

SWAZILAND

GOVERNMENT GAZETTE

VOL. XIX] MBABANE, Friday, December 25th., 1981 [No. 137

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NOTICE

CHANGE OF NAME ACT NO. 67 OF 1962
(In terms of Section)

Notice is hereby given that I Milton Majaheni Dlamini, follower of Chief Mnikwa Nduna Sikhuluve of Hhelehhele Area, Pigg's Peak of Umbutfo Borderguards Corps, H.Q. Private Bag Kwaluseni, Swaziland, intend to apply to the Deputy Prime Minister for authorisation to assume the surname of NDWANDWE after the fourth publication of this notice both in the Swaziland Government Gazette and the Times of Swaziland for the reason that the surname DLAMINI is my mother's surname given to me as I was brought up by my mother's family.

Any person or persons who object to my assuming the surname NDWANDWE should lodge their objection in writing with the undersigned or the Senior District Officer, Pigg's Peak.

MILTON M. DLAMINI,
Umbutfo Borderguards,
H.Q. P/B Kwaluseni.

S950 4x25.12.81

NOTICE

LOST TITLE DEED

NOTICE is hereby given that we intend applying for a certified copy of Deed of Transfer No. 193/66 in respect of Certain Erf No. 57 Nkoseluhlaza Street, Manzini, Swaziland, Measuring 1983 square metres, made in favour of Barney Surat on the 2nd September, 1966.

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.

S979 2x25.12.81

NOTICE

Public Transport operators and "Would-Be Applicants" are hereby notified that the routes between Mbabane/Manzini and Manzini/Siteki are further closed to all applications for a period of 18 months with effect from 4th December, 1981 issued in terms of the Road Transportation Act, Section 15 and 16, No. 37 of 1963 and 1965 as Amended).

REV. SENATOR Z. S. KUNENE
Chairman/Road Transportation Board.

S987 25.12.81

LIQUOR NOTICES

(Liquor Licences Act No. 30 of 1964)

It is hereby notified for general information that the Liquor Licencing Board will hold its Summer Meetings to hear the following applications on the dates and at the times and places indicated below in addition to those already advertised

LUBOMBO DISTRICT

In the Magistrate Court on the 21st January, 1982, beginning at 10.00 a.m.

24/1/82 **NKOMONOPHONDO DANIEL KHUMALO:** Renewal of:-
A Bottle Store Liquor Licence with extended hours up to 7.00 p.m. in respect of premises situated on national land known as Thunzini Bottle Store.

Any person wishing to lodge an objection to the grant renewal removal and transfer of any of the above Liquor Licences must do so with Clerk to the Liquor Licencing Board in writing sending copy therefore to the applicant or his/her attorney by registered post to reach him a least (10) ten days before the sitting of the Board.

The addresses of the applicants or their attorneys can be ascertained with the clerk to the Liquor Board at P.O. Box 432, Mbabane.

B.K. Dlamini
Clerk to the Liquor Licencing Board

S991 25.12.81

NOTICE

CHANGE OF NAME ACT NO. 67 OF 1962
(IN TERMS OF SECTION 5)

Notice is hereby given that I CHRISTOPHER KUNENE, follower of Chief MTSAKATSI, Nduna MPINI of Nyakeni, Manzini District, P.O. Box 398, Manzini, Swaziland, intend to apply to the Deputy Prime Minister for authorisation to assume the surname of MBUYISA after the fourth publication of this Notice in the Swaziland Government Gazette and the Times of Swaziland for the reason that the surname KUNENE was given to me by my step father where I was brought up from childhood.

Any person or persons who might object to my assuming the surname MBUYISA should lodge their objections in writing with the undersigned or the District Commissioner, Manzini, Swaziland.

CHRISTOPHER KUNENE,
P.O. Box 398, MANZINI.

S989.4x15.1.82

NOTICE

ESTATE LATE H. V. LORD

NOTICE IS HEREBY GIVEN in terms of Section 51 bis (2) of the Administration of Estates Act No. 28 of 1902 that the First and Final Liquidation and Distribution Account in the Estate of the Late HAROLD VICTOR LORD has been approved by the Master of the High Court and shall lie open for inspection at the Office of the Master and the District Commissioner's office Nhlngano for a period of twenty-one (21) days from the date of publication hereof.

Any person having objection to the Account may lodge such objection in duplicate with the reasons stated therein with the Master of the High Court, Mbabane and a copy shall be delivered by registered post to the Executor.

