



# SWAZILAND

## GOVERNMENT GAZETTE

VOL. XIX]

MBABANE, Friday, October 30th., 1981

[No. 126

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PUBLISHED BY AUTHORITY

## GENERAL NOTICE NO. 106 OF 1981

## THE LAW REFORM AND DEVELOPMENT COMMISSION NOTICE, 1981

In exercise of the executive powers vested in me, I SOBHUZA II, KING OF SWAZILAND, do hereby establish a Commission to be known as the Swaziland Law Reform and Development Commission which shall exercise the functions set out in this Notice and in accordance with the provisions thereof:-

*Composition of the Commission.*

1. (i) The Commission shall consist of the following persons:
- |   |   |               |
|---|---|---------------|
| (1) Hon. P.L. Dlamini, Minister for Justice   | — | Chairman      |
| (2) Hon. R.V. Dlamini, Minister for Foreign Affairs.  | — | Vice Chairman |
| (3) Mnt. Charles Dlamini  | — | Member        |
| (4) Mnt. Mfanasibili  | — | "             |
| (5) Dr. G.L. Msibi  | — | "             |
| (6) Senator Mabalizandla Nhlabatsi  | — | "             |
| (7) The Attorney General or his representative  | — | "             |
| (8) a legally qualified person to be appointed by the the Commission  | — | "             |
| (9) A Legal Advisor to be appointed by the Commission A Secretary to be appointed by the Minister of Justice. |   |               |

*Quorum.*

2. The quorum for any meeting of the Commission shall be four Commissioners.

*Terms of reference.*

3. (1) The object of the Commission shall be to promote the reform of the law of Swaziland with a view to its systematic development, improvement and modernization in accordance with the National needs of Swaziland, including:

- (a) the codification of the law;
  - (b) the elimination of anachronism, anomalies and the repeal of obsolete or unnecessary enactments;
  - (c) the consolidation and simplification of the law;
  - (d) the co-ordination and harmonization of the concepts and institutions of the common law, statutory law and Swazi law and custom and the orderly reconciliation of differences in those concepts and institutions.
- (2) In the performance of its functions under sub-paragraph (1) the Commission may:
- (a) prepare and submit to the Prime Minister from time to time programmes for the examination of different branches of the law with a view to reform;
  - (b) undertake, pursuant to any such programmes approved by the Prime Minister the examination of particular branches of the law and the formulation of proposals for reform therein;

- (c) undertake from time to time a comprehensive review of statutes and make recommendations for the revision or consolidation thereof;
- (d) require any person to provide it with information connected with its functions;
- (e) receive and consider any proposals for the reform of the law which may be made or referred to it;
- (f) hold seminars and conferences on legal problems;
- (g) obtain information relating to the legal system of other countries as appears to the Commission likely to facilitate the performance of any of its functions;
- (h) do all such other things as are incidental or conducive to the attainment of the foregoing objects.

*Submission and processing of reports.*

4. (1) The Commission shall, as soon as possible after completion of the programme or other matter referred to in paragraph 3, submit to the Prime Minister a report containing its recommendations and, where such report contains a recommendation for the amendment of an existing law or the enactment of a new law, a draft of the legislation designed to give effect to such recommendation.

(2) The Prime Minister shall, as soon as he has received a report submitted to him under sub-paragraph (1), discuss that report with the Minister responsible for the matter contained in the report and with any other authorities concerned therewith.

*Rules of Procedure.*

5. Subject to the provisions of this Notice, the Commission may make rules governing its proceedings.

DONE AT LOZITHEHLEZI this 21st day of October, 1981

**SOBHUZA II  
KING OF SWAZILAND**

GENERAL NOTICE NO. 107 OF 1981

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THE CIVIL SERVICE ORDER, 1973

(King's Order-in-Council No. 16 of 1973)

(Under Section 8 sub-section (2))

APPOINTMENT OF ACTING SECRETARY TO CABINET

In exercise of the powers conferred on me by the above mentioned order, I am pleased to appoint —

JOHN DUMAKUDE MNGOMEZULU

to be Acting Secretary to the Cabinet with effect from the 24th September, 1981 to the 12th October, 1981.

Signed at LOZITHEHLEZI on 12th October, 1981.

KING SOBHUZA II  
OF SWAZILAND

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GENERAL NOTICE NO. 108 OF 1981

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THE CIVIL SERVICE ORDER, 1973

(King's Order-in-Council No. 16 of 1973)

(Under Section 8 sub-section (2))

APPOINTMENT OF ACTING DIRECTOR OF PERSONNEL  
MANAGEMENT

In exercise of the powers conferred on me by the above mentioned Order, I am pleased to appoint —

JOHN DUMAKUDE MNGOMEZULU

to be Acting Director of Personnel Management with effect from 14th October, 1981 to the 4th November, 1981.

Signed at LOZITHEHLEZI on 21st October, 1981.

KING SOBHUZA II  
OF SWAZILAND

GENERAL NOTICE NO. 109 OF 1981

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THE CIVIL SERVICE ORDER, 1973

(King's Order-in-Council No. 16 of 1963)

(Under Section 8 sub-section (2))

APPOINTMENT OF ACTING SECRETARY TO THE CABINET

In exercise of the powers conferred on me by the above mentioned Order, I am pleased to appoint —

SETH ZONDELELENI SELBY DHLAMINI

to be Acting Secretary to the Cabinet with effect from 30th July, 1979 to the 13th August, 1979.

Signed at LOZITHEHLEZI on 21st October, 1981.

KING SOBHUZA II  
OF SWAZILAND

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GENERAL NOTICE NO. 110 OF 1981

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THE CIVIL SERVICE ORDER, 1973

(King's Order-in-Council No. 16 of 1973)

(Under Section 8 sub-section (2))

APPOINTMENT OF ACTING DEPUTY DIRECTOR OF PERSONNEL  
MANAGEMENT

In exercise of the powers conferred on me by the above mentioned order, I am pleased to appoint —

KENNETH ERIC SONNYBOY KUMALO

to be Acting Deputy Director of Personnel Management with effect from 28th September, 1981 to 4th November, 1981.

Signed at LOZITHEHLEZI on 21st October, 1981.

KING SOBHUZA II  
OF SWAZILAND

**OBITUARY NOTICE**

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The Swaziland Government deeply regrets to announce the death of MISS ANNAH NOMTHANDAZO MLIPHA (Senior Telegraphist) who died on the 14th October, 1981.

