



SWAZILAND GOVERNMENT GAZETTE

VOL. XXXIV]

MBABANE, Friday, January 5th, 1996

[No. 130

CONTENTS

No.		Page
	GENERAL NOTICES	
1.	The Land Speculation: Exemption in favour of Total Swaziland (Pty) Limited	2
	ADVERTISEMENTS.....	3

CONTENTS OF SUPPLEMENT

PART C - LEGAL NOTICES

1.	The Central Bank of Swaziland Statement of Assets and liabilities as at 31st July, 1995	S1
2.	The Central Bank of Swaziland Statement of Assets and Liabilities as at 31st August, 1995.....	S3
3.	The Regulation of Wages (Mining and Quarrying Industries) Order, 1996	S5
4.	The Prices of Liquid Milk and Emasi Notice of 1996	S16

GENERAL NOTICE NO. 1 OF 1996

THE LAND SPECULATION CONTROL ACT 1972
(Act No. 8 of 1972)

EXEMPTION UNDER SECTION 20

In exercise of the powers conferred on him by the Land Speculation Control Act 1972, The Minister of Natural Resources and Energy hereby exempts Total Swaziland (Pty) Ltd from the Provisions of the Land Speculation Control Act 1972 with effect from 1st December, 1995.

A. N. N. MASEKO
Acting Principal Secretary

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 2036/95

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

NOMP PROPERTIES (PROPRIETARY) LIMITED

Defendant

NOTICE OF SALE

Notice is hereby given that pursuant to a Writ of Execution issued in the above matter, the undermentioned property will be sold by Public Auction by the Deputy Sheriff for the District of Manzini outside the Regional Administrator's building at 2.30 p.m. on **FRIDAY** the **19th** day of **JANUARY 1996**.

CERTAIN: Lot No. 56 situate in Pleasing Prospect, in the Township of Fairview, District of Manzini, Swaziland;

MEASURING: 1453 (One Four Five Three) Square Metres;

RESERVE PRICE: E160,000.00 (One Hundred and Sixty Thousand Emalangeni);

IMPROVEMENTS: Flats:

2 Flats each consisting of:

2 Bedrooms, Kitchen, Bathroom, Dining/Living Room.

Conditions of Sale are available for inspection at the office of the Sheriff in the High Court building in Mbabane, the offices of the Regional Administrator, Manzini and at the offices of Robinson Bertram and Keyter.

The Society may at its sole discretion lend up to 75% (seventy five per centum) to suitable borrowers and interested parties are advised to seek advice from the Society in this regard prior to the date of the sale.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 18TH DAY OF DECEMBER, 1995.

J P ANNANDALE
Sheriff of Swaziland
c/o The Registrar of the High Court
Mbabane

H19 05-01-96

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 1176/95

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

JOSEPH MANDLA MASEKO

Defendant

NOTICE OF SALE

Notice is hereby given that pursuant to a Writ of Execution issued in the above matter, the undermentioned property will be sold by Public Auction by the Deputy Sheriff for the District of Hhohho outside the High Court Building at 11.30 a.m. on **FRIDAY** the **19th** day of **JANUARY 1996**.

CERTAIN: Portion 1 of Lot 2417 Mbabane Extension No. 21 (Embangweni Township), situate in the District of Hhohho, Swaziland;

MEASURING: 437 (Four Three Seven) Hectares;

RESERVE PRICE: E135,000.00 (One Hundred and Thirty Five Thousand Emalangeni);

IMPROVEMENTS: Town House comprising:

First Floor: 3 Bedrooms, Living Room, Dining Room, Bathroom

Ground Floor: Kitchen and Single Garage.

Conditions of Sale are available for inspection at the office of the Sheriff in the High Court building in Mbabane, the offices of the Regional Administrator, Hhohho and at the offices of Robinson Bertram and Keyter.

The Society may at its sole descretion lend up to 75% (seventy five per centum) to suitable borrowers and interested parties are advised to seek advice from the Society in this regard prior to the date of the sale.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 18TH DAY OF DECEMBER, 1995.