DATED AT MANZINI this 14th day of December, 1981.

VAN HEERDEN & CO.,

Attorneys for the Executor,

P.O. Box 23,

MANZINI.

S983 25.12.81

NOTICE

TRADING LICENCES ORDER NO. 20 OF 1975

Notice is hereby given that an application by ASTRO INVESTMENTS (PROPRIETARY) LIMITED c/o Carlston and Company, P.O. Box 143, Manzini, for grant of a General Dealer's Licence in clothing, household hardware, who will carry on the business under the style "SINGA SHOPPING CENTRE" to be operated at Lot 368, Portion 4, Shop No. 4, Ngwane Street, Manzini will be heard in the District Commissioner's Offices, Manzini on the 12th day of January 1982 at 10.00 a.m.

Objections thereto must be lodged, in writing, with the District Commissioner, Manzini as well as with the Applicant's Attorneys, Carlston and Company, Emcozini Building, Ngwane Street P.O. Box 143, Manzini on or before 5th January, 1982.

J.P. MAVIMBELA,

The Licensing Officer,

P.O. Box 13,
MANZINI.

S984 25.12.81

NOTICE

LOST DEED OF TRANSFER

NOTICE is hereby given that I intend to apply for a certificate copy of deed of transfer No. 81/71 dated 19th April, 1971 passed in favour of Reginald Edward Davis born on the 13th March, 1940 in respect of:

ERF 290: situate in Fourth Avenue, Nhlanguano Town.
MEASURING: 396 (three hundred and ninety six) 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.

DATED at MBABANE this 6 day of December, 1981.

ATTORNEY P.M. SHILUBANE,
Suite 15 Independence House,
West Street,

P.O. Box A93,
MBABANE.

S985 2x1.1.82

NOTICE

**IN THE HIGH COURT OF SWAZILAND
HELD AT MBABANE**

C.C. 257/81

In the Matter between
SWAZILAND DEVELOPMENT AND SAVINGS BANK Plaintiff
and
DON VUSUMUZI MAKHUBU Defendant

NOTICE OF SALE IN EXECUTION

NOTICE IS HEREBY GIVEN that pursuant to a Writ of Execution issued in the above matter, the undermentioned property will be sold by public auction by the Deputy Sheriff for the District of Manzini on Saturday the 30th January, 1982 at 10.30 a.m. in front of the District Commissioner's Office Coronation Park, Manzini:

CERTAIN Portion 7 of the Farm "TRELAWNY PARK" No. 868, situate in the urban area of Manzini, District Manzini, Swaziland;
MEASURING 1453 Square Metres;

with Luxury house erected thereon. The Conditions of Sale may be inspected at the Office of the Sheriff of Swaziland, the High Court, Mbabane, the Deputy Sheriff, the Court House, Manzini or the undersigned during usual office hours.

DATED AT MANZINI this 9th December, 1981.

VAN HEERDEN & CO.,
Plaintiff's Attorneys,
2 Mutual Building,
Nkoseluhlaza Street,
MANZINI.

S988 25.12.81

LIQUOR NOTICES

(Liquor Licences Act No. 30 of 1964)

It is hereby notified for general information that the Liquor Licencing Board will hold its Summer sitting to hear the following application on the dates times and places indicated below in addition to those already advertised.

SHISELWENI DISTRICT

In the Nhlngano District Commissioner's Office on the 14th January, 1982.

- 17/1/82 (A) **STEVE HELFRICK:** Transfer of:-
A Club Liquor Licence with extended hours up to none in respect of premises situate on Southern Swaziland Country Club. Nhlngano Shiselweni District.
- (B) **STEVE HELFRICK:** Transfer of:-
A Club Liquor Licence with extended hours up to none in respect of premises situate on Southern side of Swaziland known as Southern Country Club. Nhlngano Shiselweni District.

Any person wishing to lodge objection to the grant renewal transfer and removal of Liquor Licencing Board may do so with Clerk to the Liquor Licencing Board by writing and sending a copy therefore to the applicant or his/her attorney by registered post to reach him at least (19) days before the sitting of the Board.

Addresses of the applicants or their attorneys, can be ascertained with the Clerk to the Liquor Licence Board at P.O. Box 432, Mbabane.

B.K. DLAMINI
Clerk to the Liquor Licencing Board.