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**OBITUARY**

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The Minister of Agriculture and Co-operatives regrets to announce the death of Miss Winnie Zodwa Phakathi who died on Friday the 18th of September, 1981 in a Road Traffic Accident Mbabane. Miss Phakathi was a Junior Clerical Officer stationed at Headquarters of this Ministry. She joined the Service on 1.12.78.

**SIPHO L. P. MADE**  
*for: Permanent Secretary*

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**OBITUARY**

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The Minister of Agriculture and Co-operatives deeply regrets to announce the death of Mrs Albertina Nkambule (nee Soko) who died on Tuesday 1st September, 1981 at her home which is at Makholokholo Mbabane. Mrs Nkambule was a Senior Telephone Operator at the Head Quarters of this Ministry. She joined the Ministry on the 12th May, 1969.

**SIPHO L.P. MADE**  
*for: Permanent Secretary*

587

NOTICE

Notice is hereby given that an Application by ROBERT R. KHANYA for the grant of a Pedlar's licence, will be heard at the District Commissioner's Conference rooms at Mbabane on Tuesday the 24th day of November, 1981, at 10 a.m.

Objections thereto must be lodged in writing with the undersigned as well as with applicant's Attorneys on or before the 20th day of November, 1981.

ARTHUR NXUMALO & ASSOCIATES

Arcade Centre,  
Allister Miller Street,  
P.O. Box 877,  
MBABANE.

R. M. MABILA,  
The Licensing Officer,  
P.O. Box 45,  
MBABANE.

S849 30.10.81

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NOTICE

ESTATE LATE ALEXANDER WELCH

Estate No. E3077

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 be open for inspection at the office of the Master of the High Court of Swaziland at 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 objection, in writing, in duplicate and by stating his reasons therefor with the Master of the High Court at any time before expiry of the said period.

DATED at MBABANE this 28th day of OCTOBER, 1981.

PAUL. M. SHILUBANE  
Attorney for Executrix Dative  
Suite 15 Independence House  
West Street,  
P.O. Box A93,  
MBABANE.

S838 30.10.81

NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE  
ERNST AUGUST WEIL E.4094/81**

A meeting of the next of kin and all others concerned will be held before the MASTER OF THE HIGH COURT at MBABANE on the 27th November, 1981, at 10.30 a.m.

for nomination of an Executor dative in the above estate.

C.J. LITTLER

Master of the High Court of Swaziland

Office of the Master of the High Court,  
P.O. Box 19,  
MBABANE.

S839 30.10.81

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NOTICES

**TRADING LICENCES ORDER NO. 20 OF 1975**

Notice is hereby given that an application by Jackson Nkambule, P.O. Box 30, Hlatikulu, for a grant of a Pedlars Licence to operate in the Shiselweni District under the style "THOKOZANI BESUTHU", will be heard in the Hlatikulu Court House on Tuesday the 17th November, 1981 at 10.00 a.m.

Notice is hereby given that an application by Rhodah Ngwenya, P.O. Box 43, Hlatikulu, for a grant of a Pedlar's licence to operate in the Shiselweni District under the style "NKOSINGIPHE-MANDLA", will be heard in the Hlatikulu Court House on Tuesday the 17th November, 1981 at 10.00 a.m.

Notice is hereby given that an application by John Mangaliso Dube, Vukabuya Grocery, P/B. Hlatikulu for an amendment of Grocery licence to a General Dealer's licence to operate under the same premises and style "VUKABUYA GENERAL DEALER", will be heard in the Hlatikulu Court House on Tuesday the 17th November, 1981 at 10.00 a.m

Objections thereto must be lodged in writing with the undersigned as well as with the applicant on or before Friday the 13th November, 1981 not later than 4.00 p.m.

E.J. MAVUSO

Licensing Officer/Hlatikulu

Box 21,  
Hlatikulu

S840 30.10.81

NOTICE

IN THE ESTATE OF THE LATE LEPHINA VILAKATI  
E4071 (born DLAMINI) who was ordinarily resident at  
MBABANE and died at MBABANE on the 6th March, 1981

DEBTORS and CREDITORS in the above estate are hereby called upon to lodge their claims and pay their debts to the undersigned within 30 days from date of publication of this Notice.

DATED at MBABANE this 21 day of OCTOBER, 1981.

ATTORNEY P.M. SHILUBANE  
Executor Dative  
Suite 15 Independence House  
West Street  
P.O. Box A93,  
MBABANE.

S832 30.10.81

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NOTICES

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Notice is hereby given that an application has been made by Peter Bennet of Box 33, Manzin for a grant of a Grocery's Licence to operate at Siteki under the style "PETERS" this will be heard in the D.C.'s Conference Room Siteki on Tuesday the 3rd November 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Girlie T. Nsibandze of Box 34, Maphiveni for a grant of a General Dealer's Licence to operate at Simunye under the style "SWAZI ORIENTAL" this will be heard in the D.C.'s Conference Room Siteki on Tuesday the 3rd November 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Thabisile C. Mnisi of Box 1, Simunye for a grant of a Restaurant Licence to operate at Simunye under the style "THANDA OKU-HLE" this will be heard in the D.C.'s Conference Room Siteki on Tuesday the 3rd November, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Nathaniel Mamba of Box 18, Kubuta for a grant of Speculator in Livestock's Licence to operate in the Lubombo District under the style "G.M.C." this will be heard in the D.C.'s Conference Room Siteki on Tuesday the 3rd November, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Themba A. Mabuza of c/o Box 1 Tshaneni for a grant of a Produce & Handiwork's Licence to operate at Siteki under the style "EMA SHABALALA" this will be heard in the D.C.'s Conference Room Siteki on Tuesday the 3rd November, 1981 at 10.00 a.m.

Notice is hereby given that an application has been made by Linah Sifundza of Box 6, Lomasha for a grant of a Pedlar's Licence to operate in the Lubombo District under the style "HLAKA-NIPHA" this will be heard in the D.C.'s Conference Room Siteki on Tuesday the 3rd November, 1981 at 10.00 a.m.

Objections if any should be lodged in writing with the undersigned and the applicant before 4.00 p.m. the 30th of October, 1981.

W.M. MAMBA  
Licencing Officer/Lubombo

P.O. Box 20,  
SITEKI.

