



SWAZILAND GOVERNMENT GAZETTE

VOL. XLIV]

MBABANE, Friday, DECEMBER 22nd 2006

No. 153

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PUBLISHED BY AUTHORITY

1108

NOTICE

FORM D

FORM OF NOTICE ADVERTISING PROPOSED SALE OF A BUSINESS
(*VIDE SECTION 5(1) OF THE ACT*)

Notice is hereby given, in terms of section 5(1) of the Registration of Businesses Act, that the businesses under the business name of **KENTUCKY FRIED CHICKEN** trading from

- i) Swazi Plaza, Mbabane, and
- ii) The President Centre, Manzini, and
- iii) Matsamo Centre, Matsapha

will be sold to **MARIO PIMENTA** acting for and on behalf of a company in the process of formation being **PIMENTA'S KFC (PTY) LIMITED** as from the 3rd January 2007.

Place : MBABANE

Signature

Date : 29/11/2006

H2347 3x22-12-2006

NOTICE

We intend to apply for the issue of a certified copy of Deed of Transfer No. 120/173 dated 30th April 1972 made in favour of Trustees of the Society of St Francis de Sales Founded by **JOHN BOSCO (PROPRIETARY) LIMITED** in respect of:-

CERTAIN : Portion 11 (A Portion of Portion 3 of Farm No. 286, District of Manzini, Swaziland;

MEASURING : 4,7491 (Four Comma Seven Four Nine One) hectares;

All person having objection to the issue of such copy are hereby required to lodge same in writing with the Registrar of Deeds for Swaziland at Mbabane within 3 (three) weeks from date of publication this notice.

DATED AT MBABANE ON THIS 3RD DAY OF DECEMBER, 2006.

P M SHILUBANE & ASSOCIATES
Applicant's Attorneys
Plot 234
Somhlolo Road
P O Box 3639
Mbabane

H2401 2x22-12-2006

1109

NOTICE

Notice is hereby given that we intend applying for a certified copy of Deed of Transfer No. 786/2004, dated the 10th day of December, 2004, made in favour of: **NTANDO'ENHLE DLADLA (born on the 3rd day of August, 1982) I.D. No. 8208031100143 Major Spinster** in respect of the undermentioned property:

CERTAIN : Lot No. 23 Mahlanganisa Township situate in the District of Hhohho, Swaziland;

MEASURING : 2100 (Two One Zero Zero) square metres;

Any person having an objection to the issue of such copy by the Registrar is hereby requested to lodge such objection in writing with the Registrar of Deeds, Mbabane, within three (3) weeks of the last publication of this notice.

DATED AT MBABANE ON THIS 11TH DAY OF DECEMBER, 2006.

M. J. MANZINI & ASSOCIATES
Attorneys for Applicant
3rd Floor, Lilunga House
P.O. Box A204
Swazi Plaza
Mbabane

H2442 2x22-12-2006

NOTICE

Notice is hereby given that we intend applying for a certified copy of: Deed of Transfer No. 273/1991 dated the 27th May 1991 in favour of **OLIVE ETHEL LITTLER (born on the 2nd July 1950) Major Spinster** in respect of:

CERTAIN : Remaining Extent of Portion W of Farm No. 2 situate in the Mbabane urban area, District of Hhohho, Swaziland;

MEASURING : as such 3,1039 (Three Comma One Zero Three Nine) hectares;

Any person having objections 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 12TH DAY OF DECEMBER 2006.

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

H2445 2x22-12-2006

1110

NOTICE

Notice is hereby given that we intend applying for the cancellation of an entry in the Deeds Office register relating to: First Surety Mortgage Bond No. 302/1992 dated the 10th day of April, 1992 for an amount of E70,000.00 (Seventy Thousand Emalangeni) passed by **BRIAN STEIN** in favour of **STANDARD BANK SWAZILAND LIMITED (FORMELY UNION BANK OF SWAZILAND LIMITED)**.

Any person having objection to the cancellation of such entries in the Deeds Register is hereby requested to lodge such objection in writing with the Registrar of Deeds within three (3) weeks of the last publication of this Notice.

DATED AT MBABANE ON THE 15TH DAY OF DECEMBER 2006.