J P ANNANDALE
Sheriff of Swaziland
c/o The Registrar of the High Court
Mbabane

H18 05-01-96

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 1201/94

In the matter between:

SWAZILAND NATIONAL PROVIDENT FUND

Plaintiff

and

AMOS FANUKWENTE GAMA

Defendant

NOTICE OF SALE

Notice is hereby given that pursuant to a Writ of Execution issued in the above matter, the undermentioned property will be sold by Public Auction by the Deputy Sheriff for the District of Manzini outside the Regional Administrator's Office Building, Manzini at 2.30 p.m. on Friday the 9th day of February 1996.

CERTAIN: Lot No. 992 situate in Ngwane Park Extension No. 1 Township, District of Manzini, Swaziland.

MEASURING: 1123 (One One Two Three) Square metres;

HELD: By the Defendant under Deed of Transfer No. 205/1993 dated the 18th May, 1993.

IMPROVEMENTS: A house

The Conditions of Sale are available for inspection at the office of the Sheriff in the High Court Building in Mbabane, and at the offices of Robinson Bertram and Company with P. W. Keyter, Mbabane.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE THIS DAY OF 5TH, JANUARY 1996.

Sheriff of Swaziland
The High Court
Mbabane

H12 05-01-96

NOTICE

ESTATE LATE: TIMOTHY MFUNGELWA DLAMINI ESTATE NO. 390/95

Debtors and Creditors in the above estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) thirty days from date of publication hereof.

GEORGE ZULU
P. O. Box 842
Manzini

H10 05-01-96

NOTICE

Notice is hereby given that we intend applying for a certified copy of: Deed of Transfer No. 208/1970 dated the 22nd July 1970 in favour of Timothy Gubuda Dlamini (born in the year 1924) in respect of:-

CERTAIN: Remaining Extent of Portion 15 (a portion of Portion 2) of Farm No. 73, District of Hhohho, Swaziland;

MEASURING: as such 7,0893 (Seven Comma Zero Eight Nine Three) Hectares.

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

DATED AT MBABANE THIS 4TH DAY OF JANUARY 1996.

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

H13 2x12-01-96

NOTICE

ESTATE LATE: ANDRONICA L. DLAMINI ESTATE NO. 39/94

Notice is hereby given in terms of Section 51 bis of the Administration of Estates Act No. 28 of 1902 that the First and Final Liquidation and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland at Mbabane 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.

JOHANNES S. NKAMBULE & ASSOCIATES
Executor's Attorneys
1st Floor Suite 4A Estel House
Ngwane Street
P. O. Box 300
Manzini

H3 05-01-96

NOTICE

ESTATE LATE: MARIA DUMAKO NXUMALO ESTATE NO. 477/95

Debtors and creditors in the above estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) days from date of publication hereof.

JOHANNES S. NKAMBULE & ASSOCIATES
Attorneys for Executor Dative
1st Floor Suite 4A Estel House
Ngwane Street
P. O. Box 300
Manzini

H4 05-01-96

NOTICE

ESTATE LATE: VELSON NKAMBULE ESTATE NO. 393/95

Notice is hereby given that in terms of Section 51 bis of the Administration of Estates Act No. 28 of 1902, that the First and Final Liquidation and Distribution Account will lie open at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty one (21) days from date of appearance of this Notice.

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

BETTY NKAMBULE
P. O. Box 213
Mhlambanyatsi

H11 05-01-96

NOTICE

ESTATE LATE: DAVID M. NKAMBULE ESTATE NO. 332/95

Debtors and Creditors in the above estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) thirty days from date of publication hereof.

MZOLIMI NKAMBULE
P. O. Box 326
Mankanye

H6 05-01-96

NOTICE

ESTATE LATE: ZACHARIAH THEMBA GAMA ESTATE NO. 534/95

Debtors and Creditors in the above estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) thirty days from date of publication hereof.

MRS ANNAH GAMA
P. O. Box 385
Mbabane

H5 05-01-96

NOTICE

Notice is hereby given that I July Andreas Vusi Thusi of Manzini Region intend to apply to the Honourable Minister for 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 Observer and Times of Swaziland newspapers, being two newspapers circulating in the region where I reside and designated for this purpose by the Regional Secretary for the Manzini Region and in the Government Gazette.

The reason I want to assume the surname is because Dlamini 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 Manzini Region.