S836 30.10.81

NOTICE

**TRADING LICENCES ORDER**

Notice is hereby given that application has been made by Swaziland Bottling Company Limited of P.O. Box 222, Manzini for the grant of a trading licence for an Aerated and Mineral Water Manufacturer in respect of premises situated on Plot No. 44-49, King Sobhuza II Street, Matsapha and that application will be heard at 10 a.m. on the 24th of November at the District Commissioner's Offices Manzini.

Objections if any must be lodged with the applicant and the undersigned by 4 p.m. on the 20th November, 1981.

J.P. MAVIMBELA  
Licensing Officer,  
P.O. Box 13,  
MANZINI.

S837 30.10.81

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NOTICE

Notice is hereby given in terms of the Registration of Businesses and Insolvency Act that application will be made for the transfer of a General Dealer's Licence for business carried on by Bhekukuphiwa Dlamini at Portion 67, Louw Street, Manzini District, Manzini to Sabbath S. Motsa who will carry on business under the same style of "BHEKUKUPHIWA STORES" after the third publication of this notice or of the grant of the transfer by the Licensing Officer, Manzini, whichever, shall occur later. Such application for a transfer shall be made to the Licensing Officer, Manzini on the 3rd November, 1981 at 10.00 a.m. in terms of the Trading Licences Order No. 20 of 1975.

Objections thereto must be lodged, in writing, with the Licensing Officer, Manzini as well as with the Applicant's Attorneys, Carlston and company, P.O. Box 143, Manzini on or before the 27th October, 1981.

J.P. MAVIMBELA  
Licensing Officer,  
P.O. Box 13,  
MANZINI.

S802 3x30.10.81

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NOTICE

**LOST TITLE DEED**

NOTICE is hereby given that we intend applying for a certified copy of Deed of Transfer No. 81/1974 in respect of Certain Farms Nos. 39 and 72, situate in the District of HHOHHO, Swaziland, Measuring 504,3132 hectares and 610,9600 hectares, respectively, made in favour of Tonkwane Estates Limited on the 25th March, 1974.

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 first publication of this Notice.

CARLSTON AND COMPANY,  
APPLICANT'S ATTORNEYS,  
P.O. Box 143,  
MANZINI.

S830 2x30.10.81

NOTICE

**LOST CROWN GRANT**

NOTICE is hereby given that I intend to apply for a certified copy of Crown Grant No: 82/63 dated 18 December 1963 passed in favour of JOHN DLAMINI born on 19th March, 1914 in respect of:

LOT: 24 situate in Msunduza Township

MEASURING: 371 (three hundred and seventy one) square metres.

All persons 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 three weeks from the last publication of this Notice.

ATTORNEY P.M. SHILUBANE

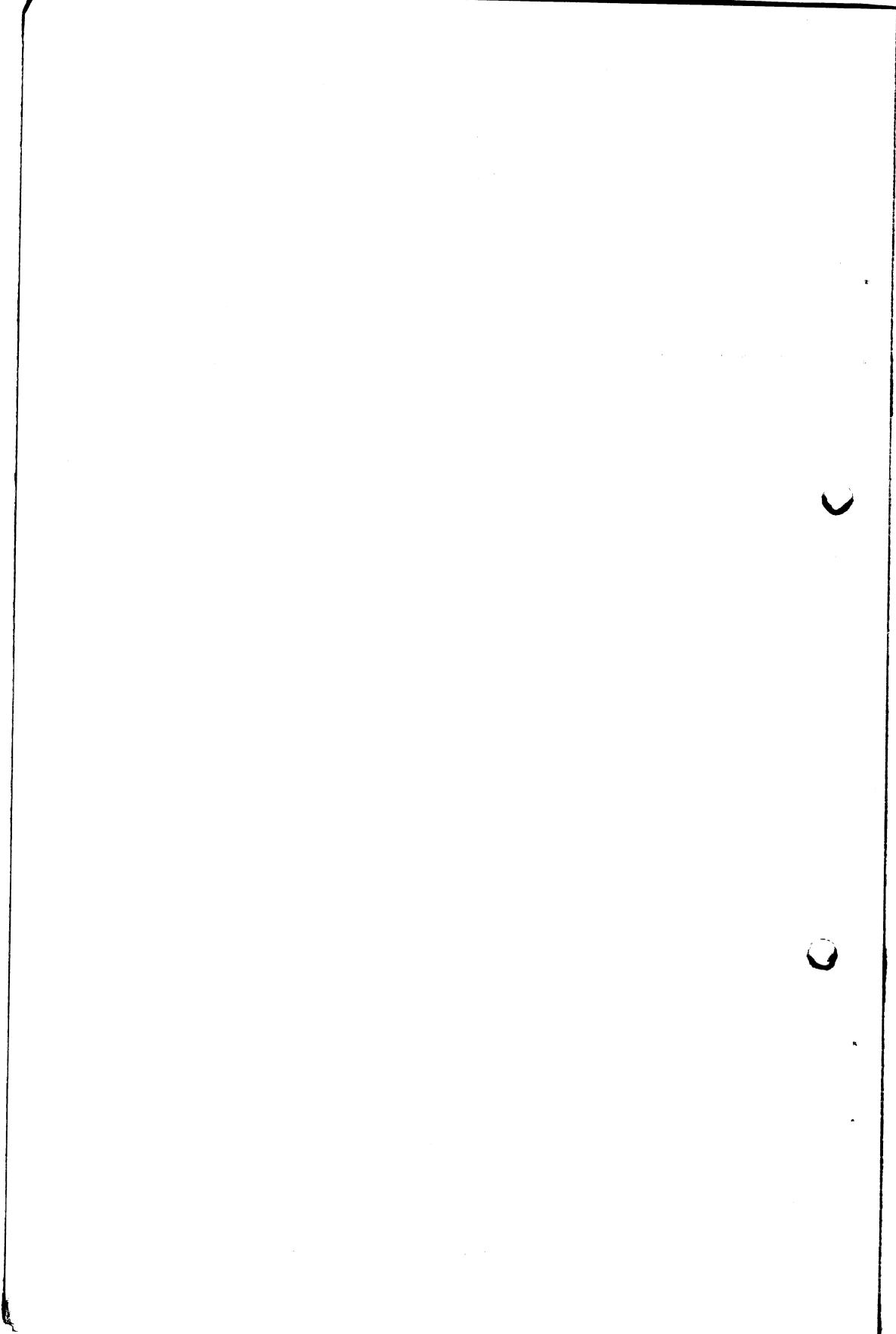
Suite 15 Independence House,

West Street,

P.O. Box A93,

MBABANE.