S992 25.12.81

LIQUOR NOTICES

(Liquor Licences Act No. 30 of 1964)

It is hereby notified for general information that the Liquor Licencing Board will hold its Summer Meetings to hear the following applications on the dates times and places indicated below, in addition to those already advertised.

MANZINI DISTRICT

In the town council conference hall on the 4,5,6th January, 1982.

- 70/1/82 **JOSE FERNANDES:** Renewal of:-
A Restaurant Liquor Licence with extended hours up to 12.00 Midnight in respect of premises situate on Shop No. 4 Ilanga Centre Martin Street Manzini known as Gil Vincent Restaurant.

Any person wishing to lodge objection to the grant renewal transfer and removal of the above Liquor Licence must do so with Clerk to the Liquor Licencing Board in writing sending a copy therefore to the applicant or his/her attorney by registered post to reach him at least ten (10) days before the sitting of the Board.

Addresses of the applicant or his attorney's can be ascertained with the Clerk to the Liquor Board at P.O. Box 432, Mbabane.

B.K. DLAMINI
Clerk to the Liquor Licensing Board.

S993 25.12.81

NOTICES

TRADING LICENCE ORDER NO. 20 OF 1975

Notice is hereby given that an application by Edward Arthur Middleton of Box 1088, Manzini for a grant of a Grocery Licence to operate at Farm 234 Portion 7 Matsapa under the style "EKHAYALAMI GROCERY" will be heard in the District Commissioner's Conference Room on Tuesday the 19th January, 1982 at 10.00 a.m.

Notice is hereby given that an application by Benson M. Ngwenya of P.O. Luyengo for a grant of a Pedlar's Licence to operate in the Manzini District under the style "MABUYA'S PEDLARS" will be heard in the District Commissioner's Conference Room on Tuesday the 19th January, 1982 at 10.00 a.m.

Notice is hereby given that an application by Solomon Malwane of Box 1281, Manzini for a grant of a General Dealer's Licence to operate at Stand 61, Louw Street, Manzini under the style "CURRY DEN" will be heard in the District Commissioner's Conference Room on Tuesday the 19th January, 1982 at 10.00 a.m.

Notice is hereby given that an application by Fanukwente W. Ntiwane of Box 2146, Manzini for a grant of a Hawker's Licence to operate in the Manzini District under the style "EMANTUNGWAWA HAWKERS" will be heard in the District Commissioner's Conference Room on Tuesday the 19th January, 1982 at 10.00 a.m.

Notice is hereby given that an application by Gelie Mamba of Box 11, Ludzeludze for a grant of a Pedlar's Licence to operate in the Manzini District under the style "BONGINHLANHLA" will be heard in the District Commissioner's Conference Room on Tuesday the 19th January, 1982 at 10.00 a.m.

Notice is hereby given that an application by Meshack Dlamini of Box 2168, Manzini for a grant of a Hawker's Licence to operate in the Manzini District under the style "LAMANTINI" will be heard in the District Commissioner's Conference Room on Tuesday the 19th January, 1982 at 10.00 a.m.

Notice is hereby given that an application by Harriet Dlamini of Box 66, Malkerns for a grant of a Hawker's Licence to operate in the Manzini District under the style "MALANGENI" will be heard in the District Commissioner's Conference Room on Tuesday the 19th January, 1982 at 10.00 a.m.

Notice is hereby given that an application by Lillian Dlamini of Box 1634, Manzini for a grant of a Hawker's Licence to operate in the Manzini District under the style "SIHHOYEZA" will be heard in the District Commissioner's Conference Room on Tuesday the 19th January, 1982 at 10.00 a.m.

Notice is hereby given that an application by Judith Mamba of Box 72, Kwaluseni for a grant of a Hawker's Licence to operate in the Manzini District under the style "PHUMULILE" will be heard in the District Commissioner's Conference Room on Tuesday the 19th January, 1982 at 10.00 a.m.

Notice is hereby given that an application by Elizabeth Zwane of Box 1, Lobamba for a grant of a Hawker's Licence to operate in the Manzini District under the style "THOKO'S HAWKERS" will be heard in the District Commissioner's Conference Room on Tuesday the 19th January, 1982 at 10.00 a.m.

Notice is hereby given that an application by Dorcas T. Magagula of Box A280, Mbabane for a grant of a Pedlar's Licence to operate at Manzini District under the style "PHUMUZA" will be heard in the District Commissioner's Conference Room on Tuesday the 19th January, 1982 at 10.00 a.m.