P. O. Box 1104
Manzini

G1844 4x12-01-96

NOTICE

ESTATE LATE: GAZI NTSANGASE ESTATE NO. 531/95

Debtors and creditors in the above estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) days from date of publication hereof.

JOHANNES S. NKAMBULE & ASSOCIATES
Attorneys for Executor Dative
1st Floor Suite 4A Estel House
Ngwane Street
P. O. Box 300
Manzini

H1 05-01-96

NOTICE

ESTATE LATE: MFANAWENKHOSI FOSI SHONGWE ESTATE NO. 456/95

Debtors and creditors in the above estate are hereby required to lodge their claims with and pay their debts to the undersigned within (30) days from date of publication hereof.

JOHANNES S. NKAMBULE & ASSOCIATES
Attorneys for Executor Dative
1st Floor Suite 4A Estel House
Ngwane Street
P. O. Box 300
Manzini

H2 05-01-96

NOTICE

ESTATE LATE: LOFANA LYMOTE SHONGWE ESTATE NO. 419/95

Notice is hereby given that in terms of Section 51 bis of the Administration of Estates Act No. 28 of 1902, that the First and Final Liquidation and Distribution Account will lie open at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty one (21) days from date of appearance of this Notice.

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

PAULOS MFANA SHONGWE
P. O. Box 456
Mbabane

H14 05-01-96

SUPPLEMENT TO THE SWAZILAND GOVERNMENT GAZETTE

VOL. XXXIV]

MBABANE, Friday, January 5th, 1996

[No. 130

CONTENTS

No.

Page

PART C - LEGAL NOTICES

- | | |
|---|-----|
| 1. The Central Bank of Swaziland Statement of Assets and liabilities as at 31st July, 1995 | S1 |
| 2. The Central Bank of Swaziland Statement of Assets and Liabilities as at 31st August, 1995..... | S3 |
| 3. The Regulation of Wages (Mining and Quarrying Industries) Order, 1996 | S5 |
| 4. The Prices of Liquid Milk and Emasi Notice of 1996 | S16 |

PUBLISHED BY AUTHORITY

LEGAL NOTICE NO. 1 OF 1996

THE CENTRAL BANK OF SWAZILAND ORDER 1974
(Order No. 6 of 1974)

THE CENTRAL BANK OF SWAZILAND STATEMENT OF ASSETS AND
LIABILITIES AS AT 31ST JULY, 1995
(Under Section 52)

In exercise of the powers conferred upon him by Section 52 of the Central Bank of Swaziland Order 1974, the Minister for Finance hereby issues a Statement of Assets and Liabilities as at 31st July, 1995 in the Schedule to this Notice.

M. D. FAKUDZE
Principal Secretary

CENTRAL BANK OF SWAZILAND

BALANCE SHEET AS AT 31ST JULY, 1995

1995

E

THOUSANDS

CAPITAL EMPLOYED

Capital	1,000
General Reserve	6,075
	<u>7,075</u>

LIABILITIES

Currency in Circulation	104,917
Allocation of SDR'S	36,963
Domestic Deposits	422,598
External Liabilities	7,190
Other Liabilities	51,002
Counterpart Forward Position	31,512
Forward Contracts for Purchases of Currency	207,300
	<u>868,557</u>

ASSETS

Claims on Banks	34,336
Fixed Assets	5,193
External Assets	575,943
Claims on Private Sector	11,388
Other Assets	2,885
Forward Contracts for sale of Currency	238,812
	<u>868,557</u>

JAMES NXUMALO

Governor

LEGAL NOTICE NO. 2 OF 1996

THE CENTRAL BANK OF SWAZILAND ORDER 1974
(Order No. 6 of 1974)

THE CENTRAL BANK OF SWAZILAND STATEMENT OF ASSETS AND
LIABILITIES AS AT 31ST AUGUST, 1995
(Under Section 52)

In exercise of the powers conferred upon him by Section 52 of the Central Bank of Swaziland Order 1974, the Minister for Finance hereby issues a Statement of Assets and Liabilities as at 31st August, 1995 in the Schedule to this Notice.

