



# SWAZILAND GOVERNMENT GAZETTE

VOL. XL]

MBABANE, Friday, APRIL 12th., 2002

[No. 819

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**PUBLISHED BY AUTHORITY**

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**NOTICE**

**NOTICE**

Notice is hereby given that we intend applying for a certified copy of Crown Grant No. 4/1968 dated the 19<sup>th</sup> December, 1967 in respect of certain Lot No. 133 situate on Gule Street in the Msunduza Township Extension No. 3, District of Hhohho, Swaziland; Measuring 449 (FOUR FOUR NINE) square metres made in favour of PHINEAS MANDLA SIMELANE (Born on the 6<sup>th</sup> day of October, 1930)

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 a period of three weeks from date of the last publication of this notice.

DATED AT MANZINI ON THE 21<sup>ST</sup> MARCH, 2002.

ZWANE KUBHEKA & ASSOCIATES

Applicant's Attorneys

P.O. Box 1301

MANZINI

D568 2x12/04/2002

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**NOTICE**

Notice is hereby given that I, Leonard Qondile Simelane of Lubombo Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Groening after the fourth publication of this notice in each of the four consecutive weeks in the Times of Swaziland/ The Swazi Observer being the 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 is because Groening is my natural surname.

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

P. O. Box 1

Mhlatuze

St Phillips

D508 4x12-04-2002

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**NOTICE**

**ESTATE LATE: THEODORUS ERNEST POTGIETER ESTATE NO. EL162/2001**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation 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 the date of publication of this Notice.

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

T. J. POTGIETER

P. O. Box 1486

Witbank

1035

D605 12/04/2002



**NOTICE**

Notice is hereby given that we intend applying for a certified copy of Crown Grant No. 71/1980 dated the 29<sup>th</sup> April, 1980 in respect of certain Lot No. 646 situate in the Manzini Township Extension No. 7 District of Manzini, Swaziland; Measuring 1196 square metres made in favour of AUBREY LAWRENCE DENNIS (Born on the 22nd day of March, 1951)

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 a period of three weeks from date of the last publication of this notice.

DATED AT MANZINI ON THE 15<sup>TH</sup> MARCH, 2002.

ZWANE KUBHEKA & ASSOCIATES  
Applicant's Attorneys  
P.O. Box 1301  
MANZINI

D566 2x12/04/2002

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**NOTICE**

Notice is hereby given that we intend applying for a certified copy of Deed of Transfer No. 128/1980 dated the 30th May, 1980 in respect of certain Erf No. 94 situate in the Township of Nhlangano, District of Shiselweni, Swaziland; Measuring 2855 (TWO THOUSAND EIGHT HUNDRED AND FIFTY FIVE) square metres made in favour of PHINEAS MANDLA SIMELANE (Born on the 6th day of October, 1930)

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 a period of three weeks from date of the last publication of this notice.

DATED AT MANZINI ON THE 21<sup>ST</sup> MARCH, 2002.

ZWANE KUBHEKA & ASSOCIATES  
Applicant's Attorneys  
P.O. Box 1301  
MANZINI

D567 2x12/04/2002

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**NOTICE**

**ESTATE LATE: PHENDU ELIJAH SIMELANE ESTATE NO.ES111/2000**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation 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 the date of publication of this Notice.

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

ELIAS SIMELANE  
P. O. Box 1  
Matata

D594 12/04/2002

**NOTICE**

Notice is hereby given that I, Thembi Fakudze of Shiselweni Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Simelane after the fourth publication of this notice in each of the four consecutive weeks in the Times of Swaziland/ The Swazi Observer being the newspapers circulating in the Region where I reside and designated for this purpose by the Regional Secretary for the Shiselweni Region and in the Government Gazette.

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

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

P. O. Box 974  
Matsapha  
Swaziland

D601 4x3-05-2002

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**NOTICE**

**ESTATE LATE: ELSIE BALOBILE KHOZA ESTATE NO. EH214/99**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation 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 the date of publication of this Notice.

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

MIRIAM NKAMBULE  
P. O. Box 501  
Manzini

D595 12/04/2002

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**NOTICE**

**ESTATE LATE: ELIZABETH N. MHLUNGU & BONGUMUSA MHLUNGU  
ESTATE NO. ES189/2001 & ES190/2001**

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 at the office of the Master of the High Court of Swaziland, Mbabane for a period of 21 (twenty one) days from date of publication of this Notice.

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

SIPHIWE NKONYANE  
P. O. Box 217  
Bhunya

D610 12/04/2002

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 2759/01

In the matter between:

SWAZILAND NATIONAL HOUSING BOARD

Applicant

and

MFAN'MPELA MKHONTA

Respondent

**NOTICE OF SALE**

NOTICE is hereby given that the undermentioned property will be sold by public auction by the Deputy Sheriff for the District of Manzini at T.C. Building in the basement, Zakhele, Manzini at 9.30 a.m. on the 12<sup>th</sup> April 2002.

The property consists of:

- |                                  |   |
|----------------------------------|---|
| 1. 2 x brown one seater chairs   | 2. 2 x two seater settees                         |
| 3. 1 x telefunken MP514 T.V. set | 4. 1 x T.V.C. MX-J700 with two speakers           |
| 5. 1 x Panasonic video recorder  | 6. 1 x brown coffe table                          |
| 7. 1 x flower stand              | 8. 3 x room divider displayer                     |
| 9. 1 x ceramic ornament          | 10. 1 x CFC free chest freezer                    |
| 11. 1 x defy fridge combination  | 12. 1 x defy 4 plate handigas                     |
| 13. 2 x gas cylinders            | 14. 3 x wooden cupboards                          |
| 15. 1 x wooden headboard         | 16. 1 x wooden dressing table mirrored with chair |
| 17. 1 x wardrobe                 | 18. 1 x wooden headboard                          |
| 19. 1 x wardrobe                 | 20. 1 x dressing table                            |

DATED AT MBABANE ON THIS THE 2<sup>ND</sup> DAY OF APRIL 2002.

MR MARTIN AKKER  
ACTING DEPUTY SHERIFF OF MANZINI

D615 12/04/2002

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 228/001

In the matter between:

SWAZILAND DEVELOPMENT & SAVINGS BANK

Plaintiff

and

EXECUTOR OF THE ESTATE LATE  
ABRAHAM PETRUS DUVENHAGE

1st Defendant

SUSANNA ELIZABETH DUVENHAGE

2nd Defendant

**NOTICE OF SALE IMMOVABLE PROPERTY**

BE PLEASED TO TAKE NOTICE that pursuant to a Writ of Execution issued in this matter the undermentioned property will be sold by public auction to the highest bidder on Friday the 12th day of April 2002 at 2:30 p.m. the conditions of sale may be inspected at the High Court Notice Board, old Regional Administrator's Notice Board Manzini and Magistrate's Court Notice Board Manzini.

