

Recd & ordered

SUPPLEMENT TO
THE
SWAZILAND GOVERNMENT
GAZETTE

VOL. XVI]

MBABANE, Friday, February 24th., 1978

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PUBLISHED BY AUTHORITY

THE MEDICAL AND DENTAL PRACTITIONERS ACT, 1970

(No. 3 of 1970)

THE CONTROL OF NATURAL THERAPEUTIC PRACTITIONERS
REGULATIONS 1978

(Under section 32)

(Commencement: 24th February, 1978)

In exercise of the powers conferred on him by the abovementioned Act and on the recommendation of the Swaziland Medical and Dental Council, the Honourable the Minister for Health is pleased to make the following regulations —

Citation

1. These regulations may be cited as The Control of Natural Therapeutic Practitioners Regulations, 1978.

Interpretation

2. In these regulations unless the context otherwise requires —
“Natural Therapeutic Practitioner” means a person who practices as a chiropractor, homeopath, naturopath or electropath.

The Registration etc. of Natural Therapeutic Practitioners

3. The provisions of Regulations 3 to 9 inclusive of The Registration and Control of Para-Medical Practitioners Regulations, 1972, shall apply *mutatis mutandis* to a natural therapeutic practitioners.

Amendment of regulation 10

4. Regulation 10 is hereby replaced by the following —

“10. (1) A person practising as a natural therapeutic practitioner shall not—

- (a) perform any surgical operation or administer any injection to any person;
- (b) practise midwifery;
- (c) withdraw blood from any person;
- (d) treat or offer to treat cancer or prescribe a remedy for cancer or claim that any article, apparatus or substance will or may be of value for the alleviation of the effects of the curing or treatment of cancer;
- (e) perform any internal examination on any person;
- (f) claim or by any means whatsoever hold himself out, to be a medical practitioner or use the name medical practitioner, or doctor or any other name, title, description or symbol indicating or calculated to lead persons to infer that he possesses any qualifications of a medical practitioner, or

- (g) prevent any person from being treated by, or improperly influence any person to abstain from treatment by, a person registered in terms of the Act.

(2) Sections 22, 23 and 33 of the Act shall *mutatis mutandis* apply to a natural therapeutic practitioner as they apply to a medical practitioner or dentist.

(3) Any person contravening paragraphs (1) and (2) hereof shall be guilty of an offence and liable on conviction to a fine of E100 or three months' imprisonment or both:

Provided that no prosecution for such contravention shall be brought without the prior written consent of the Attorney-General".

DR. F. FRIEDMAN

Director of Medical Services.

Mbabane.

15th. February, 1978.

LEGAL NOTICE NO. 9 OF 1978

THE MONETARY AUTHORITY ORDER, 1974

(No. 6 of 1974)

THE MONETARY AUTHORITY OF SWAZILAND STATEMENT OF
ASSETS AND LIABILITIES AS AT 31ST JANUARY, 1978

(Under Section 52(3))

(Commencement: 24th. February, 1978)

In exercise of the powers conferred upon him by the abovementioned Order, the Honourable Minister for Finance and Economic Planning is pleased to publish for general information the statement of Assets and Liabilities in the Schedule to this Notice.

V. E. SIKHONDZE

Acting Permanent Secretary.

Mbabane
9th. February, 1978

THE MONETARY AUTHORITY OF SWAZILAND
STATEMENT OF ASSETS AND LIABILITIES AS AT 31ST JANUARY, 1978

<i>Liabilities</i>	<i>Emalangeni</i>	<i>Assets</i>	<i>Emalangeni</i>
CURRENCY IN CIRCULATION		EXTERNAL RESERVES	
Notes	8,871,178	Notes and Coins	213,260
Coins	<u>707,559</u>	Banks	58,422,466
	9,578,737	Treasury Bills	1,521,203
		Acceptances	9,369,041
		Bonds	<u>1,063,594</u>
			70,589,564
DEPOSITS			
Government	17,930,135		
Bankers	34,427,451		
International	431,205	GOVERNMENT SECURITIES	620,000
Others	6,195,459	ADVANCES	420,474
OTHER LIABILITIES AND PROVISION	2,978,026	UNCLEARED EFFECTS	104,263
CAPITAL	100,000	OTHER CURRENT ASSETS	698,723
GENERAL RESERVE	738,087	FIXED ASSETS	846,076
	<u>73,279,100</u>		<u>73,279,100</u>