S826 2x30.10.81



SUPPLEMENT TO  
THE  
SWAZILAND GOVERNMENT  
GAZETTE

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VOL. XIX]

MBABANE, Friday, October 30th., 1981

[No. 126

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PUBLISHED BY AUTHORITY

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THE LUPHOHLO-EZULWINI HYDRO-POWER PROJECT DEVELOPMENT  
LOAN (NO. 2) BILL, 1981

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(Bill No. 18 of 1981)

(To be presented by the Minister for Finance)

MEMORANDUM IN TERMS OF THE STANDING ORDERS OF PAR-  
LIAMENT

The object of this Bill is to empower the Minister for Finance to raise a loan of approximately DM 19 000 000 (approximately E7.967 million) from Kreditanstalt Für Wiederaufbau for the purpose of financing part of the costs of the Luphohlo-Ezulwini Hydro Power Project to be undertaken by the Swaziland Electricity Board.

A. NITHIANANDAN  
*Acting Attorney General*

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A BILL  
entitled

An Act to authorise the raising of a loan from Kreditanstalt Für Wiederaufbau for the purpose of financing part of the costs of the Luphohlo-Ezulwini Hydro Power Project to be undertaken by the Swaziland Electricity Board.

*Short title.*

1. This Act may be cited as the Luphohlo-Ezulwini Hydro-Power Project Development Loan (No. 2) Bill, 1981.

*Interpretation.*

2. In this Act, unless the context otherwise requires:-

“Agreement” means the Agreement referred to in Section 3 and includes any documents relevant thereto;

“Board” means the Swaziland Electricity Board established by the Electricity Act, 1963;

“Kreditanstalt” means Kreditanstalt Für Wiederaufbau, Frankfurt am Main;

“loan” means the loan raised by the Minister in terms of Section 3;

“Minister” means the Minister responsible for Finance.

*Authority to raise loan.*

3. The Minister is hereby authorised to enter into an Agreement with Kreditanstalt for the purpose of raising a loan not exceeding nineteen million Deutsche Mark (DM 19 000 000—approximately E7.967 million) upon the terms and conditions set out in this Act and upon such other terms and conditions as he may consider appropriate.

*Loan charges and repayments.*

4. (1) The loan shall carry an interest rate of two percent per annum on the principal amount of the loan disbursed and outstanding from time to time.

(2) A commitment charge for special commitments entered into by Kreditanstalt of 1/4% per annum (one quarter of one percent per annum) shall further be payable to the said Kreditanstalt on any undisbursed loan amounts.

(3) The interest and commitment charges shall be payable semi-annually on 30 June and 31 December of each year.

(4) The loan shall be repayable in thirty years, after a grace period of ten years beginning 31 December, 1981 in sixty equal and consecutive semi-annual instalments, the first of which shall be payable on 31 December or 30 June whichever follows the expiration of the grace period and the others every six months thereafter.

*Charging of loan.*

5. The loan shall be charged upon the Consolidated Fund and the assets of the Government of Swaziland.

*Application of loan.*

6. The proceeds of the loan shall be extended to the Board for the purpose of financing part of the costs of the Lumphohlo-Ezulwini Hydro Power Project to be undertaken by the Board in accordance with an Agreement to be entered into between the Government and the Board.

## LEGAL NOTICE NO. 75 OF 1981

THE EMPLOYMENT ACT, 1980  
(Act No. 5 of 1980)

## THE EMPLOYMENT REGULATIONS, 1981

In exercise of the powers conferred upon him by section 157 of the Employment Act, 1980, the Deputy Prime Minister hereby makes the following Regulations:-

## PART I — PRELIMINARY

*Citation and commencement.*

1. These Regulations may be cited as the Employment Regulations, 1981 and shall come into force on the 1st November, 1981.

*Application.*

2. Where any of the provisions of these Regulations conflicts with the Urban Government Act, 1969 or any law made hereunder, that Act or such law shall prevail.

*Interpretation.*

3. "Act" Means the Employment Act, 1980;

"family" means, in relation to an employee, the wife and unmarried children under the age of eighteen living with the employee on the employer's property;

"health inspector" means a person appointed to be a health inspector under the Public Health Act, 1969;

"medical aid" means in cases of minor illness or injury, the provision of first aid, including the supply of such drugs and dressings as may be necessary in such cases;

"medical treatment" means —

- (a) medical attention given to an employee on the instructions of the employer;  
or
- (b) treatment, including medicines, provided at a public dispensary or out-patient clinic or in a public ward of a public hospital;

"notifiable disease" has the same meaning as in the Public Health Act, 1969;

"proper authority" means the Labour Commissioner or any competent person approved by the Labour Commissioner for the purposes of these Regulations.

## PART II HOUSING

*Application of Part II.*

4. (1) For the purposes of this Part, the term "employee" shall be deemed to include the family of the employee living with the employee on the employer's property.

(2) This Part shall not apply to employment in any area declared to be a town under the Urban Government Act (No. 5 of 1969).

*Type of Housing.*

5. Where an employer is required to provide housing for an employee under Section 152 of the Act, the housing shall consist of either a permanent dwelling, at the discretion of the employer:

Provided that in special circumstances the Labour Commissioner may, after consultation with the Director of Medical Services and subject to such conditions and for such maximum period as he may direct, authorise the employer, in writing, to use tents of any approved pattern as temporary dwellings.