RJS PERRY
Applicant's Attorneys
2nd Floor, Development House
Swazi Plaza
P. O. Box 4869
Mbabane

H2452 2x05-01-2007

NOTICE

ESTATE LATE: SIBONGILE NTOMBILE THWALA ESTATE NO. ES230/2006

Debtors and Creditors in the above mentioned 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.

MAKHOSAZANA MDLULI
P.O. Box 1062
Nhlangano

H2455 22-12-2006

NOTICE

**ESTATE LATE: SIBANGANI MAJALIMANE NKAMBULE
ESTATE NO. EP49/2005**

Debtors and Creditors in the above mentioned 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.

SINDIE LINAH NKAMBULE
NEE BULUNGA
P.O. Box A27
Buhleni

H2457 22-12-2006

1111

NOTICE

ESTATE LATE: PHINDILE SIPHIWE GULE ESTATE NO. EM510/2006

Debtors and Creditors in the above mentioned 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.

LOMTHANDAZO MASUKU
P.O. Box 505
Bhunya

H2457 22-12-2006

NOTICE

ESTATE LATE: PETER MAHLANDZENI MASUKU ESTATE NO. EL8/2006

Debtors and Creditors in the above mentioned 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.

KHANYISILE GUGU MNCINA
P.O. Box 405
Manzini

H2460 22-12-2006

NOTICE

ESTATE LATE: DAVID DUMISA SHONGWE ESTATE NO. EH136/2006

Debtors and Creditors in the above mentioned 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.

NCAMSILE SHONGWE &
NELISIWE SHONGWE
P.O. Box 14
Msahweni

H2465 22-12-2006

NOTICE

ESTATE LATE: ELIZABETH FAKUDZE ESTATE NO. EM447/2006

Debtors and Creditors in the above mentioned 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.

NOMKHOSI JENNIFER YENDE
P.O. Box 4294
Manzini

H2466 22-12-2006

1112

NOTICE

**ESTATE LATE: JABULANE BONIFACE NDLANGAMANDLA
ESTATE NO. EM44/2006**

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

SIPHIWE DLAMINI
P.O. Box 1534
Matsapha

H2454 22-12-2006

NOTICE

ESTATE LATE: SIMELANE ELIAS MUSA ESTATE NO. ES240/2006

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

FIKILE D. SIMELANE
P.O. Box 435
Hluthi

H2456 22-12-2006

NOTICE

**ESTATE LATE: THALITHA VILAKATI NEE MHLANGA
ESTATE NO. EM513/2004**

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

JOHANNES VILAKATI
P.O. Box 1674
Nhlangano

H2459 22-12-2006

1113

NOTICE

ESTATE LATE: CYRIL SABELO NXUMALO ESTATE NO. EH23/2006

Notice is hereby given in terms of Section 52 *bis* of the Administration of Estates Act No. 28/1902 that the Amended Liquidation and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

DUDUZILE NXUMALO &
SANELE T. SITHUNGO
P.O. Box 3783
Mbabane

H2461 22-12-2006

NOTICE

ESTATE LATE: JOSEPHINE TOBHITOBHI DLAMINI ESTATE EM432/2005

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

ESTHER SOLANI DLAMINI
P.O. Box 46
Mpaka

H2462 22-12-2006

NOTICE

ESTATE LATE: BHEKI SANDILE NXUMALO ESTATE NO. EM428/2005

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

NONHLANHLA NXUMALO
P.O. Box 20
Siteki

H2463 22-12-2006

1114

NOTICE

ESTATE LATE: NDUNA NDPHETHE MAGAGULA ESTATE NO. EL126/2006

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

FATANA ANNAH MAGAGULA
P.O. Box 174
Simunye

H2464 22-12-2006

NOTICE

Notice is hereby given that **I, Patrick Bongani (Gwaza) Mavuso of Ka-Lamgabhi Hhohho Region** intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname **Seabra** after the fourth publication of this notice in each of four consecutive weeks in the Times of Swaziland and The Swazi Observer being the newspapers circulating in the region where I reside and designated for this purpose by the Regional Secretary for the **Hhohho Region** and in the government Gazette.