LEGAL NOTICE NO. 10 OF 1978

THE DAIRY ACT 1968

FIXATION OF COLOURED MARGARINE PRICE
REGULATIONS 1978

(Under section 24)

(Commencement: 24th February, 1978)

In exercise of the powers conferred on him by the abovementioned Act and after consultation with the Swaziland Dairy Board, the Honourable the Minister for Agriculture is pleased to make the following regulations —

Citation and Commencement

1. These regulations may be cited as the Fixation of Coloured Margarine Prices Regulations 1978 and will come into force on the 24th February, 1978.

Maximum Prices of Coloured Margarine

2. No person shall sell coloured margarine at prices above the following wholesale and retail prices —

		Wholesale Prices	Retail Prices
Stork Margarine)		
Sunshine Margarine)		
Marvello Margarine) 250g case of	E15,90	E0,34
Blossom Margarine) 50 Bricks		
Rama Margarine)		
Rama Margarine)		
Floro Margarine) 250g case of	E17,60	E0,38
Golden Spread Margarine) 50 Tubs		

Payment of Levy

3. All processors, importers, or manufacturers shall pay a levy to the Dairy Board at the rate of 3,95 cents for every kilogram of coloured margarine sold by them, the first payment having been made on the 15th April, 1973, subsequent payments to continue on or before the 15th each succeeding month.

Offence

5. Fixation of Coloured Margarine Prices Regulations published under Legal Notice No. 47 of 1976 is hereby repealed.

A. R. V. KHOZA

Permanent Secretary

Mbabane.

LEGAL NOTICE NO. 11 OF 1978

THE DAIRY ACT 1968

FIXATION OF POWDERED MILK AND ALLIED PRODUCTS PRICES
REGULATIONS 1978

(Under section 24)

(Date of Commencement: 3rd March, 1978)

In exercise of the powers conferred on him by the abovementioned Act and after consultation with the Swaziland Dairy Board, the Honourable the Minister for Agriculture is pleased to make the following regulations:

Citation and Commencement.

1. These regulations may be cited as the Fixation of Powdered Milk and Allied Products Prices Regulations 1978 and shall come into force on the 3rd of March, 1978.

Maximum Wholesale and Retail Selling Prices.

2. The maximum wholesale and retail selling prices of powdered milk and allied products in Swaziland shall be as set out in the Schedule to this notice.

3. *Repeal:* Fixation of Powdered Milk and Allied Products published under Legal Notice No. 5 of 1978 is hereby repealed.

A. R. V. KHOZA

Permanent Secretary

Mbabane.
15.2.78

SCHEDULE

WHOLESALE AND RETAIL SELLING PRICES OF POWDERED MILK AND ALLIED PRODUCTS IN SWAZILAND

<i>Nespray Full Cream Milk Powder and Lactogen</i>	<i>Wholesale Prices</i>	<i>Retail Prices</i>
1 Kg tins case of 12 tins	E29,46	E2,78 per tin
2 Kg tins case of 6 tins	E28,25	E5,32 per tin
250g tins case of 24 tins	E15,67	E0,74 per tin
500g tins case of 24 tins	E30,51	E1,44 per tin
<i>Ideal and Carnation Full Cream Evaporated Milk</i>		
170g tins case of 48 tins	E10,05	E0,24 per tin
410g tins case of 48 tins	E17,64	E0,42 per tin
<i>Nestlé and Gold Cross Full Cream Sweetened Condensed Milk</i>		
225g tins case of 48 tins	E11,29	E0,27 per tin
397g tins case of 48 tins	E17,83	E0,43 per tin
<i>Instant Skim Milk Powder</i>		
250g tins case of 24 tins	E10,15	E0,47 per tin
500g tins case of 24 tins	E19,90	E0,91 per tin
<i>Nestlé Sterilized Dairy Cream</i>		
155g tins case of 48 tins	E11,85	E0,28 per tin
310g tins case of 48 tins	E20,25	E0,48 per tin
<i>Gold Medal Skim Condensed Milk</i>		
397g tins case of 48 tins	E17,34	E0,41 per tin
<i>Protea Skim Milk Powder</i>		
250 packets of 30 packets	E13,03	E0,50 per packet
500g packets of 32 packets	E26,90	E0,97 per packet
5 Kg packets of 5 packets	E31,44	E9,04 per packet
<i>Klim Vitamised Full Cream Milk Powder</i>		
1 Kg tins case of 12 tins	E28,59	E2,74 per tin
2 Kg tins case of 6 tins	E27,37	E5,25 per tin
250g tins case of 24 tins	E15,88	E0,76 per tin
500g tins case of 24 tins	E29,66	E1,42 per tin

