



# SWAZILAND

## GOVERNMENT GAZETTE

VOL. XXXII]

MBABANE, Friday, April 15th, 1994

[No. 18

### CONTENTS

No.	Page
22. Notice of Intention to Submit Wages Regulation Proposals .....	1116
<u>ADVERTISEMENTS</u> .....	1117

### CONTENTS OF SUPPLEMENT PART A - BILLS

4. The Loan (Hlatikulu District Hospital Rehabilitation Project) Bill, 1994 .....	S1
---	----

### PART C - LEGAL NOTICES

53. The Aviation (Amendment) Regulations, 1994 .....	S3
54. The Maximum Bus and Taxi Fares (Amendment) Regulations, 1994 .....	S7
55. The Companies Table of Fees (Amendment of First Schedule) Notice, 1994 .....	S25
56. The Trading Licences (Amendment of Schedule B) Regulations, 1994 .....	S27
57. Appointment of Judge of the High Court .....	S34
58. Amendment to Part II of the Schedule to the Act .....	S35
59. The Regulation of Wages (Building and Construction Industry) Order, 1994 .....	S39
60. The Regulation of Wages (Manufacturing and Processing Industry) Order, 1994 .....	S47
62. The Regulation of Wages (Security Services Industry) Order, 1994 .....	S65

**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, Road Transportation 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 conditions 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, Road Transportation Industry Wages Council, P.O. Box 198, Mbabane within thirty (30) days from the date of publication of this notice.

**E.S.S. TSABEDZE**

*Assistant Secretary - Wages Councils*

1117

**NOTICE**

**ESTATE LATE PHINEAS SIZWE SIMELANE ESTATE NO. E413/93**

Debtors and Creditors in the above estate are hereby called upon to pay their debts and to lodge their claims respectively within the undersigned within thirty (30) days of the publication hereof.

GABSILE A. SIMELANE  
c/o Master of the High Court  
P.O. Box 19  
MBABANE

F375 15.4.94

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**NOTICE**

**ESTATE LATE GLADYS SHONGWE E.218/92**

Notice is hereby given in terms of section 51 (bis) of the Administration of Estate Act number 28 of 1902 that the First and Final Liquidation and Distribution Account will lie open for inspection at the offices of the Master of the High Court of Swaziland for a period of twenty-one (21) days from date of publication 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 the expiry of the said period.

DLAMINI, MAVUSO & CO.  
Attorneys for the Executor Dative  
Office Nos. 1 & 11  
L.M. Building  
Gilfillan Street  
P.O. Box 663  
MBABANE

F377 15.4.94

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**NOTICE**

**ESTATE OF THE LATE HARRY CHARLES STICKLEY NO. E.172/92**

Notice is hereby given that the First and Final Liquidation and Distribution Account of the above-mentioned estate will lie open for inspection in the offices of the Master of the High Court, Mbabane for a period of twenty-one days from the date of publication of this notice.

Objections to the account, if any, must be lodged with the said Master and the undermentioned Attorneys within that period.

PERRY MILLIN  
Attorneys for the Executor  
P.O. Box A240  
Swazi Plaza  
(Suite 103 Development House  
Swazi Plaza  
MBABANE

F376 15.4.94

**NOTICE**

**ESTATE LATE LOZANDLA NKEMBASE TFWALA ESTATE NO. E393/93**

Debtors and Creditors in the above mentioned estate are hereby advised to lodge their claims with and pay their debts to the undersigned within thirty (30) days from publication of this notice.

FANA TFWALA  
P.O. Box 1  
LUVE

F379 15.4.94

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**NOTICE**

**ESTATE LATE ETTIE KHABONINA KUBHEKA E.35/93**

Notice is hereby given 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.

WILLIAM F. MTHEMBU & ASSOCIATES  
Executrix's Attorneys  
2nd Floor Mandlenkosi Ecumenical House  
Esser Street  
P.O. Box 1301  
MANZINI

F380 15.4.94

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**NOTICE**

**ESTATE LATE REJOICE SIZAKELE SHABANGU E.44/93**

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 offices of the Master of the High Court of Swaziland for a period of twenty-one (21) days from date of publication of this notice.

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

DLAMINI, MAVUSO & CO.  
Attorneys for the Executor Dative  
Offices Nos. 1 & 11  
L.M. Building  
Gilfillan Street  
P.O. Box 663  
MBABANE

F378 15.4.94

NOTICE

**I & E INDUSTRIES (SWAZILAND) (PROPRIETARY) LIMITED (IN LIQUIDATION)**

The First meeting of Creditors and Contributories will be held in Master's Office, High Court, Mbabane on Wednesday 11 May 1994 at 9.30 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 10 May 1994.

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

I.M.F. DLAMINI

Acting Master of the High Court

F386 15.4.94

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NOTICE

**G.M.H. MANUFACTURING (PROPRIETARY) LIMITED (IN LIQUIDATION)**

The First meeting of Creditors and Contributories will be held in Master's Office, High Court, Mbabane on Wednesday 25 May 1994 at 9.00 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 24 May 1994.

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

I.M.F. DLAMINI

Acting Master of the High Court

F387 15.4.94

**NOTICE**

Notice is hereby given that I, Agrippa Shimane Moore of Siphofaneni in the Lubombo Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Dlamini after the fourth publication of this Notice in each of four consecutive weeks in the Times of Swaziland and The Swazi Observer newspapers, being two newspapers circulating in the region where I reside and designated for this purpose by the Regional Secretary for the Lubombo Region and in the Government Gazette.

The reason I want to assume the surname Dlamini is because it is my natural surname.

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

Nkambule Shopping Centre  
P.O. Box 7  
SIPHOFANENI

F381 4x6.5.94

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**NOTICE**

Notice is hereby given that we intend applying for a certified copy of Deed of Transfer No. 208/1979 being in respect of:-

**CERTAIN:** Lot No. 317 situate in Manzini Extension No. 2 Township, District of Manzini, Swaziland;  
**MEASURING:** 1358 (One Three Five Eight) Square Metres; made in favour of Diesel Electric (Manzini) (Proprietary) Limited on the 27th July 1979.

All persons having objections to the issue of the aforesaid copy are hereby requested to lodge same with the Registrar of Deeds for Swaziland at Mbabane within 3 (three) weeks of the last publication of this Notice.

SAMUEL S. EARNSHAW & CO.  
Attorneys for Applicant  
P.O. Box 1134  
MBABANE

F361 2x15.4.94

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**NOTICE**

Notice is hereby given that we intend applying for a Certified Copy of Deed of Transfer No. 319/1978 dated 29th December, 1978 passed by The Malkerns Trading Company (Proprietary) Limited made in favour of Sarah Dlamini (Major Spinster) (Born on the 22nd December, 1937) in respect of:-

**CERTAIN:** Remaining Extent of Portion 3 of Farm No. 286, situate in the Manzini District, Swaziland;  
**MEASURING:** 5,6425 (Five Comma Six Four Two Five) Hectares;

Any person having objection to the issue of such copy must lodge his objection with the Registrar of Deeds within three (3) weeks of the last publication of this notice.

DATED AT MBABANE THIS 31ST DAY OF MARCH, 1994.

P.M. SHILUBANE & ASSOCIATES  
P.O. Box A93  
Swazi Plaza  
MBABANE

F362 2x15.4.94

**NOTICE**

Notice is hereby given that I, Robert Nkosinathi Zwane of the Manzini Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Mbuli 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 Mbuli is because Mbuli is my Natural Surname.

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

Box 2071  
MATSAHA

F338 4x22. 4.94

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**NOTICE**

Notice is hereby given that I, Phineas Gwebu of Manzini Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Sithole 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 Sithole is because I am old enough and I have children of which I want them to know their really surname and I also want to go back home with them.

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

Mr. Phineas Gwebu  
Tambankulu Estates  
P/B Mhlume  
Swaziland (Packhouse)

F258 4x15.4.94

**MBABANE CITY COUNCIL**

**PUBLIC NOTICE**

**COAT OF ARMS FOR THE CITY OF MBABANE**

Pursuant to the provisions of Sections 5 (3) and 60 (1) of the Urban Government Act, 1969, Notice is hereby given that the City Council of Mbabane has adopted a Coat of Arms for the City of Mbabane. The said Coat of Arms has been approved by the Honourable Minister for Housing and Urban Development as set forth:-



**DESCRIPTION:-**

The new Coat of Arms of the City of Mbabane has been designed with motifs that are familiar to most people. These include the Swazi shield, battle axe, spear, knobkerrie, brooms and delicate stalks with leaves. However, everything revolves around the Swazi shield. The shield is treated in outline yet it still retains much of its character. The usual horizontal slits and feather decorations are there.

The Coat of Arms has two bright yellow scrolls with orange trimmings. The scroll at the top of the shield bears the name "CITY OF MBABANE." On the bottom scroll is the motto of the City "FAITH IN THE FUTURE."

The motifs used within the shield provides the opportunity to take a glance at what the city stands for. The lower half of the shield shows three shades of green in the foreground.

This represents the various shades of greenery that surrounds the capital city and the premium placed on care of the environment. One gets a picture of the surrounding hills in the distance over which rises the morning sun, in orange, its strong rays piercing the ruddy morning sky to herald the bright new day. The symbolism of the rising sun here also heralds Mbabane, a new city with a bright future.

Two delicate stalks with green leaves and the two flexible traditional brooms, representing the maintenance of a clean and beautiful city, are placed on both sides of the shield helping to create a balance of design. At the same time these also help to unify or bring together the top and bottom scrolls, thus creating a halo effect around the shield and the central design elements.

The Swazi battle axe, spear and knobkerrie are placed behind the shield as usual but for design purposes are criss-crossed in arrangement with sizes deliberately exaggerated. The result is a dynamism of design reflected in the forward-looking motto of the Council of the City of Mbabane.

**G. MHLONGO**  
Acting Town Clerk

F343 3x15.4.94

The Government Printer, Mbabane.

SUPPLEMENT TO  
THE  
SWAZILAND GOVERNMENT  
GAZETTE

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MBABANE, Friday, April 15th, 1994

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CONTENTS

No.	Page
<b>PART A - BILLS</b>	
4. The Loan (Hlatikulu District Hospital Rehabilitation Project) Bill, 1994 .....	S1
<b>PART C - LEGAL NOTICES</b>	
53. The Aviation (Amendment) Regulations, 1994 .....	S3
54. The Maximum Bus and Taxi Fares (Amendment) Regulations, 1994 .....	S7
55. The Companies Table of Fees (Amendment of First Schedule) Notice, 1994 .....	S25
56. The Trading Licences (Amendment of Schedule B) Regulations, 1994 .....	S27
57. Appointment of Judge of the High Court .....	S34
58. Amendment to Part II of the Schedule to the Act .....	S35
59. The Regulation of Wages (Building and Construction Industry) Order, 1994 .....	S39
60. The Regulation of Wages (Manufacturing and Processing Industry) Order, 1994 .....	S47
62. The Regulation of Wages (Security Services Industry) Order, 1994 .....	S65

## THE LOAN (HLATIKULU DISTRICT HOSPITAL REHABILITATION PROJECT)

BILL 1994

(Bill No. 4 of 1994)

(To be presented by the Minister for Finance)

## MEMORANDUM OF OBJECTS AND REASONS

The object of this Bill is to authorise the Minister for Finance to raise a loan not exceeding four point six million Deutsche Marks (DM 4,640,000 approximately nine million eighty six thousand four hundred and fifty eight Emalangeni (E9,086 458) from Kreditanstalt Fur Wiederaufbau (KFW) for financing the rehabilitation of the district hospital at Hlatikulu and primarily for paying the foreign exchange costs involved in the project and for matters incidental thereto.

A.F.M. THWALA  
*Attorney General*

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A BILL

entitled

An Act to authorise the Minister for Finance to raise a loan for financing the rehabilitation of the Hlatikulu District Hospital and for matters incidental thereto.

ENACTED by the King and the Parliament of Swaziland.

*Short title.*

1. This Act may be cited as the Loan (Hlatikulu District Hospital Rehabilitation Project) Act, 1994.

*Interpretation.*

2. In this Act unless the context otherwise requires.

"Agreement" means the agreement referred to in Section 3 as well as any documents related thereto;

"Borrower" means the Government of the Kingdom of Swaziland;

"Lender" means Kreditanstalt Fur Wiederaufbau (KFW);

"Loan" means the loan raised by the Minister under Section 3;

"Minister" means the Minister responsible for Finance.

*Authority to raise loan.*

3. The Minister is hereby authorised to enter into an Agreement with the Lender for the purpose of raising a loan not exceeding four point six million Deutsche Marks (DM 4, 640,000)' (E9 086 458), upon the terms and condition specified in this Act and upon such other terms and conditions as the government may consider appropriate.

*Loan charges and repayment.*

4. (1) The Borrower shall repay the loan in Deutsche Marks in thirty years in sixty-one consecutive semi-annual instalments Commencing from 30th June 2004 and ending on 30th June 2034 at a rate of interest of three quarters of one percent (0.75%) per annum.

(2) The Borrower shall pay the Lender a commitment charge of one quarter of one per cent (0.25%) per annum on the undisbursed loan amounts, and the commitment charge shall be computed for a period beginning three months after the signing of the Agreements of the loan.

(3) The commitment charge, interest and any charges for default by the Borrower shall be payable semi-annually in arrears on 30th June, and 31st December of each year.

*Charging of loan.*

5. The loan shall be charged upon the Consolidated Fund and the assets of the Government.

*Application of loan.*

6. The proceeds of the loan shall be used for financing the rehabilitation of the Hlatikulu District Hospital.

## LEGAL NOTICE NO. 53 OF 1994

## THE AVIATION ACT, 1968

(Act No. 31 of 1968)

## THE AVIATION (AMENDMENT) REGULATIONS, 1994

(Under Section 21)

In exercise of the powers conferred by Section 21 of the Aviation Act, 1968 the Minister for Transport and Communications hereby makes the following Regulations.