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

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

Mr Patrick Bongani Mavuso
P.O. Box 399
Ezulwini

H2458 4x19-01-2007

NOTICE

ESTATE LATE: JOHANNES SIGULUMBA MAZIBUKO ESTATE NO. EM248/2005

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

SALAPHI MAZIBUKO & MFANALENI MDLULI
P.O. Box 127
Malkerns

H2467 22-12-2006

1115

NOTICE

ESTATE LATE: VUSI JABULANI SIHLONGONYANE ESTATE NO. ES93/2005

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

SIBONGILE SIHLONGONYANE
P.O. Box 185
Siteki

H2469 22-12-2006

NOTICE

ESTATE LATE: MGUBANE DLAMINI ESTATE NO. EH298/2006

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

THANDI DLAMINI
P.O. Box 724
Mbabane

H2471 22-12-2006

NOTICE

ESTATE LATE: SIMON MPHIWA NDLANGAMANDLA ESTATE NO. EL105/2005

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

SAMBULO M. NDLANGAMANDLA
P.O. Box 7401
Manzini

H2472 22-12-2006

1116

NOTICE

ESTATE LATE: THANDEKILE P. LUKHELE ESTATE NO. EH288/2005

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

SAMUEL LUKHELE
P.O. Box 5
Ezulwini

H2473 22-12-2006

NOTICE

ESTATE LATE: LUCY NTOMBIKAYISE MAVUSO ESTATE NO. ES229/2006

Debtors and Creditors in the above mentioned 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.

ZANDILE MAVUSO
P.O. Box 878
Nhlangano

H2468 22-12-2006

NOTICE

ESTATE LATE: DUMSILE PATIENCE DUBE ESTATE NO. ES189/2006

Debtors and Creditors in the above mentioned 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.

CEDUSIZI NKAMBULE
P.O. Box 5091
Mbabane

H2470 22-12-2006

NOTICE

ESTATE LATE: JANE MLAMBILE MAVUSO ESTATE NO. EH281/2006

Debtors and Creditors in the above mentioned 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.

NGWENYA NKOSINGIPHILE
P.O. Box 730
Pigg's Peak

H2474 22-12-2006

1117

NOTICE

ESTATE LATE: MPHUMELELO GAMEDZE ESTATE NO. EL148/2006

Debtors and Creditors in the above mentioned 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.

GAMEDZE PHILLIPHINAH
P.O. Box 73
Siphofaneni

H2475 22-12-2006

NOTICE

ESTATE LATE: JOSEPH MAKHOSINI JELE ESTATE NO. ES227/2006

Debtors and Creditors in the above mentioned 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.

MARY FATANE JELE NEE DLAMINI
P.O. Box 127
Hluthi

H2476 22-12-2006

NOTICE

ESTATE LATE: ALVINAH KHATHAZILE SIMELANE ESTATE NO. ES250/2006

Debtors and Creditors in the above mentioned 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.

NOMCEBO MAGONGO
P.O. Box 168
Nhlangano

H2477 22-12-2006

NOTICE

ESTATE LATE: MCANJELWA HENDRY KUNENE ESTATE NO. EP79/2006

Debtors and Creditors in the above mentioned 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.

ABEDNIGO MANDLA KUNENE
P.O. Box 348
Piggs Peak

H2481 22-12-2006

1118

NOTICE

ESTATE LATE: ROSEMARY PHUMZILE NKAMBULE ESTATE NO. ES126/2005

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

PHINDILE JOYCE NKAMBULE
P.O. Box 765
Matsapha

H2478 22-12-2006

NOTICE

ESTATE LATE: JULY AMBROSE DLAMINI ESTATE NO. EM223/2006

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

ZODWA WINNIE DLAMINI
P.O. Box 5574
Manzini

H2479 22-12-2006

NOTICE

ESTATE LATE: GCINAPHI NESTER MATSENJWA ESTATE NO. EL111/2006

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 and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from the date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Executor and the Master of the High Court at anytime before the expiry of the said period.