*Submission of Plans, etc.*

6. (1) Where it is necessary to construct buildings in order to comply with Regulation 5, the employer shall submit, in duplicate, to the Labour Commissioner for his approval prior to the commencement of construction —

- (a) a site plan, drawn to scale, showing the relation of the buildings to each other and to neighbouring buildings;
- (b) a block plan of the buildings drawn to a scale of 5 metres to one centimetre;
- (c) a plan of each unit of housing accommodation drawn to a scale of one metre to one centimetre showing —
  - (i) the chief materials of which the walls, floors and roofs are composed, and the width, height and length of the unit;
  - (ii) the rate of glazed window area to floor area;
  - (iii) the total area of openings into the external air which serve as a means of constant ventilation;
  - (iv) the cubic space to be available to each occupant;
  - (v) the number of employees to be accommodated; and
  - (vi) particulars of heating arrangements (if provided);
- (d) plans of surface drainage intended for the conveyance of waste;
- (e) details of the sanitation facilities and ablution facilities to be provided;
- (f) where the information is not shown under paragraph (a), a contour sketch showing the general layout of the premises in relation to —
  - (i) water supply, surface drainage and water courses;
  - (ii) incinerators and places for depositing or dealing with rubbish and other waste materials;
  - (iii) sanitary facilities; and
  - (iv) any place where industrial waste may be deposited.

*General Requirements as to Housing.*

7. (1) Every dwelling, whether constructed of permanent or temporary materials, shall have its rooms arranged so as to provide direct cross ventilation and be equipped with a drainage system so constructed as to carry off surface water from the roof and to prevent damage to that, or other dwellings.

- (2) No room intended for use as a sleeping room or as a living room shall accommodate more than twelve persons.

- (3) Every room intended for use as a sleeping room or living room shall have —
- (a) at least nine cubic metres of air space available for each occupant when the full complement of occupants of that room are present;
  - (b) not less than four square metres of floor space for each bed in the room;
  - (c) not less than eight square metres of floor space;
  - (d) a shortest horizontal measurement of at least 2.3 metres;
  - (e) floors at least 15 centimetres above the finished ground level, finished to a smooth surface and reasonably free from cracks.

*Requirements for buildings intended to provide permanent accommodation.*

8. Every building intended to provide permanent living or sleeping accommodation for employees (other than family accommodation) shall —

- (a) have a minimum height of 2.3 metres, measured from the floor to the top of the wall plate;
- (b) have walls constructed of brick, concrete, stone or similar impervious material (but not non insulated metal);
- (c) have an average height from floor to ceiling, or in the absence of a ceiling, to the roof, of not less than 2,6 metres;
- (d) have weatherproof windows, securable from the inside, comprising not less than ten per cent of the wall area and not less than thirty percent of the window area shall be capable of being opened;
- (e) have one door for every ten square metres of floor space;
- (f) in the case of external door openings, be provided with a weatherproof door, properly fitted and hung, measuring not less than 1.9 metres by 65 centimetres;
- (g) in every living room or sleeping room, be provided with at least two air bricks, each of not less than 350 square centimetres in area, for each eleven square metres of floor space, situated so as to provide cross ventilation at a height not less than 35 centimetres from the top of the wall plate;
- (h) be separated from the next building by at least 4.6 metres;
- (i) be colour washed or white washed on all exterior walls at least once annually.

*Requirements for family accommodation.*

9. (1) Where buildings erected after the coming into force of these Regulations are intended to provide family accommodation, the buildings shall —

- (a) be separated by not less than 7.5 metres;
- (b) if single storeyed or semi detached, be built in units of not more than two, except where otherwise approved by the proper authority.

(2) A family dwelling shall consist of at least three rooms each of a minimum dimension of eight square metres, in addition to kitchen and ablution facilities and shall be occupied solely by one family.

(3) No employee who is the occupier of a family dwelling provided by his employer shall permit such dwelling to be overcrowded.

(4) For the purpose of paragraph (3) a living room or sleeping room shall be deemed to be over crowded if it does not provide at least 4 square metres of floor space and 9 cubic metres of air space for each and every person of or over the age of ten years, and at least half such amount of floor space and air space for each and every person under the age of ten years simultaneously occupying that living or sleeping room.

*Requirements for temporary accommodation.*

10. (1) Every building intended to provide temporary accommodation may be constructed from any suitable material (other than non-insulated metal) which provides adequate protection for the occupants against the weather and shall —

- (a) be situated from each other by a distance of five metres;
- (b) Where the roof is thatch, have a minimum pitch of 45 degrees.

(2) Every building used to provide temporary accommodation shall be demolished not later than two years from the date of erection, following which the site of the building shall be cleared and levelled:

Provided that where the employer concerned makes application to the proper authority not less than two months before the date on which the building is due for demolition the proper authority may, in its sole discretion extend the period of two years.

### PART III SANITATION

*Application of Part III.*

11. This Part shall not apply to any workplace to which Regulation 136 of the Factories, Machinery and Construction Works Regulations, 1974, is applied.

*Provision of Latrines.*

12. (1) Every employer shall provide suitable latrines for the use of employees at their place of work and for employees and their families living on the employer's property.

(2) The number of latrines to be provided under this Regulation shall not be less than one latrine stance to every fifteen persons employed or living on the employer's property as the case may be.

(3) Every latrine shall be maintained in a state of good repair and cleanliness and shall be constructed and roofed so as to be watherproof and exclude direct sunlight.

(4) No outside latrine shall be situated nearer than fifteen metres from the nearest dwelling or kitchen, and not more than sixty metres from the dwelling, the occupants of which are expected to use the latrine:

Provided that in the case of single stance latrines (not flush type) the latrine may be sited not less than five metres from the nearest dwelling.

(5) Where a multiple stance latrine, or block of latrines is intended to be used by both sexes, or intended to be shared by more than one family, the accommodation provided for women and children shall be separated from that provided for men and shall have a separate entrance.

(6) Flush or bucket latrines may be incorporated in a dwelling or other building, if there is efficient internal ventilation and a ceiling or roof constructed from impervious materials which seals off the latrine from other rooms in the building or dwelling.

(7) Latrine floors shall be of impervious material and be at least twenty five centimetres above the surrounding ground, stances shall be constructed of concrete and, with the exception of flush type latrines, shall be fitted with close fitting covers.

(8) Pit latrines shall be not less than five metres deep, except where, because of physical difficulties, the proper authority approves a lesser depth.

(9) Pit latrines shall be deemed full when the surface of its contents is within 1.3 metres of the top of the surrounding soil and shall thereupon be closed and sealed.

*Disposal of refuse.*

13. (1) Every employer shall provide dustbins or other suitable means for the depositing and disposal of refuse, domestic waste and rubbish, and shall ensure the disposal thereof by collection, burning or burial or such other method as will prevent the breeding of flies or any other nuisance.

(2) Every employee and every member of the employee's family living with him on the employer's property shall comply with every lawful instruction given to him by his employer or the proper authority concerning the disposal of domestic waste rubbish and refuse.