**1.**

CERTAIN : FARM NO. 159, situate in the Manzini District, Swaziland;  
MEASURING : 170,7354 (ONE SEVEN ZERO COMMA SEVEN THREE FIVE FOUR)  
Hectares;

**2.**

CERTAIN : FARM NO. 183, situate in the Manzini district, Swaziland;  
MEASURING : 387,9719 (THREE EIGHT SEVEN COMMA NINE SEVEN ONE NINE)  
Hectares;

**3.**

CERTAIN : FARM NO. 93, situate in the Manzini District, Swaziland  
MEASURING : 76,4968 (SEVEN SIX COMMA FOUR NINE SIX EIGHT) Hectares;

**4.**

CERTAIN : THE REMAINING EXTENT OF CERTAIN PORTION "A" OF FARM  
93, situate in the Manzini District, Swaziland;  
MEASURING : 30,5154 (THREE ZERO COMMA FIVE ONE FIVE FOUR) Hectares;

**5.**

CERTAIN : FARM NO. 1078, situate in the Manzini district, Swaziland;  
MEASURING : 114, 3471 (ONE ONE FOUR COMMA THREE FOUR SEVEN ONE)  
Hectares

CERTAIN : FARM NO. 1097, situate in the Manzini District, Swaziland;

MEASURING : 18,6896 (ONE EIGHT COMMA SIX EIGHT NINE SIX) Hectares;

All properties are subject to the reserve price of E450,000.00 (Four Hundred and Fifty Thousand Emalangeni).

DATED AT MANZINI ON THIS 20<sup>TH</sup> DAY OF MARCH, 2002.

TO : REGISTRAR OF THE HIGH COURT  
MBABANE

ACTING DEPUTY SHERIFF  
MANZINI

D613 12/04/2002

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**NOTICE**

**ESTATE LATE: BRIAN GODFREY CRAVEN ESTATE NO. EH223/98**

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 offices of the Master of the High Court of Swaziland at Mbabane and at the office of the Regional Administrator for the District of Hhohho 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/her objection in writing in duplicate with the Master of the High Court at any time before expiry of the said period.

ROBINSON BERTRAM  
Attorneys for Executor/Executrix  
P. O. Box 24  
Mbabane

D616 12/04/2002

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**NOTICE**

**ESTATE LATE: GINA ANN STEWART ESTATE NO. EH53/2001**

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 offices of the Master of the High Court of Swaziland at Mbabane and at the office of the Regional Administrator for the District of Hhohho 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/her objection in writing in duplicate with the Master of the High Court at any time before expiry of the said period.

ROBINSON BERTRAM  
Attorneys for Executor/Executrix  
P. O. Box 24  
Mbabane

D617 12/04/2002

**NOTICE**

**ESTATE LATE: GIDANE NGUBO NDZINISA ESTATE NO. ES217/2001**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

MAYEZA NDZINISA  
P. O. Box 33  
Nhlangano

D593 12/04/2002

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**NOTICE**

**ESTATE LATE: THULANI DUBE ESTATE NO. EL3/2002**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

MARIA T. SIKHONDZE  
P. O. Box 477  
Siteki

D596 12/04/2002

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**NOTICE**

**ESTATE LATE: GIDEON SIMON DLAMINI ESTATE NO. EM53/2000**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

MR FRANK DLAMINI  
P. O. Box 1240  
Matsapha

D597 12/04/2002

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**NOTICE**

**ESTATE LATE: KHANDA SIMON DLAMINI ESTATE NO. ES27/2002B**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

MRS JANE DLAMINI  
P. O. Box 113  
Nhlangano

D598 12/04/2002

275

**NOTICE**

**ESTATE LATE: ISAAC ELIAS NXUMALO ESTATE NO. EM65/2002**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

MISS NCOBILE I. NXUMALO  
P. O. Box 1104  
Manzini

D599 12/04/2002

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**NOTICE**

**ESTATE LATE: DUMSANI A. DLAMINI ESTATE NO. EP72/2000**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

MR. SIPHO DLAMINI  
P. O. Box 379  
Manzini

D600 12/04/2002

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**NOTICE**

**ESTATE LATE: KENETH MLAMULELI MAZIBUKO ESTATE NO. EP15/2002**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

NANDI MAZIBUKO  
P. O. Box 677  
Pigg's Peak

D602 12/04/2002

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**NOTICE**

**ESTATE LATE: MAJALIMANE SAMSON MAMBA ESTATE NO. EL6/2002**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

MRS ELSIE MAMBA  
Madubeni Primary School  
Private Bag  
Manzini

D603 12/04/2002

**NOTICE**

**ESTATE LATE: SAMSON MFANIZAKHE NDWANDWE ESTATE NO. ES14/2002**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

MRS THABSILE NDWANDWE  
Siyendle Community School  
P. O. Box 19  
Nhlangano

D604 12/04/2002

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**NOTICE**

**ESTATE LATE: THEMBISILE JABULILE NSIBANDZE ESTATE NO. EM417/2000**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

NOMSA MSIBI  
P. O. Box 342  
Lobamba

D607 12/04/2002

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**NOTICE**

**ESTATE LATE: MAQATHA JAMESON MBONANE ESTATE NO. ES184/2000**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

MRS THEMBISILE L. MBONANE  
Kalamdladla Primary School  
P/B Hlathikhulu

D608 12/04/2002

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**NOTICE**

**ESTATE LATE: QUINTON BOY VUSIE MAGAGULA ESTATE NO. EH35/2002**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

CHRISTINAH & DUDU MAGAGULA  
P. O. Box 139  
Bulembu

D609 12/04/2002



**NOTICE**

**ESTATE LATE: DUMA TERENCE MASILELA ESTATE NO. ELS/2001**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

SIPHO MASILELA

P. O. Box 57

Lomahasha

D611 12/04/2002

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**NOTICE**

**ESTATE FOR THE LATE ROBERT KHUMU MAGAGULA ESTATE NO. EP10/2001**

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

DUDU E. MAGAGULA

P. O. Box 2678

Mbabane

D612 12/04/2002

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**NOTICE**

**HAVELOCK ASBESTOS MINES (SWAZILAND) LIMITED  
(IN LIQUIDATION) - MCL 1/91**

Notice is hereby given that the Eighth and Final Liquidation and Distribution Account in this matter will lie open for inspection by creditors at the office of the Master of the High Court of Swaziland for a period of fourteen days from 12 April 2002.

P R COOPER

*Joint Liquidator*

D614 12/04/2002

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**NOTICE**

**ESTATE LATE: EPHRAEM DUMAZEZWE LUKHELE ESTATE NO. ES90/2000**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

ENOCK SIPHO LUKHELE

P. O. Box 1017

Matsapha

D619 12/04/2002

**NOTICE**

**ESTATE LATE: SIPHO WILSON NDLANGAMANDLA ESTATE NO. ES273/2000**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation 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 the date of publication of this Notice.