ERIC MAZIYA
P.O. Box 1487
Mbabane

H2480 22-12-2006

SUPPLEMENT TO
THE
SWAZILAND GOVERNMENT
GAZETTE

VOL. XLIV]

MBABANE, Friday, DECEMBER 22nd, 2006

[No. 153

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PUBLISHED BY AUTHORITY

PART C

S1

LEGAL NOTICE NO. 218 OF 2006

THE POUNDS ACT
(Act No. 24 of 1966)

APPOINTMENT OF POUND MASTER FOR SITEKI
NOTICE, 2006
(Under Section 6)

In exercise of the powers conferred by Section 6 of the Pounds Act of 1966, the Minister for Housing and Urban Development hereby issues the following Notice.

Citation

1. This Notice may be cited as the Appointment of Pound Master for Siteki, Notice, 2006.

Appointment of Pound Master

2. The Minister for Housing and Urban Development hereby appoints:-

Mr. Wilfred Mabhodweni Ntshingila as Pound Master for Siteki Town.

Repeal of Previous appointment

3. This Notice repeals the appointment of the previous Pound Master for Siteki.

P. D. NKAMBULE
PRINCIPAL SECRETARY

LEGAL NOTICE NO. 219 OF 2006

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

THE REGULATION OF WAGES (DOMESTIC EMPLOYEES) ORDER,
NOTICE 2006
(Under Section 11)

In exercise of the powers conferred upon him by Section 11 of the Wages Act, 1964, the Minister for Enterprise & Employment hereby makes the following order -

Citation and Commencement

1. This Order may be cited as the Regulation of Wages (Domestic Employees) Order, 2006 and shall be deemed to have come into effect on the 1st January, 2007.

Interpretation

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

“casual employee” means a domestic employee who is employed for not more than one day at a time and who is paid at the end of the day’s work;

“children’s nurse” means a person who takes care of children and oversees their activities, gives children all necessary assistance, carries out such other duties in connection with the care of children, including the washing of their clothes, as may be required;

“cook” means a person who is capable of, and is mainly engaged in, preparing and cooking meals suitable to the dietary and other requirements of the household in which he/she is employed and who may be required to assist in other household duties;

“domestic employee” means any person employed in or about any private household or part thereof in the capacity of cook, house attendant, waiter, butler, childrens’ nurse, valet, groom, gardener, laundress, or watchman;

“gardener” means a person who carries out all gardening activities including the planting and cultivation of flowers, shrubs and vegetables, maintains lawns and paths and attends to cleanliness of compounds and yards and, who may be required to carry out other duties such as cleaning vehicles;

“house attendant” means a person who carries out domestic duties including the preparation of food, washing of dishes, cleaning rooms, dusting and polishing furniture, washing windows, washing clothes and textiles by hand and ironing them, making bed ect;

“laundress” means a person who is mainly employed to carry out washing of clothing using either the washing machine or washing the clothing by hand and ironing them using any kind of iron;

“part time employee” means a domestic employee, other than a casual employee, who is employed for less than twenty four hours in any week;

“public holiday” means a public holiday mentioned in regulation 9 (1);

“watchman” means a person who is responsible for the safeguard of his employer’s property against fire, theft and illegal entry; carries out such other duties as are similar to these responsibilities, as required by his employer.

“herdsman” means a person who looks after domestic animals such as goats, cattle, donkeys etc and may include any other general domestic duties such as cleaning the yard, mending a kraal and carrying out other duties associated with those of a handyman provided the pastures are protected.

Application

3. This Order shall apply to all persons employed as domestic employees as specified in the First Schedule.

Basic Minimum Wage

4. (1) The basic minimum wage to be paid to employees specified in the First Schedule shall be calculated at a rate not less than that specified therein.

(2) The daily and hourly rates specified in the First Schedule shall be the basic minimum wage applicable to part time and casual employees only.

Hours of Work.

5. The normal working week shall consist of forty-eight hours, exclusive of meal breaks, spread over six days each of eight hours in a week or as may be agreed between the employer and the employee.

Overtime

6. (1) An employee required to work in excess of the normal hours of work referred to in Regulation 5 or on any day as agreed between the employer and the employee, shall be paid for such overtime at the rate of one and half times his normal rate of wages.