1. These Regulations may be cited as the Aviation (Amendment) Regulations, 1994 and shall be read as one with the Aviation Regulations, 1969 (hereinafter referred to as the principal Regulations) and shall come into force on the 1st May, 1994.

*Amendment of Appendix K.*

2. Appendix K of the principal Regulations is amended -

(a) by replacing the fees thereunder with the following new fees -

## FEES

Issue of the initial student or private pilot or glider pilot licence .....	E10.00
Issue of the initial flight crew member licence Commercial pilot licence .....	E15.00
Airline Transport pilot licence .....	E20.00
Renewal of flight crew member licence Student, private or glider pilot licence .....	E10.00
Commercial pilot licence .....	E20.00
Airline transport pilot licence .....	E25.00
Validation of foreign flight crew member licence .....	E10.00
Issue or renewal of instrument rating .....	E10.00
Initial issue of aircraft maintenance engineer licence .....	E30.00
Renewal of aircraft maintenance engineer licence .....	E15.00
Initial issue of aircraft maintenance organization licence per category .....	E40.00
Grant of rating additional to rating or ratings granted upon initial issue of aircraft maintenance organization licence per rating .....	E10.00
Renewal of aircraft maintenance organization licence per category .....	E20.00
Validation of aircraft maintenance organization licence .....	E10.00
Issue of certificate of competency .....	E10.00
Renewal of certificates of competency.....	E10.00
Issue of duplicate licence or certificate of competency .....	E10.00
Examination fee for all flight crew member examinations, excluding flight navigator and private pilot (per paper) .....	E10.00
Examination fee for aircraft maintenance engineer examination (per paper) .....	E75.00
Examination fee for flight navigator examination (per paper) .....	E10.00
Examination fee for complete flight navigator examination .....	E75.00
Fee for re-marking of examination script (per paper) .....	E10.00
Issue of duplicate certificate of airworthiness .....	E10.00

Registration of an aircraft .....	E75.00
Issue of duplicate certificate of registration .....	E30.00
Issue of permit to fly .....	E20.00
Extension of aircraft rating for commercial and airline transport pilot's licence per type .....	E20.00
Extension of aircraft rating for private pilot's licence per type .....	E10.00
Extension of aircraft rating for aircraft maintenance engineer's licence per type .....	E20.00
Extension of aircraft rating for a flight engineer's licence per type .....	E20.00
Issue and renewal of an aerodrome licence .....	E50.00
Issue, rendering affective or validation of certificate of airworthiness-	
1. (a) A glider under 1000 kg MAUW .....	E30.00
(b) A glider over 1000 kg MAUW .....	E40.00
(c) In any other case as follows:	
1. Where the maximum certified mass does not exceed 2000 kg .....	E50.00
2. Where the maximum certified mass exceeds 2000 kg but does not exceeds 3000 kg .....	E75.00
3. Where the maximum certified mass exceeds 3000 kg but does not exceeds 4000 kg .....	E100.00
4. When the maximum certified mass exceeds 4000 kg:- in respect of the first 4000 kg .....	E150.00
in respect of each additional 1000 kg or part thereof .....	E30.00
2. For the purpose of this scale maximum certified mass means the specified in the application for the certificate.	
3. For any investigation required by the Director in respect of any aircraft not conforming to a prototype aircraft or a modification of a prototype aircraft, the fees shall be equal to the cost of any such investigation.	

*Renewal of Certificate of Airworthiness.*

4. (a) MAUW of aircraft under 1000 kg. ....	E60.00
(b) When MAUW exceeds 1000 kg: in respect of the first 1000 kg .....	E60.00
in respect of each additional 500 kg or part thereof .....	E30.00
(c) Any aircraft registered in the private category exceeding 1000 kg but not exceeding 2000 kg .....	E75.00

*Amendment of Appendix M.*

3. Appendix M of the principal Regulations is amended -
  - (a) by replacing the fees under M.1. (1) with the following new fees -

Single Landings

KG	E
1000 .....	8.00

2000 .....	18.00
3000 .....	27.00
4000 .....	36.00
5000 .....	45.00
6000 .....	60.00
7000 .....	70.00
8000 .....	80.00
9000 .....	90.00
10000 .....	100.00
20000 .....	200.00

and thereafter for every additional 1000 kg or part thereof - E11.00.

(b) by replacing the fees under M.1. (2) with the following new fees -

#### Single Landings

KG	E
1000 .....	2.00
2000 .....	4.00
3000 .....	6.00
4000 .....	8.00
5000 .....	10.00
6000 .....	12.00
7000 .....	14.00
8000 .....	16.00
9000 .....	18.00
10000 .....	20.00

and thereafter for every additional 2000 kg or part thereof - E5.00.

- (a) The landing charge for a single landing by a helicopter shall be 50 percent of the charge prescribed for an aircraft of equal weight.
- (b) The Director may written application in respect of aircraft not exceeding 2000 kg MAUW for landings at scheduled aerodrome, permit a landing charge in respect of:
  - (i) private or club aircraft registered in Swaziland of E200.00 per annum.
  - (ii) Any other aircraft, at a monthly rate of ten times the single landing charge.
- (c) by replacing the parking charges under M.2 with the following new charges -

KG	E
1000 .....	3.00
2000 .....	5.00
3000 .....	8.00
4000 .....	10.00
5000 .....	12.00
10000 .....	24.00

## S6

15000 .....	36.00
25000 .....	48.00
35000 .....	63.00
75000 .....	90.00
100000 .....	120.00
150000 .....	180.00
200000 .....	240.00
300000 .....	360.00
400000 .....	480.00

and thereafter for every additional 100000 kg or part thereof - E120.00.

- (d) by increasing the passenger service charge in M. 3 from Ten Emalangi (E10.00) to Twenty Emalangi (E20.00).

D.F. LITCHFIELD  
Acting Principal Secretary

## LEGAL NOTICE NO. 54 OF 1994

## THE ROAD TRANSPORTATION ACT, 1963

(Act No. 37 of 1963)

## THE MAXIMUM BUS AND TAXI FARES (AMENDMENT) REGULATIONS, 1994

(Under Section 28)

In exercise of the powers conferred by Section 28 of the Road Transportation Act, 1963 the Minister for Transport and Communications makes the following Regulations:-

*Citation and commencement.*

These Regulations may be cited as the Maximum Bus and Taxi Fares (Amendment) Regulations, 1994 and shall come into force on the 18th April 1994:-

*Amendment of Legal Notice No. 30 of 1991.*

The Maximum Bus and Taxi Fares (Amendment) Regulations, 1991 are amended by deleting Schedule "A" to the Regulations and substituting it with the following new Schedule "A."

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"SCHEDULE "A"'

ORIGIN	DESTINATION	DIST. MAX. FARE	
		Km	(E)
Manzini Bus Rank to	MANZINI URBAN		
	Airport turn off	7	0.75
	Prison	10	1.05
	Police College	9	0.95
	Las Cabanas	10	1.05
	Matsapha (UNISWA)	11	1.10
	Eteni	10	1.05
	Ndlunganye	7	0.75
	Mhlaleni	5	0.60
	Sicelwini	4	0.50
	Madoda	3	0.40
	Nazarene	2	0.40
	Ekushi	5	0.60
	St. Paul's	5	0.60
	Fairview	4	0.50
	Ticantfwini	3	0.40
	William Pitcher	2	0.40
	Emagweni (Tisuka House)	3	0.40
	Coates Valley	2	0.40
	Lobamba	26	2.45

	Lozitha	16	1.55
	Skomu (Zakhele)	3	0.40
	Ngwane Park Extension	7	0.75
	Sidzakeni	7	0.75
	Ngwane Park	4	0.50
	Two Sticks	4	0.50
	Kuludwala via Zakhele	4	0.50
	KaSukati No. 3	7	0.75
	Mphembekati	16	1.55
	KaNhlengethwa	10	1.05
	Hlobane	7	0.75
	Sikhaleni Selusekwane	7	0.75
	KaKhoza	2	0.40
	Masibonisane Store	33	3.10
	<b>MBABANE URBAN</b>		
Mbabane Bus Rank to	Corporation	4	0.50
	Manzana	3	0.40
	Highland View	2	0.40
	Fonteyn	6	0.65
	KaAbner (Fonteyn)	7	0.75
	KaMsibi (Fonteyn)	7	0.75
	SCOT	4	0.50
	Waterford Kamhlaba	8	0.85
	Swazi Inn	4	0.50
	Queen's Gate	2	0.40
	KaNurse Sidwashini	4	0.50
	Mobeni South	2	0.40
	Esitezi ka B.B.	2	0.40
	Electricity Board	2	0.40
	Emvakwelitje	3	0.40
	Enkwalini	4	0.50
	Hilltop	5	0.60
	Mahwalala	6	0.65
	1st Makholokholo	5	0.60
	St. Mark's School	2	0.40
	Sandla	3	0.40
	Dalriach	7	0.75
	KaNkambule (Sidwashini)	6	0.65
	KaSony	5	0.60
	KaMakhungu	3	0.40

	Extension	2	0.40
	Makholokholo	4	0.50
	Entuthukweni	2	0.40
	Selection	2	0.40
	E-35	2	0.40
	Anglican	2	0.40
	Esibhedlela Govt. Hospital	2	0.40
	Mjuda	5	0.60
	Tonkwane	4	0.50
	Checkers	2	0.40
	Zeeman	2	0.40
	KaNhlavu	3	0.40
	KaSmith	2	0.40
	KaShile	3	0.40
	Golf Course	4	0.50
	KaMaseko	5	0.60
	KaThuli or KaMabhala	6.	0.65
	Enjinini	7	0.75
ORIGIN	DESIGNATION	DIST.	MAX. FARE
	MAIN ROUTE CHARGES:	Km	(E)
Mbabane to	Mhlambanyatsi	27	2.55
	Ezulwini	10	1.05
	Royal Spa	12	1.20
	Why Not	17	1.65
	Lobamba	18	1.75
	Lozitha	30	2.85
	Mahlanya	23	2.20
	Malkerns	29	2.75
	Luyengo	34	3.20
	Mankayane	58	5.35
	Dwaleni Power Station	40	3.75
	Matsapha Industrial	34	3.20
	Kwaluseni	36	3.35
	Manzini	42	3.90
Manzini to	Lomahasha	104	9.50
	Siphofaneni	48	4.45
	Mafutseni	16	1.55
	Luve	34	3.20
	Sikhuphe	30	2.85

## S10

ORIGIN	DESTINATION	DIST. MAX. FARE	
	MAIN ROUTE CHARGES:	Km	(E)
Manzini to	Mpaka	39	3.65
	Siteki turn off	51	4.70
	Hlane	72	6.60
	Lusoti Village	74	6.80
	Mlawula turn off	83	7.60
	Maphiveni	85	7.80
	Vuvulane	103	9.40
	Nkalashane turn off	96	8.75
	Nkalashane	102	9.30
Mbabane to	Matsamo	103	9.40
	Motjane	14	1.40
	Forbes Reef	25	2.40
	Nkaba	35	3.30
	Mbeni turn off	67	6.15
	Pigg's Peak	66	6.05
	Mbeni	71	6.50
	Bulembu	84	7.70
	Jofesdal Border Post	88	8.05
	Ndzingeni Sec. Sch.	84	7.70
	Rocklands	71	6.50
	Entfonjeni	87	7.95
	Jacks	104	9.50
	Ngonini	93	8.50
Mafutseni to	Mananga via Luve	88	8.05
	Siteki	48	4.45
	Luve	23	2.20
	Mliba	34	3.20
	Croydon	39	3.65
	Malamba	49	4.55
	Mnjoli Dam	55	5.10
	Madlangampisi	55	5.10
	Bhalegane Prison	56	5.15
	Komati River	64	5.90
	Sihhoye	94	8.60
	Tshaneni	86	7.85

ORIGIN	DESTINATION	DIST. MAX. FARE	
	MAIN ROUTE CHARGES:	Km	(E)
Maphiveni to	Mananga	34	3.30
	Tabankulu	6	0.65
	Mananga Agric. College	8	0.85
	Vuvulane	16	1.55
	Mhlume	18	1.75
	Mhlume Village	19	1.85
	Tshaneni	28	2.65
	Sihhoye	40	3.75
Madlangampisi to	Matsamo via Herefords	53	4.90
	Ndzingeni	28	2.65
	Mhlangatane turn off No. 1	34	3.20
	Herefords	32	3.00
	Mhlangatane turn off No. 2	42	3.90
Mbabane to	Sandlane	74	6.80
	Tonkwane	5	0.60
	Siphocosini	14	1.40
	Motjane via Sigangeni	39	3.65
	Malkerns	42	3.90
	Mhlambanyatsi	27	2.55
	Iundzi	58	5.35
	Bhunya	42	3.90
	Luyengo	63	5.80
	Mankayane	81	7.40
	Dwalile	80	7.35
Manzini to	Moneni	4	0.50
	Lugaganeni	5	0.60
	Hhelehhele	8	0.85
	Mafutseni	14	1.40
	Mzimpofo	11	1.10
	Mpisi	17	1.65
	Herbes	23	2.20
	Scotts	28	2.65
	Mandleni	31	2.90
	Gilgal	31	2.90
	Lubhuku Station	51	4.70
	Siphofaneni	47	4.35