**PART IV MEDICAL TREATMENT AND MEDICAL AID**

*Illness or injury to be brought to employer's notice.*

14. An employer shall take all reasonable steps to ensure that every case of illness of an employee or of a member of an employee's family living on the employer's property and every case of injury sustained by an employee in the course of his employment is brought to his notice.

*Medical aid or medical treatment to be provided.*

15. Where there is reasonable cause to believe that any employee, or any member of the employee's family living on the employer's property, is suffering from illness or injury, whether contracted as a result of the employee's work or not, his employer shall, with the consent of the employee, cause to be provided for the employee or such member of his family medical aid, or in the case of the employee and where the nature of the illness so requires, medical treatment. Such medical aid or medical treatment shall be provided at the expense of the employer:

Provided that the employer shall not be required to pay for medical aid or medical treatment when —

- (a) the person concerned is suffering from a notifiable disease or venereal disease, or is entitled to free treatment from a public hospital or dispensary;
- (b) the illness or injury is proved to the satisfaction of the Commissioner of Labour to have been contracted prior to the employment of the employee or to be attributable to illness or injury contracted prior to employment.

***First aid equipment (Schedule?)***

16. Every employer employing ten or more persons shall have readily available in a suitable container the quantity of first-aid equipment drugs and dressings specified in the Schedule :

Provided that any employer whose place of employment is within a township shall not be required to keep the drugs, ointment and dressings listed in Part B of the Schedule.

*Room for treatment of sick persons.*

17. Every employer who employs one hundred employees or more in any one place shall, where no public hospital or dispensary facilities are available within six kilometres by road of the place of employment, provide a room for the treatment of sick persons and a registered nurse to supervise their treatment.

*Payment for medical treatment.*

18. (1) Where medical treatment is made available to an employee under Regulation 15 a public hospital or dispensary, and paid by the employee himself, the employee shall be reimbursed the cost thereof by his employer within seven days of the production to him of the receipt for the payment for such treatment.

(2) Where on the instructions of his employer, any employee attends a private medical practitioner for medical treatment the employer shall be responsible for the charges incurred in connexion therewith and shall himself make arrangements for their payment.

(3) Except where medical treatment is provided under the Workmens Compensation Act 1963 or the employee is admitted to hospital, the liability of the employer for payment for such treatment shall extend only until the termination of the employee's contract or for a maximum period of fourteen days, whichever period is the less.

*Provision of transport.*

19. (1) Where an employer is liable to pay for the medical treatment of an employee and it appears likely that the employee may be required to remain at a public hospital for medical treatment, the employer shall provide the necessary transport to convey the employee to the hospital.

(2) Where the employer has provided transport under paragraph (1), he shall when the employee is discharged from the hospital, meet the cost of transporting the employee, by public transport, or such other means as is suitable, from the hospital to the place of employment.

*Reimbursement of hospital charges by employer.*

20. Where an employee (other than a casual employee) has been admitted to a public hospital the employer shall, within seven days of the production to the employer by the employee of the receipt issued to him for the payment for his maintenance and medical treatment at the hospital, reimburse the employee in respect of such costs:

Provided that —

(a) the liability of an employer for the payment for such maintenance and medical treatment shall be limited to the scale of charges for treatment in a public ward of the hospital and shall extend only until the termination of the employee's contract or for a maximum period of fourteen days whichever period is the less; and

(b) no employer shall be liable for hospital charges in respect of an employee who is:-

(i) suffering from a notifiable disease or from venereal disease;

(ii) is entitled to free treatment at a public hospital or dispensary;

(iii) suffering from illness or injury which is proved to the satisfaction of the Commissioner of Labour to have been contracted prior to his employment with that employer.

*Notification of notifiable diseases*

21. Where an employer suspects that any employee or member of a employee's family living on his property is suffering from a notifiable disease, the employer shall immediately notify the Director of Medical Services and arrange with him to have the person concerned moved to the nearest public hospital.

PART V MISCELLANEOUS

*Kitchen and ablution facilities etc.*

22. Where an employer provides housing for his employees, he shall :-
- (a) make available to them and where applicable their families a dequate facilities for the preparation and cooking of food;
  - (b) make available to them and where applicable their families adequate and suitable ablution facilities; and
  - (c) ensure that an adequate supply of clean and wholesome water is available to them at, or reasonably near to the place where such housing is situated.

*Death of an employee.*

23. Where an employee, living on his employer's property dies, the employer shall, at the request of the next of kin of the deceased employee, either—
- (a) provide facilities as may be necessary for the decent interment of the employee at a cost to the employer not exceeding three hundred Emalangeni; or
  - (b) pay to the next of kin the sum of three hundred Emalangeni, in which case the employer shall have no further liability in regard to the burial of the deceased employee.

*Offences and penalties.*

24. (1) Any employer who fails to carry out any requirement imposed upon him by these Regulations, or who neglects or refuses to comply with any provision of these Regulations, or any direction in writing lawfully given thereunder, shall be guilty of an offence and liable, on conviction, to a fine of E250, or in default of payment, to imprisonment for a period of three months.
- 2) Any employee who neglects or refuses to comply with any written instruction given to him under Regulation 13(1) shall be guilty of an offence and liable, on conviction, to a fine of 20 Emalangeni, or in default of payment, to imprisonment for fourteen days.

## SCHEDULE

(Regulation 16)

Part A.