(2) For any time worked on a Public holiday specified in regulation 9 and on a rest day shall be paid at double time.

Annual leave

7. (1) On completion of twelve months continuous service with an employer, an employee shall, be entitled to annual leave of not less than twelve working days with full pay and which may be taken at a time convenient to both parties.

(2) Any employee whose services are terminated after three months’ service shall be paid at the time of termination pro rata cash payment in respect of leave earned but not taken and such pro rata cash payment shall be equal to not less than one day’s wage for each month during which leave had been earned but not taken.

Sick leave

8. (1) After three consecutive 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 maximum of fourteen days on full wages and thereafter to a maximum of fourteen days on half wages in each period of twelve months continuous service.

(2) Notwithstanding sub-regulation (1),:-

- (a) an employee shall not be entitled to the benefits provided for under sub-regulation (1) if the sickness or accident causing his absence was as a result of his own negligence or misconduct; and
- (b) a certificate issued by a registered nurse shall be accepted in place of a medical certificate if a medical practitioner is not available.

Paid Public Holidays

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

- Ascension day;
- Easter Monday;
- Good Friday;
- Incwala Day;
- King's Birthday;
- Umhlanga (Reed Dance) Day;
- Somhlolo Independence Day;
- Christmas Day;
- Boxing Day;
- New Year's Day;
- National Flag Day; and
- May Day.

(2) No employee shall be entitled to payment under sub regulation (1) unless he is available for work on a working day immediately before and after the public holiday.

Maternity Leave

10. (1) After nine months of continuous service with an employer, and subject to the production of a certificate signed by a registered nurse recommending that an employee should refrain from work because she is pregnant, an employee shall be entitled to thirty (30) working days maternity leave on full pay thereafter without pay in respect of that pregnancy.

(2) Such leave shall be in addition to any sick leave to which the employee may be entitled under Regulation 8

(3) No employee shall be entitled to maternity leave provided for under sub-regulation (1) for two (2) consecutive years.

Uniforms

11. An employer shall, as a condition of employment, provide suitable uniform for the domestic employee, casual employee, or part time employee, whichever is the case and such uniform shall remain the property of the employer.

Compassionate Leave

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

- Widows - 37 working days with full pay;
- Widower - 7 working days with full pay
- Natural father or mother - 7 working days with full pay;
- Natural child - 7 working days with full pay, and
- Married woman's mother-in-law or father-in-law - 7 working days with full pay.

Written particulars of employment to be provided

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

Rest Day

14. Every employee shall be granted one rest day each week; such day to be fixed by mutual agreement between the employee and his employer.

Accommodation

15. Where an employer requires an employee to occupy accommodation provided by the employer as part of his conditions of employment, such accommodation shall be provided free of charge to the employee.

Revocation of Legal Notice No. 191 of 2005

16. The Regulation of Wages (Domestic Employees) Order, 2005 is revoked.

FIRST SCHEDULE

Basic Minimum Wage

	Monthly	Daily	Hourly
Cook	462.26	31.23	4.95 cents
Gardener	450.97	27.52	4.40 cents
House attendant	450.97	27.52	4.40 cents
Laundress	450.97	27.52	4.40 cents

Childrens' nurse	450.97	27.52	4.40 cents
Herdsmen	450.97	27.52	4.40 cents

Watchman to be paid as provided under the Regulation of Wages (Security Services Industry) Order.

The monthly rate specified in the first column of the above Schedule shall be the basic minimum wage for employees engaged on a monthly contract inclusive of the ration element.

The daily rate specified in the second column of the Schedule shall be the basic minimum wage for part time employees engaged on a daily contract inclusive of the ration element.

The hourly rate specified in the third column of the Schedule shall be the basic minimum wage for casual employees employed casually and paid by the hour inclusive of the ration element.

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. 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. 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

BERTRAM B. STEWART
PRINCIPAL SECRETARY
MINISTRY OF ENTERPRISE & EMPLOYMENT

LEGAL NOTICE NO. 220 OF 2006

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

THE REGULATION OF WAGES (FORESTRY AND FOREST INDUSTRY)
ORDER, NOTICE, 2006
(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 (Forestry and Forest Industry) Order, 2006 and shall be deemed to have come into force on 1st January, 2007.