M. D. FAKUDZE
Principal Secretary

CENTRAL BANK OF SWAZILAND
BALANCE SHEET AS AT 31ST AUGUST, 1995

	1995
	E
	THOUSANDS
CAPITAL EMPLOYED	
Capital	1,000
General Reserve	6,075
	<u>7,075</u>
LIABILITIES	
Currency in Circulation	101,100
Allocation of SDR'S	35,160
Domestic Deposits	392,789
External Liabilities	7,400
Other Liabilities	49,770
Counterpart Forward Position	101,718
Forward Contracts for Purchases of Currency	124,986
	<u>819,998</u>
ASSETS	
Claims on Banks	34,388
Fixed Assets	5,171
External Assets	536,112
Claims on Private Sector	11,496
Other Assets	6,127
Forward Contracts for sale of Currency	226,704
	<u>819,998</u>

JAMES NXUMALO
Governor

LEGAL NOTICE NO. 3 OF 1996

THE WAGES ACT, 1964
(Act No. 16 of 1964)

THE REGULATION OF WAGES (MINING AND QUARRYING INDUSTRIES)
ORDER, 1996
(Under Section 11)

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

Citation and Commencement.

1. This Order, may be cited as the Regulation of Wages (Mining and Quarrying Industries) Order, 1996 and shall come into force on 1st January, 1996.

Interpretation.

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

"Clerk A1" means a clerical worker capable of simple reading, minimal writing, collecting and carrying items, such as, date stamps, keeping calendars up to date, recording times of arrival and departure, receiving and carrying documents and correspondence internally and acting as a messenger;

"Clerk A2" means a clerical worker capable of performing all the functions of a clerk A1 and writing, copying, simple filing and operating simple office machine, such as, entering petty cash payments and receipts, transcribing information into registers and on to forms and cards without analysis, and sorting mail, photocopying and duplicating;

"Clerk B1", means a clerical worker capable of analysing, accounting, operating office machines, scrutinising and utilising information not directly available but based on past experiences interviewing according to prescribed procedure, interpreting, supervising the work of clerks A1 and A2;

"Unqualified tradesman" means a person who undertakes such task as rough glazing, painting and simple mechanical work on rock drills, locos, pumps, simple vehicle servicing and similar uncomplicated work requiring skill below the artisan's standard;

"Supervisor" means a person who oversees the work of gangs working in gardens, slimes, dams, lamp rooms, screening plants, siding mills, forests stores, aerial ropeways, conveyors, tipplers construction work and painting;

"Drivers Grade 1" means Drivers of -

- (a) ambulances;
- (b) heavy duty vehicles (in excess of five tons capacity);
- (c) power-driven earth moving equipment; and Primary hoists;

"Drivers Grade 2" means Drivers of -

- (a) light duty vehicles other than ambulances;
- (b) secondary hoists;
- (c) rocker arm loaders;
- (d) tractor; and
- (e) locomotives.

Application.

3. (1) This order shall apply to all persons, other than articulated apprentices, employed in any undertaking or any part of an undertaking which carries on one or more of the following activities for gain -

- (a) mining and quarrying operations;
- (b) winning of sand and gravel from any source;

or

- (c) ancillary work connected with the running of mineral extractions operations but excluding contractors and suppliers to a mine or quarries.

(2) Notwithstanding sub-regulation (1) this order shall not apply to an employee who is in receipt of a basic remuneration aggregating E660.00 or more per month who has authority to -

- (a) give orders to employees under his control;
- (b) recommend transfer, suspend, discipline, discharge or promote workers under his control; and
- (c) adjudge and make recommendations in connection with grievances of employees under his control.

Written particulars to be provided.

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

Hours of work.

5. (1) The basic working week shall be a maximum of six days.

(2) Notwithstanding sub-regulation (1) where shifts are maintained the basic working week shall -

- (a) consist of six-twelve hours shifts in the case of a security guard; and
- (b) six eight-hour shifts in all other cases; and

- (c) with the consent of his employer, an employee may extend his daily hours of work by up to one hour in order to reduce the hours of his last shift for his own convenience without the entitlement to overtime.

(3) Subject to regulation 11 (1) where an employer requires an employee to work in excess of the hours specified in this regulation, an employee shall be paid for overtime in accordance with the provisions of regulation 10.