## MINIMUM FIRST AID EQUIPMENT ETC. TO BE KEPT BY THE EMPLOYER

Item.	Quantity
Copy of the current First Aid Leaflet issued by the Labour Department	1
Enamelled or stainless steel bowl, not less than 100 mm diameter	1
Safety pins, minimum length 25 mm	12
Cotton wool	500 gms
Plain gauze, 5 metre packs	2
Lint	500 gms
Triangular bandages	12
Bandages 25 mm wide	12
Bandages 50 mm wide	12
Bandages 75 mm wide	12
Sterilised dressings (small)	12
Sterilised dressings (medium)	12
Sterilised dressings (large)	12
Adhesive plaster 50 mm wide roll	1
Elastoplast 50 mm wide roll	1
Cetrimide 2 per cent solution labelled "For burns and wounds. Use full strength to clean wound; for dressings, dilute with water half and half and apply on a lint dressing",	300mls
Acridiflavine solution (1/1,000) or Gentian Violet Solution (1/100) labelled "For dressing wounds or septic sores".	300mls
Castor oil, contained in a bottle incorporating a pipette in the stopper and labelled "Eye drops".	100mls
Aspirin tablets	200mls
Complete long socketed thigh splints, each having three sections.	2
Pair of blunt ended scissors	1
Snake bite outfit containing four tubes of antivenines	1

## Part B

Item	Quantity
Cough mixture (of a type approved by a Government Medical Officer)	1 litre
Epsom salts or Glaubers salts (labelled "For constipation—Adult dose, 1/4 to 1/2 tablespoonful in warm water".)	1 kg
Liniment (labelled "For external use only")	1 litre
Medical kaolin labelled "For external use only")	450 gms
Iodoform and kaolin powder labelled "Dusting powder — do not use on raw surfaces".	200 gms
Sulphur acetamide	200 gms
Zinc ointment	200 gms
Vaseline	200 gms

LEGAL NOTICE NO. 76 OF 1981

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THE EMPLOYMENT ACT, 1980

(Act No. 5 of 1980)

THE EMPLOYMENT ACT (DATE OF COMMENCEMENT)  
NOTICE, 1981

(Under section 1)

In exercise of the powers conferred by section 1 of the Employment Act, 1980, the Deputy Prime Minister hereby issues the following Notice:-

*Citation.*

1. This Notice may be cited as the Employment Act (Date of Commencement) Notice, 1981.

*Commencement of the Employment Act, 1980.*

2. The Employment Act, 1980, other than the provisions thereof set out in paragraph 3 shall come into operation on the 1st November, 1981.

*Provisions not brought into operation.*

3. The following provisions of the Employment Act, 1980 shall not come into operation by virtue of paragraph 2 of this Notice, namely —

- (1) Section 4 (c)
- (2) Section 26 (4) in the second part thereof
- (3) Section 31 (3)
- (4) Section 62 (5)
- (5) Section 62 (6)
- (6) Section 137

A.R. SHABANGU  
*Permanent Secretary*

Mbabane  
21st October, 1981.

## LEGAL NOTICE NO. 77 OF 1981

## THE STOCK DISEASES REGULATIONS, 1933

THE DIPPING OF STOCK NOTICE, 1981  
(Under Regulation 11)

In exercise of the powers conferred on me by the Stock Diseases Regulations, 1933 I hereby issue the following Notice —

*Citation and commencement.*

1. This Notice may be cited as the Dipping of Stock Notice, 1981 and shall come into force on 31st October 1981.

*Compulsory dipping of stock.*

2. (1) Subject to paragraph (2) all owners of cattle in Swaziland shall dip their cattle once every seven days.

(2) Owners of cattle in the Schedule hereto shall dip their cattle once every fourteen days.

*Dipping hours.*

3. Subject to any directions to the contrary issued by an officer authorised under regulation 11, dipping hours under Regulation 2 of this Notice shall be between 7.00 a.m. and 12.00 noon.

*Revocation of Legal Notice No. 35 of 1981.*

4. The Dipping of Stock Notice, 1981 is hereby revoked.

## SCHEDULE

<i>DISTRICT</i>	<i>DIPPING TANK AREA</i>	<i>TANK NUMBER</i>
Hhohho	Mabhoko	139
	Mhawu	141
	Malanti	50
	Mnyokane	51
	Mnisi	55
	Forbes Reef	64
	Droxford	79
	Motshane	90
	Makolokolo	91
	Fyfes	100
	Maloyo	105
	Ngwenya	80
Buhlungu	468	

## Manzini

Ulundi	426
Ntakana	434
Bellskap (Mpuluzi)	435
Loggan	437
Ngotshane	445
Metulo	458
Holoba	467
Gabela	484
Sebezuga	485
Monono	492
Dudusini	493
Nqabaneni	494
Horsehoe J.R.	503
Nsibanyoni	504
Mavela	513
Nkundla	514
Landwala	515
Sunnyside	516
Mankayane	517
Daleview	518
Nooigedacht	519
Mponono	526
Ngwempisane	527
Mhlatane	528
Velezizweni	529
Madatshane	530
Sidakeni	537
Malangeni	538
Mbobo	539
Ntulungu	540
Boshhoek	543
Ngwempisi Bridge	544
Tawela	547
Tumbeya	548
Mbolwane	549
Madasingane	550
Botha	551
Somtseu	552
Buhrmann	553
Deacon	554
Ntungulube	559
Magojela	560

## Shiselweni

Mgazini	601
The Rocks	603
Driefontein	605
Mtambe	606
Mjekwa	607
Herbron	613
Sicunusa	614
Ngwane	615
Ndlozane	620
Mavukela	630
Mhlama	631
Gege	636
Etshede	637
Paardekraal	638
Fox Hill	639
Hlatikulu	640
Ngodi	643
Balagkwa	644
Uitzicht	645
Moweni	646
Mfenyane	650
Mbondela	651
Ndukuzibomvu	652
Makatasweni	659
Memezi	661
Mkondo	665
Mahamba	666
Nsongweni	667
Lota	668
Goodluck	672
Experimental Station	673
Lotter	675
Ferreira Station	677
Hlubi	683
Modergift	684
Alanvale	685
Goedgegun	686
Puhlaphi	688
M.C. Race	694
Kingsley	695

S15

Dwaleni	696
Matimatima	699
Mozane	704
Cibide	712
Zombode	713

N.T. GUMEDE  
*Acting Director of Veterinary Services*

Mbabane,  
23rd October, 1981.

## LEGAL NOTICE NO. 78 OF 1981

## THE CENTRAL BANK OF SWAZILAND ORDER, 1974

(Order No. 6 of 1974)

## THE CHARACTERISTICS OF NOTES NOTICE, 1981

(Under section 24)

In exercise of the powers conferred by section 24 of the Central Bank of Swaziland Order, 1974 I hereby issue the following Notice —

*Citation.*

1. This Notice may be cited as the Characteristics of Notes Notice, 1981 and shall come into force on the 30th October, 1981.