ORIGIN	DESTINATION	DIST. MAX. FARE	
	MAIN ROUTE CHARGES:	Km	(E)
Manzini to	Sithobela	74	6.80
	Phuzumoya	55	5.10
	Lukhula via Magomba	95	8.70
	Lukhula via Nsoko	118	10.75
	Lukhula via Big Bend	80	7.35
	Lukhula via Maloma	70	6.45
	Ngwavuma Border Post	125	11.40
Lavumisa to	Nhlangano	82	7.50
	Nsoko	35	3.30
	Delpports	23	2.20
	Matsanjeni	17	1.65
	Sitilo River	23	2.20
	Salitshe	44	4.10
	Maloma	52	4.80
	Hluti	42	3.90
	Mbulungwane	70	6.45
	Paradys	69	6.35
	Zombodze	100	9.15
	Dwaleni	100	9.15
Siphofaneni to	Salitshe via Sithobela	90	8.25
	St. Phillips	37	3.45
	Ngcamphalala	37	3.45
	Sithobela	27	2.55
	Kubuta	40	3.75
	Maloma	51	4.70
	Nsoko via Sithobela	82	7.50
	Nsoko via Big Bend	53	4.90
	Mbulungwane via Sithobela	81	7.40
	Sigwe	61	5.60
	Mbungeni	82	7.50
	Ntshanini	68	6.25
	Qomintaba	88	8.05
	Lavumisa via Sithobela	108	9.85
	Lavumisa via Big Bend	98	8.95
	Hluti	88	8.05

ORIGIN	DESTINATION	DIST. MAX. FARE	
	MAIN ROUTE CHARGES:	Km	(E)
Hhelehhele to	Luve	24	2.30
	Macamela	34	3.20
	Mgavini	38	3.55
	Sidvokodvo	41	3.80
	Jabulane	41	3.80
	Mvangatsini	44	4.10
	Matshonga	49	4.55
	Nkokhokho	49	4.55
	Mliba	49	4.55
	Simelane	49	4.55
	Lentombi	52	4.80
	Sontweni	55	5.10
	George	63	5.80
	Tsakasile	63	5.80
	Siteki	63	5.80
	Mhonomweni	63	5.80
	Ngweni	63	5.80
	Msinda	63	5.80
	Njekuza	66	6.05
	Mhamuza	66	6.05
	Mncina	69	6.35
	Magoga	69	6.35
	Mzimnene	72	6.60
	Nyakatho	75	6.90
	Siganganyaneni	89	8.15
	Sigcumeni	93	8.50
	Lugongodlwane	100	9.15
	Mayiwane	103	9.40
	KaNozimvu	107	9.75
Hhelehhele to	Big Bend	72	6.60
	Sidvokodvo	25	2.40
	Gilgal	23	2.20
	Lubhuku Station	43	4.00
	Siphofaneni	39	3.65
	Sithobela	66	6.05
	Phuzamoya	47	4.35

ORIGIN	DESTINATION	DIST. MAX. FARE	
	MAIN ROUTE CHARGES:	Km	(E)
Big Bend to	Mhlumeni Customs Post	82	7.50
	Siphofaneni	31	2.90
	Sivunga via Nyetane	45	4.20
	Dari	35	3.30
	Lubhuku Station	49	4.55
	Lukhula	45	4.20
	Siteki via Lukhula	53	4.90
	Sivunga Road turn off	74	6.80
	Mhosi	76	6.95
	Mhlumeni	82	7.50
	Siteki via Sivunga	46	4.25
	Nyetane turn off	18	1.75
	Nkonjane turn off	25	2.40
	Nkonjane	47	4.35
	Good Shepherd Hospital	43	4.00
Moti to	Mhlosheni Junction via Mbulungwane	71	6.50
	Kuphumuleni	15	1.50
	Kubuta	27	2.55
	Junction Manzini/Hlatsi Road	37	3.45
	Ebenezer School	36	3.35
	Dwaleni Turn Off	45	4.20
	Mbulungwane	49	4.55
	Dwaleni Clinic	59	5.45
	Junction New Haven Road	104	9.50
	Junction Hluti Road	63	5.80
	Hluti	77	7.05
Mbabane to	Mhlosheni	70	6.45
	Luve via Pine Valley	56	5.15
	Mbuluzi School	13	1.30
	Maphalaleni turn off	27	2.55
	Malandzela	31	2.90
Mahlanya to	St. Francis Mission turn off	47	4.35
	Nhlangano via Mankayane	106	9.65
	Malkerns Resch Station	10	1.05
	U.B.S. Station	12	1.20

ORIGIN	DESTINATION	DIST. MAX. FARE	
		Km	(E)
Mahlanya to	Bhunya	33	3.10
	Sidvokodvo	47	4.35
	Ncabaneni	20	1.95
	Velezizweni	35	3.30
	Mankayane	35	3.30
	Sandlane	36	3.35
	Mahlangatsha	58	5.35
	Koalin Mine	72	6.60
	Dwalile	68	6.25
	Sicunusa	63	5.80
	Gege	79	7.25
	Mashobeni	85	7.80
	Hlatikulu	107	9.75
	Mahamba	114	10.40
Manzini to	Mahamba via Nhlangano	121	11.00
	Sidvokodvo	22	2.10
	Masundwini turn off	24	2.30
	Filmerton Rd turn off	25	2.40
	Nhlangano	105	9.60
	Syringa Est. (Siphofaneni) turn off	29	2.75
	Moti	35	3.30
	Kubuta	75	6.90
	Mbulungwane Rd turn off	72	6.60
	Hlatikulu	77	7.05
	Dwaleni	96	8.75
	King's Residence (Embangweni)	98	8.95
	Nhlangano	105	9.60
	Gege Rd turn off	109	9.95
	Makhosini Rd turn off	114	10.40
Mafutseni to	Mfelafutsi	22	2.10
	Lonhlupheko	35	3.30
	Siteki	51	4.70
	Vukuzenzele	27	2.55
Manzini Junction to	Mlawula turn off	83	7.60
	Maphiveni	85	7.80

## S16

ORIGIN	DESTINATION	DIST. MAX. FARE	
		Km	(E)
Manzini Junction to	Lomahasha	104	9.50
Manzini to	Mhlume via Maphiveni	104	9.50
Siteki to	Maphiveni	47	4.35
	Mhlume	71	6.50
Mbabane to	Manzini	42	3.90
	Ezulwini	10	1.05
	Holiday Inn	11	1.10
	Lobamba	18	1.75
	Mahlanya	23	2.20
	Nokwane	26	2.45
	Hamsa	28	2.65
	Lusushwana River	34	3.20
	Ndlunganye	36	3.35
Lobamba to	Ezulwini	8	0.85
	Mahlanya	5	0.60
Mahlanya to	Nokwane	3	0.40
	Hamsa	5	0.60
	Lusushwana River	11	1.10
Mbabane to	Motshane	14	1.40
	Forbes Reef	25	2.40
	Enkhoba	35	3.30
	Pigg's Peak	66	6.05
	Havelock Mine	84	7.70
	Junct.Horo	89	8.15
	Junct. Ngonini	95	8.70
	Junct. Balegane	100	9.15
	Horo	103	9.40
	Entfonjeni	95	8.70
	Manzini	52	4.80
Khoza to	Bhunya	50	4.65

ORIGIN	DESTINATION	DIST. MAX. FARE	
		Km	(E)
Matsapha to	Bhunya	46	4.25
Bethal to	Bhunya	41	3.80
Mahlanya to	Bhunya	33	3.10
Malkerns to	Bhunya	28	2.65
Mhlabubovu to	Bhunya	17	1.65
Mahheke to	Bhunya	14	1.40
Bhisha to	Bhunya	11	1.10
Vilakati to	Bhunya	6	0.65
Dambadi to	Bhunya	3	0.40
Mahlanya to	Malkerns	9	0.95
Mahlanya to	Luyengo	14	1.40
Luyengo to	Mhlabubovu	9	0.95
Nyaningo to	Sitofu	20	1.95
Sitofu to	Lavumisa	33	3.10
Nganwini to	Lavumisa	28	2.65
Ebuhleni to	Lavumisa	28	2.65
Ngwezana to	Lavumisa	20	1.95
Mlindazwe to	Lavumisa	20	1.95
Ndlebeni to	Lavumisa	23	2.20
Emkhulwini to	Lavumisa	17	1.65
Kaphakatsi to	Lavumisa	17	1.65
Emsuzaneni to	Lavumisa	11	1.10
Kabulawayo to	Lavumisa	9	0.95
Ebantfwaneni to	Lavumisa	6	0.65
Hlushwana to	Lavumisa	28	2.65
	Ntsalitshe	22	2.10
	Themba	23	2.20
	Matsanjeni	22	2.10
	Entimeni	20	1.95
	Kagongo	20	1.95
	Esikhaleni	20	1.95
	Kandlantsi	17	1.65
Ndinda to	Mbabane	46	4.25
	Mafini	41	3.80
	Mvutshini	38	3.55
	Ezulwini	38	3.55

ORIGIN	DESTINATION	DIST. MAX. FARE	
		Km	(E)
Ndinda to	Holiday Inn	34	3.20
	Lobamba	33	3.10
	Mathunjwa	33	3.10
	Mahlanya	31	2.90
	Jacaranda	28	2.65
	Malkerns	23	2.20
	Njingeni	22	2.10
	Luyengo	20	1.95
	Fakudze	17	1.65
	Nyangeni	11	1.10
	Mkhumbane	9	0.95
	Mahlabatsi	6	0.65
	Manzini	41	3.80
	Khoza	41	3.80
	Mhlaleni	38	3.55
	Thubunga	38	3.55
	Kandlunganye	38	3.55
	Matsapha	34	3.20
	Lusutfu	33	3.10
	Caravan	33	3.10
	Hamsa	31	2.90
Ndinda to	Nokwane	31	2.90
	Phondo	28	2.65
	Mawawa	28	2.65
	Tinkhukhu	28	2.65
	Malkerns	22	2.10
	Mseleni	22	2.10
Pigg's Peak to	Rocklands	5	0.60
	B.5	10	1.05
	Mdangalazana	15	1.50
	Msumpe	19	1.85
	Mshinande	20	1.95
	Baleni	21	2.00
	Mhlongo	22	2.10
	Ntonjeni	23	2.20
	Mlambotshwala	24	2.30

ORIGIN	DESTINATION	DIST. MAX. FARE	
		Km	(E)
Pigg's Peak to	Lahleni	26	2.45
	Mlumati	26	2.45
	Zibonele	27	2.55
	Sidwashini	29	2.75
	Fakudze	31	2.90
	Basuthwini	32	3.00
	Cess-Home	34	3.20
	Mashanganeni	35	3.30
	Horo Clinic	36	3.35
	Cess Store	36	3.35
	Entsimbini	38	3.55
	Mashobeni School	40	3.75
	Mafukula	41	3.80
	Matsamo Gate	43	4.00
	Sigcineni	52	4.80
	Mashekeni	53	4.90
	Mangedla	54	5.00
	Mpofu	57	5.25
	Sibuyeni	58	5.35
	Mavuso	62	5.70
Pigg's Peak to	Masilela	63	5.80
	Mangweni	64	5.90
	George	53	4.90
	Siganganyaneni	53	4.90
	Vilakati	53	4.90
	Lobamba	55	5.10
Pigg's Peak to	Calvin	57	5.25
	Malindisa	58	5.35
	Nginamadvololo	15	1.50
	Ndlunganye	19	1.85
	Store	22	2.10
Manzini to	Mkhulwini	27	2.55
	Nkomeni	3	0.40
	Moneni	4	0.50
	Filling Station	5	0.60
	Lugaganeni	5	0.60

ORIGIN	DESTINATION	DIST. MAX. FARE	
		Km	(E)
Manzini to	Rest Camp	6	0.65
	Hhelehhele	8	0.85
	Hambako	10	1.05
	Sithwethweni	11	1.10
	Joy	12	1.20
	Mgconyeni	13	1.30
	Ngculwini	14	1.40
	Ntabamhloshwana	16	1.55
	Mganwini	17	1.65
	Mhlangeni/Timbutini	20	1.95
	Moyeni	21	2.00
	Mkhuzweni	21	2.00
	Thulwane	22	2.10
	Khalamazoo	23	2.20
	Khalibona	24	2.30
	Msabane	25	2.40
	Mhlaleni	26	2.45
	Mphosi	27	2.55
	Gilgal	29	2.75
	Maphakane	31	2.90
	Makhulwini	31	2.90
	Phonjwane	32	3.00
	Mamba	35	3.30
	Nyangeni	36	3.35
	Duze	37	3.45
	Mkhaya	39	3.65
	Mkhokhi	42	3.90
	Siphofaneni	44	4.10
	Manzana	45	4.20
	Zondelile	42	3.90
	Mhlohlweni	47	4.35
	Ka-Shongwe	48	4.45
	Etjeni	49	4.55
	Othandweni	51	4.70
	Sibayeni	52	4.80
	Machuzumane	54	5.00
	Mvangatini	55	5.10

ORIGIN	DESTINATION	DIST. MAX. FARE	
		Km	(E)
Manzini to	Khoza	59	5.45
	Sinceni	60	5.55
	Mageda	62	5.70
	Sihlangwini (M)	64	5.90
	Jakaja	65	6.00
	Mhembe	68	6.25
	Mkhatsini	68	6.25
	Bekeni-Bekala	69	6.35
	Mathuneni	70	6.45
	Sithobela	71	6.50
	Mpompini	72	6.60
	Hhondo	75	6.90
	Sithwethweni	76	6.95
	Themba	77	7.05
	Albert (Bhaleni)	78	7.15
	Mkhulunyelwa	80	7.35
	Dosamehlo	81	7.40
	Number 6	81	7.40
	Mpompotha	82	7.50
	Khubutha	84	7.70
	KBC	85	7.80
	Madzeleni	88	8.05
	Bethal	88	8.05
	Mtsetaneni	89	8.15
	Mwandla	92	8.40
	Xaba (Dludlu)	93	8.50
	Mtholweni	94	8.60
	Mfishane	96	8.75
	Ndlunganye	97	8.85
	Sontweni	97	8.85
	Mkhonta	99	9.05
	Mdabede	100	9.15
	Sigugu	102	9.30
	Matjenyaneni	102	9.30
	Banana	103	9.40
	Mavimbela	104	9.50
	Mphafeni	105	9.60
	Mjiza	107	9.75

