferee.

Annual leave.

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

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

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

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

(5) Period of unpaid leave or sick leave shall not be counted as leave earning employment.

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

Public Holiday.

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

New Years' Day
 Good Friday
 Easter Monday
 National Flag Day
 Ascension Day
 Public Holiday
 King's Birthday
 Umhlanga (Reed dance) Day
 Somhlolo Day
 Incwala Day
 Christmas Day
 Boxing Day

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

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

Sick leave.

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

(2) Notwithstanding Sub-Section (1) -

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

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

Continuous service.

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

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

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

Protective clothing.

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

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

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

Short time.

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

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

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

Revocation of Legal Notice No. 104 of 1991.

16. The regulation of Wages (Road Transportation Industry) Order, 1991 is hereby revoked.

FIRST SCHEDULE

(Section 4)

BASIC MINIMUM WAGE PER WEEK

GRADE I:

Cleaner	
Greaser	
Loader	E67.07
Lorry mate	
Messenger	
Conductor	
General worker	

GRADE II:

Fuel Issuer	
Tyre Hand	
Watchman	E101.36
Clerk	
Driver (vehicles up to 200 kg tare weight)	

GRADE III:

Driver (Vehicles from 2001 kg to 7000 kg tare weight)	
Assistant Mechanic	E109.37
Clerk	

GRADE IV:

Driver - mobile crane driver (Vehicles from 7001 kg to 12 000 kg tare weight)	
Clerk	E115.34

GRADE V:

Driver (Vehicle 12 001 kg to 20 000 kg tare weight)	E122.94
Clerk	

GRADE VI:

Driver (Vehicles of 20 001 kg tare weight and above)	E123.59
Senior Clerk	

GRADE VII:

Driver Supervisor	E226.02
Journeyman	

E.J. VILAKATI
Principal Secretary
Ministry of Labour & Public Service

LEGAL NOTICE NO. 90 OF 1992

ANIMAL DISEASE ACT, 1965

(Act No. 7 of 1965)

THE STOCK DISEASE (RABIES NO. 1) REGULATIONS, 1992

(Under Section 3)

In exercise of the powers conferred on him by the above-mentioned Act, The Honourable Minister for Agriculture and Co-operatives is pleased to make the following Regulations -

Citation and Commencement.

1. These Regulations may be cited as the Stock Disease (Rabies) (No. 1) Regulations, 1992, and shall be deemed to have come into force on the 13th August, 1992.

Declaration of Rabies Guard Areas.

2. The dipping tanks and other areas specified in schedule 1 hereto and hereby declared to be Rabies Guard Areas.

Isolation and Confinement of Dogs in Rabies Guard Areas.

3. Every owner of a dog in any of the Guard Areas shall isolate and confine that dog so as to prevent it from escaping from such Guard Areas.

Destruction of Dogs in Rabies Guard Areas.

4. Government Veterinary Officer shall destroy a dog in any of the Rabies Guard Areas where in his opinion the dog has not been confined so as to prevent it from escaping from such Guard Areas.

5. All persons living within such Guard Areas and owning or in charge of a dog shall present that dog at the inoculation centre and at the time mentioned in schedule 2 hereto for the purpose of being inoculated by the Director of Veterinary Services or his duly authorised agent.

Offence and Penalty.

6. Every owner of a dog in any of the Guard Areas who contravenes or fails to comply with Regulation 3 is guilty of an offence and liable on conviction to a fine of E300.00 or imprisonment for a period of six months.

F.M. BUCKHAM
Principal Secretary

SCHEDULE 1

Ndzaweni Tank Area 388	Tshaneni Tank Area 202
Majembeni Tank Area	Mhlume
Nduma Tank Area 206	Mananga - agric. Centre
Mkhangela Tank Area 378	Tambankulu Estates
Hlofu Tank Area 357	Vuvulane Estates
Lomahasha Tank Area 204	Maphiveni Tank Area 396
Macakula Tank Area 394	Mlawula Tank Area 221
Mananga Border Post	Simunye
Ngomane	

SCHEDULE 2

DATE	CENTRE	TIME
17/8/92	Mhlume Polo Club	8 a.m. - 10 a.m.
	I.Y.S.I.S. Headquarters	8 a.m. - 11 a.m.
	Mananga Border Post	11 a.m. - 1 p.m.
	Mananga Agric. Centre	10 a.m. - 1 p.m.
18/8/92	Tambankulu Estates Headquarters	8 a.m. - 10 a.m.
	Vuvulane Irrigated Farms HQ's	11 a.m. - 1 p.m.
	Mlawula Police Station	8 a.m. - 10 a.m.
	Macakula Dipping Tank	8 a.m. - 10 a.m.
19/8/92	Brown's Motors (Maphiveni)	9 a.m. - 10 a.m.
	Simunye Keenels	11 a.m. - 1 p.m.
	Ngomane Clinic	8 a.m. - 10 a.m.
20/8/92	Lomahasha Vet. Office	8 a.m. - 1 p.m.

LEGAL NOTICE NO 91 OF 1992

THE CENTRAL BANK OF SWAZILAND ORDER, 1974

(Order No. 6 of 1974)

THE CENTRAL BANK OF SWAZILAND STATEMENT OF ASSETS AND
LIABILITIES AS AT 30TH JUNE, 1992.

(Under Section 52)

In exercise of the powers conferred upon him 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 noticed.

I.S. SHABANGU

Principal Secretary

Central Bank of Swaziland
Balance Sheet as at 30th June, 1992

	1992
	E'000
CAPITAL EMPLOYED	
Capital	1 000
General Reserve	<u>5 681</u>
	6 681
LIABILITIES	
Currency in Circulation	71 142
Allocation of SDR's	25 515
Domestic Deposits	269 618
External Liabilities	6 548
Other Liabilities	21 988
Forward Contracts for Purchase of Currency	<u>533 953</u>
	<u>935 445</u>
ASSETS	
Fixed Assets	6 205
External Assets	371 117
Claims on Banks	9 878
Claims on Private Sector	9 445
Other Assets	4 847
Counterpart Forward Position	160 537
Forward Contracts for Sale of Currency	<u>373 416</u>
	<u>835 445</u>

M.G. DLAMINI

Acting Governor

LEGAL NOTICE NO. 92 OF 1992

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 JULY, 1992

(Under Section 52)

In exercise of the powers conferred upon him 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 of this notice.

I.S. SHABANGU

Principal Secretary

Central Bank of Swaziland
Balance Sheet as at 31st, July 1992

	1991 E
CAPITAL EMPLOYED	
Capital	1 000
General Reserve	<u>5 681</u>
	6 681
LIABILITIES	
Currency in Circulation	77 539
Allocation of SDR	26 101
Domestic Deposits	344 772
External Liabilities	7 712
Other Liabilities	21 809
Forward Contracts for Purchase of Currency	<u>470 345</u>
	<u>954 959</u>
EMPLOYMENT OF CAPITAL	
Fixed Assets	6 149
External Assets	457 178
Claims on Banks	6 987
Claims on Private Sector	9 427
Other Assets	4 873
Counterpart Forward Position	160 645
Forward Contracts for Sale of Currency	<u>309 700</u>
	<u>954 959</u>

JAMES NXUMALO

Governor