



# SWAZILAND GOVERNMENT GAZETTE

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VOL. XXXI]	MBABANE, Friday, October 8th, 1993	[No. 987
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## SWAZILAND STOCKBROKERS LIMITED

## BALANCE SHEET AT 30 JUNE 1993

	1993	1992
	E	E
<b>CAPITAL EMPLOYED</b>		
Share capital	500 000	500 000
Accumulated loss		
Retained income (Accumulated Loss)	<u>10 456</u>	<u>(105 187)</u>
	510 456	394 813
Long Term Liability	6 808	13 271
Deferred Taxation	<u>1 774</u>	<u>-</u>
	<u>519 038</u>	<u>408 084</u>
<b>EMPLOYMENT OF CAPITAL</b>		
Fixed Assets	630	440
Leased Assets	18 001	20 725
Current Assets		
Debtors and prepayments	6 064	26 984
Shares held for resale	134	134
Cash on call	500 000	365 000
Cash at bank	<u>75 308</u>	<u>11 084</u>
	<u>581 506</u>	<u>403 202</u>
<b>CURRENT LIABILITIES</b>		
Taxation	24 308	-
Creditors and provisions	25 328	10 684
Current portion of long term liability	6 463	5 599
Proposed dividend	<u>25 000</u>	<u>-</u>
	<u>81 099</u>	<u>16 283</u>
<b>NET CURRENT ASSETS</b>	<u>500 407</u>	<u>386 919</u>
	<u>519 038</u>	<u>408 084</u>

.....  
M S MATSEBULA

.....  
M G DLAMINI

.....  
R K BLACKBURN

.....  
A McGUIRE

**NOTICE**

**ESTATE LATE JABULILE BERYL MOTSA E.51/93**

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

Q.M. HLANZE AND PARTNERS  
Attorneys for the Executrix dative  
Soshangane Place  
199 Kelly Street  
P.O. Box 202  
MANZINI

E1070 8.10.93

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**NOTICE**

**ESTATE LATE KENNETH KHUMALO E162/92**

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

Q.M. HLANZE AND PARTNERS  
Attorneys for the Executrix Dative  
Soshangane Place  
199 Kelly Street  
P.O. Box 202  
MANZINI

E1071 8.10.93

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**NOTICE**

**ESTATE LATE RAPHAEL NXUMALO E.138/92**

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

Q.M. HLANZE AND PARTNERS  
Attorneys for the Executrix Dative  
Soshangane Place  
199 Kelly Street  
P.O. Box 202  
MANZINI

E1072 8.10.93

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**NOTICE**

**ESTATE LATE CHARLES SIPHO KHUMALO E.1/93**

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

Q.M. HLANZE AND PARTNERS  
Attorneys for the Executrix Dative  
Soshangane Place  
199 Kelly Street  
P.O. Box 202  
MANZINI

E1073 8.10.93

**NOTICE**

Notice is hereby given that I, Mr. Musa Ngwenya of (Gege) Nhlanguano Shiselweni Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Mkhwanazi after the fourth publication of this Notice in each of four consecutive weeks in the Swaziland Times, Observer and Gazette Newspapers, being two newspapers circulating in the Region where I reside and designated for this purpose by the Regional Secretary for the Nhlanguano Region and in the Government Gazette.

The reason I want to assume the surname Mkhwanazi is because my chief said I must use my mother's surname because my father died long ago before paying my mother so that gives me a problem concerning my children.

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

Mr Musa Mkhwanazi  
P.O. Box 315  
Manzini  
Swaziland

E1074 4x29. 10.93

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**NOTICE**

Notice is hereby given that I, Alpheus Mabizela Dlamini of Manzini Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Ginindza 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 Ginindza is because it is my natural surname and Dlamini is my mother's surname.

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

Alpheus M. Dlamini  
P.O. Box 1005  
MBABANE

E1078 4x29. 10.93

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**NOTICE**

**LAD (PTY) LIMITED (IN LIQUIDATION MCL/6/90)**

Notice is hereby given in terms of Section 133 of the Companies Act 1912 that the Third Liquidation and Distribution Account will be open for inspection by creditors of the office of the Master of the High Court Mbabane for a period of 21 days from the date hereof.

J. HAYTER  
Liquidator

P.O. Box 1099  
MBABANE

E1075 8.10.93

**NOTICE**

Notice is hereby given that we intend applying for a Certified Copy of Government Grant No. 70/1973 dated 8th October 1973 in favour of Philemon Kumalo (born in June 1924) in respect of:

CERTAIN: Lot No. 33 situate in Loyd Street in Mathendele Town, Shiselweni District, Swaziland;

MEASURING: 910 (Nine One Zero) 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 29th day of SEPTEMBER 1993.

ROBINSON BERTRAM & CO. WITH P.W. KEYTER  
Attorneys for Applicant  
P.O. Box 24  
MBABANE

E1077 2x15. 10.93

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**NOTICE**

Notice is hereby given that we intend applying for a certified copy of :- Deed of Transfer No. 149/1969 dated the 30th June 1969 in favour of Hilton Walter Nunn (born on the 7th June 1909 in respect of:-

CERTAIN: Farm No. 942, situate in the Shiselweni District, Swaziland;

MEASURING: 85,6532 (Eight Five Comma Six Five Three Two) Hectares;

CERTAIN: Farm No. 943, situate in the Shiselweni District, Swaziland;

MEASURING: 68,8053 (Six Eight Comma Eight Zero Five Three) Hectares;

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 4th DAY OF OCTOBER, 1993.