ORIGIN	DESTINATION	DIST. MAX. FARE	
		Km	(E)
Manzini to	Thekwini	106	9.65
	Nkundleni	109	9.95
	Khumalo	111	10.10
	Sabeni	112	10.20
	Mbotjeni	113	10.30
	Busisiwe	115	10.50
	Hlatikulu	117	10.65
Matsapha (University) to	Kasame	2	0.40
	Ludzeludze	3	0.40
	Mhlaleni	4	0.50
	Soweto	5	0.60
	Kusakusa	6	0.65
	Boyane	7	0.75
	Ka-Shongwe	9	0.95
	Emoyeni	10	1.05
	Ka-Mkhabela	11	1.10
	Esikolweni	12	1.20
	Esitolo	13	1.30
Mbabane to	Motshane	14	1.40
	Timbutini	20	1.95
	Mhlosheni	26	2.45
	Nkhaba Grocery	33	3.10
	Nkhaba Clinic	35	3.30
	Mnyokane	39	3.65
	Malanti	43	4.00
	Komati	48	4.45
	Mavuso	53	4.90
	Number One	58	5.35
	Swaziland Plantation	62	5.70
	Pigg's Peak	66	6.05
	Bulembu	81	7.40
Pigg's Peak to	Power	7	0.75
	Sibeko	12	1.20
	B. 2	14	1.40
	Endzingeni	18	1.75

ORIGIN	DESTINATION	DIST. MAX. FARE	
		Km	(E)
Pigg's Peak	KaManyosi Grocery	19	1.85
	Fakudze	20	1.95
	Paul	22	2.10
	Madasidi	25	2.40
	Hlatshwako	28	2.65
	Seventeen/Roma	30	2.85
	Embhodleleni	32	3.00
	Eludlawini School	36	3.35
	Emcozini	38	3.55
	Mzimnene	40	3.75
	Etalukatini	43	4.00
	Emadadeni	44	4.10
	Albert	45	4.20
	Etinyangeni	46	4.25
	KaDzinginkhomo	47	4.35
	Esitikini	48	4.45
	Ka-Tembe	50	4.65
	Gwanyana	51	4.70
	Ka-Vilakati	52	4.80
	Ema-Olintshini	53	4.90
	Embongolo	54	5.00
	Ka-Mhlanga	55	5.10
	Ka-Simelane	57	5.25
	Jacks via Bulandzeni	58	5.35
Pigg's Peak to	Bulandzeni	34	3.20
	Mganwini	36	3.35
	Magoga	40	3.75
	Mkhomazi	43	4.00
	Mncina	45	4.20
	Magumeni	46	4.25
	Madlangampisi	48	4.45
	Bhalekani	52	4.80
	Sikhunyane	56	5.15
	Nkambeni	58	5.35
	Mpumalanga	62	5.70
	Mangedla	64	5.90
	Labeti	69	6.35

ORIGIN	DESTINATION	DIST. MAX. FARE	
		Km	(E)
Pigg's Peak	Emoyeni	76	6.95
	Kolomo (Junction)	82	7.50
	Sihhoye (Junction)	79	7.25
	Section One	86	7.85
	Quarters	91	8.30
	Mhlume	95	8.70
Pigg's Peak to	Havelock Mine	18	1.75

DOUGLAS F. LITCHFIELD  
*Acting Principal Secretary*  
*Ministry of Transport and Communications*

## LEGAL NOTICE NO. 55 OF 1994

## THE COMPANIES ACT, 1912

(Act No. 7 of 1912)

## THE COMPANIES TABLE OF FEES

(AMENDMENT OF FIRST SCHEDULE) NOTICE, 1994

(Under Section 209)

In exercise of the powers conferred by Section 209 of the Companies Act, 1912, the Minister for Commerce and Industry hereby makes the following Notice.

*Citation and Commencement.*

1. This Notice may be cited as the Companies Table of Fees (Amendment of First Schedule) Notice and shall come into force on the 1st July, 1994.

*Replacement of First Schedule.*

2. The First Schedule to the Companies Act No. 7 of 1912 is hereby replaced with the following new Schedule.

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"FIRST SCHEDULE"

CAPITAL	LICENCE FEE
Where nominal Capital of the Company does not exceed E10,000	E200.00
exceeds E10,000 but does not exceed E30,000	E350.00
exceeds E30,000 but does not exceed E50,000	E500.00
exceeds E50,000	E800.00
TABLE OF FEES TO BE PAID BY A COMPANY UNDER THIS ACT	
1. For registration of original Memorandum of Association	E100.00
2. For registration of an altered Memorandum of Association or a Substituted Memorandum and Articles of Association and the Order of Court confirming same	E100.00

3. For registration of reduction of the Capital of Company and the Order of Court confirming same	E100.00
4. For registration of change of name of a company	E200.00
5. For registration of any document hereby required or authorised to be registered other than the above	E20.00
6. For making any record of any fact by the registrar	E20.00
7. Upon lodging annual list and summary, pursuant to section	E50.00
8. For any certificate issued by the registrar	E50.00
9. For inspection of any document filed with the registrar	E10.00
10. For inspection of the registers kept by the registrar	E10.00
11. For altering address in register	E10.00
12. For reserving a new company name (for each period of three months)	E10.00
13. Change of the end of a company's financial year	E10.00
14. Registration of a special resolution for the conversion of one type of company into another type or form of company	E30.00
15. Registration of a Memorandum of an external company	E100.00
16. Requesting the submission of provisional financial statement of a private company	E10.00
17. Certifying additional copies of documents lodged for registration	E10.00
18. Granting of exemption from lodging annual financial statement of a subsidiary	E30.00

A.P. MKHONZA  
Principal Secretary

## LEGAL NOTICE NO. 56 OF 1994

## THE TRADING LICENCES ORDER, 1975

(Order No. 20 of 1975)

## THE TRADING LICENCES (AMENDMENT OF SCHEDULE B) REGULATIONS 1994

(Under Section 20)

In exercise of the powers conferred by Section 20 of the Trading Licences Order, 1975, the Minister for Commerce and Industry hereby makes the following Regulations.

*Citation Commencement.*

1. These Regulations may be cited as the Trading Licences (Amendment of Schedule B) Regulations 1994 and shall come into force on the 1st May, 1994.

*Replacement of Schedule B.*

Schedule B to the Trading Licences Order, 1975 is hereby replaced with the following new Schedule.

"SCHEDULE B"		
	APPLICATION FEE	LICENCE FEE
	E	E
1. Auctioneer	20.00	250.00
2. Accommodation Establishment	20.00	250.00
3. Baker [GCA]	20.00	100.00
(Rural area)	20.00	50.00
4. Butcher (GCA)	20.00	150.00
Rural	20.00	50.00
5. Barber or Hairdresser		
Hairdresser (GCA)	20.00	75.00
(Rural)	20.00	20.00
Barber	20.00	20.00
6. Cobbler	20.00	100.00
7. Cafe Keeper/Take-Away		
(GCA)	20.00	200.00
(Rural area)	20.00	100.00
8. Carterer	20.00	100.00
9. Advertising Agent/Advertising Contractor	20.00	100.00
10. Dealer or speculator in Livestock	20.00	150.00

11. Dealer in Farm produce	20.00	50.00
12. Debt Collector	20.00	250.00
13. Disinfector or Fumigator	20.00	50.00
14. Dealer in Wholesale	20.00	300.00
15. Dealer's Licence in.....		
(a) Clothes, shoes linen, curtaining, Fabric (GCA)	20.00	250.00
(b) Shoes, clothes, and others (GCA)	20.00	200.00
(c) Photographic equipment and accessories (GCA)	20.00	150.00
(Rural)	20.00	50.00
(d) Books, stationery, cards, Magazines, newspapers etc. (GCA)	20.00	150.00
(Rural)	20.00	50.00
(e) Agricultural equipment accessories implements and irrigation machinery (GCA)	20.00	250.00
(Rural)	20.00	125.00
(f) Electrical appliances and accessories (GCA)	20.00	350.00
(Rural)	20.00	150.00
(g) Jewellery, ornaments, silverware etc. (GCA)	20.00	150.00
(Rural)	20.00	50.00
(h) Groceries (GCA)	20.00	200.00
(Rural)	20.00	50.00
(i) Furniture (GCA)	20.00	350.00
(Rural)	20.00	100.00
(j) Pottery, handicraft (GCA)	20.00	100.00
(Rural)	20.00	50.00
(k) Records, audio, video cassettes & accessories (GCA)	20.00	150.00

(Rural)	20.00	50.00
(l) Business machines and accessories (Photocopier, Computers, fax machines (etc) (GCA)	20.00	300.00
(Rural)	20.00	150.00
(m) Crockery, cutlery, ceramics, glassware (GCA)	20.00	100.00
(Rural)	20.00	50.00
(n) Fancy goods, cosmetics etc. (GCA)	20.00	100.00
(Rural)	20.00	50.00
(o) Optical goods and Accessories (GCA)	20.00	150.00
(Rural)	20.00	75.00
(p) Toys and infants requisites (GCA)	20.00	100.00
(Rural)	20.00	50.00
(q) Sports goods and equipments (GCA)	20.00	150.00
(Rural)	20.00	50.00
(r) Spare parts for cars, motorcycles and others (GCA)	20.00	250.00
(Rural)	20.00	75.00
16. Hiring Services	20.00	75.00
17. Dairy/Dairy Farm	20.00	150.00
18. Dealer in Aerated or Mineral Water	20.00	150.00
19. Dealer in Bones and used goods (GCA)	20.00	100.00
(Rural)	20.00	50.00
20. Dealer in Household, patent and Proprietary Medicine	20.00	100.00
21. Pharmacist/Chemist and Apothecary	20.00	300.00
22. Dealer in Motor Vehicle	20.00	500.00
23. Motor Garage (GCA)	20.00	300.00
(Rural)	20.00	100.00

24. Petrol and oil dealer/200 Filling Station (GCA)	20.00	100.00
(Rural)	20.00	50.00
25. Motor Vehicle Attendant	20.00	50.00
26. Breakdown Service	20.00	200.00
27. Motor Driving School/Driving Instructor	20.00	350.00
28. Fishmonger/Fishfrier	20.00	100.00
29. Fruit, Vegetables and plant Dealer	20.00	50.00
30. Funeral Undertaker	20.00	120.00
31. Miller (purchasing & sale)	20.00	350.00
(for customers only)	20.00	50.00
32. Private Investigator/Freelancer journal	20.00	50.00
33. Kennel or pets' Boarding establishment or salon	20.00	50.00
34. Livery stable or Riding School Keeper.	20.00	50.00
35. Hawker (food, drink and other goods)	20.00	60.00
(goods other than food & drink)	20.00	60.00
(Food & drinks only)	20.00	60.00
(Frozen goods only)	20.00	60.00
(cut flowers etc.)	20.00	60.00
(ice cream, frozen suckers)	20.00	20.00
36. Pedlar/Street Vendor	20.00	25.00
37. Launderer or Dry Cleaner		
Drycleaner	20.00	350.00
Self service laundry	20.00	100.00
38. Offensive traders:		
(a) boiling or drying bones or blood sterilizing animal hair; manufacturing gum or glue	20.00	50.00

(b)	scraping, cleaning or boiling intestines or offal;	20.00	50.00
(c)	burning charcoal, coke or lime	20.00	50.00
(d)	curing, dressing, tanning or stuffing of hides & skins of animals	20.00	200.00
(e)	manufacturing malt;	20.00	70.00
(f)	selling or offering or exposing for sale the raw meat of any member of equine family,	20.00	100.00
(g)	Manufacturing of soap or candles	20.00	50.00
(h)	making of bricks or any casting of which sand, stones or cement forms a component (GCA)	20.00	75.00
	(Rural)	20.00	25.00
(i)	manufacturing yeast	20.00	25.00
39.	Pawnbroker/shylock Pawnbroker	20.00	500.00
	Shylock	20.00	1500.00
40.	Physical culture, health or beauty saloon		
(a)	facilities for, or institution or guidance in beauty therapy, physical culture or fitness or posture improvement are provided	20.00	100.00
(b)	Turkish bath or massage or infra-	20.00	100.00
(c)	Sauna	20.00	200.00
41.	Place of entertainment		
(a)	Dance studio	20.00	150.00
(b)	Drive in theatre	20.00	100.00
(c)	Skittle alley	20.00	100.00
(d)	Mimiatore golfcourse putt putt course or golf driving range	20.00	150.00
(e)	Machine	20.00	30.00
42.	Recreation Ground		
(a)	above	20.00	300.00

43. Restaurant Keeper (GCA)	20.00	150.00
(Rural)	20.00	30.00
44. Salesman Agent	20.00	250.00
45. Special Licence	25 per day	
46. Warehouse	20.00	200.00
47. Vestare	20.00	50.00
48. Workshop	20.00	150.00
49. Management consultants	20.00	350.00
50. Import & Export	20.00	200.00
51. Business broker and estate agent and or employment agent	20.00	350.00
52. Travel agent	20.00	350.00
53. Photographic studio (GCA)	20.00	150.00
(Rural)	20.00	50.00
54. Agent of a firm	20.00	250.00
Resident agent of a firm	20.00	75.00
55. Supermarkets	20.00	400.00
(a) Butcher		
(b) Baker		
(c) Grocery		
(d) Fresh produce		
(e) Clothes and shoes additional items:		
(a) Furniture,	20.00	250.00
(b) Electrical appliances	20.00	150.00
(c) Crokery, cutlery and glassware	20.00	100.00
56. Ice cream parlour	20.00	150.00
57. Car hire	20.00	350.00
58. Cinema/theatre	20.00	350.00
59. Driller Licence	20.00	350.00
60. Dressmaker/tailor	20.00	100.00

61. Manufacturer (Large scale-opening capital E250,000 and above)	20.00	250.00
Medium scale-opening capital E100,000-E250,000	20.00	175.00
Small scale-opening capital E1- E100 000)	20.00	100.00
62. Green Grocer (GCA)	20.00	75.00
(Rural)	20.00	30.00
63. Scrapeyard dealer	20.00	250.00
64. Curioshop licence	20.00	100.00
65. Grocery (GCA)	20.00	100.00
(Rural)	20.00	30.00
66. Builder and Contractor (Mbabane & Manzini Corridor)	20.00	1000.00
(Outside corridor)	20.00	350.00
67. Medical and Dental clinic services	20.00	350.00
68. Veterinary clinic services	20.00	350.00
69. Produce and handwork vendor	20.00	10.00
70. Billard, or snooker table keeper per table	20.00	60.00
71. Vendor's cart		
(a) sale of prepared food and non-alcoholic beverages	20.00	100.00
(b) sale of prepared foods only	20.00	60.00
(c) sale of tobacconist requisites and candies (sweets)	20.00	60.00
(d) sale of tobacconist requisites and non-alcoholic beverages	20.00	75.00
72. Night club/discotheque	20.00	300.00
Mobile discotheque	20.00	150.00
73. Shoe repairing	20.00	20.00
74. Blacksmith or farrier	20.00	50.00
75. Dealer in hardware (GCA)	20.00	250.00
(Rural)	20.00	100.00
76. Eating housekeeper	20.00	15.00
77. Street photographer	20.00	60.00

A.P. MKHONZA  
Principal Secretary

LEGAL NOTICE NO. 57 OF 1994

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THE CONSTITUTION OF SWAZILAND, 1968

(Act 50 of 1968)

APPOINTMENT OF JUDGE OF THE HIGH COURT

(Under Section 98)

In exercise of the powers conferred upon me by Section 98 of the Constitution of Swaziland, 1968, repealed with savings, I, MSWATI III, KING OF SWAZILAND hereby appoint -

THOMAS DANTE CLOETE

to be Judge of the High Court of Swaziland with effect from 10th April 1994, until 14th May 1994.

