



SWAZILAND GOVERNMENT GAZETTE EXTRAORDINARY

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[No. 44

CONTENTS

No.	Page
PART C - LEGAL NOTICE	
55. Wages Council Establishment Order Notice, 2007	S1

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LEGAL NOTICE NO. 55 OF 2007

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

**WAGES COUNCIL ESTABLISHMENT ORDER
NOTICE, 2007
(Under Section 6)**

In exercise of the powers conferred by Section 6 of the Wages Act, 1964, the Minister for Enterprise and Employment hereby makes the following order.

Citation

1. This order may be cited as the Wages Council Establishment Order for the Media (News Publishing, Broadcasting and Advertising) Industry.

Composition Wages Council

2. The Wages Council shall be made of representatives of employers and employees in the media industry who shall enjoy equal representation.

Secretariat

3. The Wages Council shall have a secretary who shall be appointed by the Minister at the same time as the representatives of the employer and employees.

Functions of the Council

4. The functions of the Wages Council shall be;
- (a) to negotiate and determine the wages and minimum terms and conditions of a certain class or category of employees in the Media Industry.
 - (b) to determine the jobs performed in the Media Industry and define the positions that exist in this industry.
 - (c) to determine the extent of application of the Regulation of Wages (Media Industry) Order.
 - (d) to provide a draft Regulation of Wages (Media News Publishing, Broadcasting and Advertising) Order clearly providing for the minimum wage of each of the job categories and terms and conditions of employment in the Media Industry.
 - (e) to submit any Regulation of Wages proposal as to the minimum wage which should be paid and the conditions of employment which should be applied to all or any of the employees in relation to whom the council operates.
 - (f) consider any written representations made within the set period and may make such further inquiries as it considers necessary.
5. In negotiating agreeing to and producing the draft Wages Regulation Order, ensure that the proposed terms and conditions do not amount to contracting out as required by the Employment Act, 5 of 1980 or its successor and do not have the effect of prejudicing any rights touching

conditions of employment, holidays or remunerations conferred upon any worker by or under the provisions of any other law.

6. Before submitting any wages regulation to the Minister make such investigations as it thinks fit and publish in the Gazette and in a newspaper published in Swaziland a notice of the intention to submit proposals stating the place where copies of the proposals may be obtained and the period, not being less than thirty days, within which representations with respect to the proposals may be sent to the council.

L. E. DLAMINI

MINISTER FOR ENTERPRISE AND EMPLOYMENT