LEGAL NOTICE NO. 12 OF 1978

THE WAGES ACT, 1964

(No. 16 of 1964)

THE REGULATION OF WAGES (BUILDING AND CONSTRUCTION INDUSTRY) ORDER, 1978

(Under section 11 (5))

(Commencement: 24th. February, 1978)

In exercise of the powers conferred on him by the above-mentioned Act the Honourable Deputy Prime Minister is pleased to make the following Order —

Citation.

1. This Order may be cited as The Regulation of Wages (Building and Construction Industry) Order, 1978.

Interpretation.

2. In this Order unless the context otherwise requires —

“normal hours” means hours of work specified in regulation 6;

“normal working week” means a week commencing on a Monday and ending on a Friday;

“Trade tested person” means a person who has been issued with a craft certificate indicating a degree of proficiency attained by the holder thereof as a result of a test trade to be held by a trade tester duly appointed as such in the public service;

“machine” means an item or heavy duty plant used for earth moving or similar operations and capable of moving with its own power and which in the opinion of the Labour Commissioner is a machine in terms of this Order;

“general labourer” means an employee who performs general unskilled duties;

“learner machine operator” means an employee with less than six months' experience in the operation of a machine;

“machine operator” means an employee who has been operating a machine in the Building and Construction Industry for six months or more or who can show proof of six months' relevant experience in another industry;

“watchman” means an employee who is engaged during the day or night to guard the premises or other belonging of his employer;

“driver (light vehicle)” means an employee whose duties, in addition to being in charge of a motor vehicle of under 5 tons laden weight, includes handling to and from the tailboard, and the daily maintenance and cleaning of such vehicle;

"driver (heavy vehicle)" means an employee whose duties, in addition to being in charge of a motor vehicle of 5 tons or over laden weight, includes handling to and from the tailboard, and the daily maintenance and cleaning of such vehicle;

"clerk (without certificate)" means an employee who is not the holder of a Junior Certificate of education and who is engaged in general clerical duties;

"clerk (with Junior Certificate)" means an employee who is the holder of a junior certificate of education and who is engaged in general clerical duties;

"clerk (with senior certificate)" means an employee who is the holder of a senior certificate of education and who is engaged in general clerical duties;

"copy typist" means an employee mainly engaged in typing, checking figures and filing, and who is capable of typing a minimum of 30 words per minute;

"cook" means an employee engaged in cooking for and dishing out to other employees in the Building Industry;

"induna" means an employee in charge of other employees or a group of employees in an establishment;

"storeman" means an employee who, apart from doing the job of a stores clerk, is responsible for ordering certain items on behalf of his employer;

"genera tradesman" means an employee who holds a trade test certificate issued at the Swaziland College of Technology by an officer authorised to do so.

Application (First Schedule).

3. (1) Subject to sub-regulation (2) hereof, this Order applies to those individuals who are specified in column one of the First Schedule and are employed in such undertaking or part of an undertaking, constituting in the carrying on for gain of one or more of the following activities:—

- (a) The construction of a railway line or siding or the construction, structural alteration, maintenance, repair or demolition, of a public or private road or thoroughfare, an airfield, tunnel, bridge, viaduct, water works, sewage work, railway line and a lattice work or other structure designed solely for the support of electric lines, or
- (b) the construction, structural alteration, maintenance, repair or demolition, of a building not specified in sub-regulation (a) or preparation for, and laying the foundation of an intended building not so specified.