Thus done under my hand at Lozithhelezi on this 30th day of March, 1994.

MSWATI III

KING OF SWAZILAND

LEGAL NOTICE NO. 58 OF 1994

## COMMISSIONERS OF OATHS ACT, 1942

(Act No. 23 of 1942)

## AMENDMENT TO PART II OF THE SCHEDULE TO THE ACT

(Under Section 3)

In exercise of the powers conferred upon him by Section 3 (2) of the Commissioners of Oaths Act, 1942, the Minister for Justice has amended Part 11 of the Schedule of Ex-officio Commissioners of Oaths and the revised new schedule of Ex-Officio Commissioners of Oaths is attached hereto.

(PAUL M. SHABANGU)

*Principal Secretary*

## SCHEDULE

(Under Section 3 (Act No. 23 of 1942))

## EX-OFFICIO COMMISSIONERS OF OATHS

## PART I

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Office held	- Area in which oath may be administered or declaration taken.
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1. Justice of the Peace - Region or area for which office is held.
2. Notary Public - Whole of Swaziland.
3. Attorney entitled to practice in Swaziland - whole of Swaziland

## PART II

Accountant - General  
Accountant in-Charge - Barclays Bank of Swaziland Limited  
Advances Manager, Barclays Bank of Swaziland Ltd.  
Assistant Commissioner of Taxes  
Assistant Commissioner of Police  
Assistant Commissioner of Prisons  
Assistant Manager, Barclays Bank of Swaziland Ltd.  
Assistant Manager, Standard Chartered Bank of Swaziland Ltd.  
Assistant Master of the High Court  
Assistant Judicial Commissioner  
Assistant Director - Telecommunications  
Assistant Director - Postal  
Assistant District Registrar  
Assistant Registrar of the High Court  
Assistant Regional Officer

Assistant Registrar General  
 Assistant Superintendent of Police  
 Assistant Superintendent of Prisons  
 Attorney-General  
 Auditor-General  
 Branch Manager, - All Branches of Barclays Bank of Swaziland Ltd.  
 Chief Agricultural Officer  
 Chief Agricultural Research and Development Officer  
 Chief Executive Officer (Swaziland Electricity Board)  
 Chief Executive Officer (Swaziland Railways)  
 Chief Immigration Officer  
 Chief Manager, Central Bank  
 Chief of Protocol  
 Chief Professional Officer (Works and Construction)  
 Clerk to Manzini City Council  
 Clerk to Mbabane City Council  
 Clerk to House of Assembly  
 Clerk to Senate  
 Commissioner of Taxes  
 Commissioner of Co-operatives  
 Commissioner of Police  
 Commissioner of Prisons  
 Crown Counsel  
 Crown Prosecutor  
 Customs Officer  
 Deputy Accountant General  
 Deputy Attorney General  
 Deputy Auditor General  
 Deputy Director of Posts and Telecommunications  
 Deputy Director of Public Prosecutions  
 Deputy Commissioner of Police  
 Deputy Commissioner of Prisons  
 Deputy Governor of the Central Bank of Swaziland  
 Deputy Managing Director, Barclays Bank of Swaziland  
 Deputy Registrar of the High Court  
 Director of Education  
 Director of Geological Survey and Mines  
 Director of Medical Services  
 Director of Personnel and Administration - Swaziland Railways  
 Director of Posts and Telecommunications  
 Director of Public Prosecutions  
 Director of Water and Sewerage Board  
 Director of Veterinary Services  
 District Registrar  
 Finance Manager, - Havelock Asbestos Mine - Bulembu Mine  
 General Manager, - Havelock Asbestos Mine - Bulembu Mine  
 General Manager, Meridien Bank Ltd.  
 General Manager, Mhlume Sugar Company  
 General Manager, Ubombo Ranches Ltd.  
 General Manager, Union Bank of Swaziland  
 General Manager, Usuthu Pulp Co.  
 General Manager, Swaziland Royal Sugar Corporation

General Manager, Swaziland Building Society  
 General Manager, Swaziland Development and Savings Bank  
 Governor of the Central Bank of Swaziland  
 General Manager, Meridien Biao Bank Swaziland Limited  
 General Manager, Union Bank of Swaziland Limited  
 Government buyer  
 Government Statistician  
 Human Resources Manager - Swazi Paper Mills  
 Immigration Officer  
 Income Tax Officer  
 Industrial Relations Manager - Mhlume - Sugar Company Ltd.  
 Industrial Relations Officer - Ubombo Ranches Limited  
 Inspector of Machinery  
 Inspector of Mines  
 Inspector of Police  
 Judicial Commissioner  
 Labour Commissioner  
 Labour Inspector  
 Labour Officer  
 Magistrate  
 Manager - Barclays Bank of Swaziland Limited  
 Manager - Meridien Biao Bank Swaziland Limited  
 Manager - Standard Chartered Bank of Swaziland Ltd.  
 Manager - Swaziland Building Society  
 Managing Director, - Barclays Bank of Swaziland Ltd.  
 Managing Director, Meridien Biao Bank Swaziland Limited  
 Managing Director, Usutu Pulp Company  
 Master of the High Court  
 Mine Manager - Havelock Asbestos (Swaziland) Ltd., Bulembu Mine  
 Operations Manager, - Barclays Bank of Swaziland Ltd.  
 Parliamentary Draftsman  
 Personnel Manager - Barclays Bank of Swaziland Limited  
 Personnel Manager, - Inyoni Yami Swaziland Irrigation Scheme  
 Personnel Manager, Swazican  
 Postmaster and postmistress  
 Principal Secretary to a Ministry  
 Principal Auditor  
 Principal Parliamentary Draftsman  
 Principal Broadcasting and Information Officer  
 Principal Community Development Officer  
 Principal Magistrate  
 Principal Crown Council  
 Principal, Staff Training Institute  
 Principal, Swaziland College of Technology  
 Private Secretary to His Majesty the King  
 Private Secretary to the Right Honourable Prime Minister  
 Protocol and Public Relations Manager, Beral Swaziland (Pty) Limited  
 Pro-vice Chancellor, University of Swaziland  
 Regional Secretary  
 Registrar of Companies  
 Registrar General  
 Registrar of births marriages and Deaths

Registrar of Deeds  
Registrar of the High Court  
Registrar of Trade marks, patents & Designs  
Secretary, Land Speculation Board  
Secretary to the Cabinet  
Secretary, Civil Service Board  
Senior Crown Counsel  
Senior Customs Officer  
Senior Labour Officer  
Senior Information Officer  
Senior Government Security Officer  
Senior Magistrate  
Senior Regional Officer  
Senior Superintendent of Police  
Senior Superintendent of Prisons  
Station Commander  
Sub-Inspector of Police  
Surveyor General  
Superintendent of Police  
Superintendent of Prisons  
Swaziland Electricity Board Manager  
Teba Representative - Nhlangano  
Teba Representative - Manzini  
Teba Clerk In Charge - Mbabane  
Under Secretary in a Ministry  
Vice Chancellor, University of Swaziland

## LEGAL NOTICE NO. 59 OF 1994

## THE WAGES ACT NO. 16 OF 1964

## THE REGULATION OF WAGES (BUILDING AND CONSTRUCTION INDUSTRY)

ORDER, 1994

(Under Section II)

In exercise of the powers conferred on him by Section 11 of the Wages Act, 1964, the Minister for Labour and Public Service hereby makes the following Order:

*Citation.*

1. This Order may be cited as the Regulation of Wages (Building and Construction Industry) Order 1994 and shall be deemed to have come into effect on the first March, 1994.

*Interpretation.*

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

"Clerk (without certificate)" means an employee who does not hold the Senior Certificate of Education or its equivalent and who is engaged in general clerical duties;

"Clerk (with certificate)" means an employee who holds the Senior Certificate of Education and who is engaged in general clerical duties;

"Cook" means an employee engaged in cooking and issuing of food to other employees;

"Typist" means an employee mainly engaged in typing, checking figures and filing, and who is capable of typing a minimum of 30 words per minute;

"Crane Driver" (mobile) means an employee who operates a self propelled crane;

"Crane Driver" (tower) means an employee who operates a tower crane;

"Driver" (light vehicle) means an employee whose duties, in addition to being in charge of a motor vehicle of under 5 tons laden weight include handling to and from the tailboard and the daily maintenance and cleaning of such vehicles;

"Driver" (heavy duty) means an employee in possession of a heavy duty driver's Licence and who is in charge of a vehicle of between 5 tons and 10 tons loaded including handling to and from the tailboard and the daily maintenance and cleaning of such vehicle;

"Driver" (extra heavy) means an employee in possession of a heavy duty driver's Licence and who is in charge of a vehicle in excess of 10 tons laden weight including articulated vehicles and is responsible for the safety of the load;

"Family" means in relation to an employee, the wife and unmarried children under the age of eighteen living with the employee on the employer's property;

"General labourer" means an employee who performs general unskilled work;

"General tradesman" means an employee who does not hold a trade test certificate but has a recognised ability in one of the following trades;

Block layer/Plasterer

Electrician

Brick layer/Tiler

Wireman

Joiner/Cabinet maker

Mechanic

Shutterhand/Carpenter	Plant Fitter
Painter/Glazier	Steel Fixer
Plumber/Drainlayer	Boiler maker
Welder	Pipe fitter

"Induna" means an employee in charge of other employees;

"Plant Operator" means a person who is placed in charge of operating either a mixer dumper or tractor;

"Machine Operator" means an employee who has been operating a machine in the building and Construction Industry for six or more months, or who can show proof of six months relevant experience in another industry;

"Earthmover Operator" means a person who operates a machine;

"Storeman" means a person, who apart from carrying out the duties of store's clerk, is responsible for ordering certain items on behalf of his employer;

"Survey and Soil Assistant" means an employee who surveys the earth's surfaces, natural topography and man-made structures, underground areas, and prepare maps and charts;

"Tea Maker" means an employee who is engaged to routinely clean offices and to prepare refreshments;

"Normal working hours" means the hours of work specified in Section 5;

"Trade Tested person/Tradesman" means a person who holds a craft certificate indicating the degree of proficiency attained by him as indicated by a trade test conducted by a trade testing officer duly appointed as such in the public service;

"Watchman or security guard" means an employee who is engaged during the day or night to guard the premises or other property of his employer.

#### *Application.*

3. (1) Subject to sub-regulation (2), this Order shall apply to persons specified in the First Schedule who are employed in any undertaking or part of an undertaking which carries on for gain one or more of the following activities.

- (a) The construction structural alteration, maintenance, of any railway line, siding, public or private road, thoroughfare, airfield, tunnel, bridge, viaduct, waterwork, lattice work, or other structure designed solely for the support of electric lines; or
- (b) The construction, structural alteration, maintenance repair or demolition of any building, fencing and preparing or laying the foundation of a building or an intended building.

(2) This Order shall not apply to persons employed in any undertaking or part thereof operated by:-

- (a) the Government;
- (b) a local authority; or
- (c) such charitable or religious organisation, educational or medical institution as may be specified in writing by the Minister.

#### *Basic Minimum Wage (First Schedule).*

4. (1) Subject to the provisions of Regulation 5, the normal working week (other than for a

watchman or security guard) shall be from Monday to Friday and shall consist of forty-seven and one half hours.

(2) The normal working hours per day (other than for a watchman or security guard) shall be nine and one half hours exclusive of meal breaks.

(3) the normal working week for a watchman or security guard shall be seventy-two hours spread over six shifts, each of twelve hours, inclusive of meal breaks.

(4) No employee, other than a watchman or security guard shall be required to work for more than five hours without a break of not less than thirty minutes.

*Normal Working Hours.*

5. (1) The normal working week (other than for a watchman or security guard) shall be from Monday to Friday and shall consist of forty-seven and one half hours.

(2) The normal working hours per day (other than for a watchman or security guard) shall be nine and one half hours exclusive of meal breaks.

(3) The normal working week for a watchman or security guard shall be seventy-two hours spread over six shifts, each of twelve hours, inclusive of meal breaks.