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

SARAH NDLANGAMANDLA  
P. O. Box 138  
Nhlangano

D618 12/04/2002

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**NOTICE**

**ESTATE LATE: MANDLENKOSI ELIJAH GUMEDZE ESTATE NO. EP7/2002**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

MRS SIBONGILE & OLIVIA GUMEDZE  
P. O. Box 3979  
Mbabane or 116 Nhlangano  
Swaziland

D620 12/04/2002

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**NOTICE**

**ESTATE LATE: JOHANNES MBHUDI DLAMINI ESTATE NO. EL37/2002**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

THOKO DLAMINI  
P. O. Box 846  
Manzini

D621 12/04/2002

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**NOTICE**

**ESTATE LATE: ANDREAS MPIYEZWE FAKUDZE ESTATE NO. ES5/2000**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

WENDY FAKUDZE  
P. O. Box 827  
Nhlangano

D622 12/04/2002

# SUPPLEMENT TO THE SWAZILAND GOVERNMENT GAZETTE

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VOL. XL]

MBABANE, Friday, APRIL 12th., 2002

[No. 819

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**PUBLISHED BY AUTHORITY**

## PART C

SI

### LEGAL NOTICE NO. 34 OF 2002

UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977  
(Order No. 10 of 1977)

#### PROMOTION OF COMMISSIONED OFFICER IN THE UMBUTFO SWAZILAND DEFENCE FORCE (Under Section 13)

In exercise of the powers conferred on me by the above-mentioned order, **I, Mswati III, King of Swaziland**, hereby promote **Stanley Sobantu Dlamini** to the rank of **Major-General** in the Umbutfo Swaziland Defence Force with effect from 15<sup>th</sup> March 2002:

THUS DONE UNDER MY HAND AT LOZITH'EHLEZI ON THIS 19<sup>TH</sup> DAY OF MARCH 2002.

MSWATI III  
KING OF SWAZILAND

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### LEGAL NOTICE NO. 35 OF 2002

UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977  
(Order No. 10 of 1977)

#### PROMOTION OF COMMISSIONED OFFICERS IN THE UMBUTFO SWAZILAND DEFENCE FORCE (Under Section 13)

In exercise of the powers conferred on me by the above-mentioned order, **I, Mswati III, King of Swaziland**, hereby promote the following Officers to the rank of **Brigadier-General** in the Umbutfo Swaziland Defence Force with effect from 15<sup>th</sup> March 2002:

1. Colonel Velinjani Patrick Motsa
2. Lieutenant Colonel Jeffrey Sipho Tshabalala

THUS DONE UNDER MY HAND AT LOZITH'EHLEZI ON THIS 19<sup>TH</sup> DAY OF MARCH 2002.

MSWATI III  
KING OF SWAZILAND

LEGAL NOTICE NO. 36 OF 2002

UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977  
(Order No. 10 of 1977)

PROMOTION OF COMMISSIONED OFFICERS IN THE UMBUTFO  
SWAZILAND DEFENCE FORCE  
(Under Section 13)

In exercise of the powers conferred on me by the above-mentioned order, **I, Mswati III, King of Swaziland**, hereby promote the following Officers to the rank of **Colonel** in the Umbutfo Swaziland Defence Force with effect from 15<sup>th</sup> March 2002:

1. Lieutenant Colonel Timothy Manyosi Simelane
2. Lieutenant Colonel Lenford Sipho Dlamini
3. Lieutenant Colonel Zephaniah Ndlambalo Shongwe
4. Lieutenant Colonel Cyprian Sipho Nhlengetfwa
5. Captain Jeremiah Thamie Mkhathswa

THUS DONE UNDER MY HAND AT LOZITH'EHLEZI ON THIS 19<sup>TH</sup> DAY OF MARCH 2002.

MSWATI III  
KING OF SWAZILAND

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LEGAL NOTICE NO. 37 OF 2002

UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977  
(Order No. 10 of 1977)

PROMOTION OF COMMISSIONED OFFICERS IN THE UMBUTFO  
SWAZILAND DEFENCE FORCE  
(Under Section 13)

In exercise of the powers conferred on me by the above-mentioned order, **I, Mswati III, King of Swaziland**, hereby promote the following Officers to the rank of **Lieutenant Colonel** in the Umbutfo Swaziland Defence Force with effect from 15<sup>th</sup> March 2002:

1. Major Mduduzi Solomon Sibandze
2. Major Bongani Sikhondze
3. Major Masundvwini Dlamini
4. Major Sunboy S Khumalo
5. Major Themba Gwalagwala Dlamini

6. Major Wilson Magengane Khumalo
7. Major Manzemvula Enock Mamba
8. Major Privon Bhutana Magwaza
9. Major Mashikilisana Moses Fakudze
10. Major Justice Mabhoi Fakudze
11. Captain Simon Mphikeleli Gulwako
12. Captain Hlengiwe Macmillan Nkambule
13. Captain Vusumango Menyuka Dlamini
14. Captain Phazamisa Po Dlamini
15. Captain Wellington Mantenga Magagula
16. Captain Stanley Phica Dube
17. Captain Shayilanga Cornelius Kunene
18. Captain Sisusa Mon'sukaphi Dlamini

THUS DONE UNDER MY HAND AT LOZITH'EHLEZI ON THIS 19<sup>TH</sup> DAY OF MARCH 2002.

MSWATI III  
KING OF SWAZILAND

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LEGAL NOTICE NO. 38 OF 2002

UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977  
(Order No. 10 of 1977)

PROMOTION OF COMMISSIONED OFFICERS IN THE UMBUTFO  
SWAZILAND DEFENCE FORCE  
(Under Section 13)

In exercise of the powers conferred on me by the above-mentioned order, **I, Mswati III, King of Swaziland**, hereby promote the following Officers to the rank of **Major** in the Umbutfo Swaziland Defence Force with effect from 15<sup>th</sup> March 2002:

1. Captain Gugu Edward Makhubu
2. Captain Jeffrey Sipho Simelane
3. Captain Moses M Zwane

**NOTICE**

**ESTATE LATE: NELSIWE FAITH SIBIYA ESTATE NO. EM121/2002**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

MIRRIAM KUNENE  
P. O. Box 18  
Manzini

D623 12/04/2002

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**NOTICE**

**ESTATE LATE: MAHHOBE TSABEDZE ESTATE NO. EH101/01**

Debtors and Creditors in the abovementioned estate are hereby invited to lodge their claims and pay their debts with the undersigned within thirty (30) days of date of publication of this notice.