Notice is hereby given that an application by Yunus Dada of Box 375, Corundum Street Laudium Pretoria for a grant of a Hawker's Licence to operate in the Manzini District under the style "DADAS" will be heard in the District Commissioner's Conference Room on Tuesday the 19th January, 1982 at 10.00 a.m.

Objection thereto must be lodged in writing with the undersigned as well as with the applicant on or before Friday the 15th January, 1982 not later than 4.00 p.m.

J.D. DLAMINI
Licensing Officer/Manzini.

P.O. Box 13,
MANZINI.

S990 25.12.81

SUPPLEMENT TO
THE
SWAZILAND GOVERNMENT
GAZETTE

VOL. XIX] MBABANE, Friday, December 25th., 1981 [No. 137

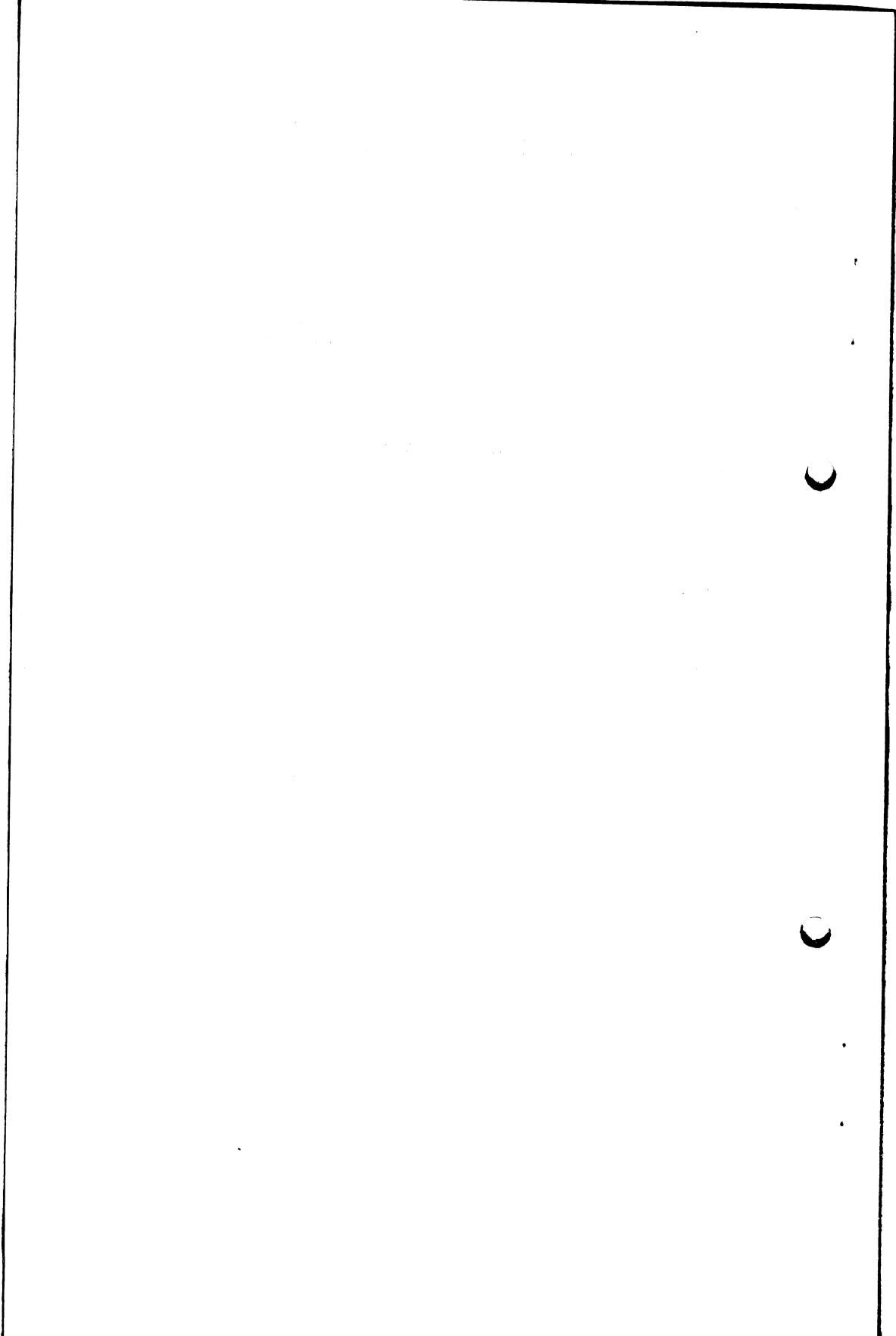
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PART C — LEGAL NOTICES

92. The Regulation of Wages (Road Transportation) Order, 1981 S1



THE WAGES ACT 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (ROAD TRANSPORTATION) ORDER, 1981

(Under section 11)

In exercise of the powers conferred on him by section 11 of the Wages Act, 1964 the Deputy Prime Minister hereby makes the following Order —

Citation.