(4) No employee, other than a watchman or security guard shall be required to work for more than five hours without a break of not less than thirty minutes.

*Public Holidays.*

6. (1) The following shall be Public Holidays with full pay-

Independence (Somhlolo) Day

Good Friday

Christmas Day

New Year's Day

Umhlanga (Reed Dance) Day

King's Birthday

Incwala Day

Easter Monday

(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.

*Payment of Overtime.*

7. (1) For an employee other than a watchman or security guard shall be payable at the following rates.

- (a) during the normal working week for overtime worked, before midnight in excess of the normal working hours, at one and one third times his normal hourly rate of wages;
- (b) during the normal working week for overtime worked after midnight in continuation of normal working hours or other overtime working, at twice his normal hourly rate of wages;

- (c) for any time worked on Saturday before 4.00 p.m. at one and half times his normal hourly rate of wages;
- (d) for any time worked on a public holiday specified in regulation 6 (a), Sunday or after 4.00 p.m. on Saturday at twice his normal hourly rate of wages.

(2) Overtime in respect of a watchman or security guard shall be calculated at twice his normal hourly rate for all time worked on a public holiday specified in regulation 6 or any time worked in excess of twelve hours on any normal working day. Provided that any watchman or security guard who has been absent from work during any week without reasonable cause shall not be entitled to overtime in that week until he has completed seventy two hours of work.

*Annual Leave.*

8. (1) After three months' of continuous service, an employee shall be entitled to one day's leave on full pay in respect of each month's continuous service. Such leave which is in addition to the Public Holidays specified in regulation 6 and any other days which are not normal working days shall be taken during the Industry's Annual three weeks shut down in December and January of each year.

(2) Any employee with 11 months continuous service will be granted 2 days leave on full pay during the twelfth month, of employment which leave together with the Public Holidays of Christmas Day and New Year's Day will provide full pay for the Industry shut down.

*Sick Leave.*

9. (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-Regulation (1):

- (a) An employee shall not be entitled to the benefits specified in sub-regulation (1) if the sickness or accident causing his absence was caused by his own negligence or misconduct;
- (b) A certificate issued by registered nurse shall be accepted in place of a Medical certificate if a Medical Practitioner is not available.

(3) For the purpose of calculating the payment of overtime in respect of a watchman or security guard the normal hourly rate of wages shall be the amount arrived at by dividing the employee's daily wage by twelve.

(4) No employee shall be required to work overtime against his will unless it is understood by both parties that such overtime is necessary.

*Written particulars to be provided.*

10. 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.*

11. (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.*

12. 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.

*Short Time.*

13. (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-regulation (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.

*Termination of employment after three months.*

14. 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.

*Travelling and Subsistence Allowances.*

15. (1) Where an employee is temporarily employed at a place which is separated from his normal place of work by a distance of more than two kilometres by road his employer shall provide him with free transport to and from his normal place of work and the place of temporary employment.

(2) An employee required to travel on duty (other than in the circumstances set out in sub-regulation (1)) shall be provided either with free transport or be paid by his employer the cost of the travel by public transport.

(3) An employee who is absent on duty away from his normal place of employment for a longer period than twelve hours, and who returns to his normal place of residence without staying overnight shall be paid a subsistence allowance of E1.50 for each period of twelve hours or part thereof of such absence.

(4) An employee who is absent on duty overnight away from his normal place of employment, shall, in respect of each night's absence, be provided by his employer with:

- (a) free food and accommodation or a nightly allowance of E6.50 in lieu thereof;
- (b) free accommodation and an allowance of E3.60 in lieu of food; or
- (c) free food and an allowance of E3.60 in lieu of accommodation:

Provided that an entitlement to free food, accommodation or allowance under this paragraph shall cease after an employee has been absent from duty for ten or more nights continuously.

(5) An employee entitled to subsistence allowance under sub-regulation (4), shall not be entitled to subsistence allowance under sub-regulation (3) in respect of the same period of absence.

(6) Where an employee is permanently transferred by his employer to a new place of

employment, he shall be paid in addition to any other entitlement due to him under this regulation, a transfer allowance of E10.00.

(7) An employee, who has been provided by his employer with accommodation at his place of permanent employment in which his family is residing with the consent of the employer, shall if so required by his employer to transfer to another place of employment other than for the purpose of seasonal employment, be moved at the expense of that employer.

*Lay-off.*

16. (1) Where an employer is unable to provide work for any employee due to:-

- (a) unavailability of working materials; or
- (b) temporary cessation of work;

He may, subject to him giving the employee not less than twenty four hours notice, lay-off the employee, without pay, for a maximum period of fifteen working days in the circumstances mentioned in sub-regulation (a) and for a maximum period of thirty working days in the circumstances mentioned in sub-regulation (b);

(2) At the expiry of fifteen working days or thirty working days as may be applicable, the employer shall either provide work for the employee, or terminate his employment under the provisions of the Employment Act:

Provided that an employee who has been engaged for the duration of a specific project or in connection with a specific project shall, upon commencement of work be informed of the date upon which it is estimated the project will terminate and the specifying of such date of termination not withstanding any other law whether or not the project has infact terminated shall constitute an adequate notice by the employer to the employee of the date of notice of termination of such contract of service.

*Lay-off due to weather.*

17. (1) An employee who reports for work at his place of employment at the normal time but who is unable to start work due to inclement weather, shall be entitled to a minimum of one and one half hours pay for that day.

(2) An employee who on any day commences work and who, in the opinion of his employer is unable to continue work due to inclement weather, shall be paid for the hours he has worked plus an additional one-and-half hours wages.

*Clothing, equipment and protective clothing.*

18. (1) The employer of a watchman or security guard shall provide him free of charge with boots or shoes, a police whistle, a club and torch. Where the watchman or security guard is required to work in inclement weather, the employer shall, in addition, provide him with a hat, overcoat or rain coat.

(2) An employee other than a watchman or security guard, who is required to work in direct contact with mass concrete or similar matter which is likely to cause injury to his feet, shall be provided by his employer, free of charge, with a pair of gumboots.

(3) An employee other than a watchman who is required to work outdoors in inclement weather shall be provided by his employer, free of charge with a waterproof coat and cap or similar garment.

(4) The clothing and equipment supplied to an employee under this paragraph shall be of reasonable quality and shall remain the property of the employee.

(5) Where protective clothing which has been supplied to an employee under this paragraph has been damaged or lost through negligence, the employer may deduct the cost thereof, after due consideration of wear and tear, from wages due to the employee.

*Revocation of Legal Notice No. 154 of 1992.*

19. The Regulation of Wages (Building and Construction Industry) Order, 1992 is hereby revoked.

**FIRST SCHEDULE**  
**(REGULATION 3 AND 4)**

Clerk (without a certificate) .....	E1.85 an hour
Clerk (with certificate) .....	E1.91 an hour
Cook .....	E1.85 an hour
Crane driver (mobile) .....	E3.81 an hour
Crane driver (tower) .....	E3.30 an hour
Driver (light vehicle) .....	E2.02 an hour
Driver (heavy duty) .....	E2.48 an hour
Driver (extra heavy) .....	E2.72 an hour
Earthmover operator .....	E3.58 an hour
Steel Fixer .....	E3.37 an hour
General Labourer .....	E1.85 an hour
General Tradesman .....	E1.89 an hour
Grade III Trade Tested .....	E1.91 an hour
Grade II Trade Tested .....	E2.71 an hour
Grade I Trade Tested .....	E4.05 an hour
Induna .....	E2.06 an hour
Plant Operator .....	E2.06 an hour
Storeman .....	E1.92 an hour
Tea Maker .....	E1.15 an hour
Typist .....	E1.90 an hour
Watchman/Security Guard .....	E15.50 per shift
Survey and soil Assistant .....	E1.90 an hour

**SECOND SCHEDULE**

(Regulation 10)

**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 wages 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

## LEGAL NOTICE NO. 60 OF 1994

## THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (MANUFACTURING AND PROCESSING INDUSTRY)  
ORDER, 1994

(Under Section 11)

In exercise of the powers conferred on him by Section 11 of the Wages Act, 1964 the Minister for Labour and public Service hereby makes the following Order:-

*Citation and Commencement.*

1. This Order may be cited as the Regulation of Wages (Manufacturing and Processing Industry) Order, 1994 and shall be deemed to have come into effect on the 1st March, 1994.

*Application.*

2. This Order shall apply to all persons employed in the Manufacturing and Processing Industries including the Manufacture of bricks, dry cleaning and laundry, garment making, knitting, shoe Manufacture, Timber Processing and weaving who are engaged in the occupation specified in the First Schedule.

*Interpretation.*

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

"Aligner" means an employee who aligns a finished product before final inspection with the aid of electronic test equipment;

"A.J.S. Operator" means an employee who operates an automatic junior stitcher sewing machine;

"Artisan" means an employee who is in possession of a Trade Test Certificate signed by a Trade Testing Officer appointed by the Government;

"Assembler soldering" means an employee who solders and assembles components by hand;

"Assembler-bottom components" means an employee who assembles good quality bottom components such as soles and insoles into specific batches according to the box loading plan;

"Assembler-socks" means an employee who assembles good quality socks into batches according to article and size;

"Assembler-upper components" means an employee who assembles good quality upper components such as vamps, quarters, etc into specific batches to the box loading plan;

"Assistant foreman baker" means an employee who is capable of manufacturing bread, adjusting bakery machinery and supervising the workers under his control;

"Assistant foreman confectioner" means an employee who is capable of manufacturing and decorating several lines of confectionery, adjusting bakery machinery and supervising the workers under his control;

"Bagger" means an employee who puts the folded garment in the provided plastic bag;

"Baker" means an employee who is capable of manufacturing bread;

"Baker assistant" means an employee who assists a baker;

"Backseam-reducer" means an employee who reduces the backseam join on leather quarters by means of a machine;

"Binder assistant" means an employee who receives printed matter from the machine for collating, stitching, padding, rounding corners, punching, folding, counting, numbering or perforating;

"Boiler operator" means an employee who operates a boiler;

"Box folder" means an employee who folds and erects boxes ready for use;

"Box labeller" means an employee who labels boxes with the information required to identify the contents thereof;

"Box preparer" means an employee who collects and prepares boxes accordingly;

"Blower" means an employee who carries out blowing duties in the manufacture of glassware according to specification;

"Cabinet fitter" means an employee who fits accessories to a television cabinet;

"Canteen assistant" means an employee who assists the canteen supervisor in preparing, cooking and dishing - up food in the employee canteen;

"Canteen cashier" means an employee who assists the canteen supervisor in the control of cash receipt and also assists in the preparing, cooking and dishing-up of food in the employee canteen;

"Carder" means an employee who operates a carder machine and carries out simple lubrication on it;

"Carton Sealer" means an employee who seals cartons of finished goods for despatch to customers;

"Casual labourer" means an employee who is not employed for more than twenty four hours at a time;

"Cattle buyer" means an employee who buys livestock for his employer;

"Charge hand" means an employee who assists a supervisor to supervise employees;

"Chassis fitter" means an employee who fits chassis components to television sets;

"Cementer" means an employee who applies adhesives to a surface by means of either a brush or machine;

"Chef" means an employee who is responsible for the cooking of food for the employee canteen;

"Checker" means an employee who checks and records outgoing and incoming goods;

"Cleaner" means an employee who is responsible for the cleaning of a factory, offices, toilets or canteen;

"Clerk/storeman (with Junior Certificate)" means an employee engaged in general clerical duties, who holds a Junior Certificate of education;

"Clerk/stores assistant" means an employee engaged in general clerical duties or storekeeping duties who holds a Senior Certificate of education;

"Clicker-high frequency" means an employee who cuts high frequency welds components;

"Clicker-insoles/toepuffs/counters" means an employee who cuts insoles, toepuffs or counters by means of a clicking press;

"Clicker-linings / trims / socks / velcro" means an employee who cuts linings, trims, or velcro by means of a clicking press;

"Clicker-textile" means an employee who cuts suede split by means of a clicking press;

"Clicker-textile" means an employee who cuts textile by means of a clicking press;

"Coilwinder" means an employee mainly engaged in winding coils;

"Components-assembler" means an employee engaged in fitting electronic components on PC boards and includes an employee engaged in pre-assembly work;

"Compositor" means an employee engaged in the setting of type including the operation of typesetting and typelasting into position for printing and the making of rubber stamps;

"Confectioner assistant" means an employee who assists a confectioner;

"Cook" means an employee who is engaged in cooking and issuing food to other employees;

"Copy-typist" means an employee who is engaged in typing and is capable of typing a minimum of 25 words per minute, filing, checking and recording incoming mail;

"Counter inserter" means an employee who dips and inserts the counter stiffener into the pocket at the heel of a machine;

"Counter moulder" means an employee who moulds the newly inserted counter stiffener over a mould by means of a machine;

"Darkroom attendant" means an employee who makes negatives, including the spotting and obliteration of all marks and pinholes;

"De-boner" means an employee engaged in dissecting carcass;

"D-Ring inserter" means an employee who inserts D-Rings into the shoe facing prior to being stitched;

"Design draughtsman's assistant" means an employee who assists a draughtsman to design mechanical layouts;

"Despatch clerk" means an employee who selects and packs goods according to customers' order;

"Divider operator" means an employee who operates a divider machine and who checks the weight of dough pieces;

"Dough mixer" means an employee who operates a dough mixer, including the adding of ingredients into the dough;

"Dough panner" means an employee who places dough pieces into pans;

"Driver (Heavy Duty Vehicle)" means an employee in possession of a current heavy duty driving licence who is in charge of a vehicle of over one and one half tons tare weight whose duties include handling cargo to and from the tailboard, and the daily maintenance and cleaning of such vehicle ;

"Driver (Light Duty Vehicle)" means an employee in possession of a current driving licence who is in charge of a motor vehicle of less than one and one half tons tare weight whose duties include handling cargo to and from the tailboard, and the daily maintenance and cleaning of such vehicle;