Interpretation

2. In this order unless context otherwise requires:

“Artisan assistant” means an employee who assists an artisan in a workshop or in carrying out work allocated to an artisan;

“blaster” means an employee who is the holder of a recognised Blasting certificate and carries out Blasting operations;

“bulldozer operator” means an employee who operates a bulldozer and carries out simple maintenance on it;

“chainsaw operator” means an employee who operates a chainsaw and carries out simple maintenance work on it;

“clerk” means an employee who is engaged in general clerical duties other than a tally clerk;

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

“cross-cut” means an employee who operates a crosscut saw and carries out simple maintenance work on it;

“driver (L.D.V.)” means an employee who drives a vehicles of less than 5 tons tare weight, whose duties include the handling to and from the tailboard and the daily maintenance and cleaning of the vehicle;

“driver (logging)” means an employee who drives a log carrying truck of over 10tons tare weight and who is responsible for daily maintenance and cleaning of the vehicle;

“driver (H.D.V.)” means an employee who drives a vehicle of 5 to 10tons tare weight and whose duties include handling to and from the tailboard and the daily maintenance and cleaning of the vehicle;

“driving instructor” means an employee who trains other employees to drive a vehicle;

“fire tower watchman” means an employee, who by means of a fire tower, oversees, or locates fire on or near the project of his employer and reports the fire to his employer;

“fork-lift driver” means an employee who drives a fork lift and carries out simple maintenance work on it;

“general labourer” means an employee who carries out unskilled work and includes silvi cultural, cleaners, sweepers, loaders and tea servers;

“grader operator” means an employee who operates a grader and carries out simple maintenance work on it;

“juvenile” means a person between fifteen and eighteen years of age;

“indvuna grade B1” means an employee who supervises other employees under his control, and has worked less than two years;

“indvuna grade B2” means an employee who has acquired more than two years with the same employer;

“jackhammer operator” means an employee who operates a jackhammer and carries out simple maintenance work on it;

“medical orderly” means an employee who provides medical assistance to out patients in the clinic;

“security guard” means an employee who is engaged to safe guard property of his employer;

“skidder operator” means an employee who operates a skidder and carries out simple maintenance on it;

“tally clerk” means a person who collects and records information for further processing;

“telephone linesman” means an employee who checks and carries out repair work for his employer on a telephone communication system”

“timber grader” means an employee who grades timber to the required specification, and

“tractor driver” means an employee who drives a tractor and carries out simple maintenance work on it.

Application

3. This order shall apply to a person employed -
 - (a) in any undertaking having at least 70% of its productive holding under tree development and engaged in the occupation specified in the First Schedule; and
 - (b) by a person engaged in the clearing, felling or stripping of trees in a forest area.

Basic Minimum Wage

4. (1) The minimum wage to be paid to employees to whom the order applies shall be calculated at a rate not less than that specified in the First Schedule.
 - (2) For the purpose of calculating hourly, daily, weekly or monthly rates, the following conversion table shall be used -

- (a) hourly rate, divide basic minimum wage by weekly hours;
- (b) daily rate, divide basic minimum wage by days to be worked in a week;
- (c) weekly rate, divide monthly wage by four and one third and
- (d) monthly rate, multiply weekly wage by four and one third.

(3) A juvenile general labourer shall receive not less than two-thirds of the rate of pay applicable to an adult general labourer.

Rations

5. (1) As a condition of employment, an employer shall supply rations in quantities not less than those specified in the Second Schedule.

(2) With the employee's consent, the employer may pay the employee a cash sum in lieu of ration.

(3) Where rations are incorporated into the wages of an employee, such an arrangement shall remain in force unless the (sum of the) actual minimum wage and the (sum of the) value of the rations are not below the requirements stipulated in the First and Second Schedule or what has been agreed upon in writing between the employer and employee.

Hours of work

6. (1) The normal weekly hours shall consist of forty-eight hours spread over a period of five days.

(2) In the case of an employee engaged on shift work his normal weekly hours shall be forty-eight hours over a six day week.

(3) In the case of a watchman or security guard the normal week shall consist of seventy-two hours spread over a period of 7 days.