(2) This Order does not apply to individuals employed in such undertaking or part of an undertaking as is operated by —

- (a) the Government;
- (b) a local authority; or
- (c) such charitable or religious organisation or educational or medical institution as is recognised by the Minister.

Basic Minimum Wage (First Schedule).

4. The employees specified in column one of the First Schedule shall be paid a basic minimum wage to be calculated at a rate not less favourable than that specified in column two of that schedule, irrespective of sex.

Rations (Second Schedule).

5. An employer shall, as a condition of employment, supply his employees receiving less than E1080.00 per annum with rations whose quantity is not less than that specified in the Second Schedule:

Provided that with the consent of the employee, after notifying the Labour Commissioner, an employer shall pay to the employee in lieu thereof an amount not less than that determined by the Labour Commissioner from time to time.

Hours of work.

6. (1) Subject to sub-regulation (2) the normal working hours per week shall consist of forty-seven and one-half hours of work, and that is to say, nine and a half hours of work a day exclusive of meal breaks.

(2) In the case of a watchman, the working week shall not exceed six shifts of twelve hours of work each inclusive of meal breaks which shall be taken on the site.

(3) After more than five hours continuous work, an employee shall be entitled to a break of at least one-half hour for purposes of refreshment.

Overtime (Second and Third Schedule).

7. (1) Overtime for all employee other than watchmen, is payable at the following rates:—

- (a) For such time as is in excess of the normal hours during the normal working day and is before midnight at one-and-third times the normal hourly rate;
- (b) for time after midnight and until completion of a period of continuous work, at twice the normal hourly rate;
- (c) except in the circumstances specified in sub-regulation (b), for time worked on a Saturday —
 - (i) before 4.00 p.m. at one and one half times the normal hourly rate;
 - (ii) thereafter, at twice the normal hourly rate;
- (d) for the time worked on a Sunday or a public holiday specified in the Third Schedule, at twice the normal hourly rate.

(2) For the purposes of calculating the payment of overtime in respect of an employee other than a watchman the normal hourly rate shall be ascertained by the amount arrived at by dividing the amount of the monthly wage by a figure not exceeding two hundred and six.

Annual Leave.

8. (1) After continuous service for six months and without absence except for reasonable cause, an employee is entitled to one day's leave in respect of each month's service, the total period of leave on full pay to exclude such public holidays and days which are not normal working days as occur during that leave period.

(2) If the employee is, at the time of the annual cessation of work in December, in the employ of the employer, the leave specified in sub-regulation (1) shall be taken during the period of that cessation.

Protective clothing.

9. (1) If an employee is required to work in direct contact with mass concrete or to engage in similar work, which is likely to cause injury to his feet, the employer shall provide such employee with a pair of gumboots free of charge.

(2) If an employee is required to load or unload a vehicle during rainy weather or is otherwise obliged to work, without shelter, in the rain, the employer shall provide such employee, with a waterproof cape or similar garment free of charge.

(3) If so required by the Labour Commissioner, an employer shall, provide an employee with suitable protective clothing free of charge:

Provided that if protective clothing is damaged or lost through an employee's negligence the employee shall pay therefor, wear and tear considered, and a further issue provided:

Provided further that where the damage or loss is not the employee's fault the employer shall provide new protective clothing in place thereof.

Transport.

10. The employer shall pay the employee an amount of two cents for each kilometre in excess of six kilometres that the employee travels from either his place of residence or from the employer's office when on duty if —

- (a) the normal place of residence of the employee is outside a radius of six kilometres of his place of work;
- (b) the distance from the nearest office of the employer to that place of work is outside a radius of six kilometres from that office; and
- (c) the employer does not provide the employee with free transport.

Travelling and subsistence allowance.

11. (1) If an employee is required to work at a place which is not his normal place of work, his employer shall provide him —

- (a) with free transport; or
- (b) if the employee uses his own transport, with an allowance of two cents per kilometre.