1. This Order may be cited as the Regulation of Wages (Road Transportation) Order, 1981 and shall come into force on the 24th December 1981.

Interpretation.

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

“assistant mechanic” means an unskilled employee who assists a mechanic;

“bookkeeper/cashier” means an employee who is engaged in the keeping of elementary books of account or cash;

“checker/sorter” means a person who is employed to check or sort goods or parcels being loaded or off-loaded from a vehicle or which are to be despatched or stored;

“cleaner” means a person who is employed to clean vehicles or the premises of his employer;

“clerk” means a person with more than three months service and who is engaged on general clerical duties;

“conductor” means a person who is employed to sell tickets on a public service vehicle and who is responsible for the control of passengers on that vehicle;

“driver” means a person who is employed to drive a goods vehicle, public service vehicle, hire car or taxi as the context may require;

“grade” means any grade listed in the First Schedule;

“greaser” means an employee in the elementary greasing of vehicles and trailers;

“head driver” means an employee who supervises other drivers;

“public holiday” means any day prescribed as a paid public holiday in paragraph 11;

“journeyman/mechanic” means an employee who has completed an apprenticeship;

“junior clerk” means a clerk who works under supervision for a maximum period of three months when first employed;

“lay over” means a period of duty performed by a driver for the purpose of booking-on/booking-off his vehicle which shall not include driving duty;

“loader” means an employee engaged in the loading or off-loading of vehicles or rail transportation;

“lorrymate” means an employee who assists in the execution of driver’s duties other than driving;

“messenger” means an employee engaged to convey messages and to carry out elementary office jobs;

"mobile crane driver" means an employee who operates a mobile crane to load and off-load goods materials;

"night" means the period between the hours of 6.00 p.m. and 6 a.m.;

"overtime" means any time work outside the ordinary hours of work as defined in paragraph 5;

"senior clerk" means an employee engaged in general clerical duties including supervisory work;

"short time" means the employment of employees on short time working at not less than fifty percent of their basic wage;

"suitable accommodation" means a weatherproof structure containing a bed or camp bed with a palliasse or similar covering;

"switchboard operator" means an employee who operates a telephone switchboard;

"trainee conductor" means a person who is undergoing training by a conductor for employment as a conductor;

"tyre hand" means a person who is employed in the repairing of tyres and tubes, including the use of equipment necessary for such work;

"watchman" means an employee who guards property or premises of his employer;

"working day" means any day other than a day off or a public holiday listed in paragraph 11.

Application.

3. This Order shall apply to all person employed in any undertaking comprising the carriage, for hire or reward, of passengers and goods either of them, by a motor vehicle required to be licensed under the Road Transportation Act, 1963.

Basic minimum wage.

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

(2) A casual employee shall not be paid less than one and one third times the basic minimum wage for the occupation and grade in which he is employed.

(3) An employee who is required to perform duties in a lower grade than that in which he is normally employed, shall be paid the wages applicable to the grade in which he is normally employed.

(4) An employee who is required to temporarily perform duties in a higher grade than that in which he is normally employed, shall be paid the wage applicable to such higher grade on and after the third day of such work.

(5) Except in the case of short time, no employer shall reduce the wages of any employee who is able and willing to work and who presents himself for work at the appointed time and place but for whom the employer is unwilling or unable to provide work.

Hours of work.

5. (1) The ordinary hours of work shall not exceed forty-eight per week, spread over six days.

(2) Except in cases of emergency, no employer shall require or permit an employee, other than a watchman, taxi-driver or hire-car driver, to work more than sixty-six hours, including overtime, in any one week, or for more than five continuous hours without a break of at least thirty minutes.

(3) Every employee shall receive one day off-work in each week and no employee shall be required to work on his day off in successive weeks.