"Driver messenger" means an employee who is mainly engaged in carrying messages, who delivers and collects mail by vehicle or motor cycle and performs simple routine tasks in an office;

"Driver salesman" means an employee in possession of a current driving licence who sells and delivers bread, confectionery or other articles by motor vehicle and who is responsible for accepting written orders for goods and the collection and safe custody of cash for C.O.D. Sales, and who also canvas for orders;

"Driver salesman assistant" means an employee who marks components to assist closing department by means of a marking machine;

"Electrical maintenance assistant" means an employee who assists an electrician in improving and repairing electrical installation;

"Engraver" means an employee who engraves, smoothens, polishes the finished glassware, and carries out duties related thereto;

"Engraver assistant" means an employee who engraves, smoothens, polishes the finished glassware and carries out duties given by the engraver;

"Entrepreneur" means a person who carries on business under financial assistance, policy and guidance of the small enterprises development company;

"Entrepreneur assistant grade I" means an employee who is capable of performing the work of an entrepreneur without the assistance of such an entrepreneur;

"Entrepreneur assistant grade II" means an employee who assists a person who is capable of carrying out the work of the entrepreneur in the entrepreneur's workshop;

"Final aligner and tester" means an employee mainly engaged in the final alignment and testing of finished products, using electronic test equipment;

"Final inspector/final tester" means an employee mainly engaged in the final inspection or testing of finished products, if necessary, using electronic equipment;

"Finisher" means an employee who smoothens, trims carpets and makes knots on the fringes to make such carpets adaptable for sale;

"Fitter" means an employee who repairs and maintains machinery;

"Foam attacher" means an employee who attaches foam to the topline of the quarters for collar padding;

"Foam strip cutter" means an employee who cuts foam into trips by means of a machine;

"Folder" means an employee who folds the garment after pressing;

"Flour sifter" means an employee who sifts flour;

"Foreman baker" means an employee engaged in supervising capacity who is capable of carrying out all processes relating to the manufacture of bread;

"Foreman confectioner" means an employee engaged in supervisory capacity who is capable of carrying out all processes relating to the manufacture of confectionery;

"Forklift operator" means an employee mainly engaged in operating a forklift;

"General labourer" means an employee engaged on unskilled work;

"Grinder" means an employee who grinds, smoothens, and polishes a finished glassware product;

"Handyman" means an employee who does not hold a trade test certificate, who carries out simple repairs and supervises and allocates work to subordinate staff under his control;

"Hand trimmer" means an employee who trims by means of a pair of scissors, all excess threads, bindings and tapes after all closing operations have been done;

"Heel seat laster" means an employee who lasts the heel part of a shoe by means of a machine;

"Hole perforator" means an employee who punches holes by means of a press;

"Hoist operator" means an employee who operates a dough hoist;

"Insole attacher" means an employee who attaches the insole to the last by means of a tacking machine;

"Insole moulder/stamper" means an employee who moulds or stamps insoles by means of a machine;

"Inspector" means an employee with not less than six months experience as an assembler who inspects the work on a production line;

"Invoice clerk" means an employee who prepares invoices to customers for goods supplied;

"Jumper" means an employee who has knowledge of several jobs and who is able to relieve any other worker on a production line;

"Kardex clerk/storeman" means an employee who operates a kardex system of stock control;

"Kiln operator" means an employee who is capable of operating and maintaining a kiln;

"Laboratory assistant" means an employee who generally carries out unskilled work in a laboratory or who assists a laboratory technician;

"Laboratory technician" means an employee qualified to carry out all duties allocated to him in a laboratory;

"Lacer" means an employee who inserts and ties laces for footwear;

"Last prepare" means an employee who prepares and loads lasts onto the conveyor according to the uppers loaded;

"Last transporter" means an employee who returns last to last-bins after delasting;

"Layer" means an employee who lays the material for cutting a garment manufacture;

"Learner finisher" means an employee who is learning on the job to become a finisher and who has not completed six months in the case of the weaving industry or three months for other industries;

"Learner craftsperson" means an employee who is learning on the job to become a potter, screenprinter, silversmith or any craftwork for a period not less than three or more than six months;

"Learner machine operator" means an employee with three months or less continuous service of operating a machine for other industries or not more than six months in the weaving industry;

"Learner Spinner" means an employee who is learning on the job to become a weaver and who has not completed six months in the case of the weaving industry or three months for other industries;

"Leather baler" means an employee who bales leather for storage purposes;

"Leather sorter" means an employee who sorts leather by means of the point system;

"Line feeder" means an employee mainly engaged in feeding the assembly line with components;

"Loader/packer" means an employee who packs bread or confectionery, or who loads bread and confectionery into or off a vehicle or who packs finished products into cartons, concluding the transfer of goods materials from large to smaller containers;

"Lubricator" means an employee who has the responsibility of lubricating and greasing machines;

"Machinist" means an employee who operates an electrical sewing machine to manufacture clothing/garment;

"Machinist attendant" means an employee, other than a learner machine operator, who attends and operates a guillotine machine, bending machine, spot welding machine or any other machine requiring similar skills;

"Machine operator" means an employee, other than a learner machine operator, engaged in operating a machine;

"Master screenprinter" means an employee who is capable of cutting screen mixing pigments and has thorough knowledge of screenprinting techniques;

"Master potter" means an employee who is skilled in making pots to any specification, who has a general knowledge of glazing and firing techniques;

"Master silversmith" means an employee who is capable of working silver to any specification;

"Mechanical assistant" means an employee mainly engaged in the mechanical assembly of television and radio accessories and placement of products in the appropriate area for assemble or despatch;

"Melter" means an employee who melts glasses in a glass factory;

"Messenger" means an employee engaged in carrying messages, collecting and delivering mail or carrying out simple task in an office;

"Mono caster attendant" means an employee who attends a monotype caster under the supervision of a key board operator;

"Office clerk" means an employee who does general duties;

"Painter" means an employee who cleans and paints equipment, machines and buildings;

"Packer" means an employee who packs garments which are finished into cartons;

"Personnel clerk" means an employee who controls and updates personnel records;

"PC board trimmer" means an employee mainly engaged in trimming access components lead on soldered boards;

"Picture tube assembler" means an employee mainly engaged in preparing picture tubes for the assembly line;

"Plant assistant" means an employee who assists a plant attendant;

"Plant attendant" means an employee mainly engaged in operating a galvanizing plant and, if necessary, taking charge of the plant;

"Potter" means an employee who makes pots by hand or on pot wheels;

"Presser attendant" means an employee who operates a pressing machines to iron materials or clothing;

"Proof reader" means an employee who reads and checks printers proof for errors and marks them for correction;

"Quality controller" means an employee mainly engaged in checking the quality and making reports on finished products;

"Quality section controller" means an employee who checks and controls the quality of goods leaving their section;

"Rebate clerk" means an employee who controls the stocks and documentation for a rebate store;

"Receiver-second stock" means an employee who checks, receives and controls the stock of factory seconds;

"Repair's assistant" means an employee with a basic knowledge of electronics mainly engaged in making simple repairs on PC board;

"Recutter" means an employee who arranges re-cuts and repairs poor quality work;

"Riveter/Buckler" means an employee who attaches rivets or bucklers;

"Rougher-uppers" means an employee who reduces the bumps on the lasting margin by means of a roughing machine;

"Rougher-sole margin" means an employee who roughs the sole margin on rubber soles;

"Runner" means an employee who performs unskilled duties such as conveying from one point to the other, materials used in garment manufacture;

"Saw sharpener" means an employee who sharpens saws and carries out simple maintenance work on them;

"Salesman" means an employee engaged in promoting the sales of an employer's products;

"Stacker" means an employee who packs erected boxes into cartons and stacks, ready for transportation to the factory;

"Seasonal labourer" means an employee engaged for the duration of a season to carry out unskilled work, canning fruit and vegetables;

"Security guard or Watchman" means an employee mainly engaged in the protection and security of his employer's premises;

"Senior Watchman" means an employee who is in charge of other watchmen;

"Sewing machinist I" means an employee who has more than six months experience and turns stitches collars, stitches toecaps, facing, O/S counters, D-rings and attaches bindings;

"Sewing machinist II" means an employee who has more than six months experience and stitches backseams, side flashes, collars toughes, velcro, brand tags and zig-zags pieces together;

"Screenprinter" means an employee who screenprints by hand pulling a squeegee;

"Semi-skilled kiln hand" means an employee who has limited knowledge in operating kiln and packs it according to specification;

"Silver-smith" means an employee who is capable of working silver by hand;

"Side-laster means an employee who lasts the waist section of an a shoe by means of a shoe;

"Size painter" means an employee who colour-codes components according to size by means of a brush;

"Skiver-uppers/toepuffs" means an employee who skives or reduces the thickness of the edge of components by means of skiving machine;

"Slaughterman" means an employee engaged in stunning, bleeding, skinning eviscerating and splitting livestock;

"Spinner" means an employee who carries out spinning operation of wool or other materials according to specification;

"Soaking attendant" means an employee who operates solder bath, prepares fluxes, and checks solder levels;

"Sockar" means an employee who applies adhesives and inserts socks into finished footwear;

"Sole chlorinator" means an employee who chlorinates or halogenates a sole prior to cement application;

"Sole presser" means an employee who, by means of a press, ensures that there is good bond between sole and upper;

"Sole spotter" means an employee who places the precemented upper and sole accurately together prior to pressing;

"Sorter R" means an employee who sorts goods into racks by item and size ready for despatch;

"Sorter" means an employee who puts together according to sizes the material, which is to be sewn;

"Shoe boxer" means an employee who packs finished footwear into boxes;

"Shoe repairer" means an employee who repairs subquality footwear;

"Shop assistant" means an employee who assists a shop supervisor in the stock control, displays and selling of products in a retail shop;

"Stonehand" means an employee with the knowledge of composition who places jobs set out by a compositor into steel frames locking them into printing machines ready for printing;

"Stamper" means an employee who stamps logos/information onto components by means of a stamping machine;

"Staple extractor" means an employee who removes staples from the insole of a shoe;

"Sticker attacher" means an employee who attaches stickers to indicate size or customer code;

"String lacer" means an employee who strings uppers for toelasting;

"Strips cutter" means an employee who cuts material into strips by means of a machine;

"Supervisor" means an employee who supervises other employees under his control;

"Switchboard operator" means an employee whose duties consists wholly or mainly in the operation of a telephone switchboard;

"Tablehand" means an employee who prepares material and places them on the table for cutting or weaving according to specification;

"Tester" means an employee who tests the function of assembled PC Boards using electronic equipment;

"Textile preparer" means an employee who folds and prepares materials into a set number of layers ready for cutting;

"Trimmer" means an employee who uses the clippers to clean the garment when the sewing part is finished;

"Toecap positioner" means an employee who precements toecaps into position prior to toecap stitching;

"Toelaster" means an employee who pulls the toe of the shoe over the last by means of a toelasting machine;

"Toelaster feeder" means an employee who supplies the toelaster with uppers and on completion replaces them back to the conveyor;

"Toepuff positioner" means an employee who positions and presses a toepuff onto the upper by means of a heated press;

"Tool Setter" means an employee who fits and sets tools on a machine;

"Unlaster" means an employee who removes the last from the finished shoe;

"Upper brusher" means an employee who brushes finished footwear so as to clean and improve the look of the shoes;

"Upper cleaner" means an employee who cleans finished footwear by means of various cleaning materials;

"Upper primer" means an employee who primes the nylon upper at the lasting margin to ensure cement adhesion;

"Upper splitter" means an employee who splits uppers by means of a splitting machine;

"Upper spotter" means an employee who places the correct upper onto the last prior to toelasting;

"Upper/Bottom preparer" means an employee who loads the sewn and corresponding bottom components onto the making conveyor;

"Utility" means an employee who has the knowledge of several jobs and who is able to relieve other workers on a production line;

"Weaver" means an employee who carries out duties either by operating hand loom or other equipment to manufacture the required goods;

"Wage clerk" means an employee who prepares and controls wage payments according to the time worked;

"Washer" means an employee who washes and dries material or wool and if necessary moth-proof the wool;

"Weights clerk" means an employee who weighs cartons of finished goods prior to despatch;

"Workshop assistant" means an employee who assists the fitter and handyman in general maintenance;

#### *Basic Minimum Wage.*

4. The basic minimum wage inclusive of rations or cash in lieu thereof to be paid to employees specified in the First Schedule shall be calculated at a rate not less than that specified therein provided that:-

- (a) An employee who, at the date of commencement of this Order, is in receipt of a higher wage than that prescribed by this Order, shall not suffer any reduction in such wage by reason of this Order;
- (b) Where no definition of an employee's duties exist, such employee shall be paid a basic minimum wage not less than that applicable to a general labourer;
- (c) Nothing in this regulation shall prevent an employer, if he so wishes from:-
  - (i) supplying cooked or uncooked food to an employee in addition to his basic wage;
  - (ii) providing free transport or free accommodation to an employee.

#### *Statement of conditions of employment.*

5. (1) The employer shall provide an employee with a written statement at commencement of his employment, stating whether he is employed permanently or seasonally, the conditions of his employment, the starting wage, including the learning period.

(2) The learning period referred to in sub-regulation (1) shall be:-

- (a) six months in the case of the weaving industry;  
and
- (b) three months in the case of other occupations.

*Hours of work.*

6. (1) The normal working week for employees other than security guards and casual labourers shall consists of not more than forty-eight hours of work.
- (2) The normal working week for security guards shall consists of not more than six shifts of twelve hours each.
- (3) The normal hours of work for a casual labour shall consist of eight hours per day.