ROBINSON BERTRAM & CO. WITH P W KEYTER  
Attorneys for applicant  
P.O. Box 24  
MBABANE

E1080 2x15. 10.93

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**NOTICE**

**SWAZICAN HOLDINGS (PROPRIETARY) LIMITED  
(IN LIQUIDATION)**

The first meeting of Creditors and Contributories will be held in the Master's Office, High Court, Mbabane on the 21st October 1993 at 10.00 a.m. for:

- (a) Proof of Claims;
- (b) Nominating a person (s) for appointment as Liquidator (s);
- (c) Determining whether or not the Court should be moved to appoint a Committee of Inspection to act with the Liquidator (s) and to make nominations to such Committee;
- (d) Receiving any report on the affairs of the company in Liquidation that the Liquidator (s) may wish to make;

- (e) Giving the Liquidator (s) such directions pertinent to the winding - up of the Company as the Creditors by majority vote may resolve.

Claims and proxies in legal form must be in the hands of the Master at the latest by 12 noon on the 20th October 1993.

A Creditor whose claim has not been proved shall not be entitled to vote at the meeting.

B.T. STEWART (MRS.)  
Acting. Master of the High Court

E1076 8.10.93

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### NOTICE

Notice is hereby given that I, Norman Dingiswayo Dlamini of Manzini Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Mthethwa 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 Mthethwa is because it is my natural surname.

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

Norman D. Dlamini  
Box 41  
MANKAIANA

E940 4x15. 10. 93

SUPPLEMENT TO  
THE  
SWAZILAND GOVERNMENT  
GAZETTE

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VOL. XXXI]

MBABANE, Friday, October 8th, 1993

[No. 987

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LEGAL NOTICE NO. 151 OF 1993

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## THE WAGES ACT, NO. 16 OF 1964

## THE REGULATION OF WAGES (AGRICULTURAL INDUSTRY) ORDER, 1993

## (Under Section II)

In exercise of the powers conferred on him by Section II of the wages Act, 1964. The Minister for Labour & Public Service hereby makes the following Order:-

*Citation.*

1. This Order may be cited as the Regulation of Wages (Agricultural Industry) Order, 1993 and shall be deemed to have come into effect on the 1st July, 1993.

*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 this 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 packers, 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 self propelled 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 therewith;

"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 with 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 therewith;

"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, agriculture 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, cartoning, livestock food preparation;
- (d) the construction, maintenance and repair of a Farm building and machinery installations, plant equipment, the running of irrigation scheme and the keeping of farm or estate accounts.

(2) This Order shall 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.

(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 stockman, irrigator, plant and pumphouse attendant 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 on public holidays referred to in paragraph 9.

#### *Public Holidays.*

7. (1) Subject to sub-section (2) the public holidays specified in paragraph 9 shall subject to the provision of paragraph 6 to 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 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.

*Public Holiday.*

9. The following shall be public holidays with full pay.

- New Year's Day
- Good Friday
- King's Birthday
- Umdlango (Reed Dance) Day
- Somhlolo Day (Independence)
- Christmas Day
- Boxing Day
- Incwala Day

*Sick Leave.*

10. (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 minimum 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.

*Written particulars to be provided.*

11. An employer shall on engagement of an employee, give such employee a completed copy of the form at the Second Schedule of this Order.

*Continuous service.*

12. (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.

*Task and ticket contracts.*

13. (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.*

14. 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.*

15. 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.*

16. 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.*

17. 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 employee shall use the protective clothing as instructed.

*Termination of employment after three months.*

18. 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 not less than one day's wages for each completed month of such period.

*Rations.*

19. 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. 67 of 1992.*

20. The Regulation of Wages (Agricultural Industry) Order, 1992 is hereby revoked.

**FIRST SCHEDULE**

(Paragraph 4)

**BASIC MINIMUM WAGE PER DAY**

General Labourer	E3.92
Seasonal Worker	E3.92
Stockman	E3.92
Watchman	E4.01
Irrigator	E4.01
Plant or Pump House Attendant	E4.01
Field Induna	E4.86
Handyman	E4.90
Tractor Driver	E5.25
Farm Clerk/Storeman	E6.11
Motor Vehicle Driver	E6.11
Heavy Machine Operator	E7.02
Artisan	E10.02

**SECOND SCHEDULE****Section 11****WRITTEN PARTICULARS OF EMPLOYMENT FORM**

1. Name of Employer .....
2. Name of Employee .....
3. Date of Employment began .....
4. Wage and method of calculation .....
5. Interval at which wage are paid .....
6. Normal hours of work .....
7. Short description of employee's work .....  
.....  
.....
8. Probation Period.....
9. Annual Holiday Entitlement .....

10. Paid Public Holiday .....
11. Payment during sickness .....
12. Maternity Leave (if employee female) .....
13. Notice employee entitled to receive .....
14. Notice employee required to give .....
15. Pension Scheme (if any, other than N.P.F. Scheme) .....
16. Any other matter either party wishes to include .....

- Notes (a) An Industry Union is recognised by this undertaking any employee is free to join it. The address of the Industry Union is:
- .....
- (b) The grievance procedure in this undertaking requires that a grievance should be first referred to .....
- .....
- (c) When any heading is inapplicable enter nil

Signed: ..... Employer

..... Employee

..... Witness

..... Date

S.B. CEKO

*Principal Secretary - Ministry of Labour & Public Service*