MAPHANGA HOWE MASUKU NSIBANDE  
Attorneys for Executrix  
P. O. Box 1298  
Mbabane

D624 12/04/2002

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**NOTICE**

**ESTATE LATE: RICHARD SIHLE NXUMALO ESTATE NO. EH128/01**

Debtors and Creditors in the abovementioned estate are hereby invited to lodge their claims and pay their debts with the undersigned within thirty (30) days of date of publication of this notice.

MAPHANGA HOWE MASUKU NSIBANDE  
Attorneys for Executrix  
P. O. Box 1298  
Mbabane

D625 12/04/2002

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**NOTICE**

**SWAZILAND REINSURANCE BROKERS (PROPRIETARY) LIMITED**

The following special resolution was passed at an extraordinary general meeting of the company held on 10 January 2002 and confirmed at a further extraordinary general meeting of the company held on 24 January 2002

"THAT Swaziland Reinsurance Brokers (Proprietary) Limited be wound up voluntarily in accordance with the provisions of Section 156(b) of the Swaziland Companies Act No. 7 of 1912 and that in terms of Section 160(b) of the Act, Mr Peter Cooper of Messrs PricewaterhouseCoopers, Chartered Accountants (Swaziland) be and he is hereby appointed Liquidator for the purposes of voluntarily winding up Swaziland Reinsurance Brokers (Proprietary) Limited in terms of Section 156(b) of the Act."

D626 12/04/2002

**NOTICE**

Notice is hereby given that we intend applying for a copy of Deed of Transfer No. 110/1993 dated 17th March 1993 in favour of DUMA RONALD JEREMIA MTETWA;

CERTAIN : Portion 71 of Farm Moyeni No. 641, situate in the district of Lubombo Swaziland;

MEASURING : 2,6809 (two comma six eight zero nine) 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 ON THIS ..... DAY OF APRIL 2002.

NTIWANE, MAMBA AND PARTNERS  
Applicant's Attorneys  
4th Floor, Mbandzeni House  
Smuts/Church Streets  
MBABANE

D627 2x19/04/2002

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**NOTICE**

**ESTATE LATE: THOMAS MFANZILE DLAMINI ESTATE NO. EM74/2002**

Debtors and Creditors in the abovementioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this notice.

MRS THABSILE DLAMINI  
P. O. Box 962  
Matsapha

D628 12/04/2002



4. Captain Makhaza Dlamini
5. Captain Anthony Mussoleni Sibandze
6. Captain Hector Sipho Nzima
7. Captain Celuxolo Mandla Gwebu
8. Captain Fika Israel Simelane
9. Captain John Mandla Msibi
10. Captain Timothy S'thandwa Mamba
11. Captain Michael Fredrick Ranft
12. Captain Simelane Dlamini
13. Captain Dumsani D. Masuku
14. Captain Donald Vulindlela Dhlamini
15. Captain Jabhane Khuza Dlamini
16. Captain Shodi Jeremiah Mabuza
17. Captain Richard Mvimbi Dlamini
18. Captain Almon Nhlabatsi
19. Captain Ndielalula Obed Dlamini
20. Captain Tsembeni Magongo

THUS DONE UNDER MY HAND AT LOZITH'EHLEZI ON THIS 19<sup>TH</sup> DAY OF MARCH 2002.

MSWATI III  
KING OF SWAZILAND

LEGAL NOTICE NO. 39 OF 2002

UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977  
(Order No. 10 of 1977)

PROMOTION OF COMMISSIONED OFFICERS IN THE UMBUTFO  
SWAZILAND DEFENCE FORCE  
(Under Section 13)

In exercise of the powers conferred on me by the above-mentioned order, **I, Mswati III, King of Swaziland**, hereby promote the following Officers to the rank of **Captain** in the Umbutfo Swaziland Defence Force with effect from 15<sup>th</sup> March 2002:

1. Lieutenant Raymond Sibandze
2. Lieutenant Abednigo Shaka Fakudze
3. Lieutenant Jabulani M. Dlamini
4. Lieutenant Sanele Patrick Dlamini
5. Lieutenant Zenzele Mehluli Dlamini
6. Lieutenant Thembinkosi Dlamini
7. Lieutenant Mfanawenkhozi Valentine Khumalo
8. Lieutenant Edgarson Madoda Mzamo
9. Lieutenant Joseph Njabulo Maziya
10. Lieutenant Moses Jabulane Magongo
11. Lieutenant Khumbulane Manyatsi
12. Lieutenant Sicelo Mswane
13. Lieutenant Sindane Zwane
14. Lieutenant Neil Mduduzi Mlotsa
15. Lieutenant Jerome Mbhuti Dlamini
16. Lieutenant Victor Vusi Dlamini
17. Lieutenant Sibangani Dlamini
18. Lieutenant Albert M. Shongwe
19. Lieutenant Jabulane Mlambo
20. Lieutenant Robert Ndlangamandla
21. Lieutenant Thandumusa Dlamini

22. Lieutenant Musa Mathunjwa
23. Lieutenant Mandla Ndlangamandla
24. Lieutenant Luhlabo Dlamini
25. Lieutenant Moses Dlamini
26. Lieutenant Zakhele Kunene
27. Lieutenant Absalom Tsabedze
28. Lieutenant Thabo Luhlanga
29. Lieutenant Samuel Dlamini
30. Lieutenant Mzamo Dlamini
31. Lieutenant Helford Msibi
32. Lieutenant Lusekwane Samson Dlamini
33. Lieutenant Musa Dlamini
34. Lieutenant Jabulane Ngatana Dlamini
35. Lieutenant Sabelo Maseko
36. Lieutenant Joseph Sipho Msibi
37. Second Lieutenant Andreas Dlamini
38. Second Lieutenant Joseph Dlamini
39. Second Lieutenant Eric Sibandze
40. Second Lieutenant Wilfred Mgangubovu Dlamini
41. Second Lieutenant Maxwell Dlamini
42. Second Lieutenant Sibusisiwe Mngometulu

THUS DONE UNDER MY HAND AT LOZITHEHLEZI ON THIS 19<sup>TH</sup> DAY OF MARCH 2002.