Work Stoppage.

6. (1) In the event of a temporary work stoppage of any employer's operations whether partial or complete, occasioned by circumstances beyond the control of the employer or of the employee, but excluding stoppage occasioned by a strike, lockout, sit-in or other form of labour action or dispute, concerted or individual, an employee who is present, available, capable and willing to work for the normal period during normal working hours at times appointed by the employer, shall be paid at full rate applicable to that job and -

- (a) in the case of a watchman or security guard, for a minimum of 72 hours in any week; and
- (b) in the case of all employees for a minimum of 48 hours in any week.

Provided that -

- (i) an employee shall perform any task appointed by the employer;
- (ii) such task shall not expose or subject an employee to perculiar risk or substantially more arduous conditions than those pertaining to his original or normal form of employment; and
- (iii) the provision of such alternative work shall not prejudice the employer's right to terminate the employee's contract of service in terms of his normal conditions of employment and in accordance with the law.

(2) Where the employer cannot appoint a productive task and the employee is present, available, capable and willing to work, the employer shall pay the employees full daily wages for two days immediately succeeding the day upon which work was stopped and thereafter pay the employee half his daily rate until work is resumed or his employment is lawfully terminated.

Security of Wages and conditions of Employment.

7. (1) The rates of pay and other conditions of employment set forth in this order are the minimum permitted by the Government of Swaziland and shall not be represented as otherwise and no part of this order shall be construed as justifying non advancement or denying advancement to, or freezing the wages of an employee.

(2) No employer affected by this order shall reduce his remuneration or other conditions of service from those which were applicable to his employee at the effective date of this order, except where the nature of work has been changed.

Categories of work.

8. Employees affected by this order shall be graded into categories. A1, A2, B1, B2, B3, C1, and C2 as set out in the First Schedule.

Basic minimum wage.

9. The basic minimum wage for the various categories set forth in regulation 8 shall be in respect of a shift of eight hours except in the case of watchman, where the shift shall be twelve hours and shall be as set out in the table hereunder.

A1	A2	B1	B2	B3	C1	C2
E15.74	E18.32	E19.76	E22.63	E26.22	E30.70	E34.58

Overtime.

10. Overtime shall be paid to daily rated workers at the following rate -

- (a) for time in excess of 15 minutes after the specified hours per shift as specified in regulation 5 at one and half times the basic rate reduced to an hourly rate, except as provided in paragraph (b); and
- (b) for time worked on Sundays, where Sunday is not a working day, or on an employee's rest day where Sunday is a normal working day, or on a holiday specified in regulation 11, at double the basic wage reduced to an hourly rate.

Public Holidays.

11. (1) The following Public Holidays shall be regarded as public holidays with full pay -

Christmas Day
Boxing Day
Good Friday
Easter Monday
King's Birthday
Somhlolo Day
Reed Dance Day (Umhlanga)
Incwala Day

(2) If so required by his employer, an employee shall work extra shifts at 1.25 times his basic rate on Saturday and at one and half times (1.5) on Sunday upon three days to be appointed by the employer for the purpose of maintaining production which the employer may find to have been lost by reason of any three of the holidays set out in sub-regulation (1);

Provided that payment shall not be made to an employee who absents himself from his normal place of work without authority on a working day before or after the specified holiday.

Annual leave.

12. On completion of each period of twelve months' continuous service with an employer an employee shall be entitled to annual leave of not less than eighteen working days excluding the public holidays and the employee's rest days with full pay.

Sick Leave.

13. An employee who, after three months' continuous service with an employer becomes ill through no fault of his own and becomes incapable of performing his duties shall have one of the following sick benefits, in respect of each period of one year, on production of certificate issued by a Medical Practitioner registered under the Medical and Dental Practitioner's Act, 1970 -

- (a) fourteen days leave with full pay and thereafter fourteen days with half pay; or
- (b) thirty days leave of which the first three days in any period of sickness shall be without pay; or
- (c) thirty days leave of free hospitalization and medical treatment with free food whilst in hospital and a daily sum of money equivalent to the cash value of any employee's rations as may be approved by the Labour Commissioner from time to time.

Maternity Leave.