(4) Where two drivers are engaged in driving a vehicle, the total driving hours per day for both drivers shall not exceed sixteen hours and each driver shall be paid for driving time only.

(5) A driver of a public transport vehicle shall be allowed breaks amounting in aggregate to not less than forty minutes in a period of eight consecutive hours working time, and in the event of him working more than eight consecutive hours, he shall, in addition to the aggregated break of forty minutes, be given a thirty minute rest period at the end of eight hours.

(6) No driver shall be required or permitted to drive for eleven or more hours in one day except in the case of an emergency.

Conversion rates.

6. For the purpose of converting a weekly wage to —
- (a) an hourly rate, the weekly wages shall be divided by the number of hours ordinarily worked in a week;
 - (b) a daily rate, the weekly wage shall be divided by the number of days ordinarily worked in a week;
 - (c) a monthly rate, the weekly wage shall be multiplied by four and one third.

Payment of overtime.

7. (1) An employer may require an employee to work overtime and, whenever possible, shall give twenty-four hours notice of such requirement.

(2) The first thirty minutes of overtime working on any day shall qualify for payment at the employee's normal rate of wages applicable to that day.

(3) Overtime in excess of thirty minutes on any normal working day shall qualify for payment at the rate of time and one half the employee's normal rate of wages.

(4) Overtime worked by an employee on his day off or on a public holiday shall qualify for payment at double the employee's normal wage.

(5) This paragraph shall not apply to a taxi-driver, hire-car driver, junior clerk, and a bookkeeper/cashier, who shall not qualify for overtime payments.

Payment of Wages.

8. (1) An employer shall pay the remuneration due to an employee within four days of the date when such remuneration is due.

(2) If the services of an employee are terminated, payment of all remuneration due shall be made either at the time of termination or within seven consecutive days following such termination.

(3) An employee whose services are terminated for any cause shall be paid the cash equivalent of any leave due to him at the time of such termination.

Allowances.

9. (1) An driver (other than a taxi driver) who is required to drive at night shall be paid at one and one quarter times his normal wage rate:

Provided that where two drivers are employed on the same vehicle only one driver may be paid at that rate.

(2) A taxi driver shall be paid, in addition to his normal wage, Commission of not less than two per centum of his takings during any month in respect of which such wages are due to him.

(3) A driver who has been in the continuous employment of the same employer for more than six months and who is required to obtain an annual public driver's licence, shall be re-imbursed by his employer the cost of any medical examination required as a condition for the issue of that licence.

(4) An employee shall be paid the following subsistence allowance in respect of each continuous period of twelve hours absence on duty away from his principal place of employment up to a maximum of six days—

- (a) where the employer provides suitable accommodation and food—E1.50;
- (b) where the employer does not provide food, but provides suitable accommodation or where accommodation is available on the vehicle — E2.00;
- (c) where the employer provides neither food nor accommodation — E3.00.

(5) An employee who is absent on duty away from his principal place of employment for six or more days but not exceeding thirty days, shall be paid the following subsistence allowance in respect of each absence —

- (a) if the employer provides suitable accommodation food— E3.00;
- (b) if the employer provides neither food nor accommodation E5.00.

(6) The payment of a subsistence allowance shall be limited to a maximum of thirty days, following which the employee shall be regarded as permanently transferred.

Annual leave.

10. (1) During the first three years of continuous service with an employer, an employee shall earn leave at the rate of one working day for each completed month of service.

(2) An employee with three or more years but not exceeding seven years continuous service with an employer, shall earn leave at the rate of one and a quarter working days for each completed month.

(3) An employee with more than seven years continuous service with an employer shall earn leave at the rate of one and a half working days for each completed month.

(4) No employee shall accumulate more than forty eight days annual leave.

(5) No employee shall be entitled to annual leave during his first year of continuous service, thereafter, he shall be entitled to annual leave within one calendar month of his application therefor and shall be paid, prior to the leave, all remuneration and allowances due to him in respect of that leave.

(6) Periods of leave or sick leave whether paid or not, taken by an employee, shall not be counted as leave earning employment.

(7) An employer who observes a holiday other than a public holiday in paragraph 11, shall not off-set such holiday against an employee's annual leave.

Public holidays.

11. (1) The following days shall be public holidays with full pay—

- Boxing Day
- Christmas Day
- Good Friday
- Incwala Day
- Independence Day
- King's Birthday
- New Year's Day

(2) Where a public holiday falls on a Sunday the following day shall be deemed to be a public holiday.