*Characteristics of notes.*

2. The notes shall consist of mould-made banknote paper with melamine incorporating a watermark and a metal security thread and shall be of the following specifications —

Denomination	Size	Weight	Main Background Colour
1 Lilangeni	150x69 mm	87 gr. per sq. metre	Reddish brown
2 Emalangeni	150x69 mm	87 gr. per sq. metre	Pink
5 Emalangeni	150x69 mm	87 gr. per sq. metre	Green
10 Emalangeni	150x69 mm	87 gr. per sq. metre	Blue
20 Emalangeni	150x69 mm	87 gr. per sq. metre	Maroon

*Design and inscription.*

3. The notes shall bear the following designs and inscriptions —

- (a) On the obverse side of the 20 (twenty) Emalangeni, the 10 (ten) Emalangeni, the 5 (five) Emalangeni, the 2 (two) Emalangeni and the 1 (one) Lilangeni, notes shall be printed and inscribed the following —
- (i) to the left of the centre, the printed image of His Majesty King Sobhuza II;
  - (ii) to the right of the centre in a white blank, a watermark representing a Swazi shield complete with two spears and a stick;
  - (iii) at the top and centre printed the words "CENTRAL BANK OF SWAZILAND" and below the words "THIS NOTE IS LEGAL TENDER FOR" in capital Roman letters;

- (iv) in the centre, the image of a Swazi shield horizontally printed complete with two spears and a stick with feathers, and in the centre of the Swazi shield the number 20 (twenty), 10 (ten), 5 (five), 2 (two) and 1 (one), respectively, in Arabic numerals;
- (v) around the shield, following the curve of the shield and at the top of the words in capital Roman letters printed "LANGEMASHUMI LAMABILI", "LALISHUMI", "LASIHLANU", "LAMABILI", "LINYE", respectively;
- (vi) around the shield, following the curve of the shield and at the bottom printed in capital Roman letters on the 20 (twenty), on the 10 (ten), on the 5 (five), and on the 2 (two) Emalangeni notes the word "EMALANGENI" and on the 1 (one) Lilangeni note the word "LILANGENI";
- (vii) at the bottom centre, the image of an elephant with its trunk raised;
- (viii) below the image of His Majesty Sobhuza II, the image of a lion with its left front paw raised;
- (ix) on the top left-hand and on the bottom right hand corner, the printed values 20 (twenty), 10 (ten), 5 (five), 2 (two) and 1 (one), respectively, in Arabic numerals;
- (x) at the bottom, below the image of His Majesty King Sobhuza II and at the top above the watermark printed serial numbers;
- (xi) at both extreme ends of the 1 (one) Lilangeni and the 2 (two) Emalangeni notes a half shield with geometrical designs;
- (xii) at both extreme ends of the 5 (five) Emalangeni and the 10 (ten) Emalangeni notes, a convex geometrical design;
- (xiii) at both extreme ends of the 20 (twenty) Emalangeni note an E-shaped geometrical design;
- (xiv) at the right hand end the image of a stick with feathers on the 1 (one) Lilangeni, a spear on the 2 (two) Emalangeni, a battle axe on the 5 (five) Emalangeni, a knob-kerrie on the 10 (ten) Emalangeni and a walking stick on the 20 (twenty) Emalangeni notes;
- (xv) to the bottom of the watermark, the image of the Houses of Parliament of Swaziland on all five notes;
- (xvi) slightly to the top and on the left of the watermark, a circle with geometrical design on the 5 (five) Emalangeni, the 10 (ten) Emalangeni and the 20 (twenty) Emalangeni notes;
- (xvii) a security metal thread embedded in the paper on all five notes;
- (xviii) below the image of the Houses of Parliament on all five notes, reprints of the signatures of J.L.F. Simelane as Minister for Finance and of H.B.B. Oliver as Governor;
- (xix) at the upper and lower ends of all five notes, a border of bead work which shows also on the reverse side;
- (xx) on the left and right hand ends of all five notes, a geometrical design with the basic background colour of each note bordered on the upper and lower ends by the bead work referred to in paragraph 3(a) (xix) which shows also on the reverse side.

- (b) On the reverse side of the 20 (twenty) Emalangeni, the 10 (ten) Emalangeni, the (five) Emalangeni, the 2 (two) Emalangeni and the 1 (one) Lilangeni—
- (i) at the top of the notes and below the bead work a band in a darker shade of the basic colour with the inscriptions, “20”, “10”, “5”, “2” and “1” respectively in Arabic numerals and the words “CENTRAL BANK OF SWAZILAND” in capital Roman letters;
  - (ii) the watermark referred to in paragraph 3(a)(ii) on the left in a square white blank;
  - (iii) at the bottom above the bead work, a band in a colour similar to that referred to in paragraph 3(b)(i) bordered by the bead work on either side;
  - (iv) at the bottom left in line with the band referred to in paragraph 3(b)(iii), the inscriptions “20 TWENTY EMALANGENI”, “10 TEN EMALANGENI”, “5 FIVE EMALANGENI”, “2 TWO EMALANGENI” and “1 ONE LILANGENI”, respectively;
  - (v) at the bottom right in line with the band referred to in paragraph 3(b)(iii), the inscriptions “20”, “10”, “5”, “2” and “1”, respectively, in Arabic numerals;
  - (vi) between the two bands referred to in paragraphs 3(b)(i) and (iii), on the 20 (twenty) Emalangeni a picture depicting pineapple, sugar cane, citrus, cotton, cattle, pinetrees and mealies — the major agricultural products in the Kingdom;
  - (vii) between the two bands referred to in paragraph 3(b)(iii), on the 10 (ten) Emalangeni notes a picture of the Havelock Mine;
  - (viii) between the two bands referred to in paragraphs 3(b)(i) and (viii), on the 5 (five) Emalangeni note, a picture of the Mantenga falls;
  - (ix) between the two bands referred to in paragraphs 3(b)(i) and (iii), on the 2 (two) Emalangeni notes, a picture of the Ubombo Ranches Sugar Mill;
  - (x) between the two bands referred to in paragraphs 3(b)(i) and (ii) on the 1 (one) Lilangeni note, a picture of the Royal Swazi Maidens dancing umcwasho.

*Legal tender.*

4. (1) The notes to be issued in terms of this Notice shall be legal tender in Swaziland.
- (2) The notes and coins issued in terms of General Notice No. 97 of 1974 shall also continue to be legal tender in Swaziland.

**H.B.B. OLIVER, C.B.E.**  
*Governor of the Central Bank of Swaziland*

**MBABANE.**  
19th October, 1981.