MSWATI III  
KING OF SWAZILAND

## LEGAL NOTICE NO. 40 OF 2002

UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977  
(Order No. 10 of 1977)PROMOTION OF COMMISSIONED OFFICERS IN THE UMBUTFO  
SWAZILAND DEFENCE FORCE  
(Under Section 13)

In exercise of the powers conferred on me by the above-mentioned order, **I, Mswati III, King of Swaziland**, hereby promote the following Officers to the rank of **LIEUTENANT** in the Umbutfo Swaziland Defence Force with effect from 15<sup>th</sup> March 2002:

1. Second Lieutenant Samuel V. Tsabedze
2. Second Lieutenant Jubiphathi Magagula
3. Second Lieutenant Hilton Nxumalo
4. Second Lieutenant Patrick Dlamini
5. Second Lieutenant Jabulane Fakudze
6. Second Lieutenant Shadrack Ndzinisa
7. Second Lieutenant David Nene
8. Second Lieutenant Nhlanhla Zwane
9. Second Lieutenant Bongani Msibi
10. Second Lieutenant David Magongo
11. Second Lieutenant Elijah Shabangu
12. Second Lieutenant Albert Dlamini
13. Second Lieutenant Elmoth Dlamini
14. Second Lieutenant Joshua Kunene
15. Second Lieutenant Khanya E. Dlamini
16. Second Lieutenant Collen Lusushwana Lasco
17. Second Lieutenant Raymond Ndwandwe
18. Second Lieutenant Bheki Tsabedze
19. Second Lieutenant Clement Sibiya
20. Second Lieutenant Sipho Shongwe
21. Second Lieutenant Richard P. Dlamini

22. Second Lieutenant Sunday Simelane
23. Second Lieutenant Samson Nkambule
24. Second Lieutenant Sotsha Dlamini
25. Second Lieutenant Ndabikhona Dube
26. Second Lieutenant Handson Simelane

THUS DONE UNDER MY HAND AT LOZITHEHLEZI ON THIS 19<sup>TH</sup> DAY OF MARCH 2002.

MSWATI III  
KING OF SWAZILAND

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LEGAL NOTICE NO. 41 OF 2002

UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977  
(Order No. 10 of 1977)

PROMOTION OF COMMISSIONED OFFICERS IN THE UMBUTFO  
SWAZILAND DEFENCE FORCE  
(Under Section 13)

In exercise of the powers conferred on me by the above-mentioned order, **I, Mswati III, King of Swaziland**, hereby promote the following Army personnel to the rank of **Second Lieutenant** in the Umbutfo Swaziland Defence Force with effect from 1<sup>st</sup> November 2001.

1. Officer Cadet Madoda Mkhathswa
2. Officer Cadet Mbongwa Motsa
3. Corporal Sikelela Sihlongonyane
4. Corporal Petros Bhembe
5. Private Edgar Du Pont
6. Private Sicelo Tsabedze
7. Private Kusa Ngwenya
8. Private Ndumiso Khumalo
9. Private Xaverious Mnisi
10. Private Sipho Vilakati
11. Private Mthembeni Matsenjwa

12. Private Mangedla Mokoena

THUS DONE UNDER MY HAND AT LOZITHEHLEZI ON THIS 19<sup>TH</sup> DAY OF MARCH 2002.

MSWATI III  
KING OF SWAZILAND

LEGAL NOTICE NO. 42 OF 2002

UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977  
(Order No. 10 of 1977)

PROMOTION OF COMMISSIONED OFFICERS IN THE UMBUTFO  
SWAZILAND DEFENCE FORCE  
(Under Section 13)

In exercise of the powers conferred on me by the above-mentioned order, **I, Mswati III, King of Swaziland**, hereby promote the following Army personnel to the rank of **Second Lieutenant** in the Umbutfo Swaziland Defence Force with effect from 15 March 2002.

1. WO1 Elias Sibandze
2. WO1 Charles Fana Dlamini
3. WO11 Maxwell Dlamini
4. WO11 Amos Dlamini
5. WO11 Myeni Sibandze
6. WO11 Nhlanhla Mabuza
7. WO11 Mkhosi Dlamini
8. WO11 Manjoma Zibuko
9. Corporal Nkosikhona Fakudze
10. Lance Corporal George Magagula
11. Private Victor Masilela
12. Private Sivukelene Dlamini
13. Private Ncanawe Dlamini
14. Private Vusumuzi Dlamini

THUS DONE UNDER MY HAND AT LOZITHEHLEZI ON THIS 19<sup>TH</sup> DAY OF MARCH 2002.

MSWATI III  
KING OF SWAZILAND

**CORRIGENDUM****THE UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977  
(Order No. 10 of 1977)****CORRECTION OF PROMOTION OF COMMISSIONED OFFICERS NOTICES****LEGAL NOTICES NUMBERS 34, 35, 36, 37, 38, 39, 40, 41, AND 42 OF 2002**

In exercise of the powers conferred by section 3 of the Statutes of Swaziland Act No. 14 of 1970, the Attorney-General makes the following corrections in Legal Notices Numbers 34, 35, 36, 37, 38, 39, 40, 41, and 42 of 2002 -

- (a) by replacing the enabling clauses "(Under section 13)" with "**(Under section 9)**"; and
- (b) by replacing the words "the above-mentioned Order" with the words "**section 9 of the Umbutfo Swaziland Defence Force Order, 1977**".

**P.M. DLAMINI  
ATTORNEY-GENERAL**

**MBABANE  
5<sup>th</sup> April, 2002**

## LEGAL NOTICE NO. 43 OF 2002

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THE WAGES ACT, 1964  
(Act No.16 of 1964)THE REGULATION OF WAGES (AGRICULTURAL INDUSTRY) ORDER, 2002.  
(Under Section 11)

In exercise of the powers conferred on him by Section 11 of the Wages Act, 1964. The Minister of Enterprise and Employment hereby makes the following Order:-

***Citation***

1. This Order may be cited as the regulation of Wages (Agricultural Industry) Order, 2002 and shall be deemed to have come into effect on the 1<sup>st</sup> January, 2002.

***Interpretation***

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

"artisan" means a skilled employee who has passed a Government Trade Test or who has served an apprenticeship recognised by the Government.

"basic minimum wage" means the wage provided for in Regulation 4 payable to an employee after the commencement of the Order;

"continuous service" means a service in the employment of the employer interrupted only by the death, retirement or discharge of the employee concerned;

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

"farm clerk or storeman" means an employee who is employed full time on day to day duties for keeping all relevant records associated therewith;

"field induna" means an employee who is in charge of a number of labourers of any category;

"general labourer" means an employee who requires only limited training and includes field labourers, cleaners, sweepers, pickers, produce packers, produce grades, field recorders, messengers, workshop assistant and spanner hands;

"handyman" means a person who is capable of carrying out elementary tasks in either masonry, Plumbing, Carpentry or Mechanics associated with such work on a farm with reasonable proficiency and without supervision but does not include an Artisan;

"irrigator" means an employee involved in the application of water to field crops and work associated herewith;

"motor vehicle" means an employee employed as a driver and who is in charge of the vehicle and its daily care

"plant or pump attendant" means an employee who attends stationary Plant and Equipment;

"seasonal worker" means an employee whose contract of employment is entered into for a specific season, or for work to be done on or in connection with a specific project or activity;

"stockman" means an employee who attends or heads animals and work associated herewith;



"tractor driver" means an employee who drives a tractor and is able to take complete charge of the tractor, operate it and all its associated implements, to complete a given task without supervision and carry out daily care of the tractor;

"task-work" means any piece work to be done by a worker or group of workers, on a given time;

"watchperson" means an employee who is engaged during the day or night guarding and protecting premises or property as directed by his employer.