*Overtime.*

7. (1) An employee who is engaged otherwise than on shifts work or as a security guard and is required to work in excess of the normal hours specified in regulation 6 shall be paid as follows:-
- (a) for time worked in excess of the normal hours on a weekday, payment shall be at one and a half times his basic hourly wage;
  - (b) time worked on a Sunday or a public holiday specified in regulation 8, payment shall be at twice his hour rate.
- (2) An employee employed on shift work, or as a security guard who is required to work on his rest day or on a public holiday specified in regulation 8, may be paid for such overtime or alternatively, be given an equivalent amount of time off in lieu of overtime payment.
- (3) The basic hourly wage of an employee on a weekly wage shall be calculated by dividing such wage by the number of hours he normally works in a week.
- (4) The basic hourly wage of a casual labourer shall be calculated by dividing his daily wage by eight.

*Public Holiday.*

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

Incwala  
Good Friday  
Easter  
Christmas Day  
Boxing Day  
Reed Dance Day  
Somhlolo Day  
King's Birthday  
New Year's 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 regulation.

*Annual Leave.*

9. An employee shall have fourteen calendar days' leave with full pay after each period of twelve months' continuous service with an employer:

Provided that in the case of a security guard annual leave shall be twenty-one calendar days with full pay after each period of twelve months continuous service with an employer.

*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 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-Regulation (1) -

- (i) An employee shall not be entitled to the benefits specified in sub-regulation (1) thereto if the sickness or accident causing his absence was caused by his own negligence or misconduct.
- (ii) A certificate issued by 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.

*Short time.*

13. (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-regulation (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.

*Termination of employment after three months.*

14. 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.

*Piece work.*

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

*Reimbursement of expenses.*

16. A salesman, driver or salesman's assistant shall be reimbursed all expenses reasonably incurred on lodging and meals for periods of absence from his place of residence on duty.

*Lay-off.*

17. (1) Due to circumstances beyond his control an employer may lay-off employees for up to fourteen working days, without pay provided that at the end of this period he shall either re-employ the employees in their original jobs, or give them notice of termination of service in accordance with the provisions of the Employment Act, 1980.

(2) During the period of any lay-off, the employer shall not engage other employees to replace the employees he has laid off.

(3) The employer shall give:-

(a) a permanent employee fourteen days' notice before the lay-off.

(b) a seasonal employee twenty-four hours notice before the lay-off.

(4) An employer may apply for a temporary exemption for a specified period according to the circumstances of the enterprise, from the application of regulation 17 (3) (a), after consultation with the employees organisation, for a reduction of the period of notice to be given to employees, before lay-off.

*Trade testing.*

18. (1) An employer shall grant unpaid leave to an employee who requests to undergo a trade test at the Swaziland College of Technology or any similar institution to enable him to take tests.

(2) An employee undergoing a trade test shall furnish the employer with the results of his examination.

*Revocation of Legal Notice No. 137 of 1993.*

19. The Regulation of Wages (Manufacturing and Processing Industry) Order, 1993 is hereby revoked.

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**FIRST SCHEDULE**

(Paragraph 4)

**BASIC MINIMUM WAGE**

(Emalangeni per week)

Learner Craftsperson

Learner Finisher

Learner Machine Operator

Learner Spinner

Learner Weaver

Casual Labourer

Seasonal Labourer

Carder

Checker

61.24

Cleaner  
Cook

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Engraver's Assistant  
Entrepreneur's Assistant  
Finisher  
Grinder  
Loader  
Potter  
Runner  
Trimmer  
Bagger  
Learner Machine Operator

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78.35

Screenprinter  
Semi skilled kiln hand  
Silversmith  
Spinner  
Tablehand  
Presser (garment)  
Washer  
Weaver  
Layer  
Sorter  
Presser  
Folder  
Packer  
Box folder  
Canteen Assistant  
Carton Sealer  
Painter

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82.71

Upper Primer  
Backseam Reducer  
D-ring inserter  
Foam attacher  
Hand Trimmer  
Lacer  
Stacker  
Receiver-Second Stock  
Sorter  
Textile preparer  
Toecap Positioner  
Toelaster Feeder  
Upper Brusher  
Workshop assistant

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86.20

Assemble socks  
Box Preparer  
Cementer  
Edward Marker  
Foam Strip cutter

Lubricator/Riveter/Buckler	90.54
Sewing Machinist II	
Shoe Boxer	
Sole Chlorinator	
Stamper	
Staple extractor	
String lacer	
String Cutter	
Toepuff Positioner	
Unlaster	
Upper Cleaner	

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Assembler-Bottom Components	
Box labeller	
Canteen assistant/Cashier	
Insole Moulder/stamper	
Last Preparer	
Last Transporter	
Rougher-sole Margin	92.27
Shoe Repairer	
Sticker attacher	
Upper splitter	
Weighs Clerk	

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Coil Winder	
Component Assembler	
Copy Typist	
Dough Panner	
Driver Salesman's Assistant	
Entrepreneur's Assistant Grade I	
Flour sifter	94.03
General Labourer	
Hoist Operator	
Learner machine operator (other than knitting and weaving)	
Loader/Packer	
Messenger	
PC Board Trimmer	
Plant Assistant	
Security Guard/Stonehand	
Machinist	

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Assembler (soldering)	
Binder Assistant	
Compositor	
De-Boner	
Dark Room Attendant	
Mechanical assembler	
Mono Caster Attendant	
Proof Reader	
AJS Operator	
Assembler Upper-Components	97.50

Counter inserter  
 Counter Moulder  
 Leather Baler  
 Loader F.O.F.  
 Recutter  
 Sewing Machinist I  
 Shop Assistant  
 Skiver-Upper-toepuffs  
 Socker

97.50

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Slaughterman  
 Driver/Messenger  
 Laboratory Assistant  
 Presser Attendant  
 Electrical Maintenance Assistant  
 Office Clerk  
 Rougher Uppers  
 Senior Watchman  
 Sole Presser

101.97

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Cabinet Fitter  
 Chassis Fitter  
 Clerk/Stores Assistant  
 Driver (L.D.V.)  
 Forklift Operator  
 Picture Tube Assembler  
 Soakline attendant  
 Switchboard Operator  
 Utility

107.94

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Baker's Assistant  
 Blower  
 Confectioner's Assistant  
 Dough Mixer  
 Engraver  
 Divider Operator

109.70

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Clicker-High Frequency  
 Clicker Insolers/toepuffs/Counters  
 Clicker-Linings/Trims/Socks/Velcro  
 Despatch Clerk  
 Heelseat Laster  
 Invoice Clerk  
 Leather sorter  
 Quality Controller  
 Sole Spotter

111.45

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Kiln Operator  
 Melter  
 Saw Sharpener  
 Design Draftsman's Assistant

113.18

Inspector	
Machine Operator	
Machine Attendant	113.18
Solder Bath Attendant	
Tester	
<hr/>	
Boiler	
Driver (H.D.V.)	
Kardex Clerk/Storeman	115.80
Aligner	
Final Inspector/Tester	
<hr/>	
Clicker-textile	
Rebater Controller	
Repairer's Assistant	117.54
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Liner Feeder	
Quality Controller	
Repairer's Assistant	121.02
<hr/>	
Baker	
Confectioner	
Handy-Man	
Chef	
Clicker-Suede Split	127.11
<hr/>	
Chargehand	
Final Aligner and Tester	
Jumper	
Plant attendant	131.47
Tool Setter	
Fitter	
Personnel Secretary	
Sewing Mechanic	
Toelaster	
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Clerk/Storeman (with Junior Certificate)	
Driver Salesman	E139.30
<hr/>	
Artisan Grade III	
Cattle buyer	
Master Screenprinter	150.62
Master Potter	
Master Silversmith	
Salesman	

Assistant foreman Confectioner	
Assistant Foreman Baker	180.21
Clerk/Storeman (with Senior Certificate)	
Artisan Grade II	248.12
Foreman Baker	
Foreman Confectioner	265.54
Artisan Grade I	363.96
Laboratory Technician	384.80
Supervisor	25% above the wage to the highest paid employee. Under his direct supervision

## SECOND SCHEDULE

## Regulation 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 wages are paid .....
6. Normal hours of work .....
7. Short description of employee's .....
8. Probation Period .....
9. Annual holiday Entitlement .....
10. Paid Public Holidays .....
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 and Public Service

## LEGAL NOTICE NO. 62 OF 1994

## THE WAGES ACT, 1964

(Act No. 16 of 1964)

## THE REGULATION OF WAGES (SECURITY SERVICES INDUSTRY) ORDER, 1994

(Under Section 11)

In exercise of the powers conferred upon him by section 11 of the Wages Act, 1964 the Minister for Labour hereby makes the following Order:-

*Citation.*

1. This Order may be cited as the Regulation of Wages (Security Services Industry) Order, 1994 and shall be deemed to have come into force on the 1st March, 1994.

*Application.*

2. (1) This Order shall apply to all persons employed in detective, investigative, patrolling and nightwatching services providing protection against Burglary, Fire, Personal Injury and similar services connected with or related to the foregoing.

(2) This Order shall not apply to persons employed by:-

(a) The Government

(b) A local Authority.

*Interpretation.*

3. In this Order, unless the context otherwise requires;

"Clerk" means an employee engaged on full time general Clerical duties;

"Group A" means an employee, other than a patrol supervisor, with three months or less continuous service;

"Group B" means an employee with more than three months' but less than twelve months' continuous service;

"Group B1" means an employee with more than twelve months' continuous service;

"Group C" means a patrol supervisor Grade II;

"Group D" means a patrol supervisor grade I;

"Telephonist" means any person who is literate, fluent in the siSwati and English Languages and able to operate a telephone in a courteous and efficient manner.

*Basic Minimum wage.*

4. The Basic Minimum Wage to be paid to an employee to whom this Order applies shall be deemed to include a ration allowance and shall be calculated at a rate specified in the Schedule hereto.

*Hours of work.*

5. The basic working week shall consist of seventy two working hours spread over a period of six days.

*Overtime Payment.*

6. (1) Overtime in respect of a watchman or security guard shall be calculated at twice his normal hourly rate for all time worked on a public holiday specified in Regulation 10 or any time worked in excess of twelve hours on any normal working day.

Provided that any watchman or security guard who has been absent from work during any week without reasonable cause shall not be entitled to overtime in that week until he has completed seventy-two hours of work.

(2) For the purpose of calculating the payment of overtime in respect of a watchman or security guard the normal hourly rate of wages shall be the amount arrived at by dividing the employee's daily wage by twelve hours.

*Written particulars to be provided.*

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

*Annual Leave.*

8. (1) On completion of each period of twelve months' continuous service, an employee shall be entitled to an annual leave of twelve days with full pay plus nine days with full pay in compensation for public holidays worked.

(2) Where the employment of an employee is terminated before he has taken his entitlement of leave under this Regulation, he shall be paid, in lieu of such leave, a sum equal to one and three quarter days wages in respect of each month he has earned but not taken leave.

*Sick Leave.*

9. (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-Regulation (1)

- (i) An employee shall not be entitled to the benefits (specified in sub-regulation (1) if the sickness or accident causing his absence was caused by his own negligence or misconduct;
- (ii) A certificate issued by a registered nurse shall be accepted in place of a Medical certificate if a Medical Practitioner is not available.

*Public Holidays.*

10. (1) The following shall be Public Holidays with full pay-

New Year's Day  
 Good Friday  
 Easter Monday  
 National Flag Day  
 King's Birthday  
 Somhlolo Day  
 Reed Dance Day

## Incwala Day

## Christmas 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 regulation.

*Day Off.*

11. An employee shall be entitled to one day off-work in each week: Provided that the employer and employee may mutually agree that the day-off may be deferred so as to allow the employee to accumulate a total of four days off-work.

*Maternity Leave.*

12. A female employee who becomes pregnant during the period of her employment shall be entitled to resume duty in the position she occupied prior to such leave. The timing of such leave shall be subject to the mutual agreement of the employer and the employee.

*Travelling expenses.*

13. (1) Any employee who travel on duty and remains away from his place of residence shall be reimbursed all travelling, lodging and meal expenses, incurred, if he remains away from his place of work for a period of 48 hours, on production of receipts covering the expenditure.

(2) Where an employee is transferred from his place of employment the payment of expenses under regulation 13 (1) shall cease and the employer shall thereafter provide him with suitable accommodation or payment in lieu thereof for a period of three months, to allow him reasonable time to find suitable alternative accommodation.

*Lay-off.*

14. Where an employer is unable to provide work for any employee due to:-

- (a) unavailability of working materials; or
- (b) temporary cessation of work;

He may, subject to him giving the employee not less than twenty four hours notice, lay-off the employee, without pay, for a maximum period of fifteen working days in the circumstances mentioned in sub-regulation (a) and for a maximum period of thirty working days in the circumstances mentioned in Sub-regulation (b);

At the expiry of fifteen working days or thirty working days as may be applicable, the employer shall either provide work for the employee, or terminate his employment under the provisions of the Employment Act;

*Pay Day*

15. An employee shall be paid not later than three days after the end of a pay period.,

*Savings.*

16. An employee, who at the commencement of this Order, is entitled to benefits greater than those specified in this Order, shall not suffer any reduction in such benefits by reason of this Order.

*Uniforms etc.*

17. (1) The employer of a guard or watchman shall provide him free of charge with:-
- (a) boots (shoes for female guards) a police whistle, a club and torch; and
  - (b) a hat, raincoat and overcoat when reasonably required under the prevailing weather conditions.

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

*Continuous Service.*

18. (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.

*Termination of employment after three months.*

19. 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.

*Revocation of Legal Notice 13 of 1993.*

20. The Regulation of wages (Watching and Protective Services Industry) Order 1993 is hereby revoked.

**FIRST SCHEDULE**

(Regulation 4 and 5)

(Per Month)

Group A	307.80
Group B	334.02
Group B1	361.38
Group C	372.78
Group D	450.64
Telephonist	307.80
Clerk	450.64

## SECOND SCHEDULE

(Regulation 7)

## 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 wages 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*  
**The Government Printer, Mbabane.**