14. A female employee who is pregnant shall, during the period of her pregnancy, be entitled to

- (a) a total of thirty days leave, on full pay in each period of twelve months' continuous service with the same employer in respect of prenatal, confinement and postnatal care or;
- (b) alternatively at the option of the employer and in lieu of payment referred to in paragraph (a) -
 - (i) free pre-natal medical care;
 - (ii) confinement in hospital with free food, free medical treatment including all medicines by the Medical Practitioner in charge of her; and
 - (iii) three weeks unpaid leave following delivery.

Redundancy.

15. In the case of redundancy by reason of closure, cessation or curtailment of an employer's operation each affected employee shall receive the benefits provided for by sections 33 and 34 of the Employment Act, 1980.

Pay advances.

16. (1) On a day to be appointed by his employer, which day shall be approximately half way through the pay month, an employee whose basic wage excess E100.00 per month shall be entitled to draw an advance from his wages for that current month to an amount not exceeding 40% of his monthly wages, if -

- (a) there are funds standing to the credit of the employee to meet the amount of the required advance; and
- (b) his acceptance of the advance shall be deemed to be an authorization to the employer to deduct the full amount advanced to him at the end of the pay month from his salary.

(2) In cases of bereavement, employers shall treat such a request with sympathy and consideration.

Revocation of Legal Notice No. 75 of 1995.

17. The Regulation of Wages (Mining and Quarrying Industry) Order, 1995 is revoked.

FIRST SCHEDULE

Category A1 includes employees whose principal duties comprise any of the following occupations

Asbestos Packers
 Beer Makers
 Block Makers
 Bell maintenance helper
 Belt sorters
 Bag printer
 Plaster's Labourers
 Boiler attendants
 Chimney sweepers
 Conveyor attendants
 Clerk A1
 Cleaners
 Change-house attendants
 Coal cutters Grade 3
 Dracco plant attendants
 Fuel issuers
 Haulage labourers
 House maids
 Kitchen hands
 Lashers

S11

Laundry workers
Messengers
Siding labourers
Sweepers
Samplers (Supervised)
Survey Assistant (Grade 2)
Sanitation workers
Stone sorters
Tippler attendants
trammers
tally checkers/tip attendant
Ventilation Labourers
Whitewashers
Waiters
Underground transport labourers

Category A2 includes employees whose principal duties comprise the following occupations.

Artisan's Assistants
Battery charging attendants
Blasting licence holder's assistant
Box operators
Clerk A2 (as defined in paragraph 2)
Cooks
Compressor attendants
Coal samplers
Driller's assistance
Ellison feeder attendants
Forklift operators
First aid attendants
Geological sampling assistant/drivers
Golf club attendant
Greaser
Jackhammer operator's assistant
Laboratory attendants (Grade A2)
Lamproom attendants (uncertificated)
Loco shunters
Loading hands
Nursing aids
Onsetters
Pest Control Workers
Power station maintenance
Care (supervised)
Portable saw operators
Pump attendants
Receptionist
Rotary and Drifter helpers
Shotcrete Nozzlemen
Sorters
Scraper winch drivers

S12

Section timber workers
Stockpile attendants
Sawmill assistants (supervised)
Sample plant attendants
Security guards/watchmen
Toolroom attendants
Tracers
Torch cutters
Tower dryer attendants
Typist (copy)
Tub loaders
Tyre inspectors
Water purification plant attendants
Winch operators
X-Ray orderlies

Category B1 includes employees whose principal duties comprise any of the following occupations:

Accounting machine operator
Analysis
Barman
Boiler operators (Power station)
Blocklayers (without Trade Qualification)
Beer makers (chargehand)
Crusher shiftsmen
Clerk (Grade B1)
Carpenters (without Trade Qualification)
Coal Cutter (Grade 2)
Driver (Grade 2)
Domestic Science Instructors
Dust samplers
Electric drill operators
Gardening Supervisors
Guesthouse attendants
Geological samplers (other than coal)
Gang bosses (Grade 2 surface)
General Gang supervisors
Jack hammer operators
Lampmen (Coal certificated)
Plant operators
Rock mechanic observers
Rotary/Drifter operators
Supervisors (as defined hereunder)
Service bay attendants
Security sergeant
Stenographer typist
Switchboard operator (Internal and External)
telex operators
Theatre orderlies
tradesmen (without formal qualifications)
Training instructors
Welfare assistant