### ***Application***

3. (1) This Order shall apply to all persons employed in any undertaking carrying one or more of the following activities for gain-

- (a) cultivation of land and the use of land (irrigated or otherwise) for the purpose of animal husbandry, horticulture, civic-culture fruit growing, dairy farming, livestock small animal and poultry keeping or breeding, civil culture and the growth or production of seed;
- (b) the use of land as grazing or meadowlands, market gardens, nursery grounds;
- (c) all handling and processing normally carried out on a farm or estate including crop cleaning, winnowing, drying, sacking, cantoning, livestock food preparation;
- (d) The construction, maintenance and repair of a farm building and installation machinery, plant equipment, the running of irrigation scheme and the keeping of farm or estate accounts.

### ***Basic Minimum Wage***

4. (1) The basic minimum wage to be paid to any employee specified in the First Schedule shall not be less than that specified therein for the employee concerned.

(2) An employee who at the date of commencement of this Order is in receipt of a higher wage for the employee's occupation than the wage prescribed in the First Schedule shall not suffer any reduction in such wage by reason of this Order.

### ***Hours of work***

5. The normal hours of work shall, subject to the provision of regulation 6 be fifty –four hours of work spread over a period not exceeding six days in a week;

Provided that the normal hours of work for watchman, stockmen, irrigators, plant and pump house attendants shall be sixty hours.

### ***Overtime***

6. An employee required to work in excess of the normal working hours specified in regulation 5 shall be paid at one and half times the basic hourly rate for such time worked from Monday to Saturday inclusive, and at twice the employee's basic hourly rate for time worked on Sundays, or the Public Holidays referred to in the Second Schedule.

### ***Public Holidays***

7. (1) Subject to sub-regulation (2) hereof, the public holidays specified in the regulation 9 shall, subject to the provision of regulation 6, be holidays with full pay.

(2) The provisions of sub-regulation (1) shall only apply where the employee presents himself for the work on the working day immediately prior to the public holiday and the working day immediately following the public holiday except where the employee concerned has received permission from his employer to be absent on either day.

**Annual Leave**

8. (1) On completion of twelve months continuous service with an employer, an employee shall, at a time convenient to the employer, be entitled to annual leave of not less than twelve working days with full pay.

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

**Compassionate Leave**

9. (1) An employee who has completed the probation period shall be entitled to compassionate leave as follows:-

widows	30 calendar days
widower	7 calendar days
natural father or mother	7 calendar days
natural child	7 calendar days

(2) Out of all the above mentioned days only 3 days will be with full pay.

(3) Entitlement to compassionate leave of any other relative in addition to the above shall be at the discretion of the employer.

**Public Holidays**

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

New Year's day;  
 Good Friday;  
 King's Birthday;  
 Umhlanga (Reed Dance)  
 Somhlolo Day (Independence);  
 Christmas Day;  
 Boxing Day;  
 Incwala Day;  
 May Day.

**Sick Leave**

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

(2) Notwithstanding sub-regulation (1) -

(i) An employee shall not be entitled to the benefits if the sickness or accident causing his absence was caused by his own negligence or misconduct.

(ii) A certificate issued by a registered nurse shall be accepted in place of a Medical Certificate if a Medical Practitioner is not available.

***Maternity Leave***

12. (1) Every female employee, whether married or unmarried, who has been in the continuous employment of her employer for twelve months or more shall be entitled to twelve weeks' maternity leave, so arranged that she gets six weeks before the date of confinement, the other six weeks from the date of confinement but only at least two weeks pay the rest at the discretion of the employer.

Provided that she produces –

- (a) a certificate issued by a medical practitioner or a midwife setting the expected or actual date of confinement; or
- (b) such other evidence in support of the entitlement to maternity leave as is reasonable, having regard to all the circumstances of the case.

(2) A female employee shall not be entitled to the maternity leave provided for under sub-regulation (1) for two (2) consecutive years.

***Written particulars to be provided***

13. 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***

14. Where, following upon a change of ownership of an establishment or undertaking, an employee Enters the services of the new owner without interruption, the employee's service shall be deemed to be continuous service in the employment of the new owner.

***Task and ticket contracts***

15. (1) Nothing in this Order shall prevent an employer and employee from agreeing to the substitution of a Task for the normal hours of work in any day.

***Employment of women***

16. An adult female shall be paid the same wage payable to an adult male employee employed in a similar capacity.

***Employment of children and young persons***

17. Wages payable to young persons and children, shall, for a person under the apparent age of fifteen years, be calculated at a rate not less than 50% of the rates of wages specified in the First Schedule and 75% of the rates of wages for a person of the apparent age of fifteen but not exceeding the apparent age of eighteen years who are engaged in the occupation specified in the First Schedule.

Provided that where task work is being performed the rate of payment shall be the same for all persons engaged in the task, irrespective of age or sex, but payment shall be calculated in respect of the volume of work done or proportionate to the amount of task completed.

***Lay-Off due to inclement weather***

18. Any employee who makes himself available for work but does not work during a continuous period of wet or inclement weather shall be entitled to his basic wage on the second and third days of such wet weather, and nothing thereafter for the rest of the duration of the wet weather.

***Protective clothing***

19. 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.

***Rations***

20. Subject to the provision of Section 153 of the Employment Act, 1980, employee who where in receipt of rations or meals or cash allowance in lieu of rations continue to receive such rations or such cash allowance.

***Revocation of Legal Notice No.24 of 2000.***

21. The Regulation of Wages (Agricultural Industry) Order, 2000 is revoked;

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**FIRST SCHEDULE**  
**(Regulation 4)**

**BASIC MINIMUM WAGE PER DAY**

General Labourer	E12.79
Seasonal Worker	E12.79
Stockman	E12.79
Watchpcrson	E19.15
Irrigator	E13.05
Plant or Pump House Attendant	E13.05
Field Induna	E15.84
Handyman	E15.96
Tractor Driver	E17.14
Farm Clerk/Storeman	E19.91
Heavy Machine Operator	E22.86
Artisan	E29.91
Driver (heavy duty)	E22.86

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**SECOND SCHEDULE**  
**(Regulation II)**

**WRITTEN PARTICULARS OF EMPLOYMENT FORM**

1. Name of Employer .....
2. Name of Employee .....
3. Date of Employment .....
4. Wage and method of calculation .....
5. Internal 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. Compassionate Leave .....
13. Maternity Leave (if employee female) .....
14. Notice employee entitled to receive .....
15. Notice employee required to give .....
16. Pension Scheme (if any, other than N.P.F Scheme) .....
- .....
17. 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.