(3) An employee who is absent without leave on the working day before or the working day after a public holiday, shall not be entitled to any payment in respect of that public holiday in terms of this paragraph.

Sick leave.

12. (1) After three months of consecutive 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-paragraph (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;
- (ii) a certificate issued by a District Commissioner or registered nurse shall be accepted in place of a medical certificate if a medical practitioner is not available.

13. An employer shall provide an employee on engagement with a document bearing the following information —

- (a) his grade;
- (b) his wage rate;
- (c) frequency of wage payments;
- (d) provisions for accommodation (where applicable);
- (e) provisions for the termination of employment;
- (f) the hours of work;
- (g) the details of any bonus or incentive production scheme on operation;
- (h) sick benefits; and
- (i) any other rules and regulations that may affect the terms and conditions of the employment.

Continuous service.

14. (1) Continuous service is service in the employment of the employer 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 the 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.

Protective clothing.

15. (1) Subject to sub-paragraph (3) 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 waterproof 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 journeymen/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 paragraph 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.

Ration allowance.

16. (1) An employee earning less than E1,080 per annum or E20.70 per week, shall be supplied by an employer, free of charge, with the weekly rations prescribed in the Second Schedule:

Provided that with the consent of an employee and after notifying the Labour Commissioner, an employer may pay to an employee E8.00 in lieu of weekly rations.

(2) Where the Labour Commissioner increases the value of rations, an employer shall, from the date of the increment, increase the amount specified in sub-paragraph (1) by the amount of the increment.

Short time.

17. (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 Labour Commissioner consenting in writing to such an arrangement, and on the understanding that the employer intends resuming full time working within three weeks.

(2) Where an employee has been placed on short time under sub-paragraph (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.

Revocation of Legal Notice No. 101 of 1979.

18. The Regulation of Wages (Road Transportation Industry) Order 1979 is hereby revoked.

FIRST SCHEDULE

<i>Grade</i>		<i>Basic Minimum Wage per Week.</i>
I	Cleaner)
	Greaser)
	Loader)
	Lorry mate) E14.50
	Messenger)
	Trainee conductor)
	Checker/Sorter)
	Conductor)
	Driver (vehicle up to 7 tons tare weight))
II	Fuel issuer) E22.50
	Junior Clerk)
	Tyre hand)
	Switchboard operator)
	Watchman)
	Assistant mechanic)
	Clerk)
III	Driver (vehicle over 7 tons and under 12 tons tare weight))
	Driver (P.S.V. licenced to carry not more than 10 passengers)) E24.50
	Driver (hire — car))
	Driver (taxi))
	Driver (mobile crane))
IV	Driver (P.S.V. licenced to carry up to 40 passengers)) E26.50
	Bookkeeper/Cashier)
V	Driver (vehicle of 12 to 20 tons tare weight)) E28.50
	Driver P.S.V. licenced to carry more than 40 passengers)
	Head driver)
VI	Driver (low loader more than 20 tons tare weight)) E30.00
	Senior Clerk)
VII	Journeyman/Mechanic) E72.50

SECOND SCHEDULE

(Paragraph 16)

WEEKLY RATIONS SCALE

Mealie Meal.....	6.36kg. (14 lbs.)
Meat	1.36 kg. (3 lbs.)
Sugar.....	0.45 kg. (1 lb.)
Dry Beans, Peas or Groundnuts	0.68 kg. (1½lb.)
Fresh Vegetables	0.45 kg. (1 lb.)
Salt	0.114 kg. (4 ozs.)

Alternatives.

The following weekly rations may be supplied in lieu of mealie meal or meat—

(a) Mealie Meal —

for every 0.9 kg. (2 lbs.) of mealie meal —

- (i) 0.45 kg. (1 lb.) of bread;
- (ii) 0.34 kg. (12 ozs.) of rice: or
- (iii) .23 kg. (lb.) of ordinary or sweet potatoes.

(b) Meat—

for the first 0.23 kg. (8 ozs.) of meat,
0.45 kg. (1 lb.) of fish or 0.23 kg. (8 ozs)
of cheese.

Permitted variations.

The ration of mealie meal may be reduced by an amount, not exceeding 2.72 kg. (6 lbs.) where the employer provides the drink known as “mahewu”.

A.R. SHABANGU
Permanent Secretary
Deputy Prime Minister's Office