Category B2 includes employees whose principal duties comprise any of the following occupations:-

- Blasting licence holder
- Coal cutters (grade 1)
- Drillers (mobile rig and core)
- Drivers (Earth moving)
- Dyke gang supervisors
- Electricians (to 380 volts)
- Gangbosses (Grade 1 surface)
- Gangbosses (Grade 3 underground)
- Laboratory assistants (Asbestos)
- Mechanics (Grade 1)
- Medical orderlies
- Truck busters
- Village administration clerk
- Welders
- Weighbridge clerk

Category B3 includes employees whose principal duties comprise any of the following occupations:-

- Artisans (Grade 2)
- Blasting supervisors (Iron ore)
- Drill Supervisors
- Electrician (to 550 volts)
- Gang bosses (Grade 1 underground)
- Hospital clerks
- Personnel assistants
- Section supervisors
- Section bosses (surface/village Induna)
- Stores/Accounts clerk
- Transport controllers
- Washing supervisors (iron ore)
- X-Ray Clerk

Category C1 includes employees whose principal duties comprise any of the following occupations other than qualified artisans who have served the prescribed period of apprenticeship or a Government recognised trade test:-

- Carpenters
- Mason/Furnace bricklayers
- Mechanic (maintenance)
- Plumber/Sheet metal workers
- Ropeway servicemen
- Sewage/Water supervisors
- Section bosses (underground)
- Storekeepers

Category C2 includes employees whom Management consider to have such qualities as to warrant categorization above category C1.

SECOND SCHEDULE

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 received
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.

S15

Signed: Employer
..... Employee
..... Witness
..... Date.

S. B. CEKO
Principal Secretary
Ministry of Labour & Public Service

LEGAL NOTICE NO. 4 OF 1996

THE DAIRY ACT, 1968
(Act No. 28 of 1968)

THE PRICES OF LIQUID MILK AND EMASI NOTICE OF 1996

In exercise of the powers conferred upon him by section 24 of the Dairy Board Act No. 28 of 1968, the Minister for Agriculture and Cooperatives, after consultation with the Swaziland Dairy Board hereby issues the following Notice.

Citation and Commencement.

1. This Notice may be cited as the Prices of Liquid Milk and Emasi Notice of 1996 and shall come into force on the 1st January 1996.

Milk Producers Price.

2. The Price to be paid by a milk processor to a milk producer for fresh cow's milk delivered by him to such processor shall not be less than E0.87 cents a litre.

Maximum price to be paid to a milk Processor for Fresh Cow's milk by purveyor.

3. The price to be paid by a milk purveyor of liquid milk for fresh pasteurised cow's milk delivered to him by a processor shall be E2.45 per litre for packaged milk or E2.40 per litre for bulk milk for cash supplies and E2.50 per litre for packaged milk or E2.45 per litre for bulk milk for credit supplies.

Maximum selling prices of fresh Cow's Milk.

4. The maximum selling price of fresh cow's milk by dairies, milk shops, milk purveyors to the public shall be E2.65 per litre for cartoned milk or E1.35 for 500ml carton.

Maximum price to be paid to a milk processor for Full Cream Emasi (Cultured Milk).

5. The price to be paid by a purveyor of Full Cream Emasi (Cultured Milk) delivered to him by a processor shall be E2.45 per litre for packed cultured milk or E2.40/litre bulk cultured milk for cash supplies and E2.50/litre for packed cultured milk or E2.45/litre bulk cultured milk for credit supplies.

Maximum selling price for Full Cream Emasi (Cultured Milk).

6. The maximum selling price of cartoned Full Cream Emasi (Cultured Milk) by dairies, milk shops and milk purveyors to the public shall be E2.65 per litre or E1.35 per 500ml carton.

Revocation of Legal Notice No. 193 of 1994.

7. The prices of liquid milk and Full Cream Emasi (Cultured Milk) Notice of 1994 is revoked.

A. V. MAMBA
Acting Principal Secretary

The Government Printer, Mbabane