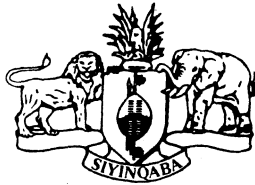


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# SWAZILAND GOVERNMENT GAZETTE EXTRAORDINARY

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MBABANE, Wednesday, JUNE 27<sup>th</sup> 2007

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PUBLISHED BY AUTHORITY

# PART C

S1

LEGAL NOTICE NO. 85 OF 2007

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

SUPPORT EMPLOYEES IN EDUCATIONAL INSTITUTION WAGES  
COUNCIL (ESTABLISHMENT) ORDER, 2007  
(Under Section 6 (1) and 8)

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 Support Employees in Educational Institution industry.

***Composition Wages Council***

2. The Wages Council shall be made of representatives of employers and employees in the Support Employees in Educational Institution 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 of the Support Employees in Educational Institution Industry.
- b) to determine the jobs performed in the Support Employees in Educational Institution Industry and define the positions that exist in this industry.
- c) to determine the extent of application of the Regulation of Wages (Support Employees in Educational Institution Industry) Order.
- d) to provide a draft Regulation of Wages (Support Employees in Educational Institution Industry) Order clearly providing for the minimum wage of each of the job categories and terms and conditions of employment in the 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 & EMPLOYMENT*

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LEGAL NOTICE NO. 86 OF 2007

THE INDUSTRIAL RELATIONS ACT, 2000  
(Act No. 5 of 2000)

APPOINTMENT OF MEMBERS OF THE ESSENTIAL  
SERVICES COMMITTEE NOTICE, 2007  
(Under Section 92)

In exercise of the powers conferred by Section 92 of the Industrial Relations Act, 2000, the Minister for Enterprise and Employment hereby issue the following Notice -

***Citation and Commencement***

1. This Notice may be cited as the Appointment of the Members of the Essential Services Committee Notice, 2007 and shall be deemed to have come into force on the 1<sup>st</sup> May, 2007.

***Appointment of Members of the Essential Services Committee***

2. The Minister for Enterprise and Employment appoints the persons listed in the 1<sup>st</sup> Column to represent, where appropriate, the organization or office listed in the 2<sup>nd</sup> column to be members of the Essential Services Committee.

<b>1<sup>st</sup> Column</b>	-	<b>2<sup>nd</sup> Column</b>
Michael Mtshali	-	Chairperson
Khabo J. Dlamini	-	Government Representative
Felton Mhlongo	-	Government Representative
Sipho Mamba	-	Workers Representative
Kennedy Dlamini	-	Workers Representative
Malcom Dlamini	-	Employer's Representative
Hezekiel M. Mabuza	-	Employer's Representative

3. The appointees shall remain members of the committee for a period of three years from date of coming into force of this Notice.

*Allowances and Fees*

4. Members of the Committee including the Secretary shall receive such allowances or fees as may be fixed by the Minister by notice in the Gazette.

*Revocation of Legal Notice No. 160 of 2004*

5. The appointment of Members of the Committee Notice is hereby revoked.

**B. B. STEWART**  
*PRINCIPAL SECRETARY*  
*MINISTRY OF ENTERPRISE AND EMPLOYMENT*