(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

**J. G. DLAMINI**  
*Acting Principal Secretary*  
*Ministry of Enterprise and Employment*

## LEGAL NOTICE NO. 44 OF 2002

THE WAGES ACT, 1964  
(Act No.16 of 1964)THE REGULATIONS OF WAGES (MANUFACTURE AND SALE  
OF HANDICRAFTS INDUSTRY) ORDER, 2002  
(Under Section 11)

In exercise of the powers conferred on him by Section 11 of the Wages Act, 1964, the Minister for Enterprise and Employment hereby makes the following Order.

***Citation and Commencement.***

1. This Order may be cited as the Regulation of Wages (Manufacture and Sale of Handicrafts) Order 2002 and shall be deemed to have come into effect on the 1st March, 2002.

***Application.***

2. This Order shall apply to all persons employed in any undertaking which consists wholly or mainly in the carrying on of one or more of the following activities -

- (a) the manufacture primarily by hand, with minimal use of powered machines of spinning, glass-work, grass-plaiting, weaving, knitting, sewing, batik-work, carving, dyeing, casting, forging, pottery, tanning, painting screenprinting and drawing of goods to be sold as handicrafts of Swaziland ; or
- (b) the sale of handicrafts in establishments responsible for or associated with or part of undertakings for the manufacture of goods described in the preceding paragraph (a).

Provided that this Order shall not apply to persons employed by -

- (i) the government of Swaziland;
- (ii) a local authority; or
- (iii) such charitable, or religious organisations or medical institutions declared in writing, by the Minister to be exempted from the provisions of these Regulations.

***Interpretation.***

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

“bobbin winder” means an employee who winds yarn into a bobbin in preparation for weaving with hand;

“carder” means an employee who cards by hand or machine;

“casual labour” shall have the same meaning as that ascribed to it in the Employment Act;

“checker” means an employee who checks the receipt of unfinished goods and raw materials or the despatch of finished goods or unfinished goods and checks quality and quantity;

“clerk/storeman” means an employee who undertakes clerical duties, correspondence preparation, filing and despatch, keeping stores and stock control, invoicing and the handling of petty cash;

"craftsman" means a person who, after completing 6 months period as a trainee craftsman, grass-plaiting is appointed to be a craftsman in spinning, weaving, knitting, sewing, carving, casting, forging, molding, pottery tanning, painting, drawing batik, candlemaking or in what ever other aspect of handicraft he may be assigned to exercise his skill or skills;

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

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

"continuous service" means service in the employment of the employer interrupted only by the death, retirement or discharge of the employee concerned and an employee who is re-engaged within two months of his discharge shall be deemed to be in the continuous service of that employ;

"driver (LDV)" means an employee in possession of a current driving licence who drives a vehicle of not more than 3 tons tare weight, and whose responsibilities include the care and cleanliness of the vehicle, simple maintenance, the handling of cargo to and from the vehicle and such other duties as from time to time, may be assigned to him;

"dyer" means an employee who prepares dyes, mixes and supervises the dying of materials;

"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;

"finisher" means a person who is employed to complete the manufacture of any article and makes final preparations for its sale or display;

"general labourer" means a person employed to perform tasks not requiring the exercise of particular skills or scholastic attainment;

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

"machinist" means an employee who operates an electrical sewing machine to manufacture clothing or garment;

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

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

"master screen printer" means an employee who is capable of cutting screen mixing pigments and has thorough knowledge of screen printing 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 weaver" a person who knows all aspects of weaving both frame and loom weaving, preparing of warps and warping materials and production of woven articles to specification;

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

"melter" means an employee who melts glasses in glass factory;

"outworker" shall have the same meaning as that ascribed to it in the Employment Act;

"office clerk" means an employee who does, general clerical duties including typing and answering the telephone;

"piece work" shall have the same meaning as that ascribed to it in the Employment Act;

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

"security guard" or "watchman" shall mean a person employed to protect his employer's premises and property and, generally, to safeguard the livelihood of the employer's work force;

"shop assistant" means a person employed to sell goods to the public, to transact business with customers, to display goods that are for sale, to prepare invoices and receipts, to receive and disburse cash and remittances, to pack goods purchased by customers and to ensure the cleanliness and good appearance of the sales premises;

"supervisor" means a person employed to oversee the work, quality of work and productivity of the personnel placed in his charge and to be responsible for their conduct and discipline;

"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;

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

"trainee craftsman" means a person who, after successful conclusion of the probation period has been appointed to be a "trainee craftsman" and who serves in that capacity in whatever skill or craft he may be assigned for a period, not exceeding 6 months from the date of appointment;

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

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

#### ***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 the commencement of this Order is in receipt of a wage higher than that prescribed by this Order, shall not suffer any reduction in such wages by reason of this order; and



- (b) where no definition of an employee's duties are provided for in the Order such employee shall be paid a basic wage not less than that applicable to a general labourer.

**Hours of Work.**

5. The normal working hours for employees, other than those engaged as outworkers, piece workers and casual labourers and subject to the provisions of regulations 6 of this Order shall be:-

- (a) for those engaged, other as watchman or casual labourers, forty five hours a week; and
- (b) for those engaged as security guards or watchman, sixty hours in five shifts of twelve hours each in a week.

**Overtime.**

6. (1) An employee required to work hours in excess of weekly hours specified in regulation 5 shall be remunerated as follows for any hours so worked :-

- (a) for hours worked on a day, other than Sunday or a public holiday specified in regulation 7 in excess of those specified in regulation 6 of this Order shall be at the rate of one and a half times the hourly rate; and
- (b) for hours worked on a Sunday or a public holiday specified in the regulation 7, in excess of those specified in regulation 5 (a) payment shall be at the rate of twice the hourly rate.

(2) An employee engaged as a security guard or watchman required to work hours in excess of those specified in regulations 5 (b) or who is required to work on a public holiday specified in regulation 7 shall be remunerated for the hours so worked at twice the hourly rate or, by agreement between the employee and the employer, shall be granted an equivalent amount of time off on another occasion in lieu of thereof;

(3) The basic hourly rate of wages shall be calculated :-

- (a) in respect of employees whose hours are specified in regulation 5 (a) by the division of the monthly rate of wages specified in the First Schedule by one hundred and ninety three hours and half an hour (193.5 hours) and
- (b) in respect of employees whose hours are specified in regulation 5 (b) by the division of the monthly rate of wages specified in the First Schedule by two hundred and ten hours (210 hours)

**Public Holiday**

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

Incwala;  
New Years Day;  
Good Friday;  
Easter Monday;  
King's Birthday (19 April);  
Umhlanga;  
Somhlolo Day;  
Christmas Day;  
Boxing Day; and  
Workers 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 public holiday, shall not be entitled to any payment in respect of that public holiday in terms of this Regulation.