(4) An employee required to work on a continuous shift systems shall have not less than one rest day in each seven day period.

Overtime

7. (1) An employee other than a security guard or a watchman who is required to work in excess of the hours specified under regulation 6 (1) shall be paid overtime as follows:

- (a) for time worked in excess of the normal hours in any one day, he shall be paid at one and half times his hourly rate;
- (b) for time worked on a rest day, Sunday or public holiday specified in Regulation 12, he shall be paid at twice his hourly rate.

(2) Any employee on shift work, or a Security Guard who is required to work on a rest day or on a public holiday specified in Regulation 12, may be paid for such overtime or be given an equivalent amount of time off in lieu of overtime payment.

Annual Leave

8. (1) On completion of each period of twelve months continuous service with an employer, an employee shall be entitled to an annual leave of not less than ten working days for a five day week and not less than twelve working days for a six day week with full pay.

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

Sick Leave

9. (1) After three months' 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 maximum of fourteen days on full wages and thereafter to a maximum of fourteen days on half wages in each period of twelve months continuous service.

(2) Notwithstanding Sub-Regulation (1) -

- (i) an employee shall not be entitled to the benefits if the sickness or accident causing his absence was caused by his own negligence or misconduct and
- (ii) a medical certificate issued by a registered nurse shall be accepted in place of a medical certificate under sub-regulation (1) if a medical practitioner is not available.

Compassionate Leave

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

Widows	- 30 working days but only 12 days with full pay, the rest at employers discretion.
Widower	- 7 working days with full pay
Natural Mother	- 7 working days with full pay
Natural Father	- 7 working days with full pay
Natural Child	- 3 working days with full pay

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

Maternity Leave

11. (i) 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 maternity leave on full pay for a period not exceeding 22 working days upon delivering to her employer:-

- (a) A certificate issued by a medical practitioner or a midwife setting the expected or actual date of her confinement.

or

- (b) Such other evidence in support of the entitlement of maternity leave as is reasonable, having regard to all the circumstances of the case.
- (ii) Provided that no employee shall be entitled to maternity leave provided for under sub-regulation (i) for two (2) consecutive years.

Written particulars to be provided

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

Continuous Service

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

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

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

Public Holidays

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

- New Years day;
- Good Friday;
- King's Birthday;
- Incwala Day;
- Somhlolo Day;
- Christmas Day;
- Boxing day and
- Workers' Day

(2) This Regulation shall only apply when the employee presents himself for work on the working day immediately before the public holiday and working day immediately following the public holiday, except where the employer has authorised the Employee's absence on such working day.

(3) Where an agreement has been reached between an employer and any of his employees any of the public holidays specified in this Regulation may be exchanged for any other day in lieu thereof.

Protective Clothing

15. (1) An employer shall supply, free of charge and without payment of a deposit by the employee, the following items.

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

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

Short Time

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

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

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

Savings

17. (1) No employer shall reduce the wages, ration allowance, annual leave or sick leave to which an employee was entitled prior to the commencement of this order.

(2) Any employer who contravenes sub-regulation (1) shall be guilty of an offence and liable on conviction to a maximum fine of fifty Emalangeni or three months imprisonment or both.

Revocation of Legal Notice No. 193 of 2005.

18. The Regulation of Wages (Forestry and Forest Industry) Order, 2005 is revoked.

FIRST SCHEDULE
(Emalangeni Per Week)

Grade A1	Cleaner General Labourer Loader	E112.50
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S14

Grade A2	Artisans Assistant Cook Firetower Watchman Forest Guard Forklift Driver Security Guard Tally Clerk	E114.00
Grade B1	Chainsaw Operator Clerk Driver (L.D.V.) Induna (Nursery) Jackhammer Operator Switchboard Operator Tractor Driver	E121.90
Grade B2	Cross-cut Saw Operator Driver (H.D.V.) Induna (Forest)	E132.00
	Skidder Operator Timber Grader	
Grade B3	Blaster Bulldozer Operator Driver (Logging) Driver Instructor Grader Operator Telephone Linesman	E157.50

SECOND SCHEDULE
(Regulation 5)

MINIMUM WEEKLY RATION SCALE

Mealie Meal	6.35kg
Meat	1.36kg
Sugar	4.5kg
Dry beans, Peas or Groundnuts	68kg
Fresh Vegetables	9kg
Salt	113g
Fat	750ml

Alternatives

1. The following rations may be supplied in lieu of the Items of Food mentioned in paragraph 1;

(a) Mealie Meal:

For every 9 of mealie meal - 4.5kg of bread; 34kg of rice 23kg of cheese.