(2) If an employer required an employee to live away from his normal place of residence the employer shall pay for or provide at or near the place of work accommodation for the employee.

(3) Except as provided in regulation 10 hereof an employee is not entitled to an allowance for normal travelling from his normal place of residence to his normal place of work.

Lay-off.

12. (1) Subject to the provisions of sub-regulation (1) of regulation 13 hereof, an employee who, not being notified to do otherwise, reports at the normal time for work is entitled to pay for a normal day.

(2) A lay-off which is due to lack of supply of materials shall not extend beyond fourteen working days, and thereafter the employee shall —

(a) be given work; or

(b) be made redundant

Provided that the employer shall give lay-off notices on the preceding day.

Lay-off due to weather.

13. (1) An employee who reports at the normal time for work and is unable to work due to inclement weather, is entitled to pay for that day, for one-and-a-half hours.

(2) An employee who commences work, but in the opinion of his employer is unable due to inclement weather to continue work, shall be paid for the hours actually worked and for one-and-a-half- additional hours.

Public Holidays.

14. The holidays appearing in the Second Schedule are the only days on which employees shall not be required to work but for which they shall be paid.

Repeal.

15. The Regulation of Wages (Building and Constructions Industry) Order, 1977 (Legal Notice No. 61 of 1977) is hereby repealed.

A. R. SHABANGU

Permanent Secretary

Deputy Prime Minister's Office.

MBABANE

8th February, 1978.

FIRST SCHEDULE

(Regulation 3 and 4)

General Labourer	22 cents an hour
Watchman	24 cents an hour
Driver (light vehicle)	43 cents an hour
Driver (heavy vehicle of 5 tons and overloaded)	59 cents an hour
Cleek (without certificate)	24 cents an hour
Clerk (with junior certificate)	31 cents an hour
Clerk (with senior certificate)	40 cents an hour
Induna	28 cents an hour
Storeman (without certificate)	24 cents an hour
Storeman (with junior certificate)	31 cents an hour
Storeman (with senior certificate)	40 cents an hour
Survey and Soil Assistant	22 cents an hour
Cook	22 cents an hour
Copy Typist	33 cents an hour
General Tradesman	
Bricklayer/concretor	
Plasterer/tiler, carpenter	
Painter/glazer, plumber, welder,	
Drainlayer/wireman	
Joiner/cabinetmaker	
Grade III Trade tested	41 cents an hour
Grade II Trade tested	63 cents an hour
Grade I Trade tested	99 cents an hour
Grade 1A Trade tested	E1.32 an hour
Mechanics and fitters:	
Grade III Trade tested	41 cents an hour
Grade II Trade tested	63 cents an hour
Grade I Trade tested	99 cents an hour
Learner Machine operator	59 cents an hour
Machine operator	88 cents an hour

SECOND SCHEDULE

(Regulation 5)

Weekly Rations:

Minimum Scale

Mealie meal	14 lbs
Meat	3 lbs
Sugar	1 lb
Dry beans, peas, or groundnuts	1½ lbs
Fresh vegetables	2 lbs
Salt	4 ozs

*Alternatives.**(a) Mealie Meal*

For every 2 lbs mealie meal, 1 lb of bread, 12 ozs or rice or $\frac{1}{2}$ lb of ordinary or sweet potatoes;

(b) Meat

(i) for the first 8 ozs of meat, 8 ozs of offal;

(ii) for the first 1 lb of meat, 1 lb of fish or 8 ozs of cheese.

*(c) Fresh vegetables — for every 1 lb of fresh vegetables, 1 lb of fresh fruit or a proportionate ration of dehydrated vegetables.**Permitted variations.*

The rations of mealie meal shown in paragraph 1 may be reduced by an amount, not exceeding 6 lbs, equivalent to the amount of meal used in the preparation of —

(a) the drink shown as “mahewu” or

(b) a proprietary vitaminized drink

If either drink is issued in the week to the employee by the employer.

THIRD SCHEDULE

(Regulations 7 & 14)

Independence (Somhlolo) Day
 Good Friday
 Christmas Day
 Umhlanga (Reed Dance) Day
 King's Birthday
 Incwala Day