#### ***Payment for Overtime***

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

- (a) during the normal working week, for overtime worked before midnight in excess of the normal working hours, at one and half times his normal hourly rate of wages;
- (b) for any time worked on a public holiday specified in regulation 7 or Sunday at twice his normal hourly rate of wages.

(2) Overtime in respect of a watchman or security guard shall be calculated at twice his hourly rate for all time worked on a public holiday specified in regulation 7 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***

9. (1) After three months of continuous service, an employee shall be entitled to one working day's leave on full pay in respect of each month continuous service, such leave is in addition to the Public Holidays specified in regulation 7.

(2) 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 days' wages for each completed month of such period.

#### ***Sick Leave***

10. (1) After three months of continuous 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.

#### ***Compassionate Leave***

11. (I) After three months of continuous service, an employee shall be entitled to compassionate leave with full pay as follows:

Widow/Widower	- 30 calender days
Child	- 7 calender days
Natural parents	- 7 calender days

- (ii) Entitlement to compassionate leave of any other relatives in addition to the above shall be at the discretion of the employer.

***Written particulars of employment to be provided***

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

***Continuous Service***

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

***Protective clothing***

14. Where 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 protective clothing and such employee shall use the protective clothing as instructed.

***Lay-Off***

15. (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.

(3) 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.

(4) The specifying of such date of termination, not withstanding any other law whether or not the project has in fact terminated, shall constitute an adequate notice by the employer to the employee of the date of notice of termination of such contract of service.

***Piece Work***

16. An employee engaged on piece work shall be remunerated at a rate not less than that specified in the First Schedule.

**Revocation of Legal Notice No.58 of 2000**

17. The Regulation of Wages (Manufacture and Sale of Handicrafts) Order,2000 is hereby revoked.

**FIRST SCHEDULE****(Regulation 4)****BASIC MINIMUM WAGE****(Emalangeni per month)**

General Labourer	E400.00
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Cleaner	
---------	--

Trainee Craftsman	
-------------------	--

Piece Worker	
--------------	--

Washer	
--------	--

Cook	
------	--

Casual Labourer	
-----------------	--

Batik Maker	
-------------	--

Carder	
--------	--

Bobbin Winer	
--------------	--

Spinner	E460.00
---------	---------

Handyman	
----------	--

Finisher	
----------	--

Melter	
--------	--

Engraver Assistant	
--------------------	--

Machinist Assistant	
---------------------	--

Semi-skilled Kiln hand	
------------------------	--

Security Guard	
----------------	--

Office clerk	
--------------	--

Shop Assistant	
----------------	--

Machine Operator	E500.00
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Machinist	
-----------	--

Weaver	
--------	--

Engraver	
----------	--

Craftsman	
-----------	--

Potter	
--------	--

Screenprinter	
---------------	--

Silversmith	
-------------	--

Master Potter	
---------------	--

Master Weaver	
---------------	--

Master Silverfish	
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Master Screenprinter	E560.00
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Clerk/Storeman	
----------------	--

Master Dyer	
-------------	--

Checker Driver	
----------------	--

Supervisor	
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**SECOND SCHEDULE**  
**Regulation 12**

**WRITTEN PARTICULARS OF EMPLOYMENT FORM**

1. Name of Employer .....
2. Name of Employee .....
3. Date 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.

**J.G. DLAMINI**  
*Acting Principal Secretary*  
*Ministry of Enterprise and Employment*

## LEGAL NOTICE NO. 45 OF 2002

THE WAGES ACT, 1964  
(Act No. 16 of 1964)THE REGULATION OF WAGES (MINING AND QUARRYING INDUSTRY)  
ORDER, 2002  
(Under Section 11)

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

***Citation and Commencement***

1. This Order, may be cited as the Regulation of Wages (Mining and Quarrying Industry) Order, 2002 and shall come into force on 1st November, 2001.

***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, date stamps, keeping calenders 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 entering petty cash payments and receipts transcribing information into registers and 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 experience, inter viewing 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 propeways, 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-regulations (1) this Order shall not apply to an employee who is in receipt of a basic remuneration aggregating E1500.00 or more per month and who has authority to-

- (a) give orders to employees under this control;
- (b) recommend transfer, suspend discipline, discharge or promote workers under his control; and
- (c) adjudge and make recommendation 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 week shall -

- (a) consist of six-twelve hour shifts in the case of a security guard;
- (b) six eight-hour shifts or five nine-hour shifts
- (c) that 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 10 (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 9.



**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 and 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 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 wage 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
E22.60	E26.50	E28.20	E32.40	E37.10	E43.40	E49.10

**Overtime**

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

- (a) for time in excess of 15 minutes after the specific 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); and  
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 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 payments 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 employment be entitled to-

- (a) a total of thirty days leave, on full pay in each of twelve months' continuous service with the same employer in respect of prenatal, confinement and postnatal care or;
- (b) alternatively at the discretion 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 wages exceed E100.00 per month shall be entitled to draw an advance from his wages for the 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. 94 of 1999**

17. The Regulation of Wages (Mining and Quarrying Industry) order, 1999 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
- Laundry workers
- Messengers
- Siding labourers
- Sweepers
- Samplers (Supervised)
- Survey Assistant (Grade 2)
- Sanitation workers
- Stone sorters
- Tippler attendants
- trammers
- tally checker/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 assistants
- Box operators
- Clerk A2 (as defined in paragraph 2)
- Cooks
- Compressor attendants
- Coal samplers
- Driller's assistance
- Eleison feeder attendants
- Forklift operators
- First aid attendants

geological sapling 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 Nozlemen  
 Sorters  
 Scraper winch drivers  
 Section timber workers  
 Stockpile attendants  
 Sawmill assistants (supervised)  
 Sample plant attendants  
 Security guards/watchman  
 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)  
 Caperters (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

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

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)  
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 supervisor  
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 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 FROM**

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 in this undertaking requires that a grievance should be first referred to  
.....
- (c) When any heading is inapplicable enter nil

**J.G. DLAMINI**  
*Acting Principal Secretary*  
*Ministry of Enterprise and Employment*

LEGAL NOTICE NO. 47 OF 2002

THE FLORA PROTECTION ACT, 2001  
(Act No. 5 of 2001)

THE FLORA PROTECTION ACT (DATE OF COMMENCEMENT) NOTICE, 2002  
(Under Section 1)

In exercise of the powers conferred by section 1 of the Flora Protection Act, 2001 the Minister for Agriculture and Co-operatives issues the following Notice -

*Citation*

1. This Notice may be cited as the Flora Protection Act (Date of Commencement) Notice, 2002.

*Commencement of Act*

2. The Flora Protection Act No. 5 of 2001 shall be deemed to have come into operation on the 1<sup>st</sup> day of November, 2001.

R. D. N. FANOURAKIS  
*Minister for Agriculture & Co-operatives*