(b) For the first 23kg of meat - 23kg of offal; or for the first 45kg of fish - 23 of cheese.

For every 45kg of Fresh Vegetables, 45kg of Fresh Fruit or a proportionate ration of Dehydrated Vegetables.

Permitted Variations

2. The rations of mealie meal shown in paragraph 2 (a) may be reduced by an amount not exceeding 2.72kg equivalent to the amount mealie meal used in the preparation of:

(a) The drink known as Mahewu or

(b) a proprietary vitaminized drink if either drink is issued in a week to the employee by the employer.

THIRD SCHEDULE
(Regulation 10)

WRITTEN PARTICULARS OF EMPLOYMENT FORM

1. Name of employer
2. Name of employee
3. Date of employment
4. Wage and method of calculation
5. Intervals 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 National Provident Fund 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 joint it.

The address of The Industry Union is:

(b) The grievance procedure in this undertaking requires that a grievance should be first referred to

.....

When any heading is inapplicable enter Nil.

Signed: Employer
 Employee
 Witness
 Date

BERTRAM B. STEWART
PRINCIPAL SECRETARY
MINISTRY OF ENTERPRISE & EMPLOYMENT

LEGAL NOTICE NO. 221 OF 2006

THE ARMS AND AMMUNITION ACT, 1964
(Act No. 24 of 1964)

APPOINTMENT OF MEMBERS OF THE FIREARMS LICENSES
BOARD NOTICE, 2006
(Under Section 4)

In exercise of the powers conferred by section 4 of the Arms and Ammunition Act, 1964, the Prime Minister issues the following Notice.

Citation and Commencement

1. (1) This Notice may be cited as the Appointment of members of the Firearms Licences Board Notice, 2006.

(2) This Notice shall be deemed to have come into force on the 1st December, 2006.

Appointment of Members of the Firearms Licences Board

2. The following persons are appointed as Members of the Firearms Licences Board for a period not exceeding three (3) years.

- (1) Abednego Mandlenkhosi Dlamini - Chairperson;
- (2) Princess Ntfombidze - Member;
- (3) Mitford Makhosi Magwaza - Member;
- (4) Enock Fanzana Masondo - Member; and
- (5) Petros Dingane Simelane - Member.

Revocation of Legal Notice No. 45 of 2003

3. Legal Notice No. 45 of 2003 is revoked.

A. T. DLAMINI
PRIME MINISTER

LEGAL NOTICE NO. 222 OF 2006

THE COMMISSIONERS OF OATHS ACT, 1942
(Act No. 23 of 1942)

THE COMMISSIONERS OF OATHS (AMENDMENT OF PART II
OF THE SCHEDULE) NOTICE, 2006
(Under Section 3)

In exercise of the powers conferred by Section 3 of the Commissioners of Oaths Act, 1942 the Minister for Justice and Constitutional Affairs amends Part II of the ex-officio Commissioners of Oaths as follows -

Citation and Commencement

1. This Notice may be cited as the Commissioners of Oaths (Amendment of Part II of the Schedule) Notice, 2006 and shall come into force on the date of publication.

Amendment of the Schedule

2. The Schedule found in the Principal Act (Act No. 23 of 1942) is amended by inserting the following offices in alphabetical sequence -

- (a) Select Management Services (Pty) Ltd - Managing Director
area and jurisdiction of office
- (b) Aon Swaziland (Pty) Ltd - Managing Director
area and jurisdiction of office
- (c) Aon Swaziland (Pty) Ltd - General Manager
area and Jurisdiction of office

S. M. DLAMINI
PRINCIPAL SECRETARY
MINISTRY OF JUSTICE AND CONSTITUTIONAL AFFAIRS

